

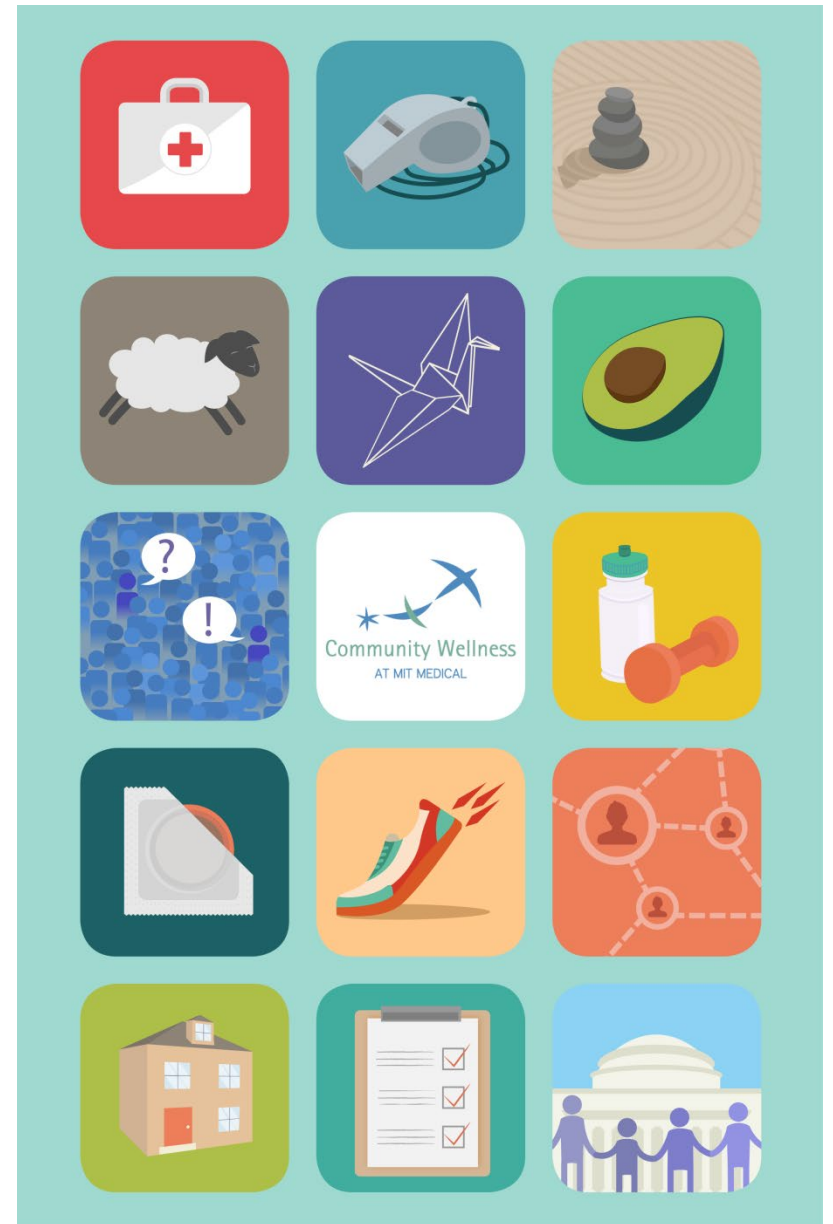
# Motivation, Productivity, & Renewal: WGSS Edition

August 2021

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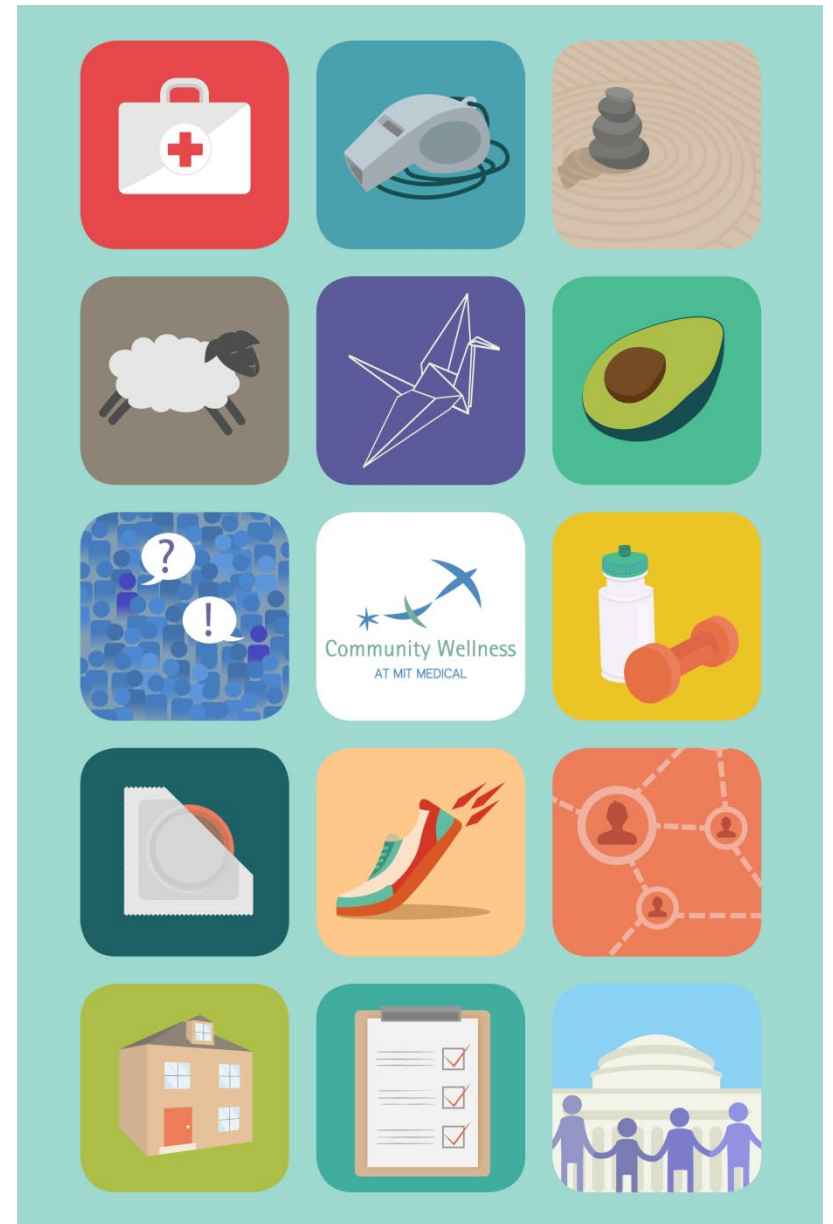
Senior Program Manager

