

Transcript of Robin Vasey 1

Secondly we assume changes in the workplace and these changes are impacting on organisations, work teams and group dynamics. For example, in many health services there were sudden redeployments and a sudden influx of new staff into the services being prioritised. So people are having to respond to new roles, new teams and even new authority structures. For those able to work remotely there is the isolation of working at home when the rest of the team has been broken up or working separately and now the only way to connect with colleagues and students, or customers, is remotely and perhaps for some people, those working in supermarkets or in care homes little has changed apart from a new threat of infection and a new pressure of work perhaps these are client demands or because team members are suddenly off work sick.

These changes are important to note because these changes have an impact themselves, they're a source of anxiety and it also disrupts the things that were helping us manage our feelings. Our normal ways of coping have suddenly been changed. We have to adapt to work patterns or redeployment in a new work role and that means new tasks and new worries. There might be new management structures and changes to the team that mean forming new relationships and perhaps the loss of the people who would usually help us with difficult times and the boundary between work and home is becoming blurred meaning it's more difficult to focus on work perhaps when there are responsibilities or distractions at home and it's more difficult to set aside work worries when we finish for the day.

Psychologically, the ways that we usually manage feelings at work a sense of clarity about roles the structures, the familiar relationships, are all being disrupted and this in itself is also likely to have an impact