

CULTURE SHOCK

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Entering 2020



Leaving 2020





✿ Aloha ✿
**William
Monse**







4 Phases of Culture Shock

PHASE 1

Honeymoon





**ONE MINUTE
THIRTY SEVEN
SECONDS LATER...**

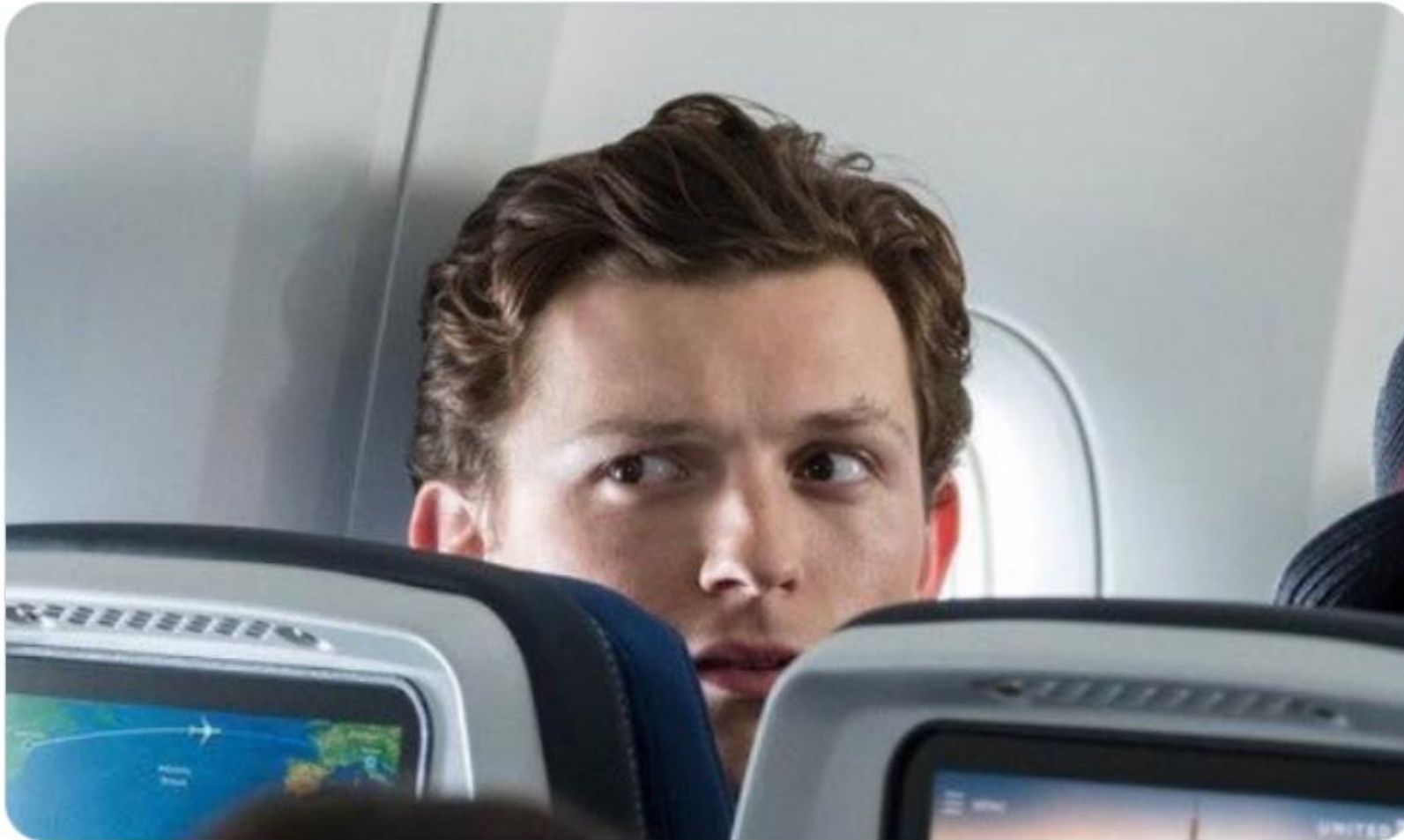
Honeymoon over !



