

TIPS FOR MANAGERS During COVID -19

- ◆ Provide staff with material for self-care on COVID 19
- ◆ Foster and promote the importance of **self-care** among personnel
- ◆ ACKNOWLEDGE FEELING STRESS IS A NORMAL FEELING IN CURRENT SITUATION
- ◆ Take time to check in with individual staff members routinely and Inquire if there are specific needs, concerns or worries
- ◆ Encourage a spirit of fortitude, patience, tolerance, and hope
- ◆ Provide patience and reassurance with staff who are faced with learning the policies and recommendations that continue to evolve within the COVID 19 environment.

Behaviors That Could Be of Concern

Red Flag #1 – Avoidance and emotional numbing

- ◆ Staff Not talking to others about their experiences' or COVID19 situation.
- ◆ Personnel who begin to avoid certain people or places that remind them of the traumatic situation.
- ◆ Staff may become isolated and withdrawn
- ◆ Managers /supervisors may notice staff who begin giving up activities previously enjoyed.
- ◆ Becomes obsessive with work or hobbies – interrupts daily activities. {working multiple shifts when others are available}

Red Flag #2 – Hyperarousal (feeling 'on edge')

- ◆ Inability to relax; easily startled. This state of mind is known as hyperarousal. Hyperarousal often leads to:
 - Irritability
 - Angry outbursts
 - Difficulty concentrating
 - Self-harming or destructive behavior – such as drug misuse or alcohol misuse
 - Other physical symptoms – such as headaches, dizziness, chest pains and stomach aches
- ◆ Breakdown of personal and professional relationships

Red Flag #3 Re-experiencing

- ◆ Constant, negative thoughts – and perseveration of the situation which interrupts daily routines.
- ◆ Repetitive and distressing images or sensations
- ◆ Physical sensations – such sweating, nausea or trembling
- ◆ Involuntarily and vividly re-living the daily situations which lead to
 - Interruption of sleep
 - Flashbacks / Nightmares