

TRANSITIONING INTO THE NEW WORK LIFE: STRATEGIES FOR RESPONDING TO CHANGE



WASHINGTON STATE

Presented by: Kari Uhlman, MA, LMHC
Employee Assistance Program Counselor

TRANSITIONING INTO THE NEW WORK LIFE



WASHINGTON STATE DEPARTMENT OF HEALTH

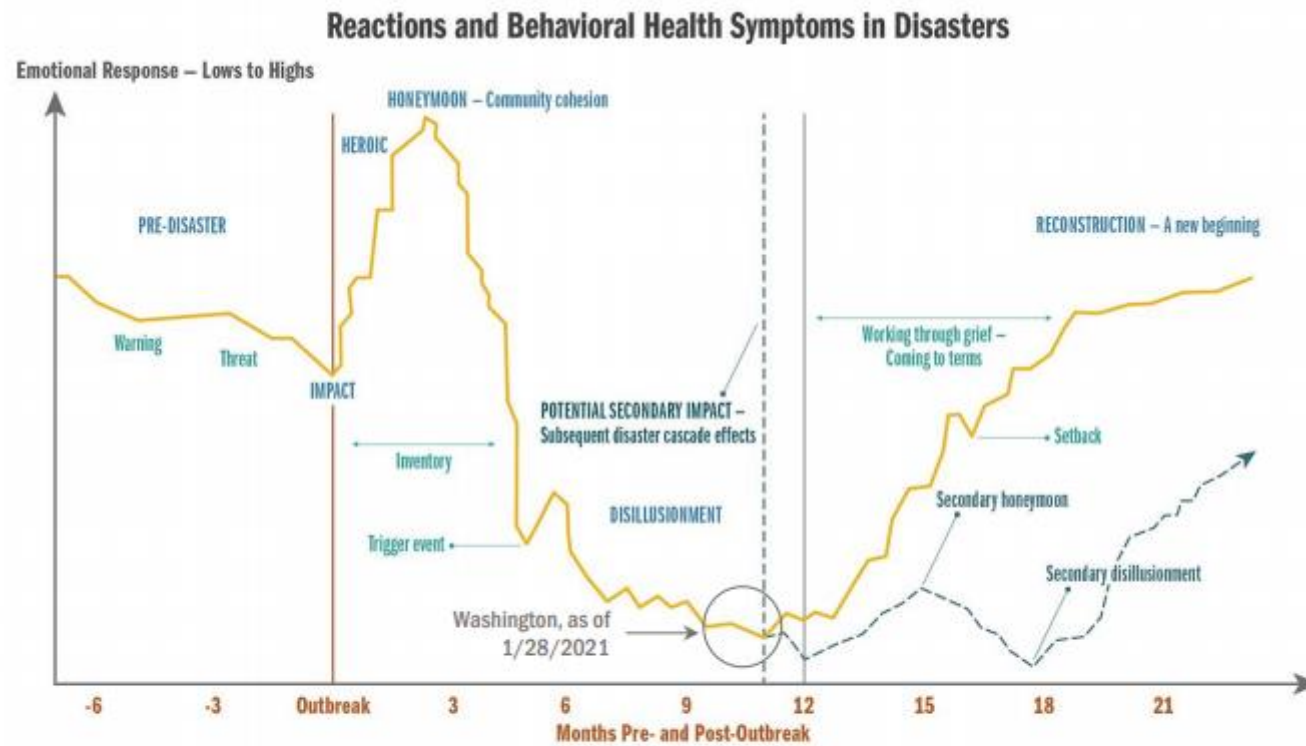


Figure 1: Phases of reactions and behavioral health symptoms in disasters. The dotted graph line represents the response and recovery pattern that may occur if the full force of a disaster cascade is experienced by a majority of the population.

