

WELLBEING L&L



WORKING THROUGH UNCERTAINTY

CENTER FOR WELLBEING | BETHEL UNIVERSITY

CONTEXT

This year, the Center for Wellbeing has offered employees the opportunity to consider how their emotions and emotion laded situations influence their intrapersonal wellbeing.

As layoffs are on the horizon, many employees are treading the deep and tumultuous waters of **uncertainty**. This layered emotion not only influences how one shows up at work, but also how one navigates life beyond 9 to 5.

Found here is a worksheet that will guide some thoughtful reflection if **uncertainty** is weighing you down these days.

THE DILEMMA

Change or uncertainty in the workplace is often very disruptive. However, resisting change is largely unproductive, and causes undue levels of stress. The following techniques were adapted from the AllOne Health EAP to help employees cope with uncertainty at work.

TOP 5 TECHNIQUES FOR COPING WITH UNCERTAINTY

#1: IDENTIFY WHAT YOU CAN AND CAN NOT CONTROL

WHAT IS WITHIN YOUR INFLUENCE?

- We become the most stressed when we try to change what is out of our control.
- In the current situation, what is actually within your sphere of influence? List items below (and on the back):

#2: IDENTIFY WHAT YOU CAN TO DO FEEL MORE CONTROL

WHAT IS YOUR CONTINGENCY PLAN?

- This involves preparing yourself as best as you can with finances, skills, or emotional support in anticipation of possible change.
- Outline your contingency plan here:

#3: SET MINI-GOALS

IF CHANGE IS UNNERVING, IT MAY BE DIFFICULT TO LOOK AHEAD.

- Set realistic mini-goals in terms of work projects.
- Break large projects into more realistic and manageable tasks and celebrate/check off completion of these smaller tasks. The feeling of accomplishment mitigates some stress.

#4: IDENTIFY AREAS OF STABILITY IN OTHER PARTS OF LIFE

CONSIDER RELATIONAL, FINANCIAL, PHYSICAL, SPIRITUAL ASPECTS

- Identifying the stability in other parts of your life, i.e., family, friendships, hobbies, etc, will help ground you during times of uncertainty.
- List below stable areas:

#5: SET YOUR OWN TIME-FRAME FOR RE-EVALUATING

DETERMINE HOW LONG YOU WANT TO LIVE IN THIS SITUATION

- Identify how many more months or years you can tolerate the uncertainty. Begin developing a long term transition plan with deadlines for stability. If the workplace does not stabilize in your time-frame, initiate your transition plan.