Supporting Emotional Wellbeing During Organizational Transitions

SupportLinc Employee Assistance Program (EAP)

Penn State Health

supportlinc

Disclaimer

This training session is designed to provide general guidance, strategies, and coping skills for personal and professional well-being. The content shared reflects the insights and expertise of the presenter and is intended for informational purposes only. While the session offers valuable tools and perspectives, it may not fully apply to every individual's unique situation. For personalized support, we encourage you to consult with a licensed professional.

Each session is structured to have time at the end for decompression and review. This time is intended for reflection and to process the information covered. At the conclusion of the session, you will find reflective questions designed to foster deeper thinking and encourage practical application of key concepts.

CuraLinc Healthcare and the training department are not responsible for any actions taken solely based on this presentation. Participants are encouraged to use their discretion and seek professional advice when needed.

Objectives

This training is designed to help you:

- Learn what to expect in the midst of organizational change
- Discover ways to navigate through the process
- Make the best of opportunities
- Discover simple ways to practice self-care
- Make your plan of action

The consistency of change



- Change is the only constant
- It's natural to experience anxiety and stress when there is change
- We are going from what we know to what we don't know
- The same reaction holds true even when we initiate the change

In the past year have you experienced…?

- Marriage
- Separation or divorce
- Pregnancy, adoption, or addition of a family member
- Change in living arrangements
- New supervisor relationship
- Child going to college or starting school
- Child marrying
- Death of loved one or friend
- Loss of family pet
- Infertility or miscarriage
- Physical health concern or injury
- Parents going to nursing home
- Parents selling family home
- Graduation from school
- Beginning school or specialized training
- Logistic or procedural changes at work
- Loss of a friendship or other significant relationship
- Change in financial status/ongoing legal issue

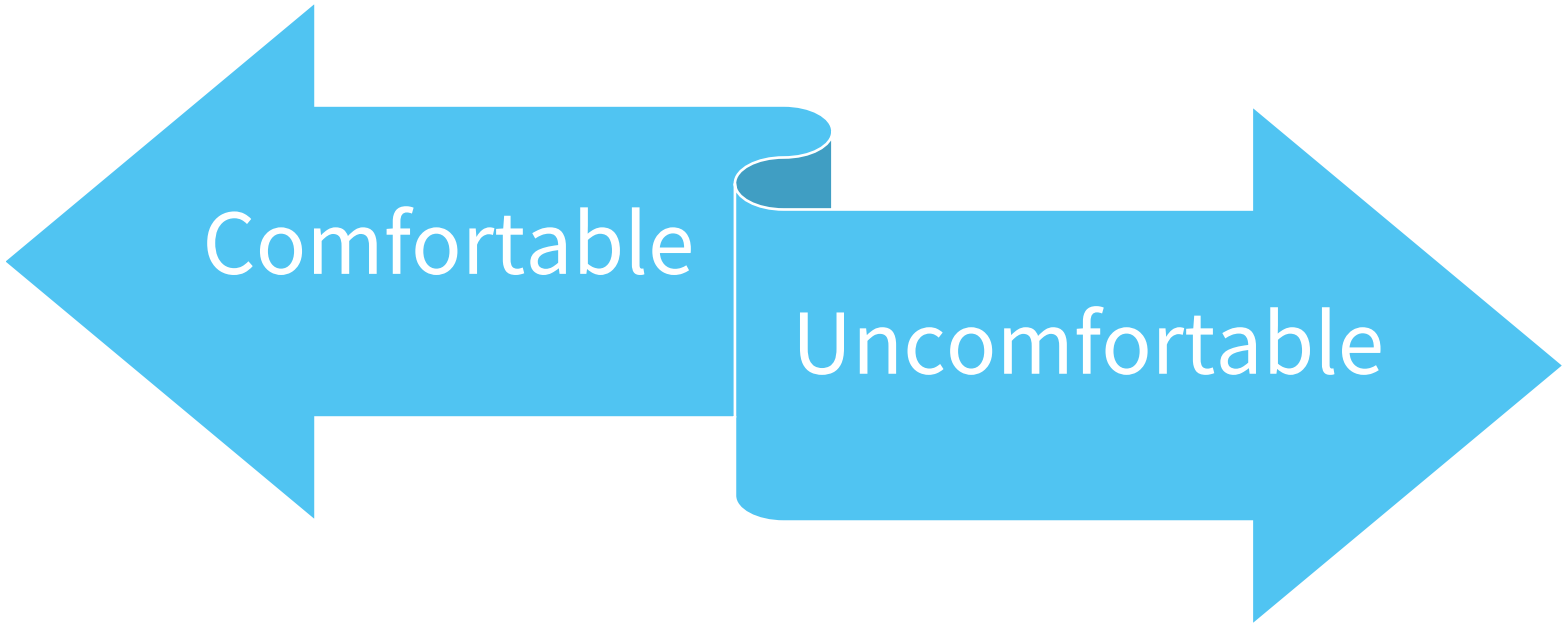
Learn ways to navigate through the process

