

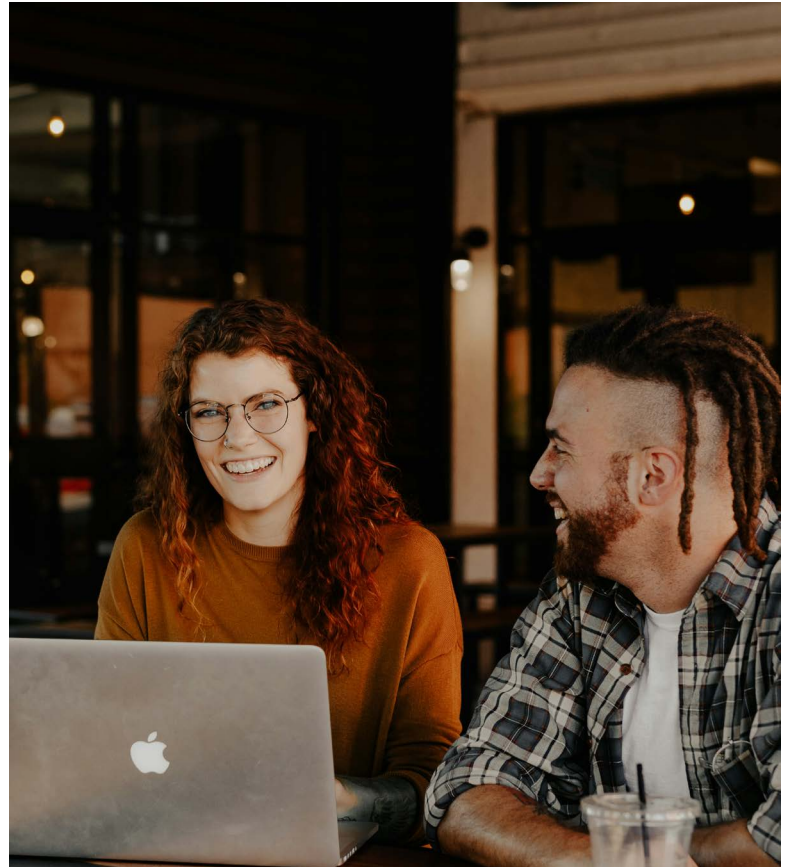
# Helping You Navigate Workplace Disruptions



When workplace disruption occurs, including job action, workplace reorganization, or even significant policy changes, people may respond in very different ways. Reactions depend on the disruption's impact, how personally you are affected, and whether you took part in the action or continued working.

Some people may react more strongly due to their life circumstances, personal triggers, or past stressful or traumatic experiences. Anxiety and stress levels can fluctuate and vary from person to person. It can take several days or weeks to return to previous levels of well-being after a disruption.

People are generally resilient, and some individuals may not exhibit any significant negative effects. However, it is common to experience stress and need support during transitions. It is not unusual for some people experiencing stress to minimize or avoid expressing their concerns and reactions.



## Signs of stress may include:

- Increased sadness or worrying
- Anxiety or feelings of guilt
- Irritability or restlessness
- Feeling powerless or unsettled
- Fatigue or low energy
- Frustration, resentment, or anger
- Changes in sleeping and eating patterns
- Ongoing conversations framed as "us vs. them"
- Difficulty focusing, making decisions, or completing tasks
- Increased distraction, absenteeism, or reduced performance

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## Strategies for Supporting Your Well-Being:

- Take care to keep a balanced routine; rest, move your body, keep hydrated, and maintain a balanced diet.
- Be patient with yourself as your routines and schedule adjust.
- Stay connected with supportive colleagues, friends, and family.
- Keep informed with updates from your employer and other trusted sources.
- Be mindful that each person has their own coping strategies and strengths.
- Lean on available supports, such as your EFAP, health benefits, and community supports.
- Recognize that your colleagues, or community members, may hold different perspectives, emotions, and opinions, and acknowledge these without judgment.

## EFAP Supports Available:

- Individual, Couples and Family Counselling
- Digital Cognitive Behaviour Therapy
- Children's Mental Health
- Indigenous Mental Health
- First Step
- Life Transition (parenting support, life changes, etc)
- Financial and legal advice (excluding employment law services)
- Career coaching (including returning to work)
- Health coaching (maintaining physical well-being)

Get crisis support 24/7/365  
Support # - 1-833-707-4747



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