Upstate Entrepreneur Ecosystem

MENTAL HEALTH FOR BUSINESS IN THE NEW NORMAL

APRIL 28, 2020
MENTAL HEALTH FOR BUSINESSES IN THE NEW NORMAL

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WHO I AM
SUPPORTING MENTAL HEALTH IN NEW NORMAL WORKPLACE
FRAMES OF REFERENCE

1. PRE – PANDEMIC
2. QUARANTINE - DISTANCE
3. NEW NORMAL
1. PRE-PANDEMIC (THE GOOD OLE DAYS) 
MENTAL HEALTH : BALANCE
1. PRE-PANDEMIC MENTAL HEALTH BALANCE INDICATORS

PRODUCTIVITY
PROFITABILITY
PERCENTAGES
PEOPLE
2. QUARANTINE – SOCIAL DISTANCING
MENTAL HEALTH : BALANCE

- Need to be present, need to persevere, need to survive
- Need to be separated, need to be supported, need to survive
2. QUARANTINE, DISTANCING MENTAL HEALTH BALANCE INDICATORS

HYGIENE ACCESS PRACTICES DISTRACTION PRODUCTIVITY
MENTAL HEALTH: BALANCE

NEED TO COMPETE
NEED TO PRODUCE
NEED TO FOCUS

NEED TO ADJUST
NEED TO ENGAGE
NEED TO THRIVE
3. NEW NORMAL HOW DO WE ACHIEVE THIS?

HOW DO WE GET BACK TO WORK BALANCED & MENTALLY HEALTHY?
FIRST KEY POINT

“WE DON’T HAVE ALL THE ANSWERS. WE HAVE TO FIGURE IT OUT TOGETHER.”
SECOND KEY POINT

WE MUST TRUST OUR LEADERS / MANAGERS.
THIRD KEY POINT

WE MUST KNOW AND DISPLAY TRUST BEHAVIORS.
WHAT ARE LEADER/MANAGER BEHAVIORS?
LEADER/MANAGER TRUST BEHAVIORS

THREE CATEGORIES
YOUR SELF
YOUR TEAM
YOUR COMMUNITY
TRUST BEHAVIORS FOR YOUR SELF – YOU CAN DO THIS.

LISTEN WITH YOUR WHOLE SELF.
LOOK WITH TOTAL CONCENTRATION.
UP, OUT, FORWARD BEFORE DOWN.
ADMIT THAT OUTCOMES NOT KNOWN.
ASK FOR IDEAS.
ACT WITH HONOR, CONFIDENCE.
TRUST BEHAVIORS FOR YOUR TEAM – THEY CAN DO THIS.
BELIEVE IN THEM.
CLARIFY ROLES.
ALLOW ROLES TO CHANGE, TO FLEX.
ACKNOWLEDGE EFFORT.
ENCOURAGE HUMOR.
TRUST BEHAVIORS FOR YOUR COMMUNITY – WE DO THIS.
FOLLOW GUIDELINES.
USE COMMON SENSE.
SHARE RESOURCES.
APPLY FOR EVERY AVAILABLE SUPPORT.
PRACTICE PATIENCE.
TRUST BEHAVIORS - COMMUNICATE

IT IS OK TO SAY YOU DO NOT HAVE ALL ANSWERS.
PROVIDE REASSURANCE ANYWAY.
BE VERY OBSERVABLE, NO HIDING.
SHARE PROGRESS, FRUSTRATIONS, MORE PROGRESS.
BE A WORKER, A DOER.
MAKE DECISIONS AS PUBLICLY AS POSSIBLE.
TRUST BEHAVIOR – PROVIDE PPE (AS APPROPRIATE)

MODEL THE USAGE BUT DON’T OVERDO IT.
ENCOURAGE CREATIVITY.
MAKE IT A PART OF YOUR BRAND, YOUR IMAGE.
MAKE IT FORMAL (PERFORMANCE EXPECTATIONS)
MAKE IT FUN (ALLOW MEMBERS TO COMPETE)
LEADER MANAGER TRUST BEHAVIORS

TRUST BEHAVIOR – PROVIDE TECHNOLOGY

(AS IS AFFORDABLE AND APPROPRIATE)

PAY FOR INTERNET ACCESS.
PROVIDE DEVICES.
TEACH THE SKILLS.
INSTALL SECURITY FEATURES.
LEADER MANAGER TRUST BEHAVIORS

TRUST BEHAVIOR – PROVIDE LOGISTIC SUPPORT.
(AS BEST YOU AND YOUR COMPANY CAN.)

ALLOW FLEXIBILITY.
CHANGE SCHEDULES.
PROVIDE TRANSPORTATION.
GIVE EMPLOYEES GUIDANCE FOR TELECOMMUTING PERFORMANCE.
Presentation and recording of webinar will be available at Ten at the Top’s Economic & Entrepreneurial Vitality page
FOR THE NEW NORMAL MENTAL HEALTH

1. FIGURE IT OUT TOGETHER.
2. TRUST IS CRITICAL.
3. TRUST HAPPENS ON MANY LEVELS.
4. COMMUNICATION IS KEY.
5. PROVIDE AS BEST YOU CAN.

KEY TAKE-AWAYS
THIS IS A MENTALLY HEALTHY NEW NORMAL WORKPLACE. WILL IT BE YOURS?
ABSOLUTELY!
THANK YOU

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