



# Check in

## Helping your employees deal with uncertainty

### Aetna Resources For Living<sup>SM</sup>

How are you doing? If you're like many people, you may be feeling confused and concerned about what happened in Washington, D.C. on Wednesday, January 6th. Watching chaos at the Capitol created lots of emotions for all Americans. Many of your employees are having strong feelings too. Here are ways you can help them and keep your workplace secure:

- 1. Stay calm.** You need to set the tone right now. Put aside your personal feelings and reactions. As a manager, you need to project stability and calm for your employees.
- 2. Be accessible.** Now's the time to check in with your team. See how they're doing. If anyone wants to talk, take them to a separate area or give them a call and chat. If they need additional support, put them in touch with us. We're available 24/7.
- 3. Don't allow disputes.** Tensions are high and you need to make sure arguments don't erupt. The last thing you want is an unsafe environment. If there are confrontations, intervene immediately and separate the people involved. Encourage a 15-minute break for anyone who seems very upset or out of control. If you see someone having trouble, consider suggesting they take a personal day to do something they enjoy.
- 4. If your employees are remote.** With many employees working at home, you may not actually see your employees. You can still check in with them remotely to make sure everyone has resources and support to handle their feelings.
- 5. Encourage employees to read our materials on coping skills.** Distribute our article on [dealing with uncertainty](#) to your employees. It will give them tools they can use to calm down, re-focus and return to a healthier state of mind.
- 6. Reach out for help.** If you or any of your employees are feeling scared, depressed or stressed to the point that you're having trouble doing routine things, you may need support. Reach out to RFL for 24/7 help. We're standing by to help you deal with whatever you're feeling.

It's hard to be in charge during difficult times. If you or any of your employees need help or emotional support, we're here 24/7.

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