



Living In and Living Beyond the Pandemic

**Beyond Recruitment Webinar
with Megan Jenkins**

Agenda for today



Importance of mindset

- Coping with uncertainty
- Key characteristics
- Reframing your thoughts



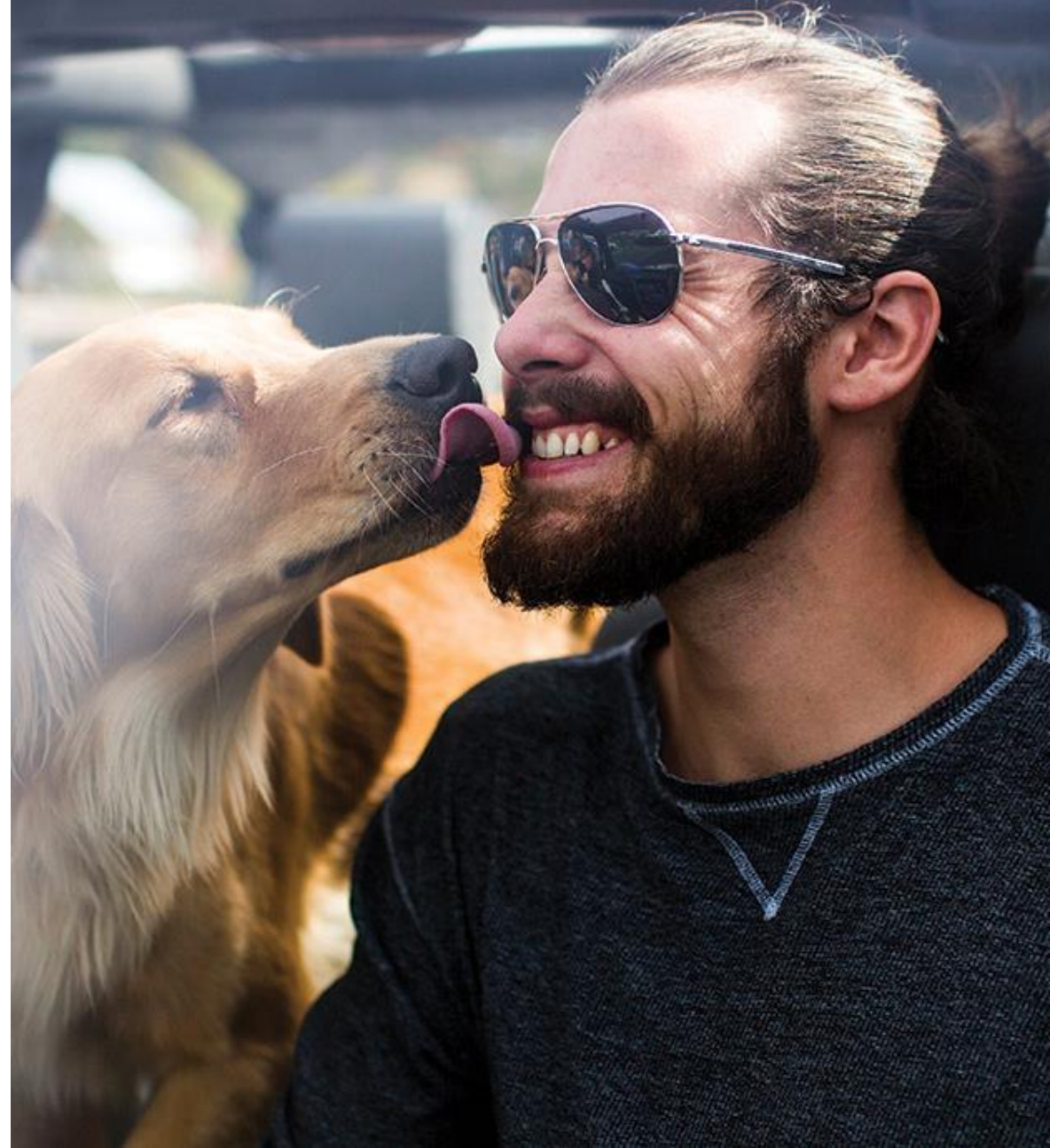
Staying motivated

- Break it down
- Keep it simple

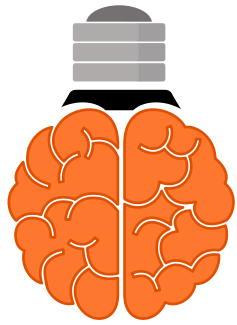


Key self-leadership tools

- Building change resilience
- Understanding others
- Collaboration is key



Coping with uncertainty



**Representation in
the brain**



Threat



Reward



**2 key
characteristics**

- ✓ *Openness to change*
- ✓ *Positivity (some) with hope*

Mindset tips during change

Event + reaction = outcome
If you're unhappy with the outcome, the part you can control is your reaction

$$E + \textcircled{R} = O$$

Before you start, make sure you have the following

Need to change, 'why?'
Self efficacy/ belief/ positive
Review beliefs/ assumptions