Community Wellness at MIT Medical



# Today's agenda

1. How has the Covid era affected us?
2. Plan for energy and motivation
3. Get support for wellbeing

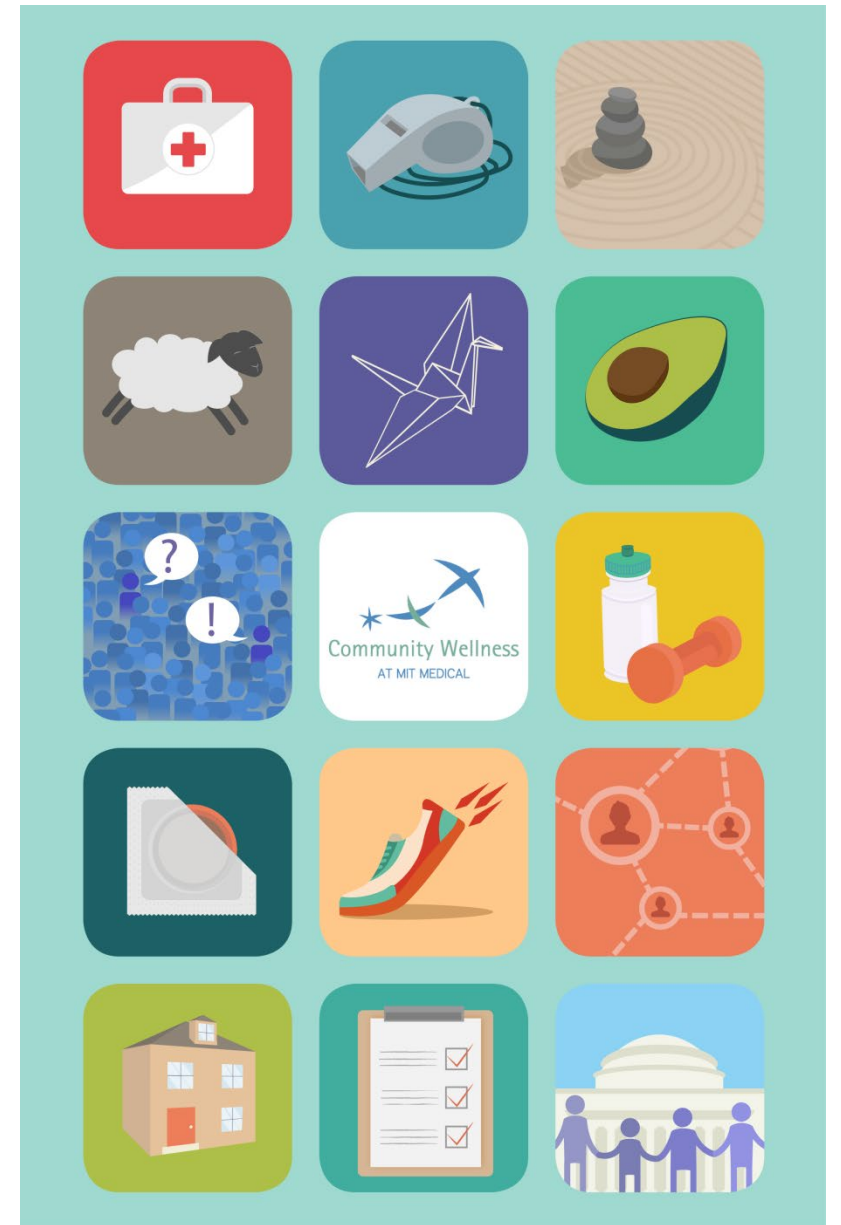


# 1. How has COVID-19 affected us?



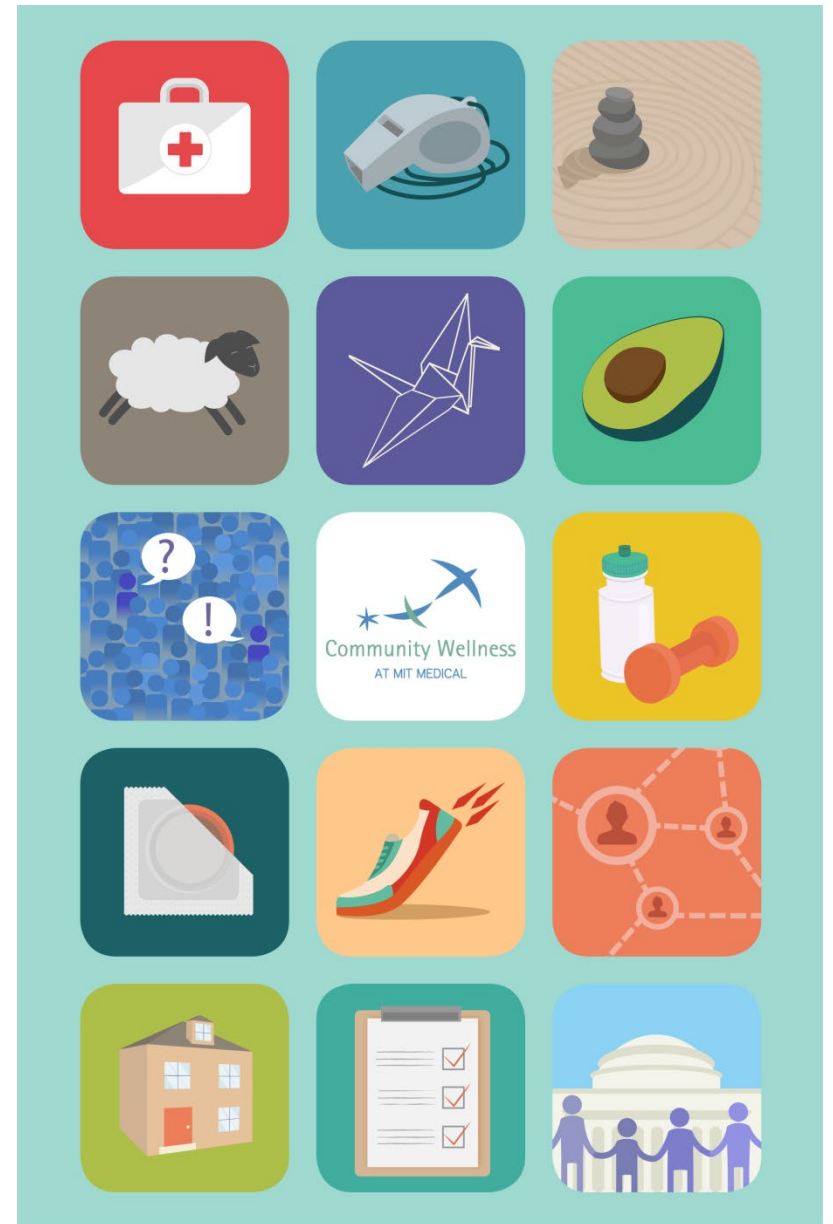
# Emotional weight-lifting

- We need time to digest events and make meaning

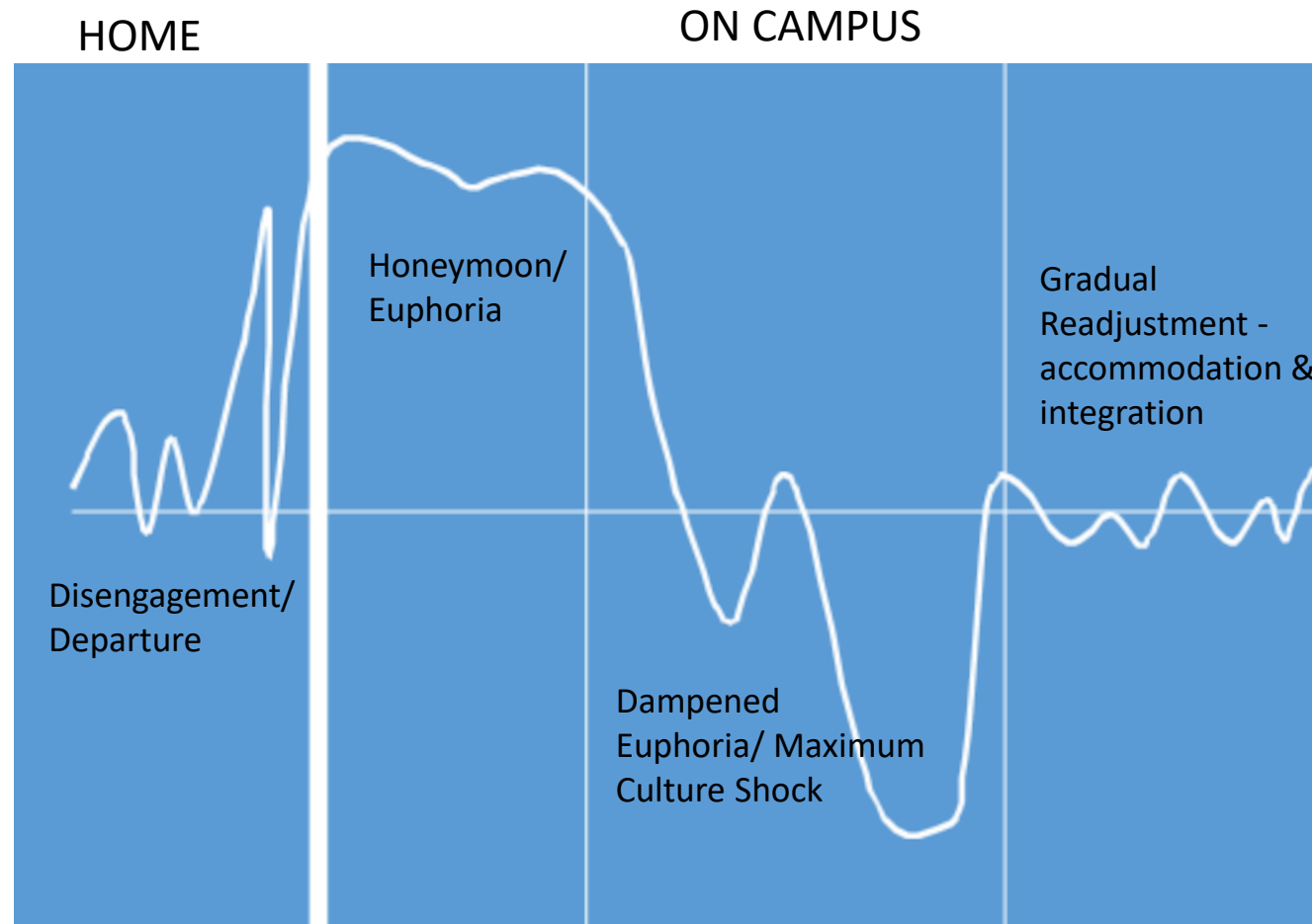


# (Reverse) culture shock

- **Culture Shock** (or cultural adjustment): Anxiety and feelings (of surprise, disorientation, uncertainty, confusion, etc.) felt when people have to operate within a different cultural or social environment, such as a foreign country
- A similar experience can happen when you “return home” - **Reverse Culture Shock**

