



building a stronger
You

Coping During Uncertain Times

In conversation with Dr. John Pompe & Jennifer Carlock, LCSW

Caterpillar Employee Assistance Program (EAP)

August 5-6, 2020

Safety Reminders for Remote Work



- **Emergency Phone Number**
 - Fire / Medical
 - Know your emergency phone numbers
- **Room Hazards and Exits**
 - Be aware of any hazards
 - Remove electrical cords, boxes and toys from around your feet
- **Take Cover**
 - Know your take cover location
- **Evacuation**
 - Know your evacuation plan in case of emergency
- **Setup Ergonomic Workstation**
 - Set monitor or laptop in front of you
 - If you have a monitor, use it as your primary screen
 - Use a keyboard and mouse if available
 - Use a chair with back support
- **Take Mental & Physical Break**
 - Stand up frequently and move around; take a walk
 - Establish working hours, breaks (stretch)

Be Safe

Every Employee ... Safely Home ... Every Day

bepresent

SEEK + SHARE + LISTEN + CHAMPION

Win the Right Way

VALUES + ETHICS + COMPLIANCE

– Our reputation is built not only on what we achieve, but how we achieve it

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- Your presence in this meeting provides your consent to be recorded.
- If you do not want to be recorded, please exit the meeting now.
- The recording of this meeting by anyone other than the meeting organizer, is prohibited.
- The information in this meeting is for internal purposes only. Do not share meeting links or meeting materials outside of Caterpillar.
- For more information, see Enterprise Policy: Protection of Assets and Enterprise Procedure 1.40.

Agenda

- Mental health in the era of COVID-19
- Coping with uncertainty and change
- Tips for parents and families
- EAP overview

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By the Numbers...

Nearly **1 in 4** adults will experience a mental illness

1 in 2 have risk factors, most never received the available care

14.5%

Yearly global prevalence of mental health conditions

#1

Depression
a leading cause of disability worldwide



Of those who experience an episode of Depression

60% will experience a 2nd

70% will experience a 3rd

90% will experience a 4th

Suicide

10th leading cause of death in the U.S. 18th worldwide.
2nd for those ages 10-35.

1 in 5 or 11.8M



Global deaths per year due to substance use

6% of all deaths are attributable to alcohol consumption



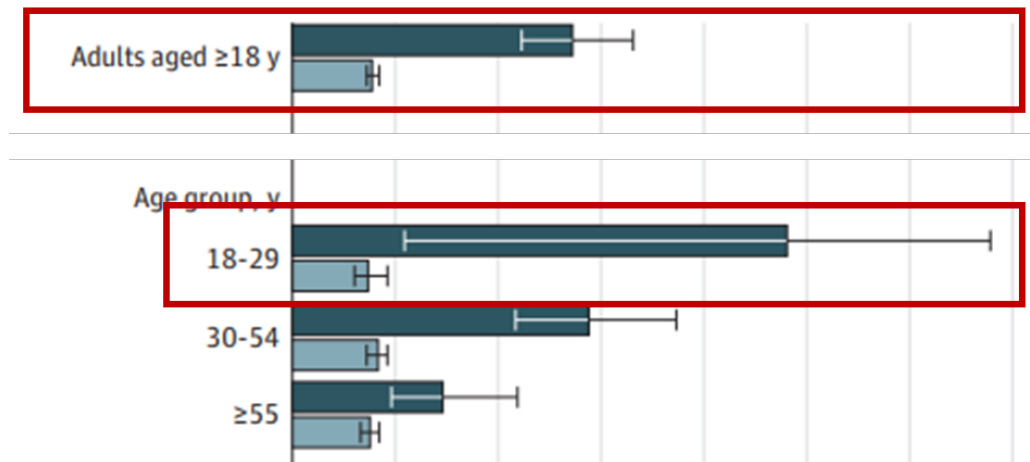
2% of the world's population has an addiction to alcohol or an illicit drug



Potential impact of Covid-19 on Emotional Distress

- 80% report moderate to severe distress¹
- Since 2018:
 - All adults +348%²
 - Age 18-29 +648%²
- Younger people and those with job insecurity are more highly impacted
- Older people seem less affected
- Seems to be decreasing in recent months

Figure. Psychological Distress Among US Adults Aged 18 Years or Older Overall and by Subgroup, April 2020 vs 2018



1. [Source: McKinsey](#)
 2. [Source: John's Hopkins study cited in JAMA](#)

