

We're All Human: Emotional Intelligence Strategies for Workplace Re-Entry

Significant research indicates the many negative effects on the minds of people living in a constant state of immense stress. While we can't make COVID-19 go away, we can do things organizationally to reduce the stress employees experience, particularly as they migrate back to the workplace. Go beyond protocol and consider the following key re-entry strategies as you develop a plan for bringing employees back to the workplace:



Create a Team

Having widespread support and knowledge of the plan across the organization will reduce mishaps in your plan's deployment. In the best case scenario, the team you recruit includes formal and informal leaders, and is large enough to divide tasks among sub-teams.



Communicate: Early and Often

People are eager to know more about the plan and will find comfort in regular and transparent communication from a consistent source. Provide regular proactive communications in a variety of formats and worry less about over-communicating than you normally would.



Develop

Use this opportunity to develop formal and informal leaders, and be thorough in providing information to them so that they can help lead colleagues across the organization. The more people who can lead in this situation, the better.



Invest in Soft Skills

Patience and empathy will go a long way in generating goodwill with employees. Acknowledge that practicing soft skills will be harder for your leaders than normal – they're also under immense pressure and stress. Reinforce the importance of these soft skills and provide some ideas for leaders to demonstrate them to their peers.



Reimagine Your Work

As you consider your return to the workplace, ask yourself if there are procedures or rules that have been proven unnecessary, or new guidelines to implement. If there are ways to drive value for your clients or your employees, now is the time to make it happen.



Practice Self-Compassion

We're *all* human – that includes you. Be gentle with yourself and model self-compassionate behaviors for peers.



Ann Rainhart
Chief Strategy Officer

D: 612.977.8288
E: arainhart@Taftlaw.com



Julie Henson
Chief Client Officer

D: 612.977.8067
E: jhenson@Taftlaw.com