Adapted from the Substance Abuse and Mental Health Services Administration (SAMHSA)⁷

TRANSITION MODEL

Endings	The Neutral Zone	Moving Forward
<ul style="list-style-type: none">▪ Denial▪ Anxiety▪ Shock▪ Chaos	<ul style="list-style-type: none">• Uncertainty• Highs/lows• Instability• Curiosity	<ul style="list-style-type: none">• Sense of purpose• Hope• Optimism• Clarity

Adapted from William Bridges' Transition Model

STRESSORS

- Stress
- Re-entry anxiety/FOGO
- Anxiety/social anxiety
- Workplace culture



STRATEGIES

Feelings:

- Name
- Express
- Share
- Expect & Accept

“Just keep going. No feeling is final.”
Rainer Maria Rilke



STRATEGIES

Self-reflection:

- 2x2 Matrix
- Remember your best day
- Gratitude

	Like	Dislike
Pandemic		
Pre-pandemic		

STRATEGIES

Create a plan:

- What is in your control?
- Baby steps
- Revisit & adjust coping strategies



SELF-COMPASSION



EAP IS HERE TO SUPPORT YOU

- Free for you and your family
- Confidential
- Easy to access
- Expert professionals
- Practical help
- From everyday concerns to serious issues
- Caring and respectful
- Culturally relevant
- Supporting the WHOLE person



eap.wa.gov
877-313-4455

Washington State Employee Assistance Program (EAP)

Employee Assistance Program (EAP)

- COVID-19 Resources
- Employees
- Locations
- Providers
- Public Employers
- Publications
- Racism & Mental Health Resources
- Subscribe to Receive EAP News
- Supervisors
- Useful Links
- Webinars

- Jobs
- Recruitment
- Small Agency Services
- State Employee Services



The Washington State Employee Assistance Program (EAP) is a free, confidential program created to promote the health, safety and well-being of public employees. More than 90,000 public employees have access to EAP services to help them address work and personal concerns. In addition, The EAP offers services to assist employees with legal and financial concerns. When you're ready to get help, we're here for you.

To access EAP counseling services, complete an [Online Referral Request](#). To access legal and financial services, visit our [Work/Life Resources](#).

EMPLOYEES	SUPERVISORS
PROVIDERS	PUBLIC EMPLOYERS
WEBINARS	PUBLICATIONS
COVID-19	RACISM & MENTAL HEALTH RESOURCES

Related Information

- [Accessing EAP Services](#)
- [EAP Locations](#)
- [EAP Orientation Video](#)
- [Grief & Trauma Toolkit /ISM](#)
- [Subscribe to EAP News](#)
- [Suicide Prevention](#)
- [Useful Links](#)

EAP Contact Information

Statewide Locations

Ph. Toll-free: (877) 313-4455

Olympia

Ph: (360) 407-9490
Fax: (360) 664-0498

Interpreters available. When you call, please state the language you speak and wait while we connect your call to an interpreter.

TTY users: please call via [WA Relay](#) – call 711

WORK/LIFE RESOURCES



Web Resources

Resources to help you solve life's problems: articles with expert advice, webinars, an online will-maker, DIY legal forms, financial calculators and resources to help you find child care, pet sitters and more.



Legal Assistance

Free half-hour consultation with an attorney by phone to discuss your situation. Referrals to local lawyers and discounted rates for ongoing legal services if needed.



Financial Counseling

Free counseling with a financial expert to help you get your finances in order, whether you need a monthly budget, are working to reduce debt, or saving for a big expense.

eap.wa.gov/worklife

ADDITIONAL RESOURCES

- [A Mindful State](#) –Washington
- [Find Your Words](#) –Kaiser
- [How Racial Trauma Affects Your Mental Health, and Tips for Coping as We Return to ‘Normal’](#)
- [In the Rooms](#) -A Global Recovery Community
- [National Alliance on Mental Illness \(NAMI\)](#) -Washington
- [Stress in America 2021](#)
- [Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)
- [WA DOH Behavioral Health Toolbox for Families: Supporting Children and Teens During the COVID-19 Pandemic](#)
- [WA Listens](#) or call 1-833-681-0211
- [WA Warm Line](#) or call 1-877-500-9276

REFERENCES

[5 Tips From Mental Health Experts on Transitioning Out of COVID Restrictions](#) –PBS News Hour

[Ask Yourself These Three Questions Before Returning to 'Normal'](#) –Inc.

[Concerned that Returning to Work Will Impact Your Mental Health? Here's How to Set Boundaries](#) –CNBC

[Don't Just Go Back to "Normal"](#) – CNN Health

[The Difference Between Stress and an Anxiety Disorder](#) –Psychology Today

[Self-Compassion Quiz](#) –Greater Good Science Center

[Stress in America™ 2020 and 2021](#) –American Psychological Association

[What if "Back to Normal" is Terrifying?](#)– ADDitude Magazine

Questions?

*No-cost, confidential
support to help with work
and life challenges.*



WASHINGTON STATE

eap.wa.gov

877-313-4455