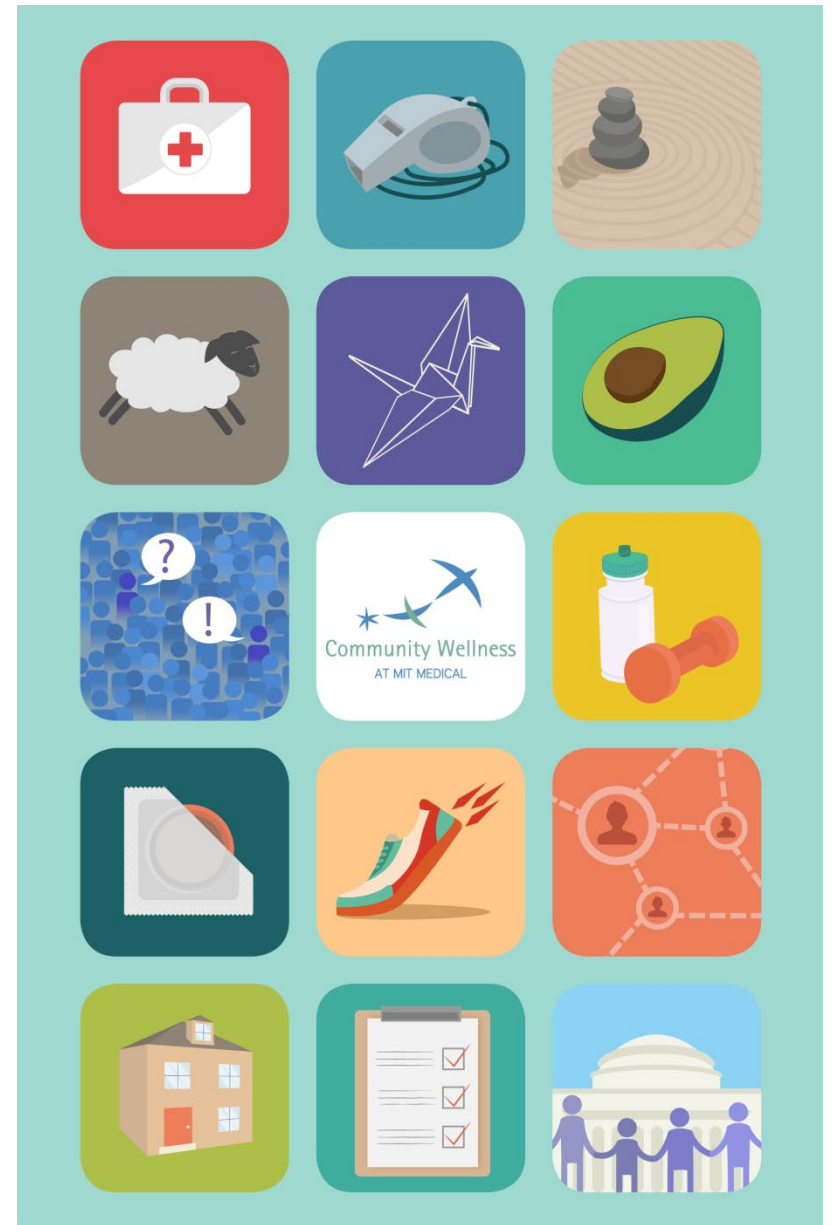


# Stages of adjustment



# What makes it hard?

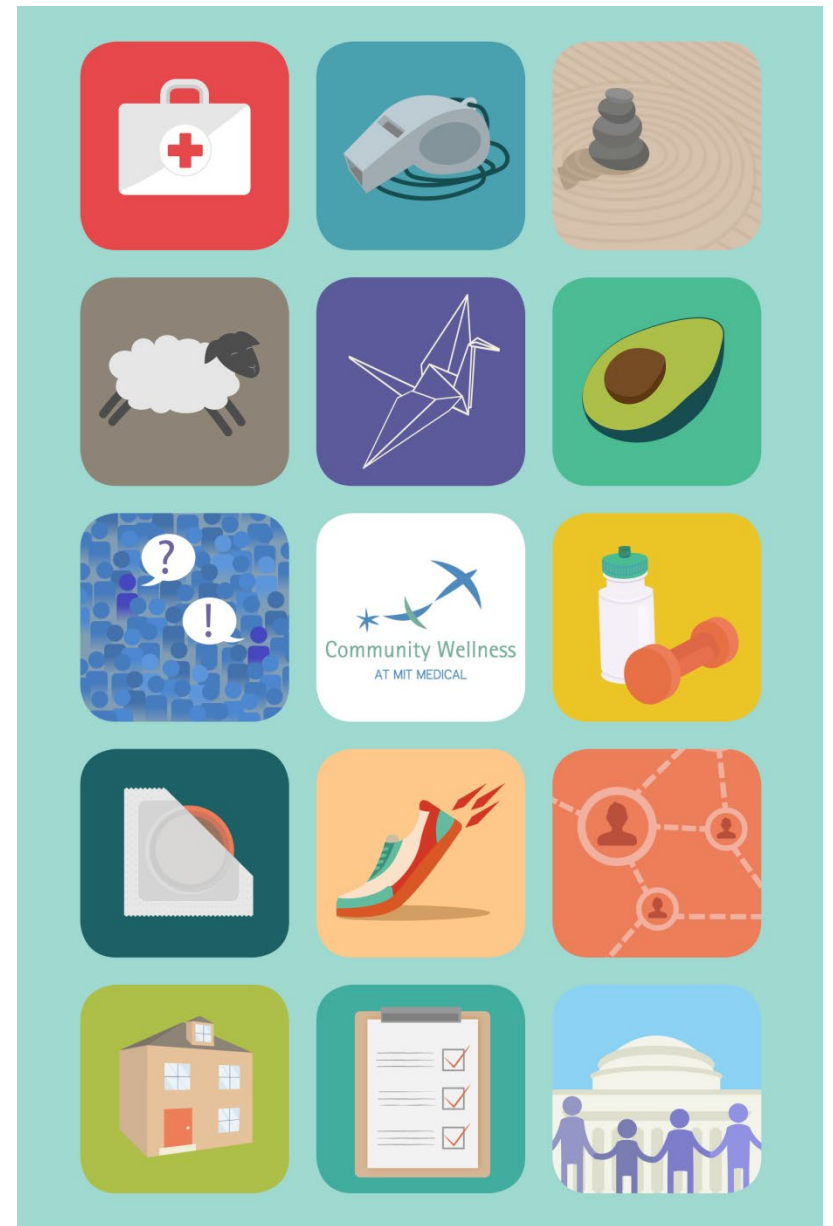
- You are not expecting this to happen
- People adjust at different rates





# Thoughts on how to cope

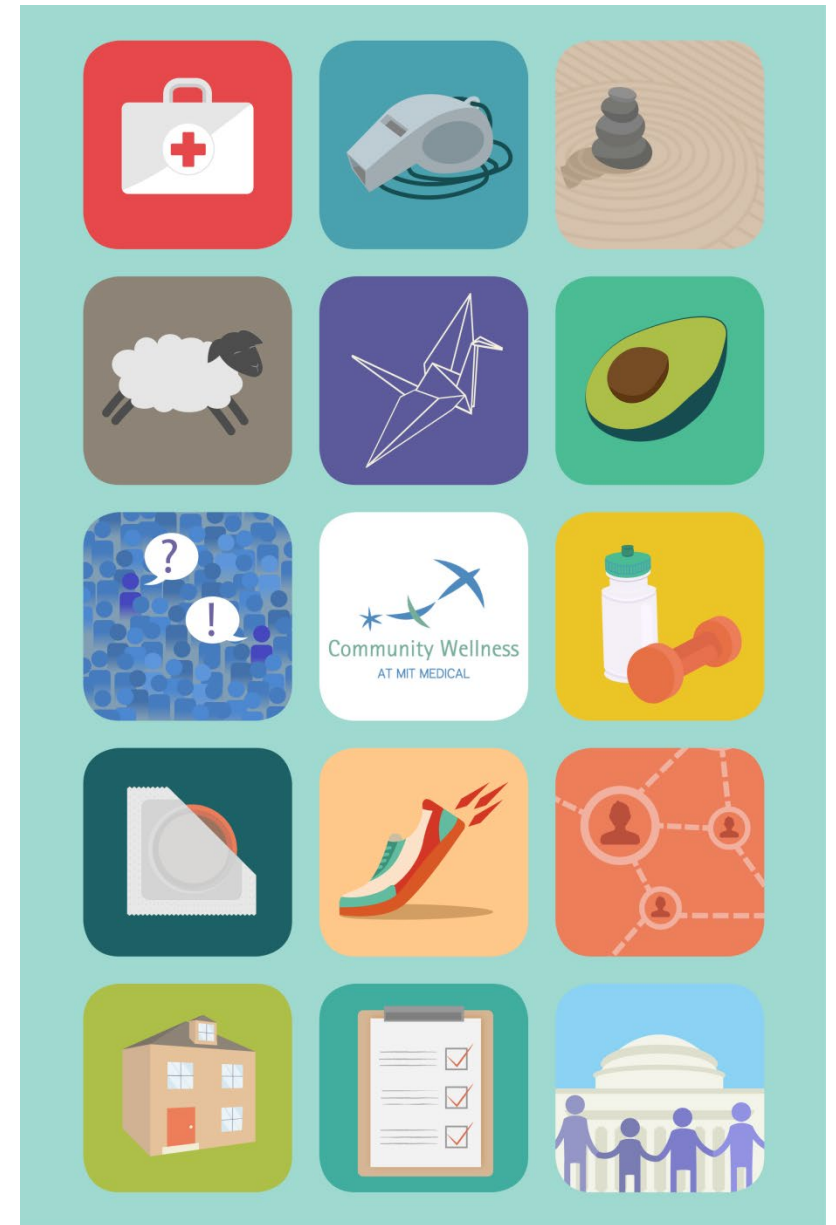
- Consider integrating some WFH habits into your new on-campus routine
- Remember what it was like when you started working remotely
- Learn how to reconnect with colleagues
- Remember: This too shall pass