PHASE 2

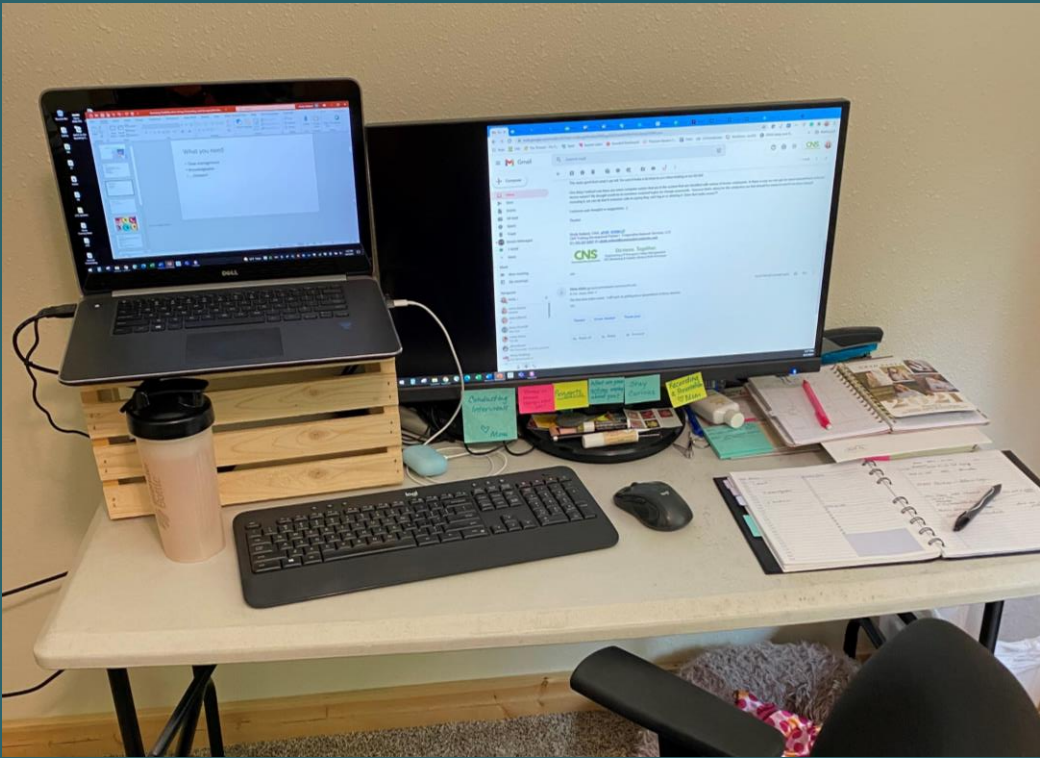
Irritability

me after hearing someone cough on my \$8 round trip flight to italy



THEY ARE NEVER GOING BACK TO SCHOOL









Burnout

Lockdowns

Supply shortage

COVID policy, procedures

Connectedness

Time



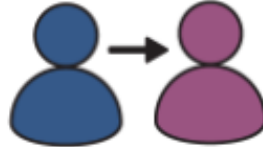
Generation C

YOUR CONCERNS ARE VALID

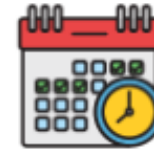
There are many reasons that you might be concerned or worried about COVID-19. Some of the most common are:



