

Neely

Everyone deserves a little couch-time.



Navigating the *New New Normal*: Anxiety & Hybrid Work

Sam Spears & Lisa Merritt



Trilogy Coaching & Consulting



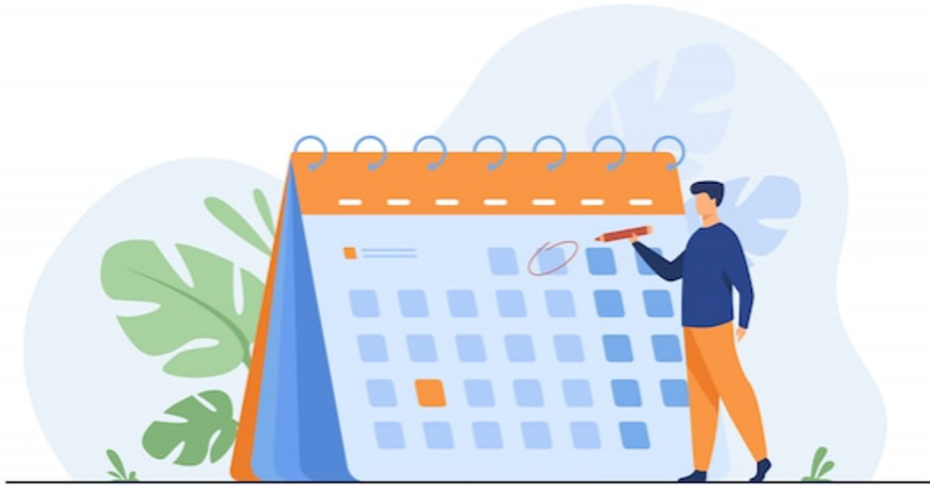
3 BROAD AREAS OF CONCERN

**LOGISTICS
&
SCHEDULING**

**HEALTH
&
SAFETY**

**EXPECTATIONS
&
EVALUATIONS**

LOGISTICS & SCHEDULING



● Big Picture

- What do you want your week to look like?
- What do you need to have in place for that to happen?

LOGISTICS & SCHEDULING



● Moving Pieces

- Who has to be where when?
- Do you need outside support to make this happen?
School drop off/ pick up, dog walker, etc



LOGISTICS & SCHEDULING

● Be Intentional

- Blend the best aspects of remote and on-site work
- Schedule tasks based on how, when, and where you're most effective



HEALTH & SAFETY

It's All About Boundaries

- Identify your level of acceptable risk
 - How you will communicate that boundary?
- How will you respond to someone who does not respect your boundaries?



HEALTH & SAFETY

Arguments about COVID



- You don't have to understand a boundary to respect it
 - Open dialogue can help people find common ground, but you don't owe anyone an explanation for your decisions

Work/Life

● Anticipate change

- How have your social needs changed?
- How have relationships within the team changed?



Work/Life



● Embrace the awkward

- Everyone's in the same boat
- It took time to adjust to remote...
it'll take time to adjust to hybrid

Work/Life

● Communication is key

- Clear communication flows both ways - explain your needs and understand their expectations





☐ Online:

- ☐ www.neelyeap.com company page
- ☐ Live CONNECT
- ☐ iConnect You App
- ☐ Use your company code from benefits flyer