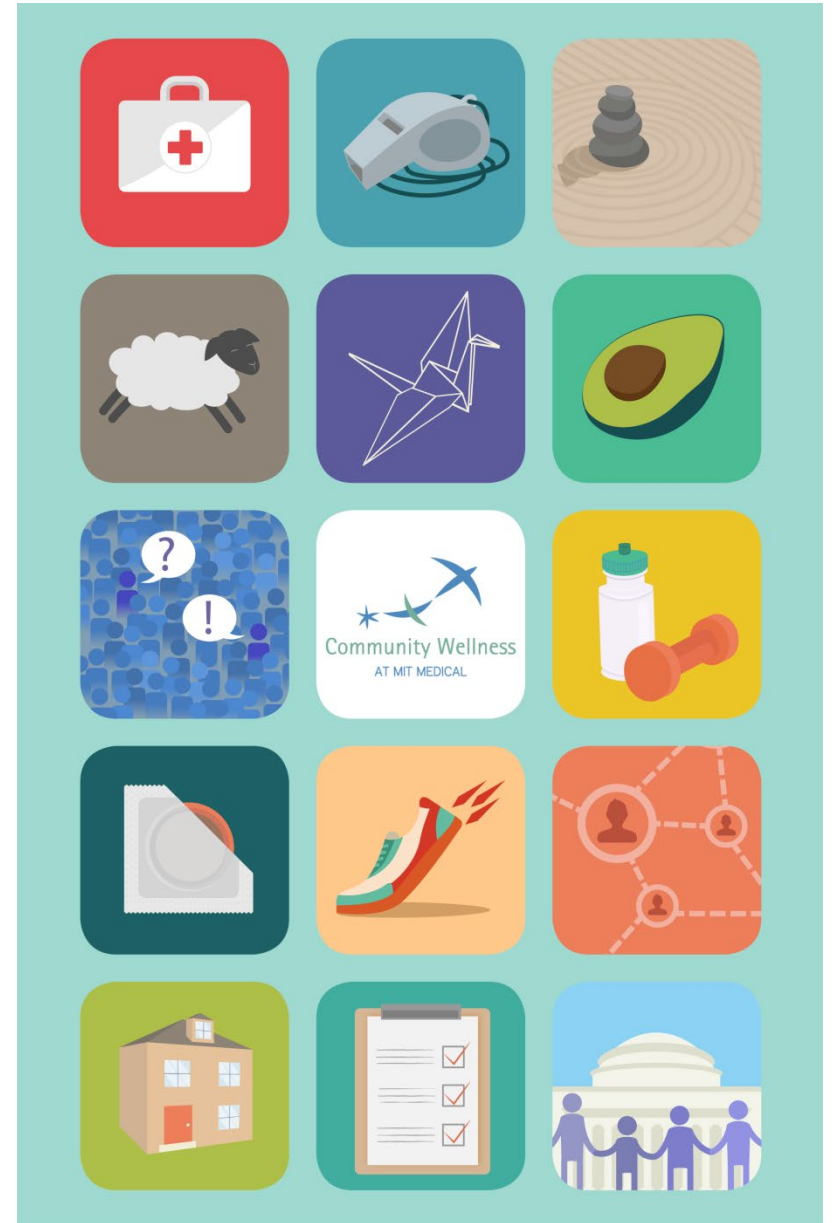


# What changed for me this year?

- Have I spent time / done a new activity (with others) in a way you never had before?
- What would I prefer to continue doing?
- Do I need private space?

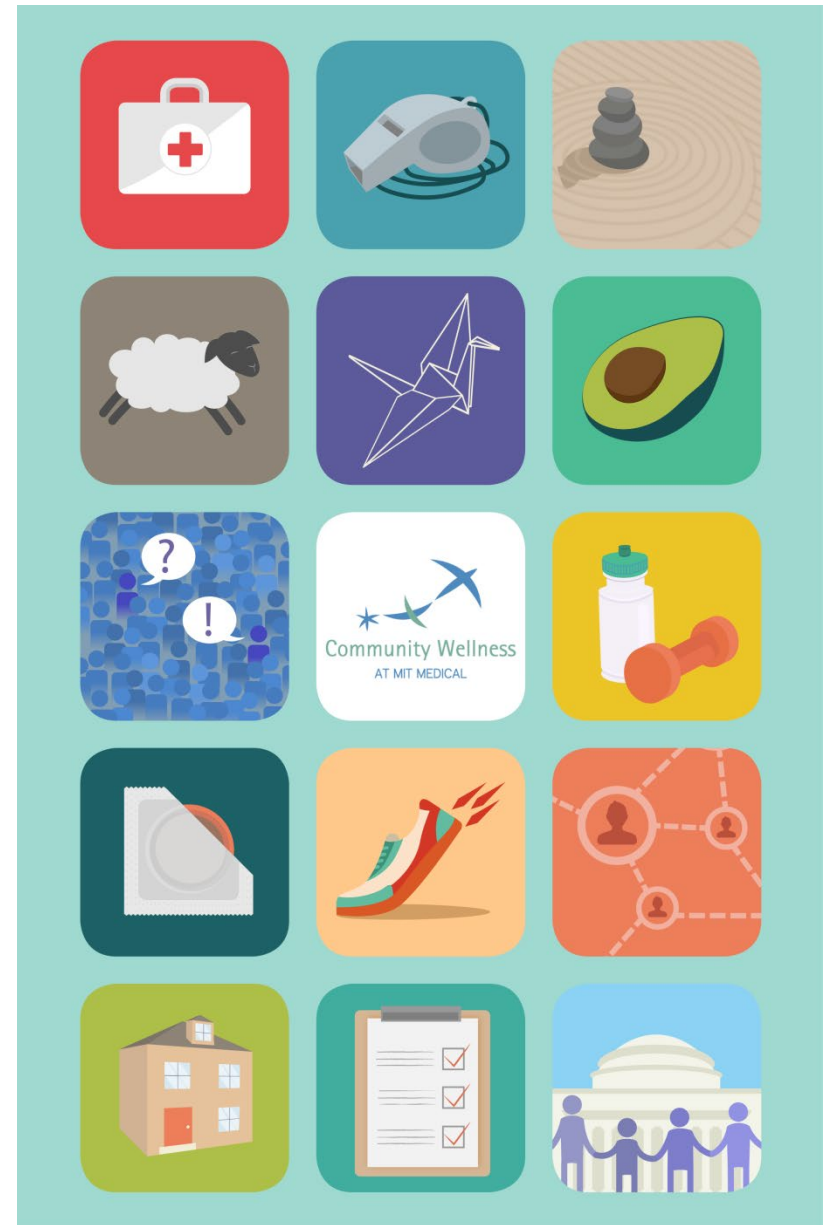


## 2. Energy and motivation



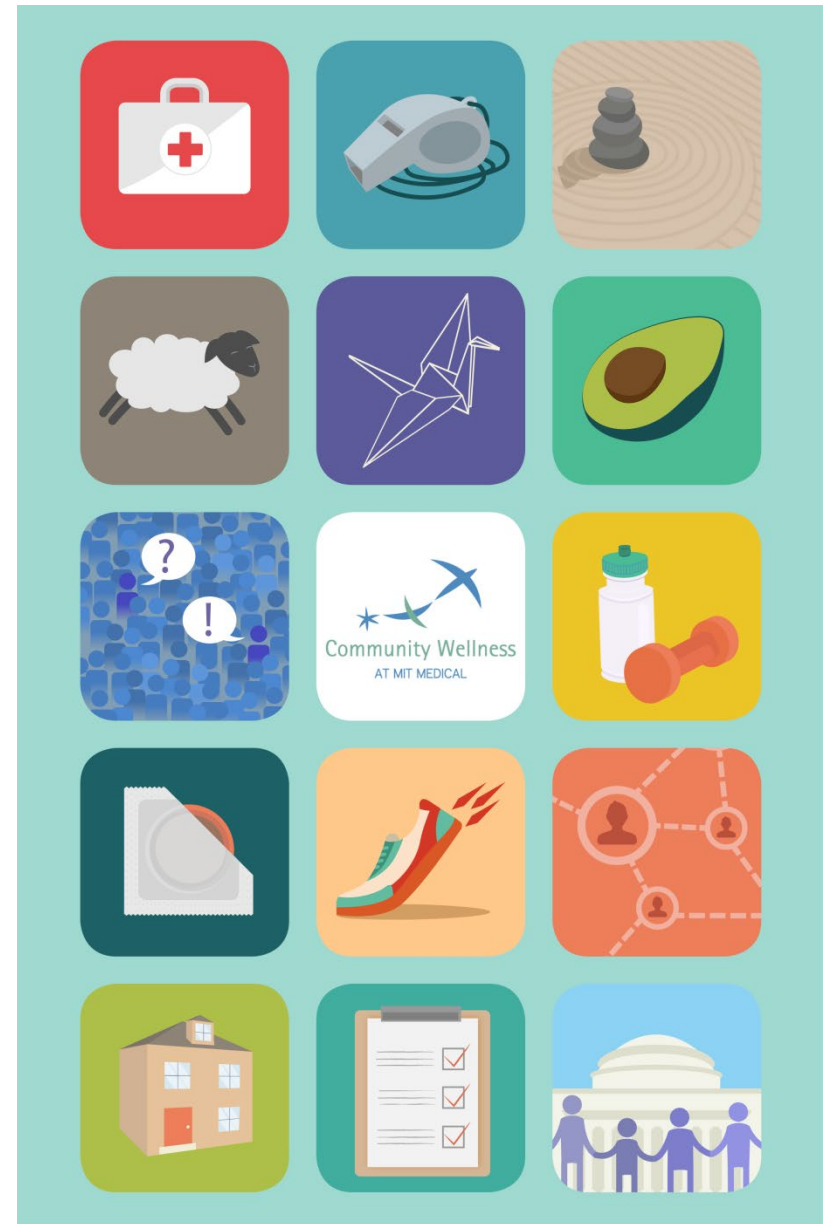
# Honest appraisal

- What is my *most time-consuming or intimidating* work right now?
- Are there activities that I feel should consume *less* of my time? (When was the last time I “wasted time”?)