Getting sick



Passing the virus onto others, especially those that are high-risk



Adjusting to a new reality for an uncertain amount of time



Concern about the health of your friends and family



Taking care of and supporting your family



Financial stress

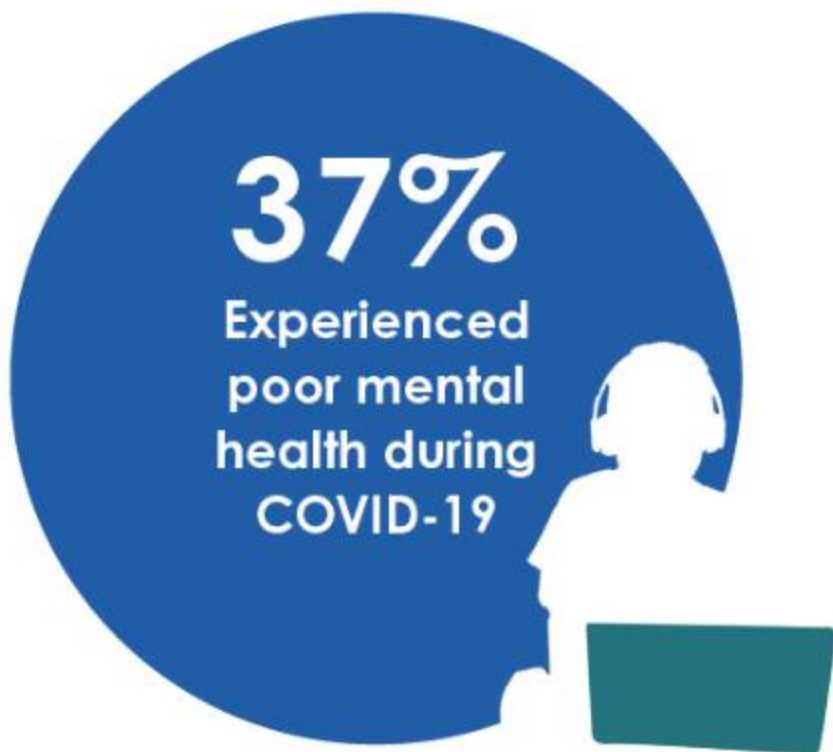


Not being able connect with friends and family the way you're used to



Shortages of certain common supplies

CDC DATA ON YOUTH MENTAL HEALTH DURING COVID-19



For more information, visit
cdc.gov/nchhstp/newsroom

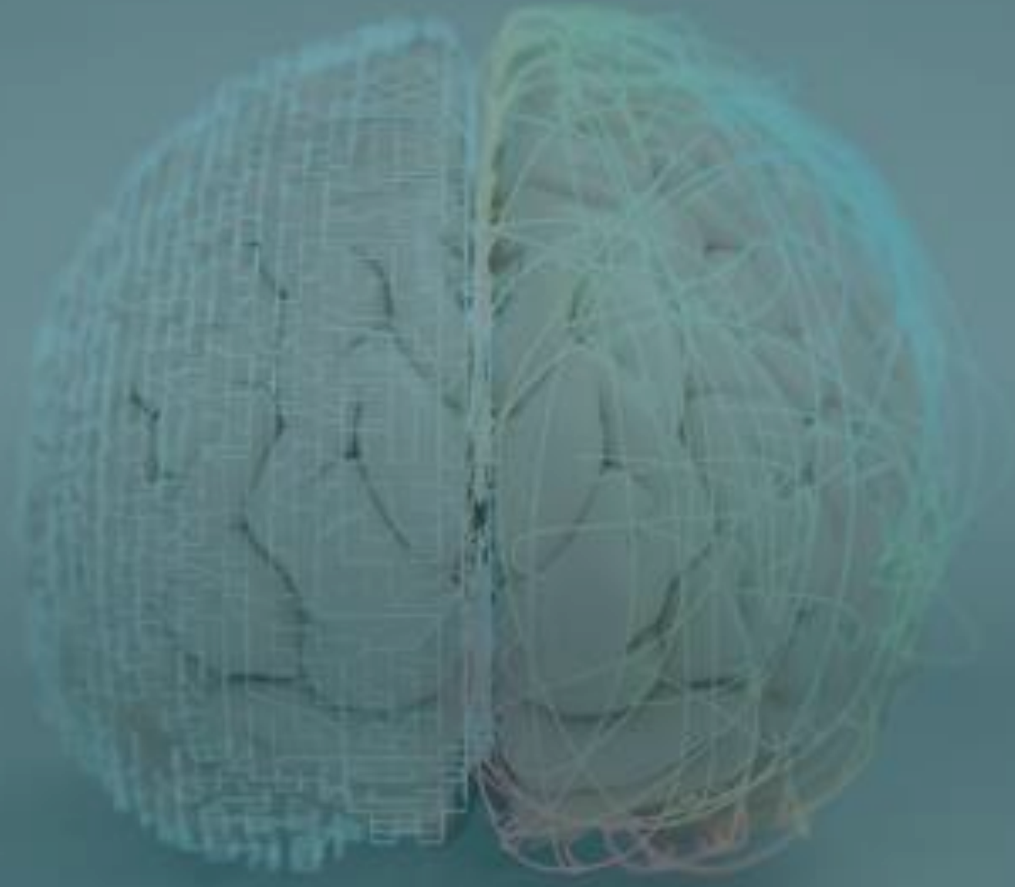


U.S. Department of
Health and Human Services
Centers for Disease
