

Connecting Through Furlough

The realities and challenges of having colleagues redeployed creates disconnection and opportunities for miscommunication. Here are some helpful tips for staying engaged and connected through redeployment.

Leaders



Manage expectations

- Your team will probably have a lot of questions. Keep lines of communication open and invite feedback. Make sure everyone knows what their new schedule is. Help the team understand the expectations and rules around furlough.



Engage your team

- You may have team members who are feeling negatively about the situation. Provide support and let them know that they aren't alone. Encourage the team to talk to each other and stay in engaged – both in the work and personally.



Build a culture of resiliency

- The unknown can be very challenging. You may have team members who are feeling anxious with everything that is happening. Encourage your team to take care of themselves. Remind them that the Employee Assistance Program is always an option.

Team Members



Take care of yourself

- Change can be hard and it's important to make sure you're taking care of yourself. Find time for things you've always wanted to do. Stay physically active. Check out the **Wellbeing** tab on the COVID-19 Employee Resource page for self care and wellness resources.



Reach out to others

- Many people are struggling right now. A great way to get perspective is to reach out to others – friends, family members, colleagues – and offer your support. Build your support system by providing support to others.



Remember that you are valued

- Being furloughed does not mean you're not a valuable employee. Your talents, skills, and contributions are still important to the organization.



For more information, encouragement, and resources during the COVID-19 pandemic, check out the OD&L Employee Resource page or use your smartphone camera to scan this QR code.