

KEEPING EMPLOYEES PSYCHOLOGICALLY SAFE

Every employee in Colorado has been impacted by the COVID-19 pandemic. These guidelines can help employers look out for their staff's psychological safety.



Psychological safety is more important now than ever. This pandemic is providing opportunities to create deeper connection with our teams and support them on a whole new level.



– Logan Shaver
Pinnacol Wellness Administrator



EMBRACE TRANSPARENCY

Remote work depends on trust between employer and employee. Regularly sharing key information helps build trust.



BE HONEST

Employees will be more understanding of tough decisions if they empathize with your position. Choose to be vulnerable and voice your concerns.



COMMUNICATE LIVE

Remote workers often communicate through email or instant messaging—media that can create misunderstandings. Hold meetings via videoconferencing or phone to reduce anxiety and prevent miscommunications.



SHARE KEY RESOURCES

Identify articles, podcasts and videos that can help your employees adapt to their new circumstances. From the Harvard Business Review's "That Discomfort You're Feeling Is Grief" to Mayo Clinic's podcast episode on practicing self-care in the midst of COVID-19 uncertainty, timely resources can comfort your team.



GIVE WORKERS CONTROL

Studies show giving autonomy to workers helps them thrive in high-stress situations. Letting them set their own schedules, for example, balances out things they can't control, like the spread of the virus.



PRACTICE SELF-CARE

Caring for yourself is just as important as caring for your employees. Taking time each day to do something you enjoy will help you stay grounded and capable of giving your team the support they need.

Find more resources to protect your business and employees at

covid.pinnacol.com