Control and Prevention

COVID-19 pandemic triggers a **25% increase** in the prevalence of **anxiety** and **depression** worldwide



How did this happen?



Your Brain when Stressed

PHASE 3

Gradual Adjustment

Lets see who's really
behind COVID-19







POURS MEGA PINT OF RED WINE



Work-Life Integration

Integration is Fostered

Breaks

Walks

Stepping away from work

Wellness Programs

Mental Health Awareness & Programs

Psychological Safety

Psychological Safety IS



Give & Receive Feedback



Ask Difficult Questions



Raise Issues & Concerns



Ask for Help



Disagree



Offer Solutions



Ask for Clarification



Admit Errors

PHASE 4

Adaptation



**ME, TAKING MY WIFE TO GET PAMPERED
THE FIRST DAY AFTER QUARANTINE**



A Caring Workplace Promotes

Understanding

Physical Health

Mental Health

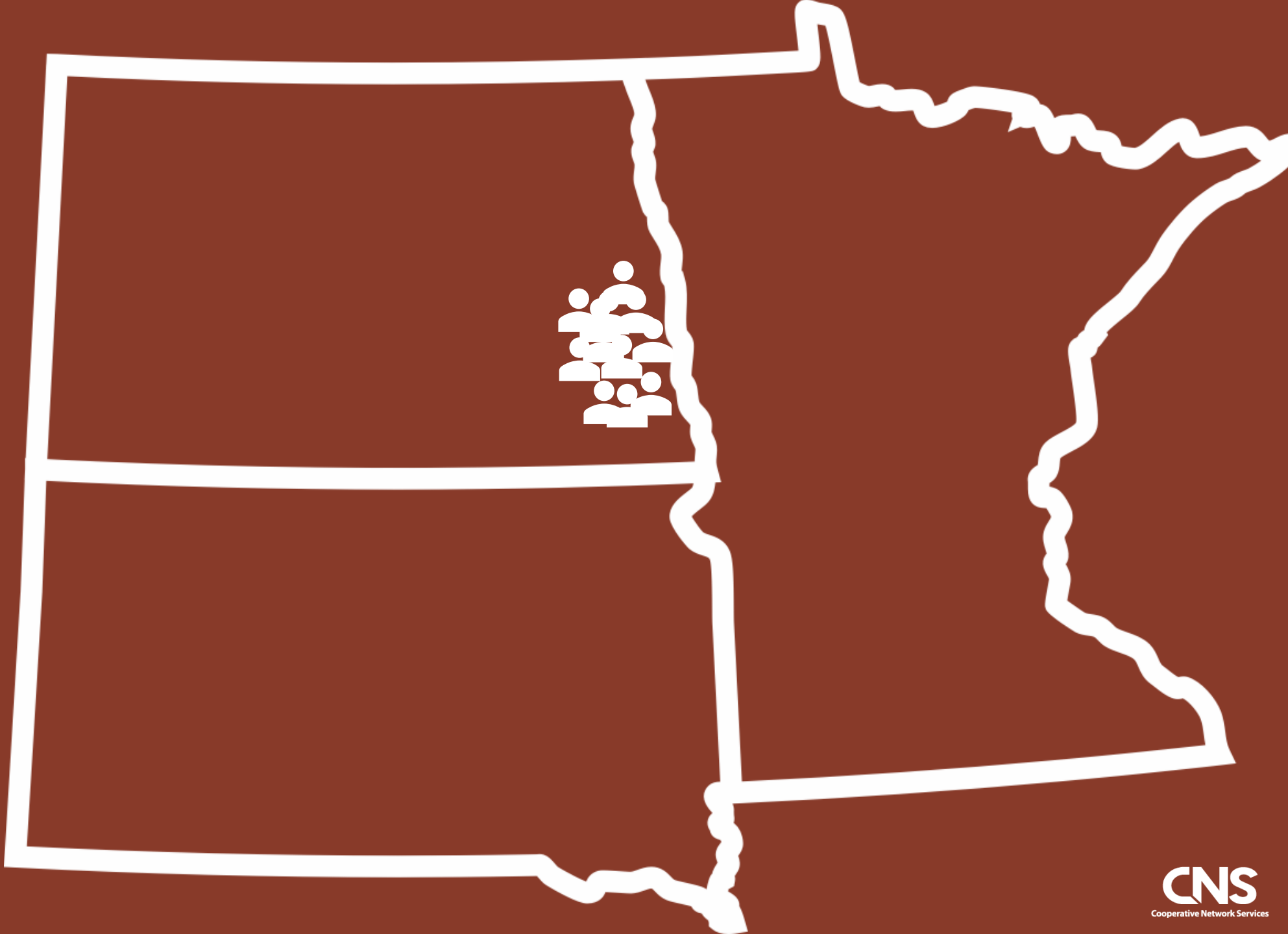
A person is sitting at a desk, holding a smartphone in their left hand and a laptop in front of them. The smartphone screen shows a social media post with a photo of green leaves. The laptop screen displays a web browser with a search bar and some text. To the left of the laptop is a blue cup of coffee on a saucer. The background is slightly blurred, showing a white chair and some green plants.