Potential Impact of COVID-19 on Emotional Distress

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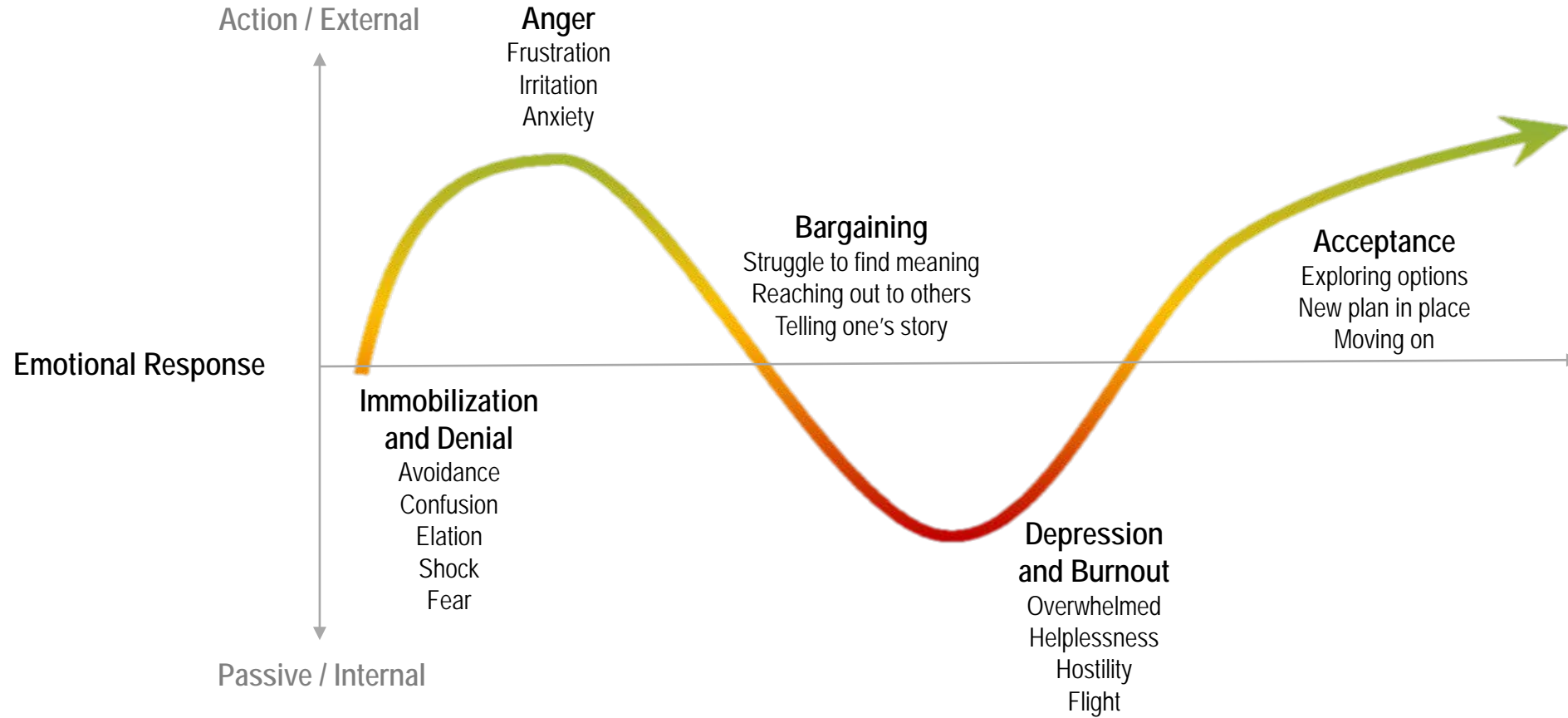
Stress during a global pandemic may cause:

- Fear and worry about your own health and the health of your loved ones, your financial situation or job security, or loss of support services you rely on.
- Changes in sleep or eating patterns.
- Difficulty with memory or concentrating.
- Worsening of existing chronic health problems.
- Worsening of mental health conditions.
- Increased use of tobacco and/or alcohol and other substances.

