



COVID-19 — Mental and Physical Health Resource

The Next Three Seconds Protects Your Life, Your Loved Ones, Your Livelihood®

The N3L3 philosophy:

our approach to protecting workers from fatal and life-changing events.

Eastern Alliance is here to help. To learn more about Eastern's N3L3 program and access other safety resources, sign in and visit the Safety Tools on www.easternalliance.com, or contact your Risk Management Consultant for assistance

1.855.533.3444

Eastern Alliance continues to actively monitor COVID-19 and implement the necessary practices to promote the health and safety for all. As we all venture through this time, we are dedicated to helping our valued policyholders effectively manage their risks as they adapt to changing environments.

Due to the temporary response many organizations are taking to have employees work from home or remotely, we would like to take the opportunity to promote the mental and physical wellbeing of all employees. It can be difficult when working from home or away from the office not to feel isolated and cut off. Some employees may even be feeling their health slip as gyms and recreation centers across the country have temporarily closed. Some employees may also be feeling anxious, afraid, or alone due to social distancing during the COVID-19 outbreak. It's important to remind these employees that even if their remote work and quarantine is only temporary, keeping up with their mental and physical wellbeing is as important as it has ever been. The mandated "Social Distancing" does not mean we have to be socially isolated, it is more about physical separation to avoid spreading the virus from person to person or due to contact with common surfaces. As employers, it is also important to continue to implement employee engagement practices for all of your remote employees, in order to promote interaction and to avoid isolation. Consider some of the following strategies to aid in improving mental and physical wellbeing, employee engagement, and employee productivity while we continue to monitor and work through the COVID-19 situation across the country.

Employee Engagement

- Have the management team reach out to employees daily to discuss projects and any difficulties they may be having with the transition.
- Suggest small talk between remote employees and management throughout the week to improve morale amongst team members.
- Be clear about expectations through regular communication to emphasize tasks that need to be completed.
- Have weekly team meetings, getting everyone in a group meeting allows a platform to discuss difficulties and successes.
- Encourage collaboration between team members, this can improve communication and a sense of togetherness amongst the team.
- If possible, hold video coffee meetings to talk about personal things and other items outside of work responsibilities.

Mental Health Strategies

- Take occasional breaks from work throughout the day to get fresh air, have a conversation with a family member, or to do something you enjoy. This will help you refocus and improve productivity.
- Focus on the health and well-being of you and your loved ones. This may help ease your mind of the situation that is unfolding around us.
- Take time to do activities you enjoy at home after work. Whether it's reading a book, gardening, taking a walk, this can help ease the frustration of a quarantine.
- Try to connect with family and friends over the phone. Talking through your difficulties with loved ones is a positive way to improve your mental health during this temporary situation.



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- Stay involved with your community and up to date on any true information that may be surfacing. It is important to stay informed, however, finding the facts plays a large role in maintaining good mental health.
- Try to keep a regular routine of things you can do to keep yourself busy at home.
- Reach out to a mental health professional via the phone or videochat to address any mental health issues as needed.

Physical Health Strategies

- Take occasional breaks from work to stretch and walk around, this will help improve blood flow and productivity.
- Focus on a healthy diet, try to avoid eating too many non-perishable food items and fast food.
- Drink a lot of water throughout the day to remain hydrated. It is easy to forget to hydrate when working from home, but this will have a large effect on your productivity and overall well-being.
- Keep the same sleep schedule as you have always had, 6 – 8 plus hours of sleep at night is encouraged to keep up with your physical health.
- Exercise, even with gyms being closed for the foreseeable future, find what works for you and try to get 30 to 60 minutes of exercise a day – even if it is just getting outside for a walk (while maintaining proper social distancing).
- Reach out to a health and fitness coach or dietician for specific information on what you can do from home to keep up with your physical health.

Some additional strategies for those working from home with children

- Set up a workspace in a bright room with a door you can shut. Parents with babies and toddlers may choose to set up shop in a child's bedroom or play area to keep an eye on them. Set up a dedicated school workspace as well.
- Split up child care if you have two adults working at home or an older child who can look after young ones for a few hours. Parents could discuss their work schedule the night before to determine who is available and when.
- Plan a rough schedule for the day and include some time for fun and school work. More importantly, explain to children that you have work that must get done, and they can help by giving you quiet time.
- Help the kids develop freedom and independence by learning how to entertain themselves with books, crafts, etc. Fill a snack basket so they can help themselves and not rely on you for everything. Involve your kids in planning their schedule.
- Avoid multi-tasking by separating work and family time. Consider setting a timer for 90 minutes to keep yourself and your kids on track. They know you can't be disturbed until the timer goes off. To make it fun, promise to play a game with them afterward.

Maintaining your mental and physical health is a crucial step we must all consider to keep ourselves connected and grounded during these uncertain times. By following these simple suggestions, you could help minimize external stressors, which are out of your control, and keep you healthy and productive at work. Please, always reach out to a supervisor or management team member if you are feeling overwhelmed mentally or physically for further and more specific instruction. You may also be able to reach your company's EAP program to visit with someone. We will get through this together.