



Well Being at Work

[#WorkLifeWeek](#)

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ABOUT ME

CINDY SPARROW, DIRECTOR CONSORT STRATEGY

Cindy has over 24 years experience in frontline and leadership roles in Emergency Services, and recently retired as Deputy Chief with Red Deer Emergency Services. Aside from her new role as an international consultant in leadership and strategy, she is the Immediate Past President of the Association for Public Safety Communications Officials Canada, and a Director with Alberta E9-1-1 Advisory Association.



LET ME OFF THIS RIDE

What's Going On Right Now?

- Constant Change
- Grief Cycle
- Surge Capacity



A Little Upside Down

- Ambiguous Loss
- Uncertainty
- High Achievers suffer deeply
- Trying to find solutions for problems we can't solve

The Good News – You're Normal!

Recognizing the Signs

How it feels

- Low grade depression
- Difficulty concentrating
- Lack of interest in normal activities
- Hopelessness
- Guilt
- Anxiety
- Like you're underperforming in work and life

What Can We Do?

TOOLS & STRATEGIES

Mental Health



You're having a normal reaction to abnormal circumstances.
Recognize the signs and take action.

Mindset



Surround yourself with successful people – those who lift you up.

Be Kind To Yourself



Be realistic about expectations. These are not normal times.
Be careful how you define BALANCE

Lean on Your Team



You are only one leader and you cannot be expected to handle it all.
You have a team, so lean on them.



THANK YOU

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Additional Resources:

- COVID-19 Mental Health Briefing
- Article: Your Surge Capacity is Depleted – It's Why You Feel Awful
- Article: 10 Powerful Reasons Your Next Meeting Should be a Walking Meeting
- Mental Health Continuum Model

[Available at: www.theial.org/mental-health](http://www.theial.org/mental-health)