

# Balancing Work-Life Expectations during COVID-19



## Supporting our wellness during COVID-19

This fact sheet is part of Thunderbird Partnership Foundation's commitment to provide culturally-grounded and strength-based supports for First Nations people during COVID-19. These resources can provide guidance as our communities navigate the current global health crisis, while continuing to face existing health challenges, including substance use and mental health issues.

During this time there is pressure on parents, doing their own work (often from home) and supporting their children's e-learning.

There has been a significant increase in requests for meetings to support COVID-19 challenges through Zoom, Teleconferences, etc. and workers may find themselves going from meeting to meeting! We must be able to do our work and balance our life expectations.

### TIPS ON REDUCING DECISION FATIGUE

- Develop routines and schedule repetitive tasks (e.g., meals, morning routines with children, self-care).
- Be diligent with breaks and encourage those you work with to do the same; schedule time for personal health needs.
- Organize your work (e.g., answer emails at specified times instead of answering them as they come up, work when you are most productive).
- Track your time.
- Determine priorities for each day.
- Speak with your supervisor around expectations of deadlines and overall output so you know what to expect.

### WORKER WELLNESS SUPPORT

- Check-in with management team and staff daily on health and wellness.
- Evaluate expectations with work and life needs and clearly communicate that with supervisors/managers.
- Create a Facebook/Zoom group for staff, connect regularly on everyone's health, share uplifting information and messages.
- Build humor into your day as a way to manage stress, cope, and connect.
- Consider cultural supports for self-care.
- Be forgiving of yourself.
- Ensure that family relationships are nourished, and connections maintained.

### TIPS ON BALANCING CHILDREN'S LEARNING

During COVID-19 we need to be realistic in our expectations, for example our children's e-learning

- Developmental expectations.
- Easing back into school routine.
- How should assignments be led/taught.
- When do they need to be independent/when won't you be able to help them.
- Create a workspace that has light, access to technology and needed equipment.

### Overall support/use of technology tips

- Use technology to connect across homes, continue to connect in ceremony.
- Hold drumming circles over Zoom/Facebook.
- Engage youth to support Elders and seniors in using technology to access health checks, counselling appointments, and to connect with family.
- Consider marginalized people (precarious living arrangements, those who use substances) who may not have access to devices or are less likely to be accessed during health checks, we must think about how to connect all people in community wellness.
- It is not realistic to think about work-life balance for marginalized people, there may be struggles including providing home schooling for children.
- Link with other services in the community (Child and Family Services, schools, health centre, other community programs).

### REFERENCE

**Restoule, Brenda. (2020).** *Promoting Wellness & Providing Support During COVID-19: National Teleconference with Mental Wellness Teams – Summary Notes, April 9, 2020.* First Peoples Wellness Circle. Retrieved from: <https://www.fpwc.ca/promoting-wellness-providing-support>