



How you as an employee can deal with the 2nd wave of corona

Since 11 March 2020, society has been faced with a lockdown followed by a gradual reopening since Easter. Unfortunately, the corona virus is flaring up again, and therefore new restrictions have been imposed. All these changes may be difficult to navigate, which can result in a lot of confusion and unease.

As an employee, you may be in a situation where you are waiting for information from your employer about corona issues and what it might mean for you.

Worries about the increasing infection risks might begin to pop up in your mind. There might also be worries about how your life will have to be restructured. There might even have been major changes in the company recently. Some colleagues might have been fired, more have also been working from home and you might therefore feel a bit insecure about your future in the company.

You are faced with having to adapt to new working conditions and new work tasks. However, you are not alone in all this - virtually every one of your colleagues are in a similar situation. Maybe the information below can help you get some insights into what many people are feeling at the moment.

Employees who have been physically present at the workplace during the entire crisis

You have worked in the same way as before the past many months. You may have been extra busy and had more work tasks than usual. You might already now be feeling under pressure from the changes that have happened around you, and you might have felt quite alone - while at the same time also worrying about having to meet with colleagues and customers and the risk of infection associated with such meetings.

Employees working from home

You have presumably spent a lot of energy in the past many months adapting to working from home. At first, it may have been challenging, but lately it might actually have begun to work well. Even if it has been a hectic period adjusting to working from home with your family around, you may have actually found that working from home resulted in your family both having more time together and also being much more protected against infection. Do you have worries about not being a good enough parent or employee? How should you manage the increased risk of infection which you can be exposed to when being physically present at work?

For many employees, working from home will make them feel lonely, and the feeling of missing out combined with a sense of uncertainty about what will happen may impact your mood and how engaged you are at work. You might also feel more distant from your employer and you have to work a bit on creating a sense of security and trust towards the workplace again.

Here you can read PFA's tips for how you can successfully get through the coming period

Stay calm

It is important that you really focus on staying calm in the coming period. Do not let your worries overwhelm you. Share the worries you have with your manager and those closest to you, but also make sure that your focus is on how you can solve the issues you are facing despite the worries. Set aside some time to go into 'problem-solving mode', run ideas by others in a similar situation and get feedback if you find it difficult to see how things can get better.

Decide that everything will turn out fine

Tell yourself: "It will be fine." You have adapted to some very different working conditions and learned how to navigate a new normal months ago, and you can do so again. It is possible, even if it will take some effort in the period ahead.

Practical solutions

What did you do a few months back to adapt to the new normal? Are there methods that you can use again which you found meaningful? Remember, your manager and the authorities have taken and will continue to take a great deal of responsibility for the practical matters but consider whether you contribute as well. First and foremost, focus on how you can create a good new structure for your "new normal", whether it be at home or at the workplace.

Display and signal trust

Trust in the people around you. Show that you trust that things will work out fine. Signal this to those closest to you and your children. Trust that both your children's schools, your employer and others in your social circle are attempting to make things work as smoothly as possible and trying to make sure that we will successfully get through these next couple of months. Trust in the recommendations issued by the authorities and focus on how you can contribute to creating a good setting for yourself, your family and your colleagues going forward.

Follow the recommendations from the health authorities

Stay up to date on what the frameworks and the recommendations from the health authorities are in the coming period. You can, for example, read the public guidelines for private companies [here](#) (in Danish)

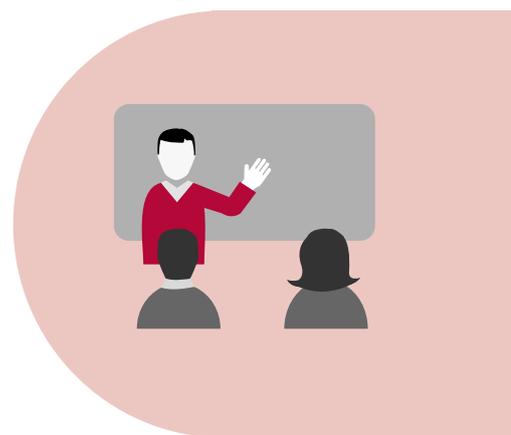
Maybe it will help you to understand what is going to happen. Consider how you yourself will follow the guidelines. Perhaps make a plan for when you will, as a minimum, wash your hands and use hand sanitiser during your workday. That allows you to take control of what you need to do in order to reduce the risk of bringing the corona virus home. You can also send input to your employer at any time about how the corona situation is being handled. If you have input that you want to get off your mind, by all means, share it.

Accept that the risk of infection is impossible to avoid entirely

Remember that during the past many months, you have been operating in a world where the risk of infection is impossible to avoid entirely, and everyone is in the same situation. You can easily take the appropriate precautions. The risk of infection does not mean that you cannot have a good everyday life, and it does not mean that you should be constantly worried about getting infected or infecting others. If you take precautions, such as keeping distance, washing hands, etc. then you are doing your part.

Maintain a close dialogue with your manager

It is important that you maintain a close dialogue with your manager about your private situation if you feel it is becoming a problem. Open and honest communication is the best way of ensuring that you get through



this corona situation in the best way possible. There are so many things about your life that your manager may not be aware of - for example, your worries about getting infected. You cannot expect your manager to be aware of the challenges that you are facing on the home front as a family, so take responsibility and share this information with your manager so that you can come up with solutions together.

Plan

Plan your work (potentially together with your manager), whether it be from home or at the workplace. Structure, time frames, starting things up, tasks – and, if relevant, make sure that you and your manager are on the same page when it comes to your location so that you will not have to go looking for your spot once you arrive at the workplace.

Consider the following tips about staying in touch with your colleagues and your physical workplace:

- Plan a few physical meetings (with distancing) with your manager or colleagues so that you keep that sense of being part of a group at work.
- Make sure you and your manager are on the same page when it comes to the specifics about what job tasks need to be handled.
- Do not forget that the social network you have with your colleagues also needs to be nurtured and re-established. Prioritise this on an ongoing basis. Create a setting where it is safe to talk about problems with each other. You probably experience some of the same challenges - but keep it to a limited time frame, so that the worries do not impact the whole workday. Help your colleagues focus on that as well.
- Schedule weekly meetings with your manager where your well-being is addressed.