☐ **24/7 Hotline: 866-212-6096**

Access Your NEAP Benefits



Work-Life Services

Consultation, personalized research, and resources for better work-life balance

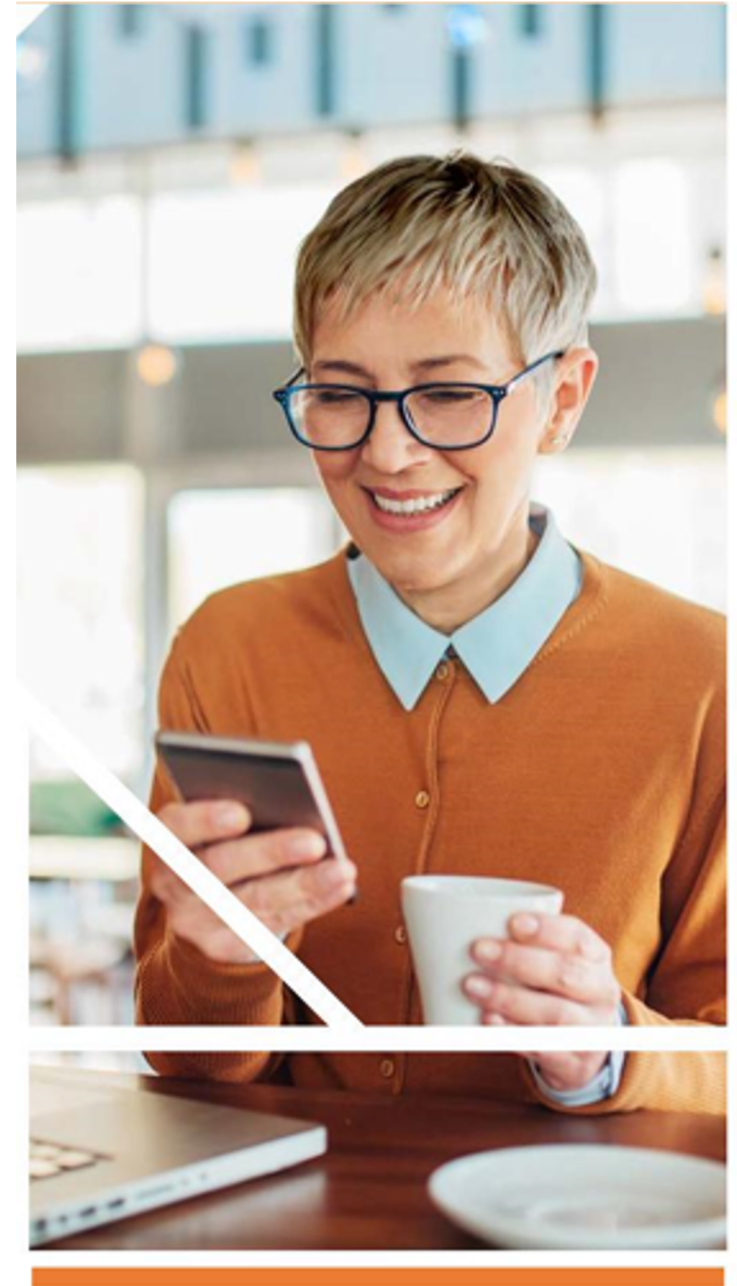
SUPPORT IN ACTION

A woman called the service seeking child care for her infant. She was planning to move and needed to compare availability in three areas she was considering. The work-life consultant found nine nurseries with availability, three for each of the requested search areas, and provided the information to the woman. The consultant also provided the woman with additional educational resources on selecting child care. The woman expressed her thankfulness for the support.

The story above is based on a real-life situation, but details have been changed or omitted to protect the anonymity of the individual receiving support.

Personalized, individual support

- Employees receive personalized support for a wide range of needs, including conducting research and compiling information for child care, elder care, events, upcoming vacations, and more
- Consultants are also available to connect employees with resources related to finance and legal issues
- Each referral is confirmed and includes contact information and other pertinent details
- Referral information and resources are provided electronically, telephonically, or by mail
- Research is completed as soon as possible and usually within 12 business hours (or within eight business hours for emergency cases)
- Consultants follow up to ensure referrals meet the employee's needs



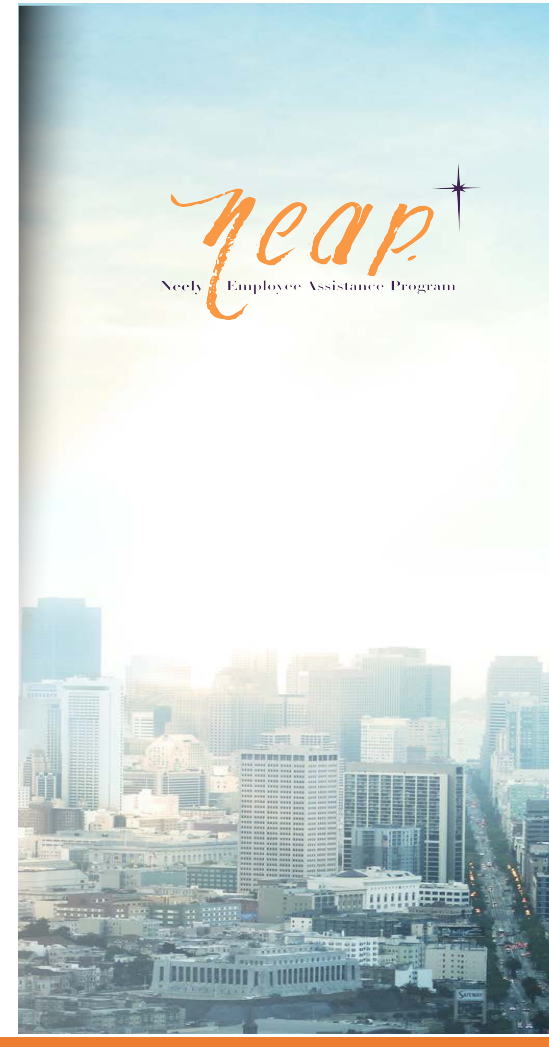
Work-Life Services (continued)

Convenient and easy to use

- Time-saving solution for those struggling to balance demands from work with demands from their personal lives
- Accessible via phone or LiveConnect on the member website
- Professional, friendly consultants deliver excellent customer service
- Outsourcing tasks allows employee to focus on job demands

Benefits for employers

- Service is designed to promote employee productivity, performance, and wellbeing
- Employers are provided with utilization reports on a quarterly basis
- Tools are provided for communicating and promoting services internally



Access Service
Call 866-212-6096
www.neelyeap.com

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