- Acknowledge the multi-faceted impacts of changes at work: as an employee and a person
- Be patient (very)
- Remember these are complicated processes and take time for everything and everyone to adjust
- Assess, on a regular basis, how you are being impacted



Emotional responses

- Excitement
- Anticipation
- Motivation



- Grief
- Anger
- Fear

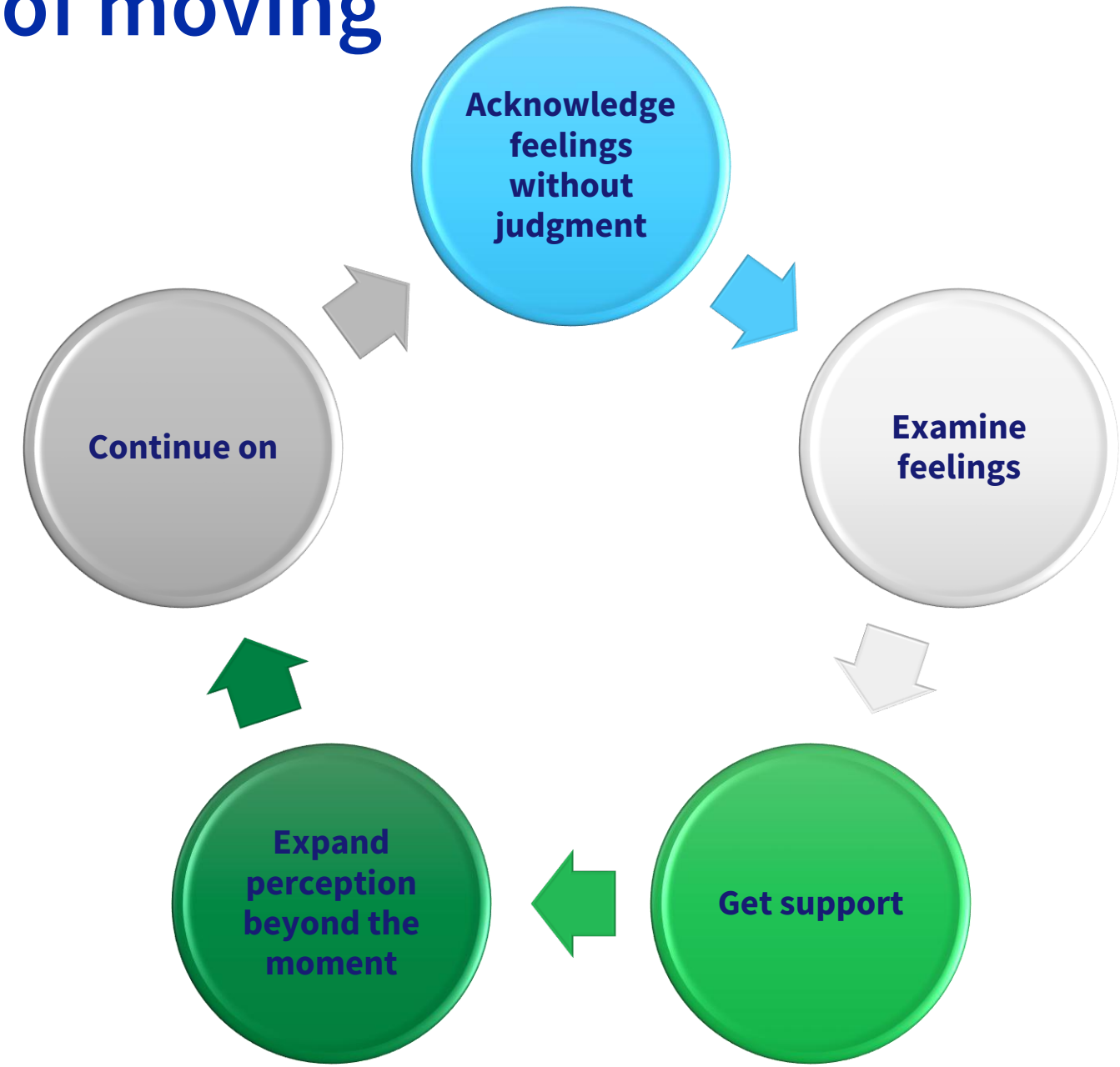
Comfortable and uncomfortable feelings can occur at the same time!