Purpose Matters

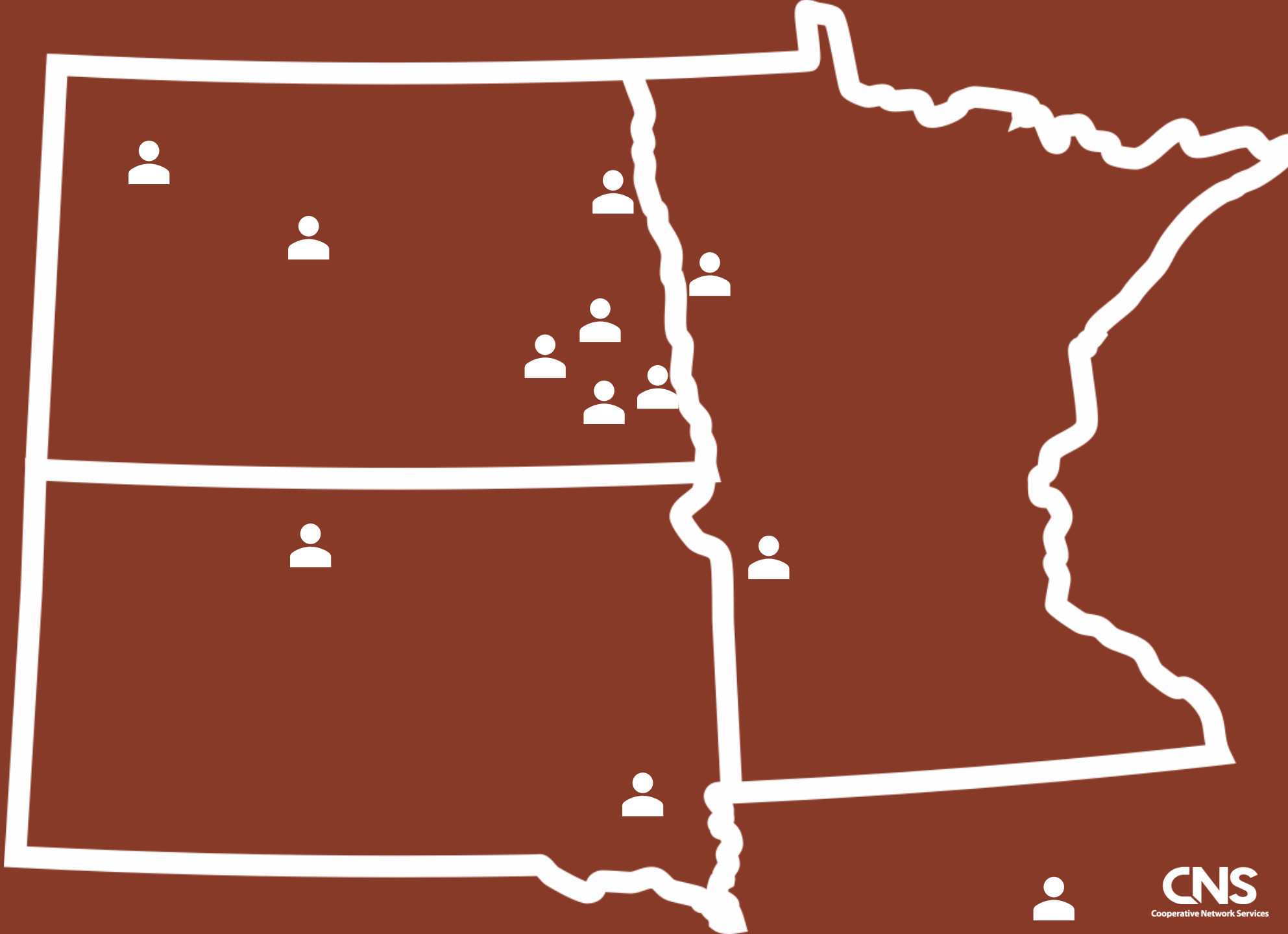


Culture

Culture



Culture without Proximity



Culture Adaptation

Creative thinking

Policy Updates

Project management apps

Team chats

Zoom work sessions

Inclusive

Feedback requests

Shelly / Jenna TOC Chat

People

Chat

Reactions

Apps

More

Camera

Mic

Share

Leave

training (\\fs1) (T:)

1 item selected 211 MB Sync pending

24

Psychological Safety 15

25

Purpose Matters

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Culture

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Accessibility: Invest

Videos

OS (C:)

Culture Shock TOC 2022.pptx • Saved

Search (Alt+Q)

Shelly Netland SN

Draw Design Transitions Animations Slide Show Review View Office Timeline Free Help Foxit PDF

Font

Paragraph

Drawing

Editing

Voice

Designer

Webex

Find

Replace

Select

Dictate

Design Ideas

Share This File

Webex

How Balance is Fostered

- Breaks
- Walks
- Stepping away from work
- Wellness Programs
- Mental Health
- Psychological Safety

Remember to take breaks. Remote workers don't have watercooler time, don't pop into office or cube, and can feel isolated. Encourage or take a walk with an employee. This can even be done with a remote employee – use your creativity! Remind employees that when they're away from work to let it wait until they get back. Wellness programs help take the focus off work and back on the wellness of the employees, when we're sick/unwell we don't perform at our peak. Sometimes we need all the support we can get. Mental health – EAP reminders if you have an EAP Psychological Safety at work.

Notes

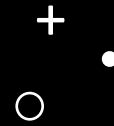
Display Settings

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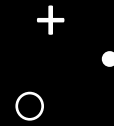

Request:

In terms of baseball, how was your week? For example, did you hit a homer, strike out, make it to first/second/third base, hit a pop fly the pitcher caught, hang out in the dugout/left field, or get hit with a foul ball? Were you sellin' peanuts in the stands, or did you bring it in for a GRAND SLAM? What made you feel like that?