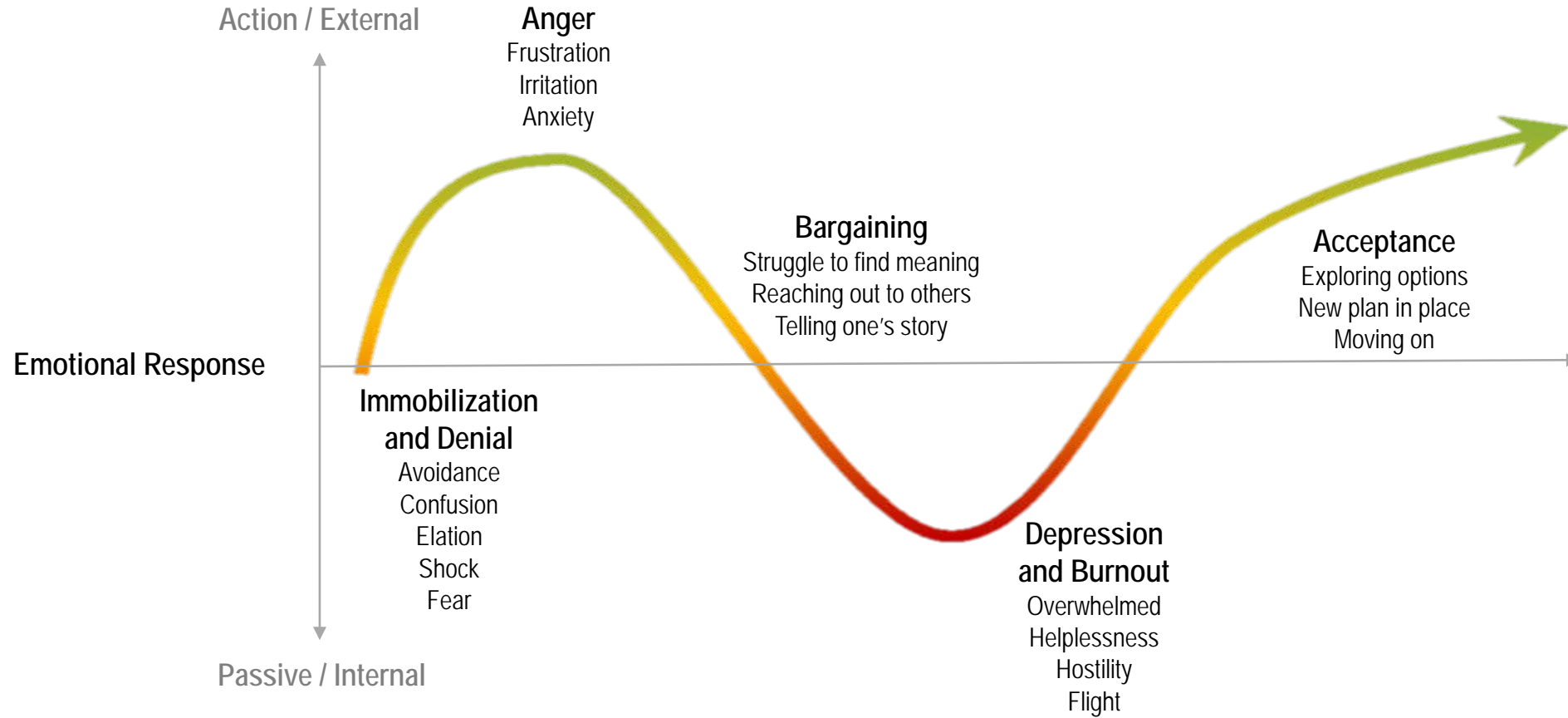
Living during a pandemic may be stressful:

- Fear and anxiety about the pandemic and the unknown can be overwhelming and cause strong emotions in adults and children.
- Public health actions, such as social distancing, can make people feel isolated and lonely, increase stress and anxiety, and increase social conflicts.
- Lower confidence or effectiveness at work. "Teams burnout."

Emotions of Change



Emotions of Change- our needs



Our needs

Information and Communication

Emotional Support

Guidance and Direction

Emotional Impact- In real life

Physical Symptoms

- Sleep
- Decreased energy
- Appetite changes
- Aches and pains
- Memory and concentration

Behavior

- Relationship conflict
- Social withdrawal
- Lower productivity
- Lethargy
- Reckless & Impulsive behavior

Emotions

- Sadness and depression
- Anxiety
- Negativity
- Loneliness

Managing the Emotions of Change and Coping with Uncertainty

Remember to practice the fundamentals of resilience



Healthy Behaviors

...like time management, work-life balance, hobbies, volunteering and taking on new challenges.



Healthy Body

Healthy diet, physical activity, good sleep habits, limiting substance use and regular wellness check-ups.



Stay Connected

Right-size social interactions and having at least 1-2 people who offer regular support. Avoid isolation and social withdrawal during stressful times.



Practice Mindfulness

Understand your motivation and purpose for work. Slow your body down by practicing relaxation and mindfulness.



Positive Outlook

Healthy, rationale interpretations of the world around us. Avoid rigid, inflexible thinking.