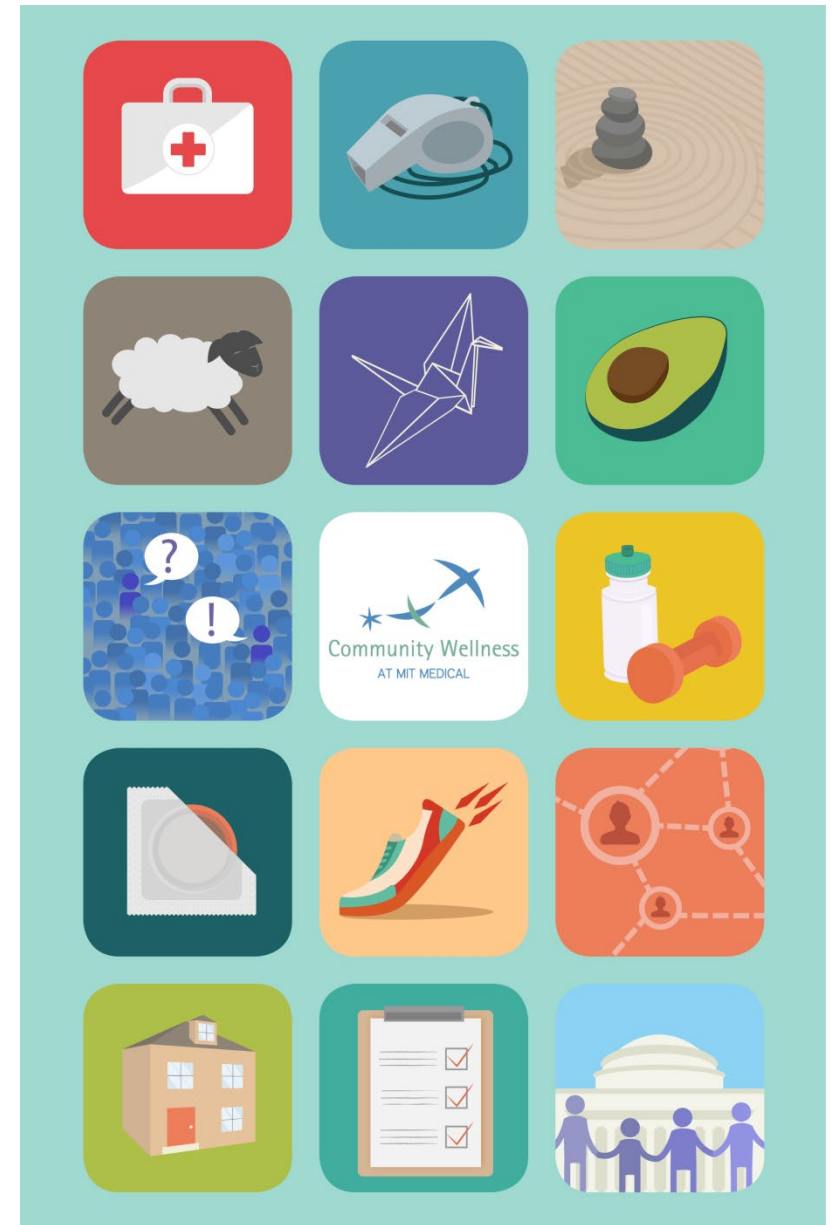
# Scaling questions (1-10):

- How *important* is it to me to feel motivated and effective this year?
- How *confident* do I feel that I can maintain motivation and effectiveness?



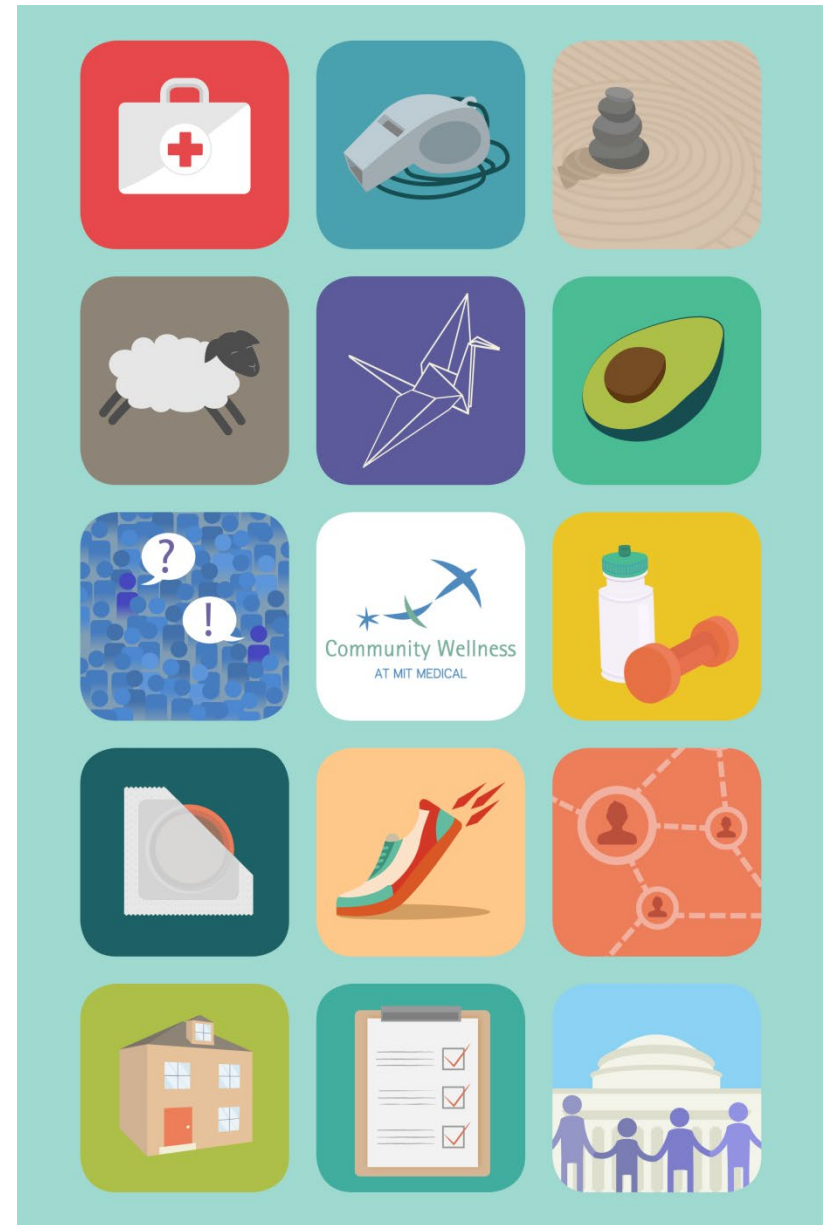
# Assessing confidence

- Why didn't you give a lower number on the *confidence scale*?



# Increasing confidence

- What could *increase my confidence* number by .5 or more?



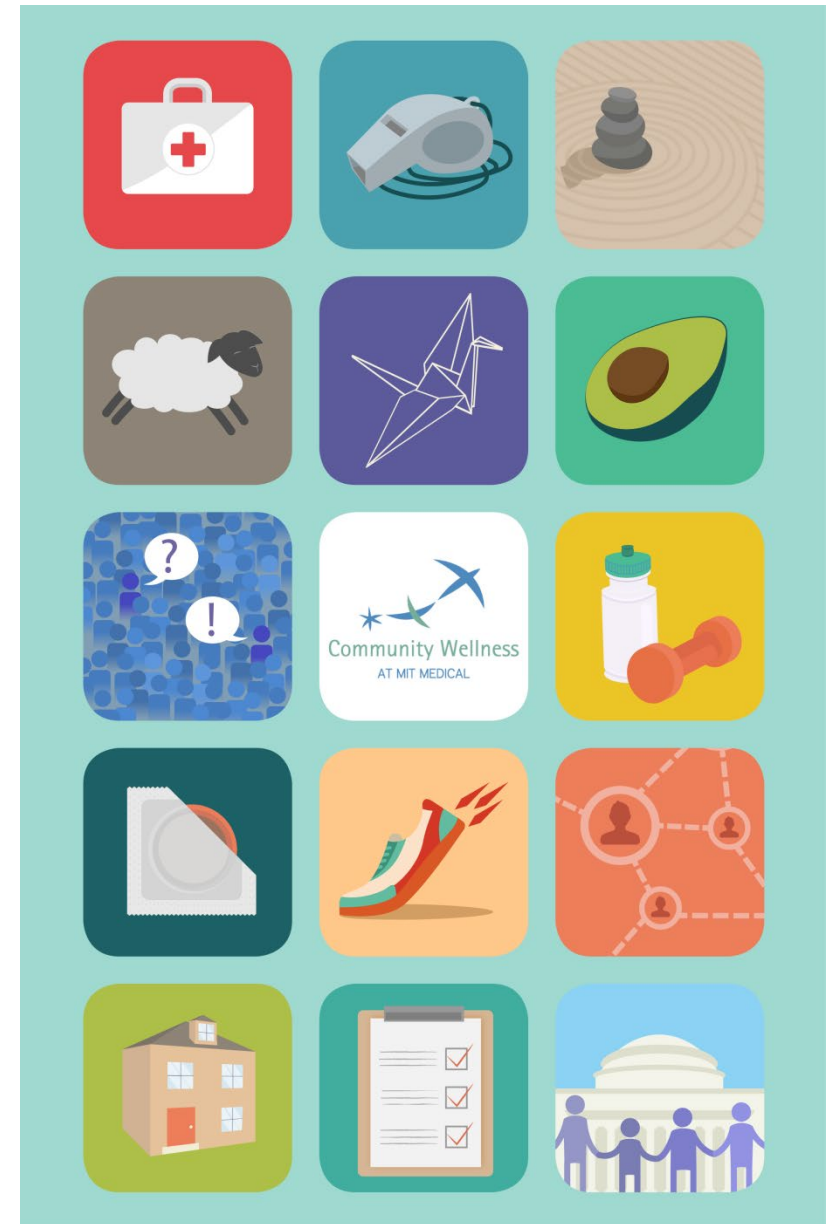


What is your highest-energy time of day (1-3 hour block)?