Future Adaptations

In the midst of crisis lies great opportunity



Albert Einstein

Future Workforce

Pad the pipeline

Flexible work environment

Policies



Check Your Blind Spots



SATISFACTION SURVEY



AUTHENTIC WORKPLACE



GIVE FOLKS AN OUTLET
FOR FEEDBACK

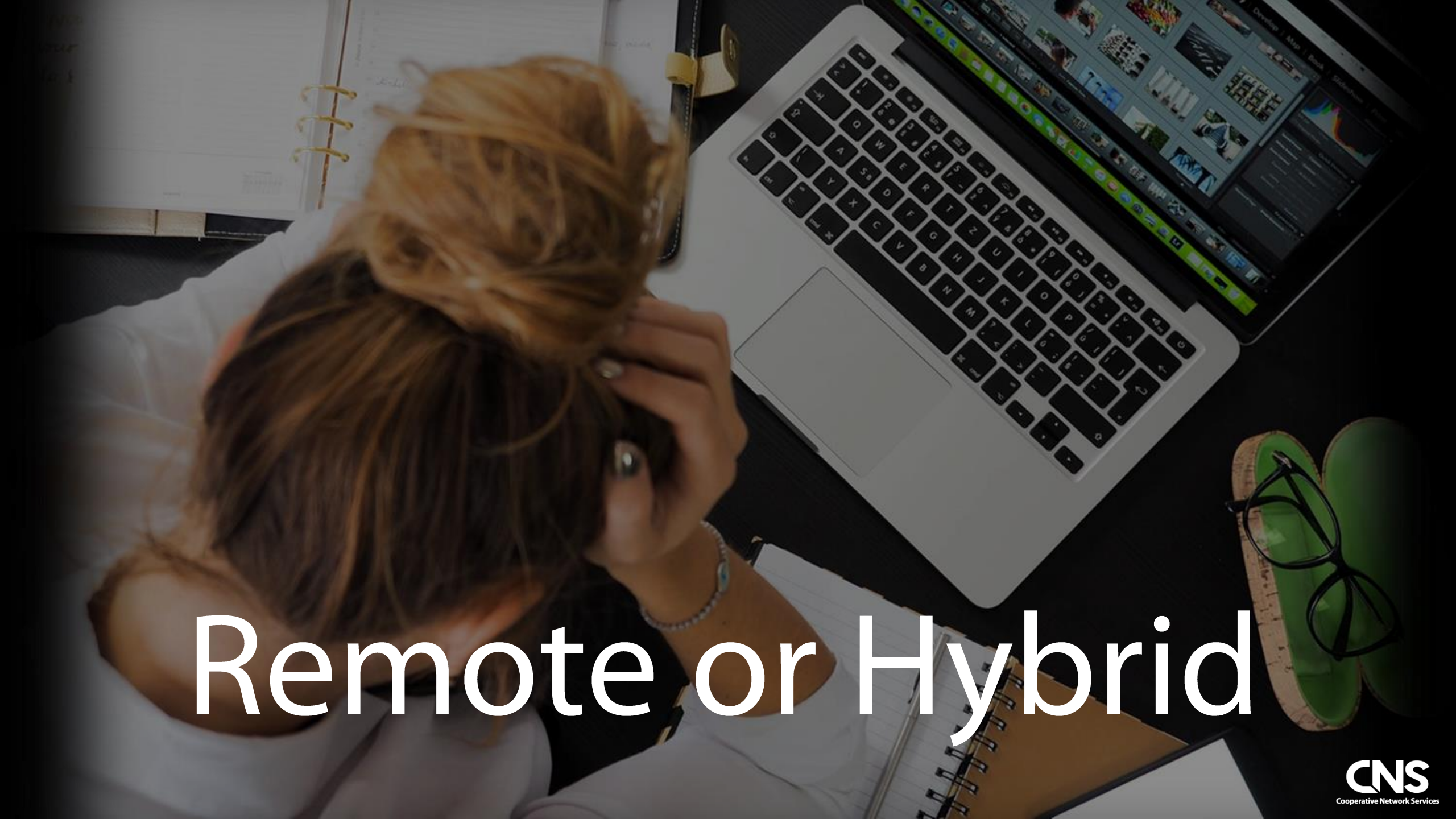
Benefits of the Future

Humanizing the Workforce

Time is the new currency

Financial Health

Mental Health Benefits



Remote or Hybrid

Challenges

How Remote?

Logistics

Onboarding

Technology and Security Issues

Communication Barriers

Performance Management



Overcome Challenges

Flexibility

Grace

Communication

Listen

Results

Better Retention

Increased Engagement

Prevents Burnout

Passionate about Purpose

Higher Job Satisfaction

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Thank you!