

Your Employee's "New Normal"

*How to harness the power of resilience and
move from surviving to thriving*

Featuring:

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Genesis EAP Counselor

Objectives

- Understand how the brain responds to change
- Learn how prolonged grief can initiate trauma responses
- Review the “5 Pillars” of Resilience
- Gain insights for implementing resilience into our daily lives

The “New Normal”

- Ever changing
- Shakes our stability
- Damages our mental health



The “New Normal”

- Constant change
- Uncertainty
- New roles
- Information overload
- Grief/loss
- Civil unrest



Resilience:

The ability to recover from or adjust easily to misfortune or change.



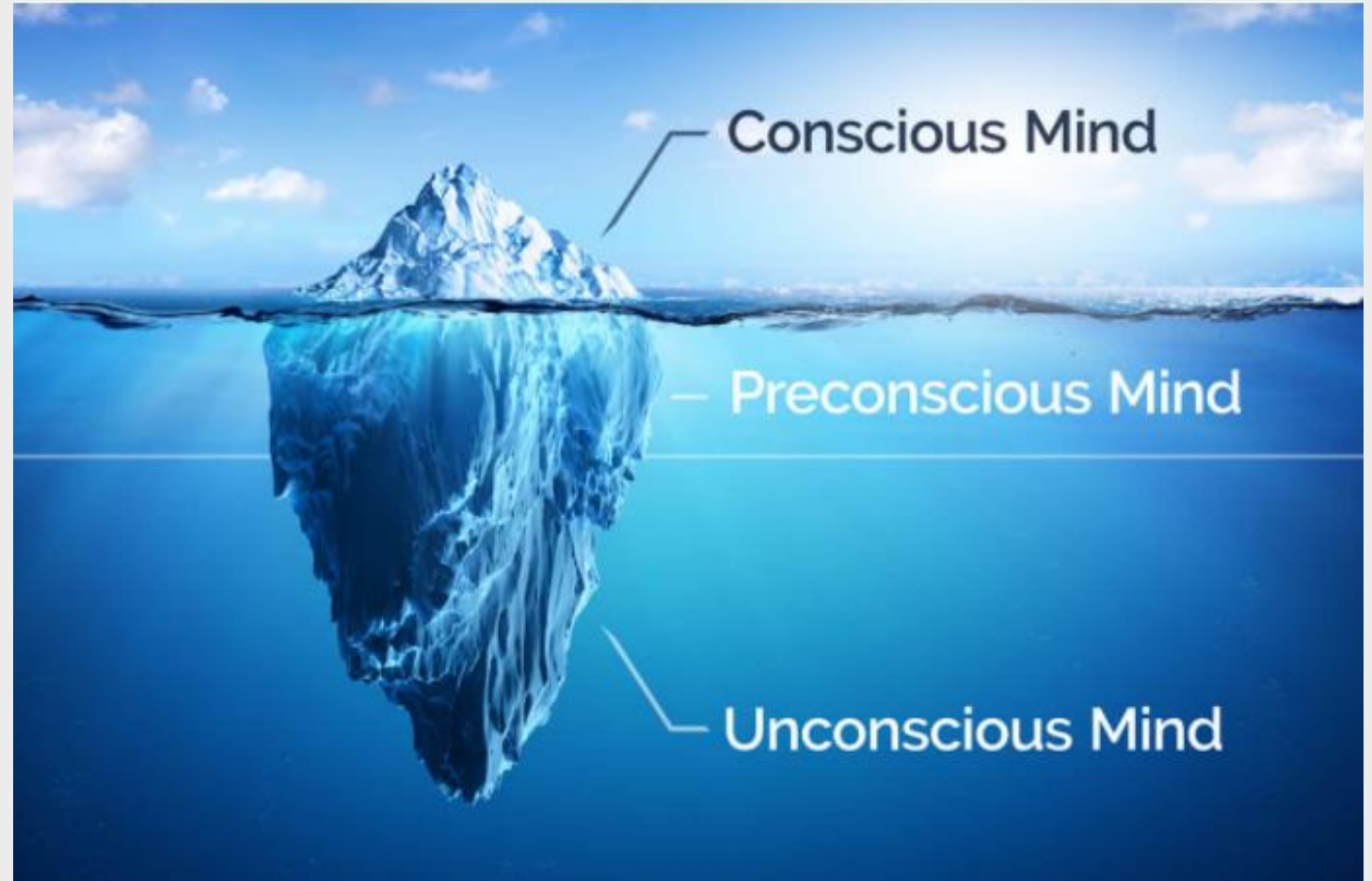
Psychological Resilience

The ability to mentally or emotionally cope with a crisis or ***return to pre-crisis status quickly.***