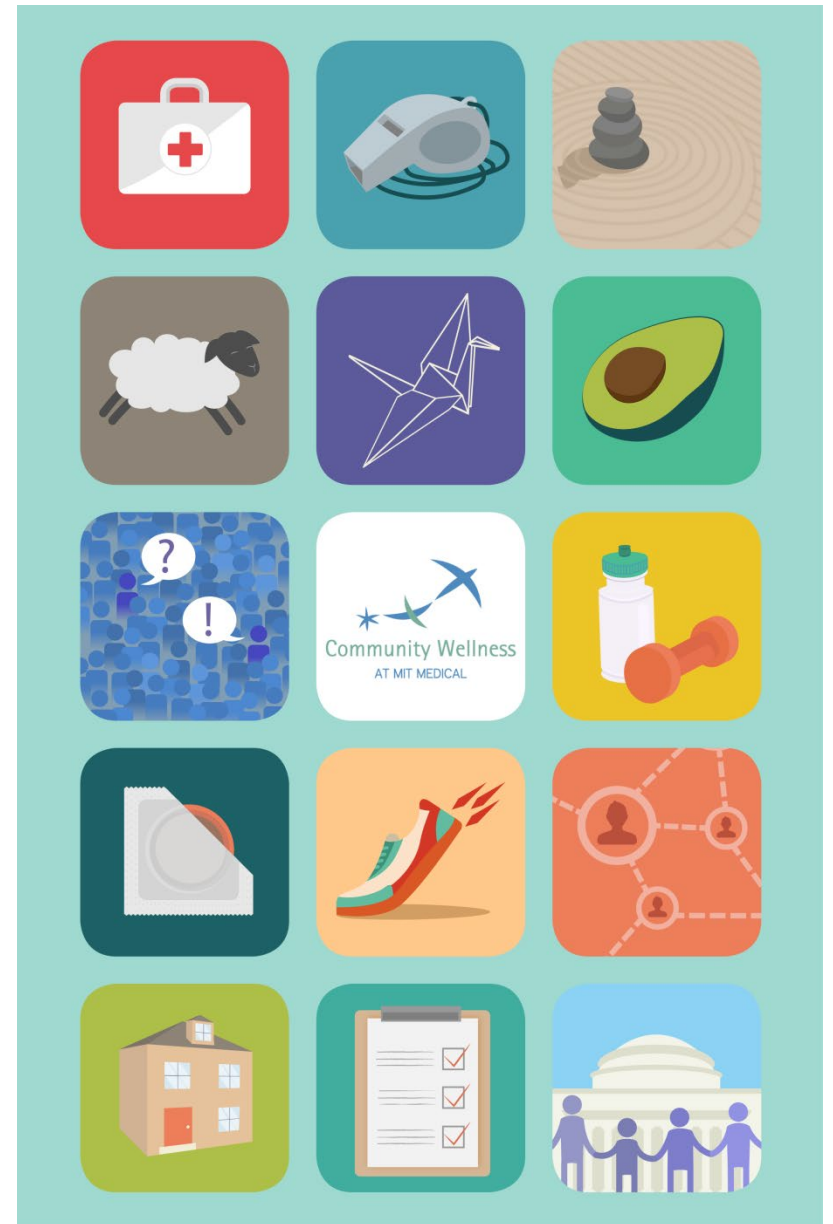
# Managing Energy: High

- Only 1 or 2 per day: “Deep Work”;  
Schedule large projects, things that should not be interrupted, creative projects, material that is most difficult, intimidating, or boring.



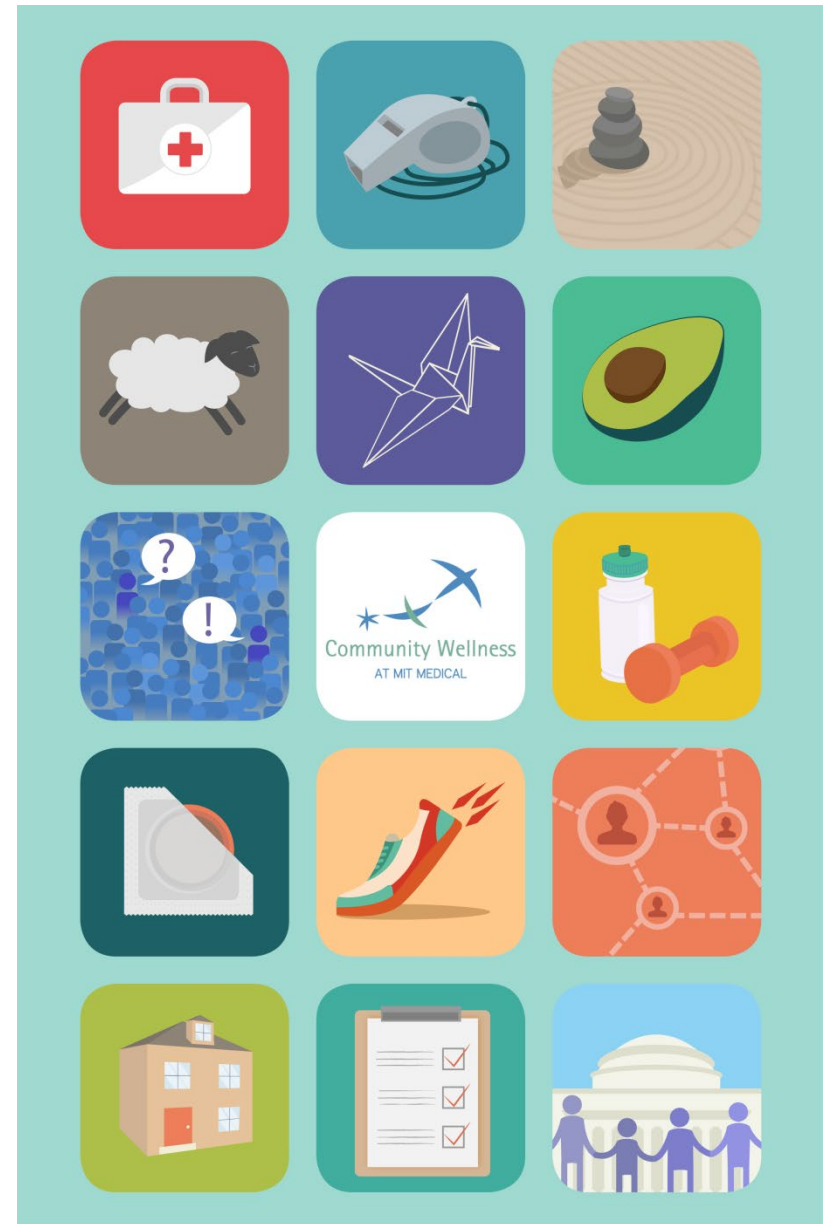
# Managing Energy: Medium

- 2 or 3 per day: “Team Work”;  
Schedule team projects or individual meetings, moderate-level reading, writing, math, or organizational tasks.



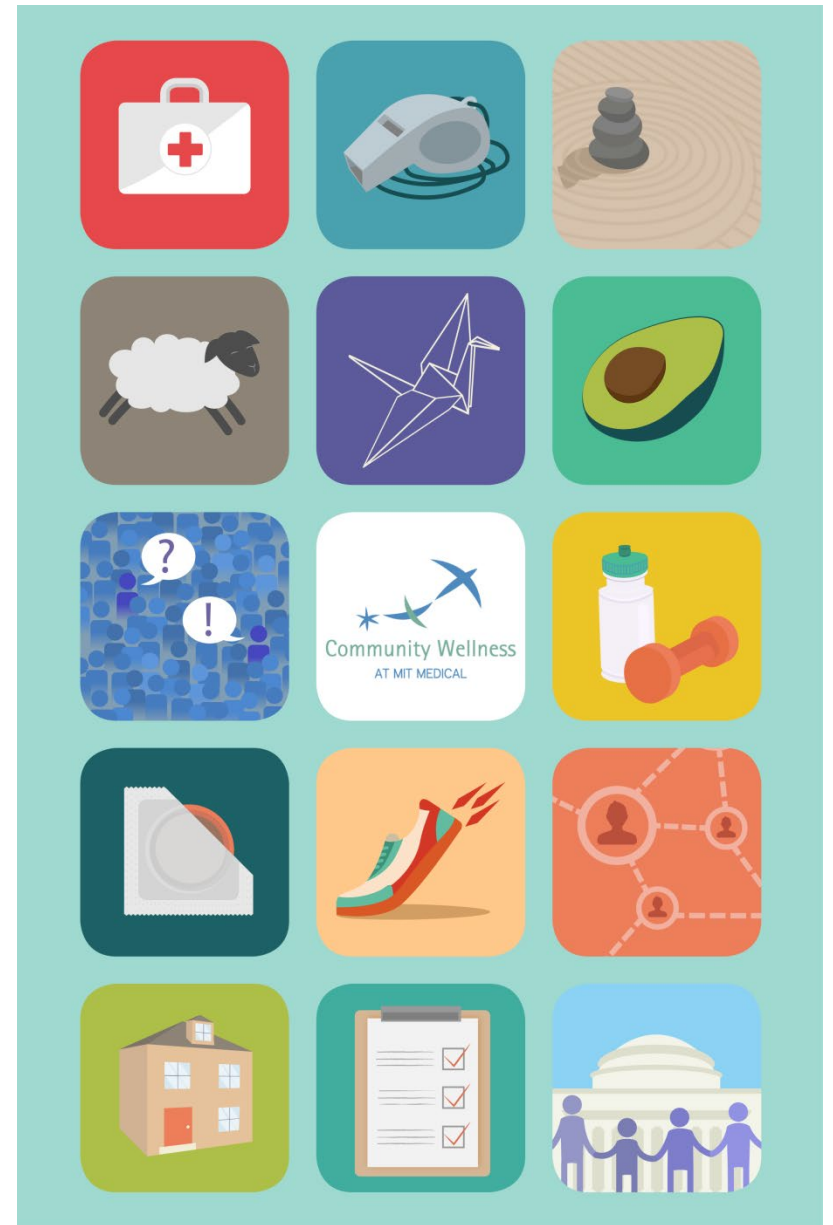
# Managing Energy: Low

- “Brief work”; Do a variety of brief tasks or physical movement where concentration is not critical; return calls or messages to friends or close colleagues.



