

# Homeroom Exercise:

## COVID-19 and its Impact on YOU

### Background for FA

We know the impact of COVID-19 is broad reaching in our communities. How many of your TMs are personally affected, whether through overwhelming fear/stress, childcare challenges, concerns for their health and the health of their patients and loved ones?

The purpose of this homeroom is to provide a safe space for your team to share what's on their mind. The process of sharing our struggles could lead to TMs feeling heard, feeling relief of getting their concerns off their chests and maybe even to the team coming together to support each other during this challenging time.

Hearing from your team, what they're feeling, what they're struggling with right now is critical.

"Leaders must either invest a reasonable amount of time attending to fears and feelings, or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior." *Brene Brown*

### Introduction

This is a hard time. A time unlike anything we've experienced and a time unlike anything we ever will experience in our future.

We come to work and we care for patients, we listen and we reassure them. Even though we're the rock and the safe place for our patients, we have fears too, fears that we can't freely express on the floor.

### Part I

Today, I'd like to give you a moment to reflect on what you're feeling. COVID-19 may be affecting each of us in different ways- maybe concerns about childcare, maybe concern for your patient's health, maybe concerns for your spouse getting laid off, or maybe the anxiety you're feeling about your own health or your family's health.

I'm going to pass around paper and pens for everyone. Please take one of each. Take a minute to jot down how COVID-19 has impacted you. What's top of mind for you? What are your fears, your concerns, what are you struggling with? Feel free to write about family, friends, work, nothing is too trivial or too big.

*1 minute (FA write as well)*

### Part II

If you feel comfortable, please pass your piece of paper to me. I'd like to share what we've written anonymously. If we know where each other is coming from, what's top of mind for each of us, we can better support one another. I'll share my mine first. If you'd prefer to hold on to yours, no problem. And if you change your mind at any point, we'd always love to listen. As I read, please let's hold our questions and comments until afterward.

*"I feel... I'm scared that..."*

### **Part III**

Thank you, hearing what you're all experiencing was really impactful for me, personally. I read some of the same types of things from several different pieces of paper.

*FA can give an example or two here of recurrent themes.*

Many of us are having similar reactions, similar struggles.

As caregivers, we're the helpers in the challenging times, we're the helpers for our patients, but we need help too.

What can we do for each other? What can I do for you? How can we alleviate our fears, our struggles even if it's just a little bit?

I'd like to take a few minutes to brainstorm. And please, feel free to share. Nothing is too trivial and nothing is too big. We may not be able to deliver on every suggestion or ask, but we can try. I'd like to try.

*FA writes down suggestions from TMs*

Before closing – if you think of anything else in the coming days, please let me know and I'll add it to the list.

### **Closing**

I would like to leave you with a few questions that are on my mind. I know that we have the power to make a difference for others right now.

1. What am I grateful for?
2. Who do I need to connect with today?

Thank you for your openness and for sharing your care/concern for this team. I feel lucky to work with each of you and am proud of what we accomplish together.

### **Homeroom Exercise: Revisiting ideas...**

The following week or sooner, the FA follows up with teammates regarding their ideas and suggestions.

Those that can be implemented – FA provides details regarding how/when...

Those that cannot be implemented – FA provides details regarding why and perhaps alternative ideas.