Resilience exists when the ***person uses mental processes and behaviors*** in promoting personal assets and protecting self from the potential negative effects of stressors

Who has control?

The **Conscious**
versus the
Unconscious Mind



Unconscious Mind

Primary source of
human behavior



Conscious Mind

Present awareness
and mental
processing



Prolonged Grief

*“MILLIONS OF PEOPLE AROUND THE WORLD HAVE EXPERIENCED THE **LOSS OF A LOVED ONE** DUE TO THE CORONAVIRUS DISEASE 2019 (COVID-19) PANDEMIC.*

*GIVEN THE RESTRICTIVE LOCKDOWN REGULATIONS AND STAY-AT-HOME ORDERS, MOST OF THESE **INDIVIDUALS DID NOT GET A CHANCE TO SAY GOODBYE** TO THEIR LOVED ONES, PROPERLY TO HAVE A FUNERAL/CEREMONY FOR THEIR LOSS OR TO BURY THEM. AS A RESULT, **MILLIONS OF INDIVIDUALS HAVE NOT EXPERIENCED A REGULAR GRIEF CYCLE** THAT ENABLES INDIVIDUALS TO RAPIDLY ADJUST TO THE SITUATION AND RECOVER THEMSELVES.”*

Taken from “Face Time Farewells: Grief in COVID Era” article by Dr. Joseph Mercola

Trauma Responses

Then What?

Prolonged grieving and uncertainty can create **fear** and our trauma responses kick in



Reflection

Do you recognize any of these responses in yourself?

Do you recognize any of these responses in those around you?



Five Pillars of Resilience

- Self Awareness
- Mindfulness
- Self care
- Positive Relationships
- Purpose



Five Pillars - Exercises

- **Self awareness** - Deep breathing exercise (4 in / 4 out)
- **Mindfulness** - Identify the “up side” to 3 challenges
- **Self care** - Diet, exercise, sleep
- **Positive** - Relationships: Identify 3 people that “fill you”
- **Purpose** - Identify 3 things you do that have meaning

Genesis Employee Assistance Program (EAP)

Genesis EAP Beliefs

- Genesis Health System recognizes that employees and their families may face a wide range of **personal problems** during their lives and that **such problems** can have **an adverse effect upon** their personal well being and **job performance**.
- Genesis Health System believes **that almost any problem can be successfully resolved** provided it is identified in its early stages and treated appropriately.

Genesis EAP Benefits

EAP uses a short term, solution focused approach to assist with

- Physical illness
- Mental or emotional conflicts
- Personal or family illness
- Marital or family distress
- Alcoholism/drug abuse
- Other addictive behaviors
- Financial/legal difficulties



Genesis EAP - Contact Information

- Phone: 563-386-4004 or 1-800-475-1641
- Phone or video sessions available
- 24 hour crisis intervention
- Assist with long-term counseling referrals



About the Speaker

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Mrs. Brokaw holds a Masters of Social Work degree from St. Ambrose University. She is a Licensed Independent Social Worker (LISW) in Iowa and a Licensed Clinical Social Worker (LCSW) in Illinois.

In addition to working for Genesis EAP, she leads a private practice in Moline, IL, and serves as the Director of Counseling Ministries at New Hope Church. Her mission is to bring freedom through improving the health of the body, soul and spirit, because when we feel better, we do better!

Mrs. Brokaw's areas of expertise are helping people process trauma and to understand how their brain is wired to help them heal and move forward. She helps her clients discover the life they desire to live and teaches them how to get into alignment with that desire.

