



COVID-19: TIPS FOR MANAGING JOB STRESS WHEN RETURNING TO WORK

The COVID-19 pandemic has been and continues to be a difficult journey. As businesses begin to return to full operations, employees may feel more stress and anxiety. These emotions can be difficult to manage and may feel overwhelming. The tips below come from the CDC guidance on Employees: How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic. We also encourage employees to utilize our Employee Assistance Program (EAP) for mental health resources and counseling services.

Common negative emotions

Paying attention to emotions that cause disruption to a successful return to work can be helpful. Knowing the challenges can help an employee, faculty or students address these issues in a positive way. Here are some things to look for:

- Irritation or anger
- Anxiety, nervousness and uncertainty
- Lacking drive or motivation
- Chronic fatigue, being overwhelmed or even burned out
- Unusual sadness or depression
- Insomnia or unusual disruption to sleep patterns
- Difficulty focusing or concentrating

Common considerations for work-related stress during a pandemic

- Concerns regarding exposure to the virus at work
- Managing an effective work-life balance
- Being unable to utilize the usual tools and equipment needed to perform the job
- Worrying about being able to maintain employment
- Adapting and learning to use new tools and technology
- Changes to a workspace and/or a work schedule

Tips to cope positively to manage job stress and anxiety

- Talk to your co-workers, supervisors and employees about job stress and be willing to problem solve.
- Focus on what you CAN control and influence, and do the best you can with what you have.
- Know the facts about COVID-19. Talk to your administration and/or HR department when you have questions.
- Take a break from news stories, including social media.
- Take time to connect with people. Discuss your concerns, feelings and how the COVID-19 pandemic is affecting you.
- Know who to talk to when you need help or more information.

We hope this information will be helpful and encouraging as you transition back from the pandemic.