



COVID19 Experience

Practical tips to cope & adapt

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Why ?

The current normal (COVID19 period) reveals Life's uncertainty and triggers unusual behaviours and reactions. What each of us is experiencing is understandable. It is ok to feel uncomfortable.

- It does impact our daily lives in both personal and professional field and requires each of us to **cope with the induced stress** then **adapt to the situation**. The latter expects us to be innovative and creative in the way we think, work and live, as an individual, professional and community member.
- The global lockdown also has a physical impact that can increase the « stress » if not acknowledged and managed: a lot of thoughts and informations related to a change out there are running in our brains, while our bodies are unable to move, kind of stuck in one place (and we lost the body language part in our communication). The dichotomy of reality & speed between the mind and the body creates a **cognitive dissonance** (=stress).

The goal of this document is to help you to relieve from daily stress and empower your capacity to innovate and create in a sense of « adapt ». **Resilience starts with you.**

Recommendations

The following list is non exhaustive, and based on neuroscience, neurobiology, research and experience. Tips are affordable and simple.

There is no « have to », « must » « should ». Be kind only.

Choose 1 or 2 tips you feel comfortable with and try today. Repeat the following days. Habits are made of repetition. Good habits are made of repetition of tiny healthy acts. They contribute to thoughtful leadership.

Practical tips – The 5 Re/...

- **Re/duce**

- Stress level by practicing **cardiac coherence** (whenever you feel you need it): inhale for 5 sec, exhale for 5 sec , during 5 min, 3 times a day (from belly not from thorax)
- Infos intake: prefer TV/media flow intake around midday instead of wake-up or bedtime
- **Switch off** notifications from emails/messages app on all your tech devices : you choose when to collect your message (dedicated time slots) and manage your time
- **Focus** on uni-tasking and the 3 major tasks of the day
- Have **break** of 10' every 52' of work (walk, do nothing, power nap, play, read...)

- **Re/charge**

- If you can go out, just **walk** 30' everyday with no other goal than the walk itself (if you can't, do few steps while you're on call)
- **HUG** someone for 20 seconds (kid, partner, yourself !)
- Cupping palms over your eyes for several seconds
- Take some **day off** and enjoy « lazy days »

- **Re/place**

- **Smile**
- Prepare your confcall/zoom meetings by taking 5' before and asking yourself 2 questions :
 - What do I want to say ?
 - How do I want to say it ?
- Replace **professional Visio by phone call** when possible
- Replace coffee, Coca-Cola, alcohol... by water as much as possible, through your day
- Replace lunch at desk by a dedicated moment to enjoy your food (and nothing else)

- **Re/play**

- Make room in your schedule and living place for playing activity (cooking, lego, video gaming, painting, music, writing...), alone or with family member(s)
- **Have fun.** Whatever makes you laugh ☺ (Without hurting anyone)

- **Re/think – Re/imagine – Re/create**

- Stop – Look – Think
- Look for the **upside** of the situation (in your personal life, for your company, in your career...). You can choose deliberately to look at it. Keep in mind that a Crisis is always a mix of danger(s) and opportunity(ies) (*cf Chinese ideograms*)
- Practice cardiac coherence to unlock the innovative part of your brain to express, and let it flow. It is riskless
- Practice reverse thinking : Ask **why not ?**

Additional resources

There are numerous of cardiac coherence, meditation, sleeping apps available. Pick the one(s) you like and **use** it.

There are also a lots of free content to start any new activity (yoga, Pilates...). Choice is yours. Just **keep practicing**.

Here is an interesting info graphic about our own bias; it can help to **distance yourself from the ongoing thoughts**.

MAKE THE MOST OF NOW

I am available for each of you to tackle 3 topics:

- *Manage the stress of the current normal*
- *Deepen your self-awareness*
- *Re/think – re/imagine and re/create (your life, your career or business activity)*

The Fault Within Us ET GRAPHICS

Everyone has his or her own worldview. But while interpreting or making judgements our brains are tuned in such a way that all of us are prone to making mistakes. Experts have identified more than 180 cognitive biases that warp the perception of what is real. Social scientists study how cognitive bias or stereotyping impacts workplace behaviours. This infographic —from School of Thought— lists 24 such mental mistakes that may lead to inaccurate judgements.

- ANCHORING**: The first thing you judge influences your judgement of all that follows
- BACKFIRE EFFECT**: When your core beliefs are challenged, it can cause you to believe even more strongly
- SUNK COST FALLACY**: You irrationally cling to things that have already cost you something
- CONFIRMATION BIAS**: You favour things that confirm your existing beliefs
- MARK TWAIN**: It ain't what you don't know that gets you into trouble. It's what you know for sure that just ain't so
- BARNUM EFFECT**: You see personal specifics in vague statements by filling in the gaps
- DECLINISM**: You remember the past as better than it was, and expect the future to be worse than it will likely be
- DUNNING-KRUGER EFFECT**: The more you know, the less confident you're likely to be
- AVAILABILITY HEURISTIC**: Your judgements are influenced by what springs most easily to mind
- JUST WORLD HYPOTHESIS**: Your preference for a just world makes you presume that it exists
- FRAMING EFFECT**: You allow yourself to be unduly influenced by context and delivery
- CURSE OF KNOWLEDGE**: Once you understand something you presume it to be obvious to everyone
- IN-GROUP BIAS**: You unfairly favour those who belong to your group
- FUNDAMENTAL ATTRIBUTION ERROR**: You judge others on their character, but yourself on the situation
- PLACEBO EFFECT**: If you believe you're taking medicine it can sometimes 'work' even if it's fake
- HALO EFFECT**: How much you like someone, or how attractive they are, influences your other judgements of them.
- BYSTANDER EFFECT**: You presume someone else is going to do something in an emergency situation.
- GROUPTHINK**: You let the social dynamics of a group situation override the best outcomes
- SELF-SERVING BIAS**: You believe your failures are due to external factors, yet you're personally responsible for your successes
- REACTANCE**: You'd rather do the opposite of what someone is trying to make you do
- NEGATIVITY BIAS**: You allow negative things to disproportionately influence your thinking
- PESSIMISM BIAS**: You overestimate the likelihood of negative outcomes
- BELIEF BIAS**: If a conclusion supports your existing beliefs, you'll rationalise anything that supports it
- OPTIMISM BIAS**: You overestimate the likelihood of positive outcomes
- SPOTLIGHT EFFECT**: You overestimate how much people notice how you look and act

SOURCE: Visual Capitalist