Grief

Grief is a:

- Natural and universal emotional response to loss
- Normal part of living
- Highly individualized process depending on the nature of the loss
- Emotional opposite of the positive feelings previously caused by the person or thing that is lost

The process of moving forward:



Opportunities

- Identify the light at the end of the tunnel
- Be part of the solution, not the problem
- Step up to the plate
- Show support to your manager and colleagues
- Engage in healthy self-centeredness



Self-care

- Take care of yourself
  - Exercise
  - Counseling
  - Hobby or activity
  - Social connection
  - Healthy diet
  - Quality sleep
  - Go easy on the cigarettes and alcohol

- Acknowledge this is a rough time
- Do things that give you pleasure or satisfaction
- Don't sabotage yourself
- Don't keep it all inside
- Don't act out on your feelings
- Talk to friends or co-workers who have been through significant changes at work before to see how they coped and get ideas

Making a commitment

Develop your plan of action:

- Assess your current situation, reactions and behavior
- What do you want and need to move forward?
- Choose one action or behavior that you can control
- Commit to doing it
- Write it down
- Work on it
- Evaluate your progress
- Move forward



SupportLinc Toolkits

Mental Health Toolkit

Develop skills to identify, understand and respond to signs of mental illness. https://mentalhealthtoolkit.tools

Resiliency Toolkit

Overcome various challenges with resources to apply energy and passion into taking care of yourself. http://resiliency.tools/

Sleep Fitness Toolkit

Learn habits to get a good night's sleep instead of tossing and turning. http://sleepfitness.tools/

Additional Resources

Tap into an extensive library of fresh content to help improve and support your emotional, physical and overall wellbeing. http://wellbeing.place/

Mindfulness Toolkit

Discover the benefits of mindfulness, navigate distractions and live fully in the present. http://mindfulness.tools/

Meditation Toolkit

Boost self-confidence, empathy, compassion and patience to find peace and clarity. http://meditate.tools/

Addiction Toolkit

Understand the types of addiction and get the support you need. http://addictiontoolkit.tools/

Grief and Loss Toolkit

Equip yourself with knowledge, support, and the right tools to discover a way to live with your grief and move forward. http://griefandloss.tools/

- ✓ **No log in needed!**
- ✓ **Utilize yourselves**
- ✓ **Share with others**



What is SupportLinc?

SupportLinc is an Employee Assistance Program (EAP) offered, at no additional cost to you, by your employer. It is a health benefit, separate from your medical insurance, that assists you with managing life's daily challenges.

SupportLinc counselors can refer you to professional counseling & community resources that will help you, and your eligible family members, resolve a broad range of personal and/or work-related concerns.

Work-life benefits

Legal consultation

- Free in-person or telephonic consultation

Financial consultation

- Guidance and consultation from financial planners and budget specialists

ID theft consultation

- Free consultation and tailored recovery action plan

Dependent care resources

Childcare referrals

- Daycare centers
- Home childcare
- Nannies
- Recreational programs

Elder care referrals

- Adult daycare
- Assisted living
- Home health care
- “Meals on Wheels”
- Retirement communities

Convenience and concierge resources

Expert referrals for everyday needs

- Home improvement
- Entertainment services
- Pet care
- Auto repair
- Wellness
- Travel
- Plumbers and handymen
- Volunteer opportunities

Support that’s here for you

Whether you’re looking for guidance, tools or someone to talk to, support is available to meet you where you are and help you move forward with confidence.

Help is always within reach

mysupportlinc.com | Group code: psh

1-888-881-LINC (5462)

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Next steps

Intentional reflection

Small changes often matter the most. Like adjusting your perspective or trying one new strategy, these can have a meaningful & significant impact.

Know your resources!



Reflective questions

Which concepts are working in your life and why?

Who can be a support for you to make change?

What did you get out of today's presentation?

Which concepts are *not* working in your life and why?

What 3 ideas are going to be the most helpful for you?

How can you support someone else with change?

What can you do in the next 24 hours to apply these concepts?

What are your biggest barriers for change?