- What's your natural reaction to change – *threat or opportunity? Anxious or excited?*
- Be aware of preconceptions and prior experiences – *how do they impact you now?*
- Acknowledge your feelings – *moves brain into thinking and problem solving*
- Choose your response - *be aware of negative self-talk, reframe to positive, "I get to..."*
- "Step away" and view your situation - *to gain clarity and perspective*
- Accept change and uncertainty - *what can you control?*

Questions



Staying motivated

- Break tasks down
- Understand where your time is going
- Use visible task boards e.g. MS Planner
- Get away from screens during breaks
- Mix up your environment
- Use Pomodoro technique for managing work
 1. Pick a task
 2. Set a 25 minute timer
 3. Work on your task
 4. Take a 5 minute break
 5. After 4 pomodoros – 15-20 minute break

Questions



Building change resilience – the 3 S's



Self awareness to
gain self insight



Self belief/ self efficacy



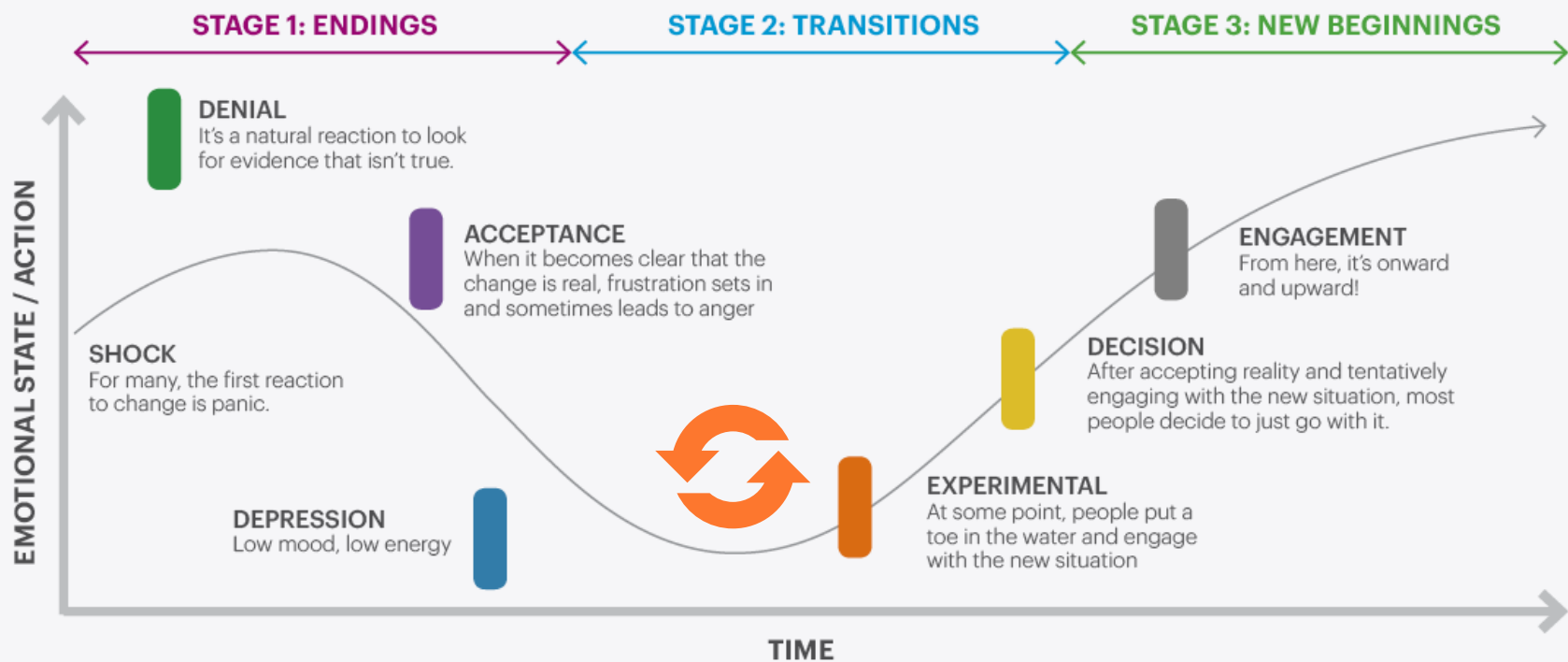
Simple steps

- Psychological
- Social
- Physical

Importance of self-compassion



Emotional change curve



Clarity

Empathy

Motivation

Capability

Knowledge

THE KEYS TO ENGAGEMENT



Collaboration through change

- Collaboration research - for social support, connection and engagement
- Crucial to build collaboration opportunities during our change to virtual/ hybrid working
- Examples: themed team meetings, quiz, using Teams breakout rooms, MS Whiteboard, Ppt with blank speech bubbles, outside social gatherings

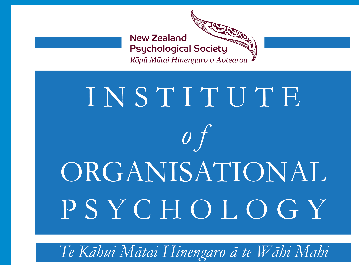
YOUR TURN –
HOW HAVE YOU BUILT COLLABORATION



SHARE IN THE CHAT



Questions?



Free resources:
www.organisationalpsychology.nz