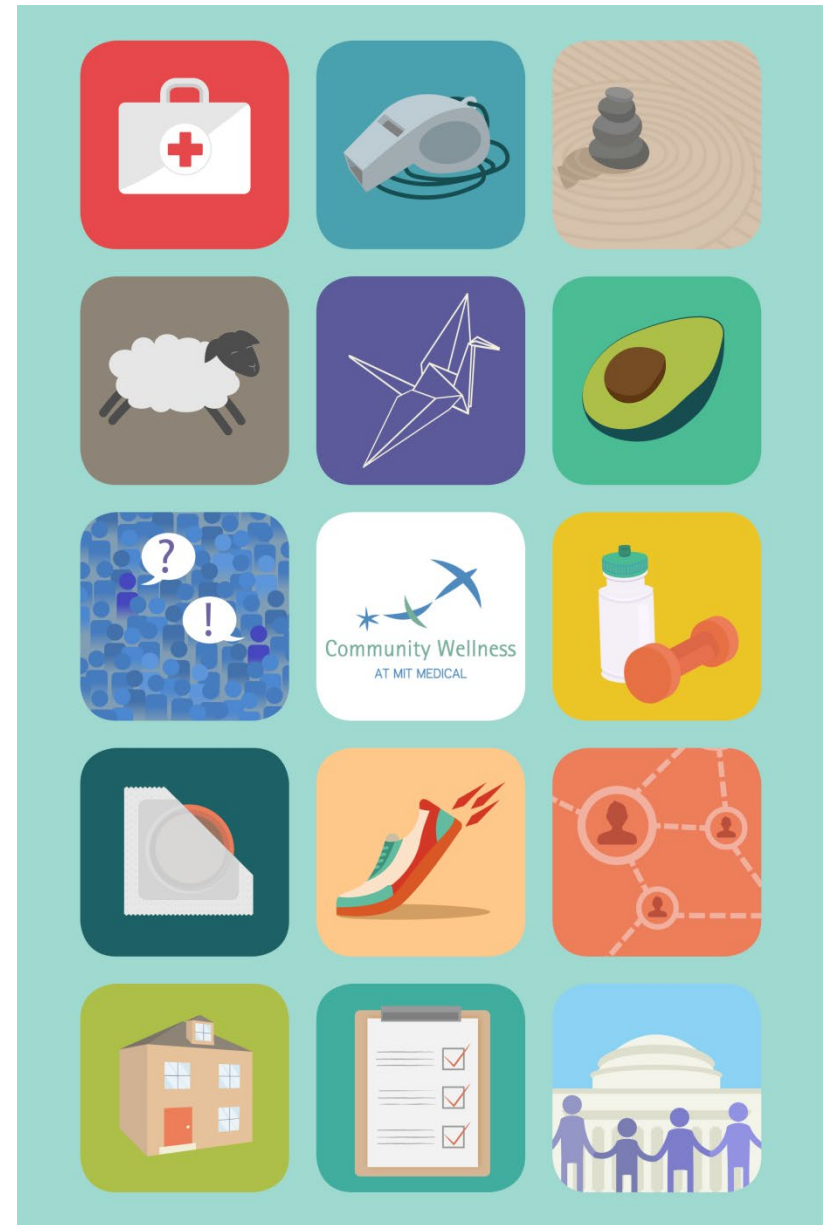
# I tend to overschedule

- I'm a high-need-for-achievement-type person
- I like novelty
- I say yes to many opportunities



# “No” is a complete sentence

- The realistic option
- The flexible option
- The self-care option



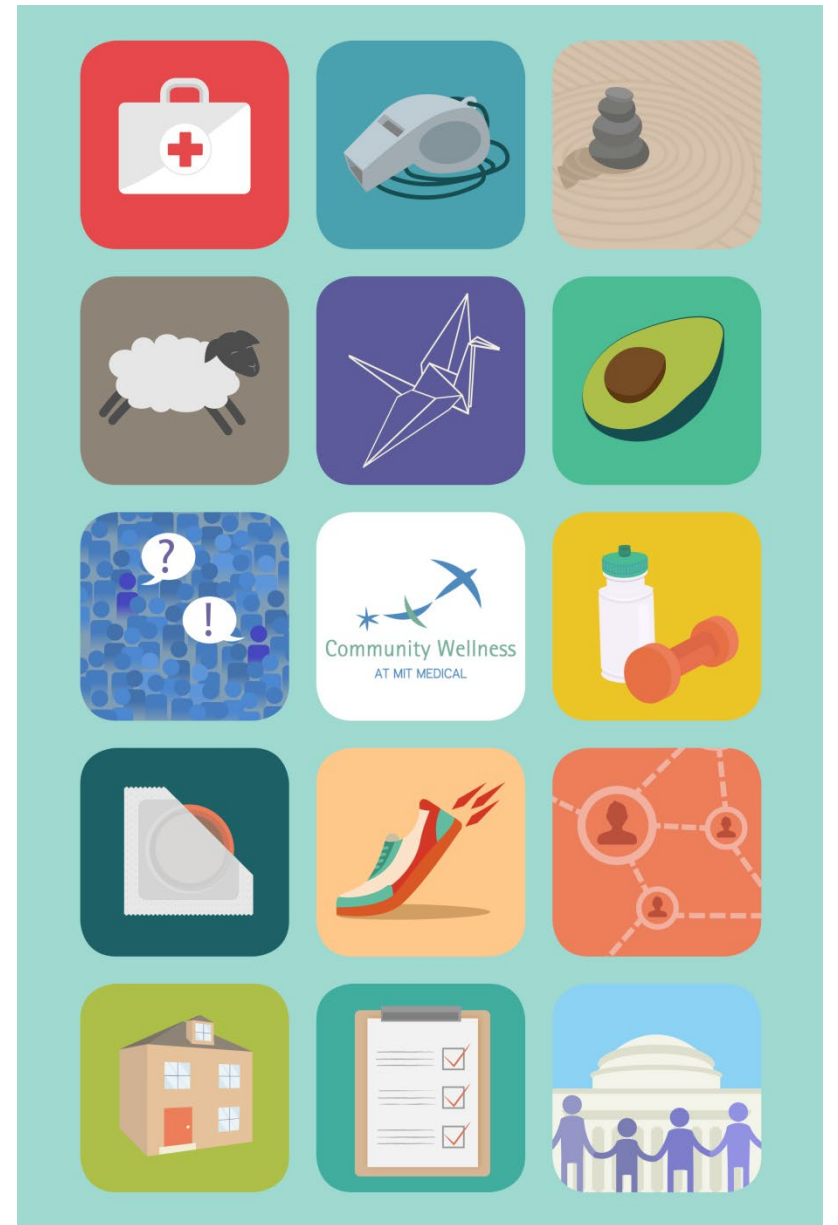


# Productivity strategies



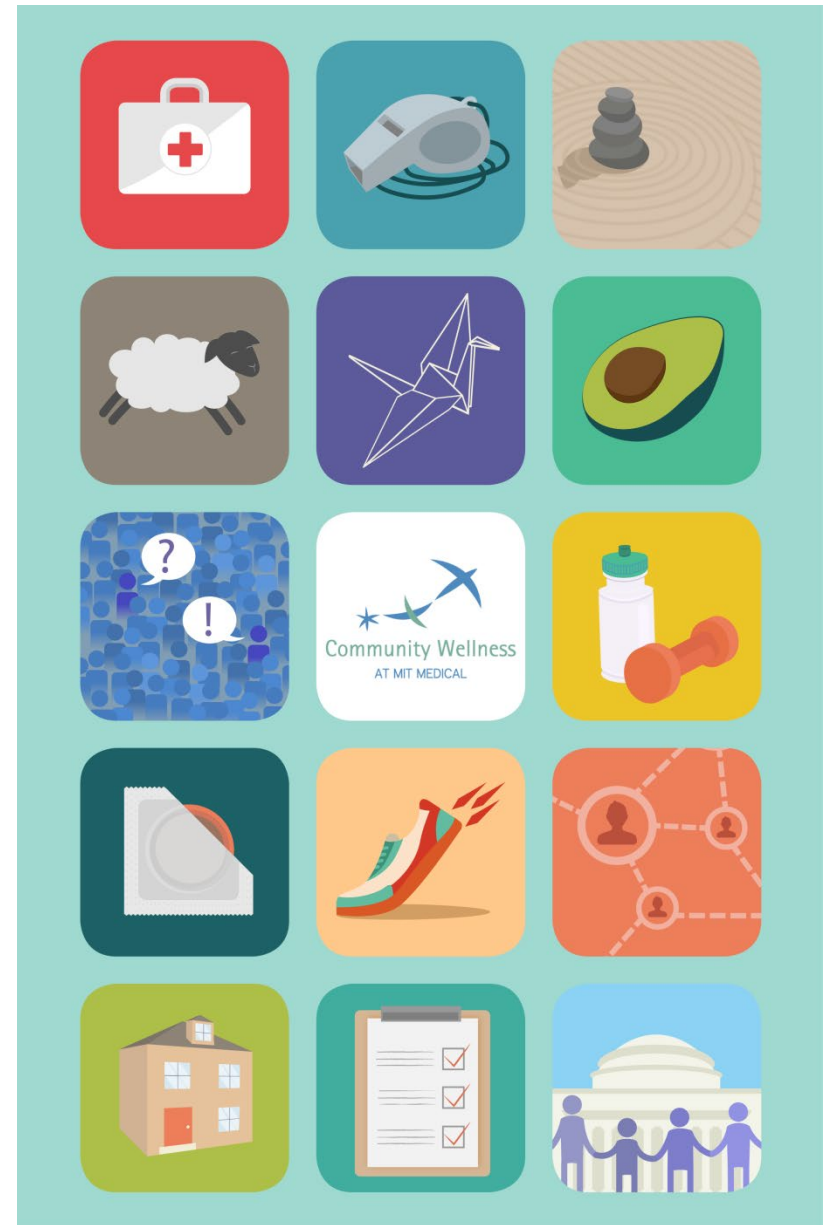
# Productivity strategies

- Plan your timing
- Sprint and recover
  - Plan 30 – 60 – 90 minutes of effort
  - Recovery periods in between