Managing the Emotions of Change

1. Recognize and acknowledge the change and your emotional reaction to it.
2. Remember the principles of diversity – no two people are having the same experience.
3. Seek as much information as possible about the change. Ask a lot of questions. **We thrive when we have predictability and a sense of control.**
4. Focus on what you can control. Keep a realistic, healthy outlook.
5. Remember past successes during difficult times.
6. Anxiety, worry and even anger are normal but should be expressed in constructive ways. Don't lash out. Talk it out with those close to you or those who know more about the change.
7. Get active to embrace the change. Make it yours to overcome and control. Help create the new state.
8. Be patient with yourself. Adjusting to change takes time and can be an unpredictable process.
9. Talk to your supervisor about concerns regarding RTW policy, work-life balance, etc.
10. If you continue to struggle to accept the new state after the change, seek the support of Caterpillar's Global Employee Assistance Program (EAP).

Tips for a healthy outlook

1. Seek information. But invest your energy in the things you can control.
2. Be where your feet are. Avoid “what if” thinking and focusing too much on the past or future.
3. Avoid catastrophizing or dwelling on the negative.
4. Avoid perfectionism and black-and-white thinking.
5. Stay flexible. Avoid the use of “should,” “must” and “have to.”

Total health.cat.com **Healthy Outlook Exercise** building a stronger You

1. Describe a situation or event that you found challenging, stressful or where you had a negative emotional reaction.

2a. Describe how you felt related to this event.

Sad anxious angry afraid abandoned
confused embarrassed rejected shame
annoyed worried tense hopeless furious
depressed hurt inadequate nervous
uncertain disgusted bitter hateful unsure
wronged injustice hesitant frustrated

2b. Describe how you responded.

Argued blame withdraw complain cry
eat fight escape belittle flee insult find-
fault-with give up lose sleep use drugs pity
myself procrastinate yell break something
spend money shut down gamble run to
someone else quit

3. What are you telling yourself about the event in #1? What is your self-talk? What is your belief about the event?

Does your statement include any of these words or phrases?

<input type="checkbox"/> Should have	<input type="checkbox"/> Awful	<input type="checkbox"/> Out of control	<input type="checkbox"/> Unfair or unjust
<input type="checkbox"/> Ought to	<input type="checkbox"/> Need	<input type="checkbox"/> Someone/something	<input type="checkbox"/> I deserve
<input type="checkbox"/> Must	<input type="checkbox"/> Perfect	<input type="checkbox"/> made me feel...	<input type="checkbox"/> I'm/his/hers/it's worthless
<input type="checkbox"/> Have to	<input type="checkbox"/> I / you can't	<input type="checkbox"/> Horrible, terrible,	<input type="checkbox"/> Can't take it any more
<input type="checkbox"/> Awful	<input type="checkbox"/> Always or never or everything	<input type="checkbox"/> catastrophic	

4. Look for problems in your thinking. Challenge your belief in #3. Review the “Common Irrational Beliefs” information sheet for help. Write down the evidence the statement is true. Test your belief by writing down the opposite of your original belief.

Adapted from Active Insight Inc. <https://andysambain.com/> <https://wellnessacademy.com/> **CATERPILLAR®**

Learn more and access the healthy outlook exercise at EAP.cat.com > [Learning and Development](#)

Supporting Our Children

Emotional responses, such as outbursts, meltdowns, worry, and withdrawal, are only a few of the ways children respond to feelings that they are unable to describe or are too big for them to understand on their own.

- Take a breath
- Stretch
- Take a short walk / move
- Count down slowly from five
- Drink water
- Relax your shoulders
- Repeat a positive affirmation
- Listen to music
- Push against a wall
- Reduce harsh/bright lighting (increase natural light)

Other Ways to Help

- Calm yourself first.
- Provide honest and accurate information.
- When we help our children explore their feelings and behavior in a safe, non-judgmental environment, we are giving them the opportunity to develop and grow.
- Remember that no one is born with coping skills already established. And, that they take cues from you on how to respond.
- It takes time to build strategies they can rely on when they feel out of control.
- Being able to manage their feelings and behaviors are big jobs for kids.
- This is our chance to help them set the stage for coping with stress—let's make the most of it!

Accessing EAP

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- Short-term, goal-orientated support for work and life issues:
 - Clinical counseling
 - Professional guidance and coaching
 - Information, consultation and referrals for a variety of work-life issues such as legal, financial and help finding child and eldercare
- EAP is available in many languages, 24/7 by phone, online or through the Lifeworks App
 - find your local access information at EAP.cat.com
- EAP is **confidential** – no one will know you have used the EAP
- There is **no cost** for using the EAP

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Questions?

For more information on Coping During Times of Uncertainty and Change visit:

[Totalhealth.cat.com](https://totalhealth.cat.com) > [Building a Stronger You](#)

