



**TALKING ABOUT  
REVOLUTION.**

**CONVERSATIONS FROM  
THE BED OF PROCRUSTES.**

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# Ground rules:

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- Relax
- Ask questions
- Listen to each other
- Reflect

*Disclaimer. Cultural aspects.*

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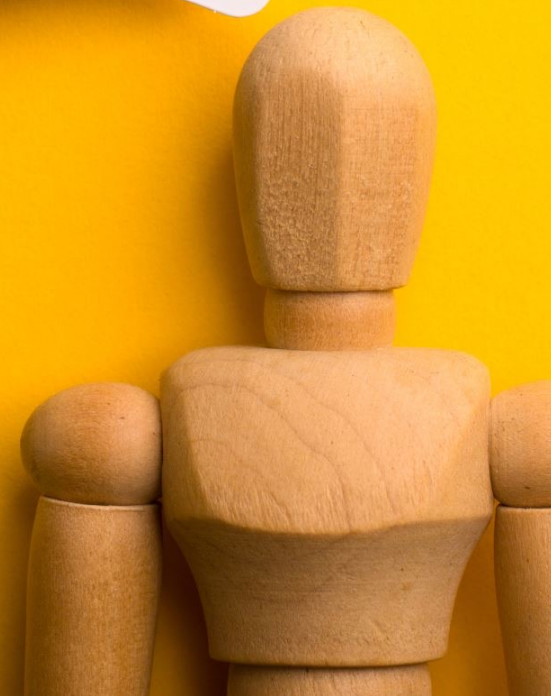
## What this session is NOT about:

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- Answers.
- Solutions.

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# **The Good, the Bad, and the Ugly of the COVID pandemic**

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# Mental Health?

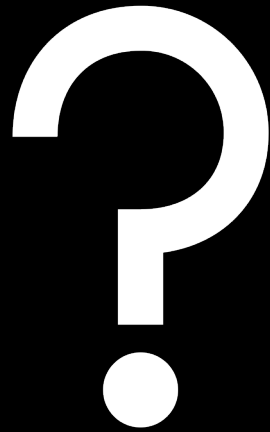
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- Personal experiences
- When good is “good” and bad is not so “bad”
- What is “normality”?

**Individual / Community**

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# Going Back to the Office

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# The Science (2021):

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- no clear-cut, research-backed answer as to whether remote or in-person work is more conducive to creativity.
- the pandemic has spurred a new wave of scientific inquiry into that question.
- **more than 60,000 Microsoft employees:** remote work made it harder for people to collaborate.
- **40% of more than 30,000** US workers said they were more productive at home than in the office.

*(Nature.com, 2021)*

# A Little Experiment:

- Who is happy to go back to the office?
- Who wants to work from home?
- Who is comfortable with a hybrid solution?





# What HAPPENED with us?

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# **YESTERDAY's models**

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## Industrial Revolutions

- 1<sup>st</sup>: **water and steam power to mechanize production** (especially agriculture); railroads; coal – approx. 1750 – 1830 (Britain).
- 2<sup>nd</sup>: **electricity, gas, oil power to create mass production**; internal combustion engine; steel; chemical synthesis, telegraph; telephone – 1830/1850 – early 1900s (Britain, continental Europe, North America, and Japan – then to the rest of the world)
- 3<sup>rd</sup>: **nuclear energy; electronics; information technology**; computers; biotechnology; robots; high-level automation in production – mid 1900s





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# The 4<sup>th</sup> Industrial Revolution. That's us.

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Started with the Internet. A fusion of technologies combining the physical, digital, and biological areas

The evolution is exponential, not linear.

No historical precedent for the pace of current scientific breakthroughs.

Unlimited connectivity and access to information (digital).

Costs dropping (communication, data storage, education, transportation, trade)



## The challenges

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- The isolation of humans. Baby Boomers, Gen X, Millennials and Generation Z.
- De-sacralization of humanity.
- Capital vs. labor (investors, innovators, shareholders)
- Tension between high-skill and low-skill workers. The middle-class crisis.



## What was (IS?) SUCCES? Personal observation

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- Busy.
- Sleep-deprivation.
- Bragging about the workload.
- No vacation.
- Status. Position.
- My job is my life. My job is separate from my life.
- Corporation is King.
- Mental health talk was stigmatized.

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**TODAY**  
—

Fresh **out** of COVID





## *The GOOD*

- Redefining ROLES
- Time to REFLECT
- See the world with fresh EYES
- MEANING of life (Staring death in the face)

**AWARENESS**

to be best  
point of view  
**Bad** [ bæd ]  
below stand  
not good; o  
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***The BAD***



- A profound sense of **loss**. Lack of **security**. Rise of depression and anxiety. High in suicide rates.
- Confusion. Clutter, informational chaos, no anchors.
- Individual pressure (guilt, responsibility, exposure, failure).



- Mindfulness. Trauma. Parenting. Political correctness.

A new high of the **tyranny of the steps** (1-2-3 steps to happiness; leadership in 5 steps; 3 rules of successful people, etc). Understandable – quick fix.





# The RESILIENCE idea



- From **crisis** rises the idea of resilience.
- Self-help – a billion\$ industry



The

ugly

# COVID-Stress Syndrome (US research)

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1. fear of contagion by touching surfaces or other human beings.
2. fear of the socioeconomic impact of the pandemic.
3. fear of foreigners.
4. compulsive checking and reassurance-seeking.
5. traumatic stress symptoms.







# Compassion Fatigue

- **the negative cost of caring**, a form of secondary traumatic stress.
- direct and indirect **exposure** to the client's stories, to their pain and hopelessness.
- the quantitative aspects of the accumulation of the caseloads, institutional problems, politics, paperwork, increased accountability.
- the specialists lose the capacity to safely **handling their professional life**.
- Various roles: HR, managers, colleagues, peers, parents, friends.
- Sometimes cold, hostile environment, **insecure**.
- Deficient **professional and personal support**.



## What is BURNOUT?

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- The **index of the dislocation** between what people **are** and what **they have to do**.
- An erosion in values, dignity, spirit, and will – **an erosion of the human soul**.

*Maslach & Leiter, 1997*



## 6 Sources of BURNOUT

1. work overload
2. insufficient reward
3. unfairness
4. **lack of control**
5. **breakdown of the community** (lack of sense of community belongingness)
6. **value conflict.**

*Maslach & Leiter, 1997*



for what is  
to be best in a  
point of view.

**Tomorrow** [tə'mɔː]  
the future, on the  
day after today, a  
time in the futur  
what is thoug





# Resilience?

Popular theory: **increase resources**, to face the expanding challenges

Option: **CHOICE**. Kill the FOMO.  
Values, roles, prioritization.

# What can the organizations DO?


Can we go back like nothing happened?

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NEW people  
NEW awareness  
OLD structures

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Versatile, agile in their constant metamorphosis, corporations have always been able to adapt.

# Can we befriend the NEW with the OLD?

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# REFLECT!

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- People ARE companies
- A paradigm shift
- Bottom-up approach
- Listen to the people
- Reinvent
- Address the generations
- Think of support for the unsupported

Proactive, not reactive

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# Personal: Proactiveness vs. Reactiveness

- Critical thinking and the false prophets.
- Feel the reality
- Connect
- Sleep, eat clean
- Take your time
- Reflect on roles and priorities
- Access community resources
- Ask for help and guidance, **BEFORE**

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# Thank you!

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