

Identify

Self-assess to see if you are experiencing stress in one of these areas:



Physical

Sleep Disturbance
Fatigue
Headaches



Emotional

Irritability
Anxiety
Guilt



Cognitive

Difficulty Concentrating
Forgetfulness
Racing Thoughts



Behavioral

Impulsivity
Withdrawal/Isolation
Avoiding Responsibilities

Initiate

Reach out to your colleagues one-on-one or in small informal groups.

Where & When

Team or break room, call room, before/after meetings, via text, phone or Zoom

Group Leaders: Consider dedicating time at your team meetings to check in

How

Ask open-ended questions to initiate meaningful conversation:

"What has been the most difficult thing for you lately?"

"How has it been for you walking through these past few weeks, months, etc.?"

"You seem to be handling the situation well. Is my perception accurate?"

Share your own stressors to normalize difficulties and allow for honest sharing.

"Recently, [insert here] has been really hard for me lately. How has that been for you?"



Common Work and Non-Work-Related Stressors during COVID-19

1. Fear of contracting COVID-19 and/or giving to family/being incapacitated
2. Witnessing additional patient suffering and/or death
3. Caring for patients who cannot have visitors and consulting with their families
4. Scarce resources and moral injury from rationing resources
5. Societal pressure to model proper pandemic response as health care practitioners
6. Balancing social distancing and the need for interpersonal contact
7. Loneliness and social isolation
8. Political divisiveness
9. Loss of trust in the institutions and individuals tasked with pandemic response
10. Living in a time of exposed racism and witnessing disparities among lower income and non-white communities
11. No end to the pandemic in sight and grief of life pre-pandemic

Intervene Take action to make change or get help.

- If you are struggling, you are not alone. Find a trusted peer and/or professional for help.
- If your colleague is struggling: Initiate conversation and direct to facility-based resources.



Helpful Actions

- Actively listen and rephrase what they are saying
- Validate and legitimize their emotions "It's okay to not be okay."
- Share what's helped you in the past
- Ask what's worked for them in the past
- Share available resources and offer to accompany a colleague to a program, meeting, etc.
- Commit to check in again

Our Local Resources:

If you suspect someone is in immediate danger, get help right away.

National Suicide Prevention Lifeline (1-800-273-8255)

A suicide prevention network of over 160 crisis centers that provides 24/7 service to anyone in suicidal crisis or emotional distress.

Disaster Distress Helpline (1-800-985-5990)

A 24/7, 365-day-a-year, national hotline dedicated to providing immediate crisis counseling for people who are experiencing emotional distress related to any natural or human-caused disaster.