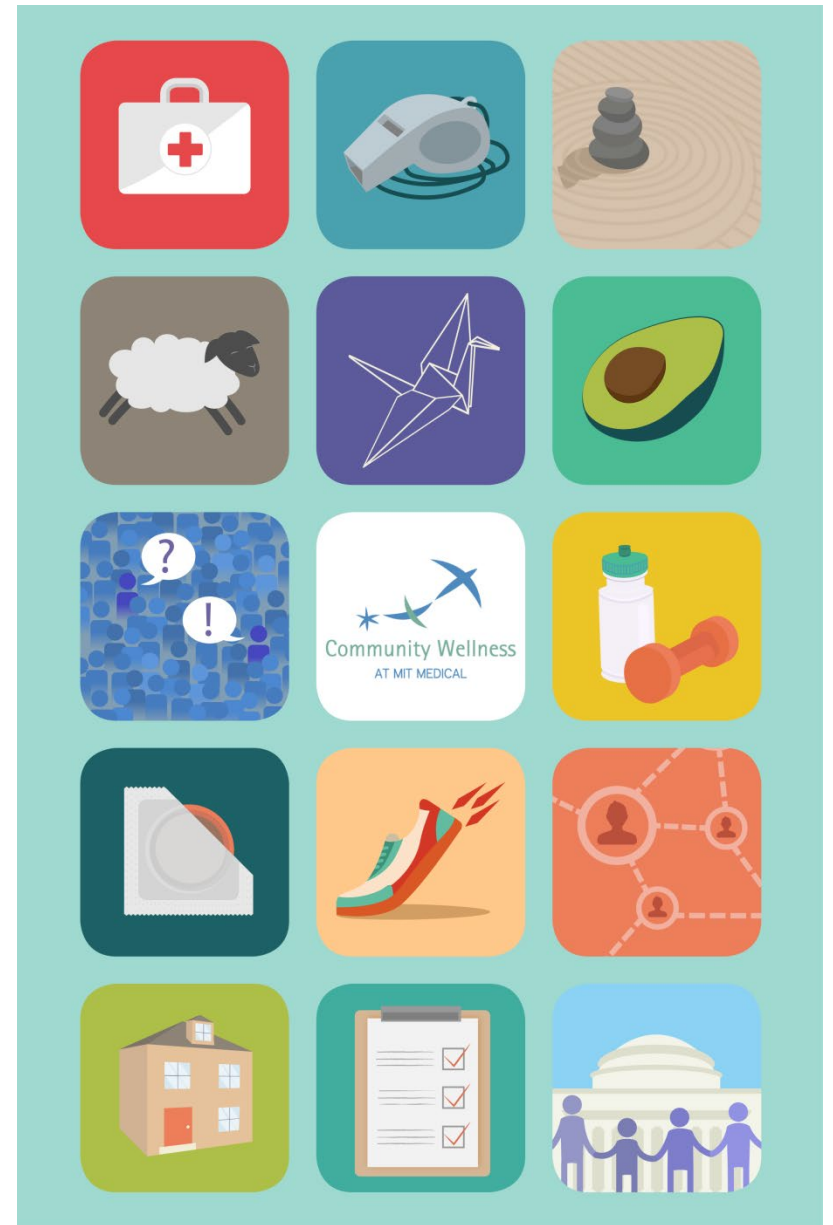


# Productivity strategies

- Finish by parking downhill
- Include a reward at the end.  
Avoid “revenge procrastination.”



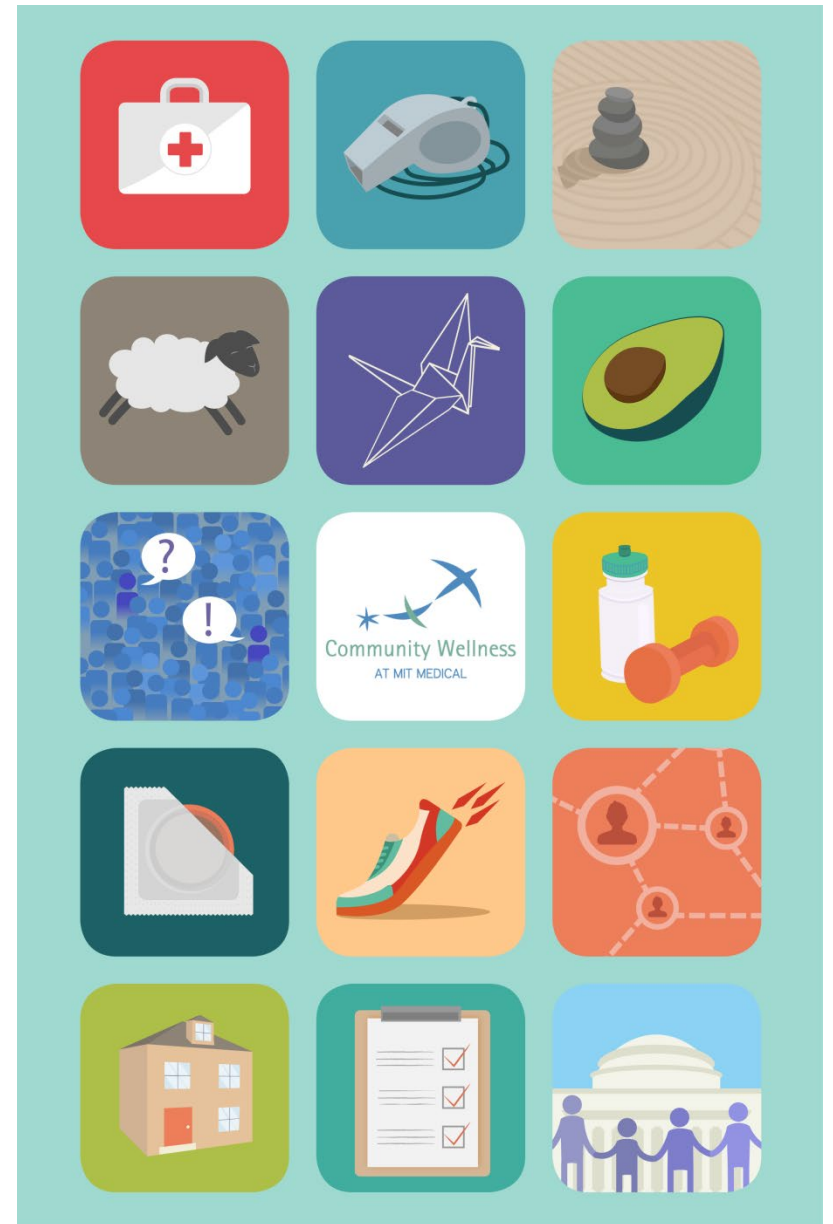
# Concrete action steps



# Potential changes

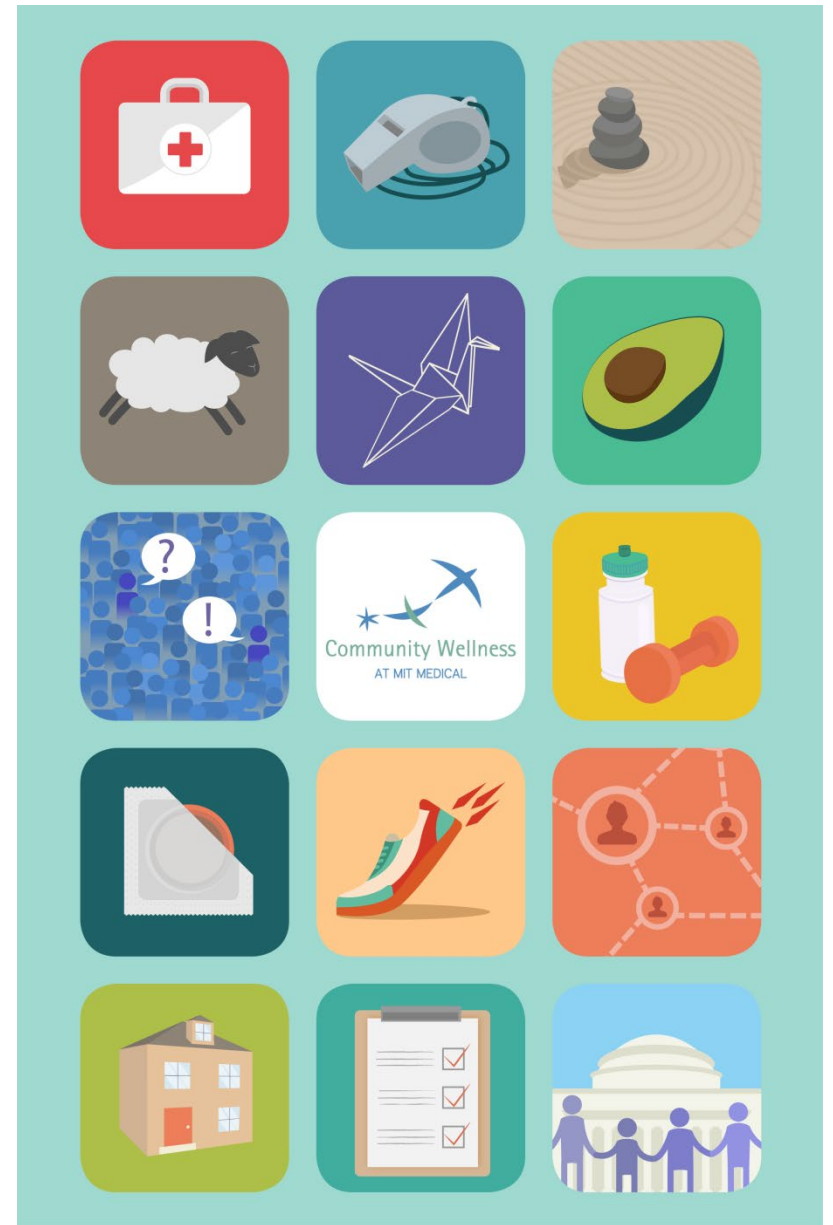
What stands out to you?

- Say no/do less
- Use sprint and recover
- Implement more structured schedule
- Plan more rewards
- Get support (mental health, mentor)





# 3. Get support for wellbeing





# Dropping the rope





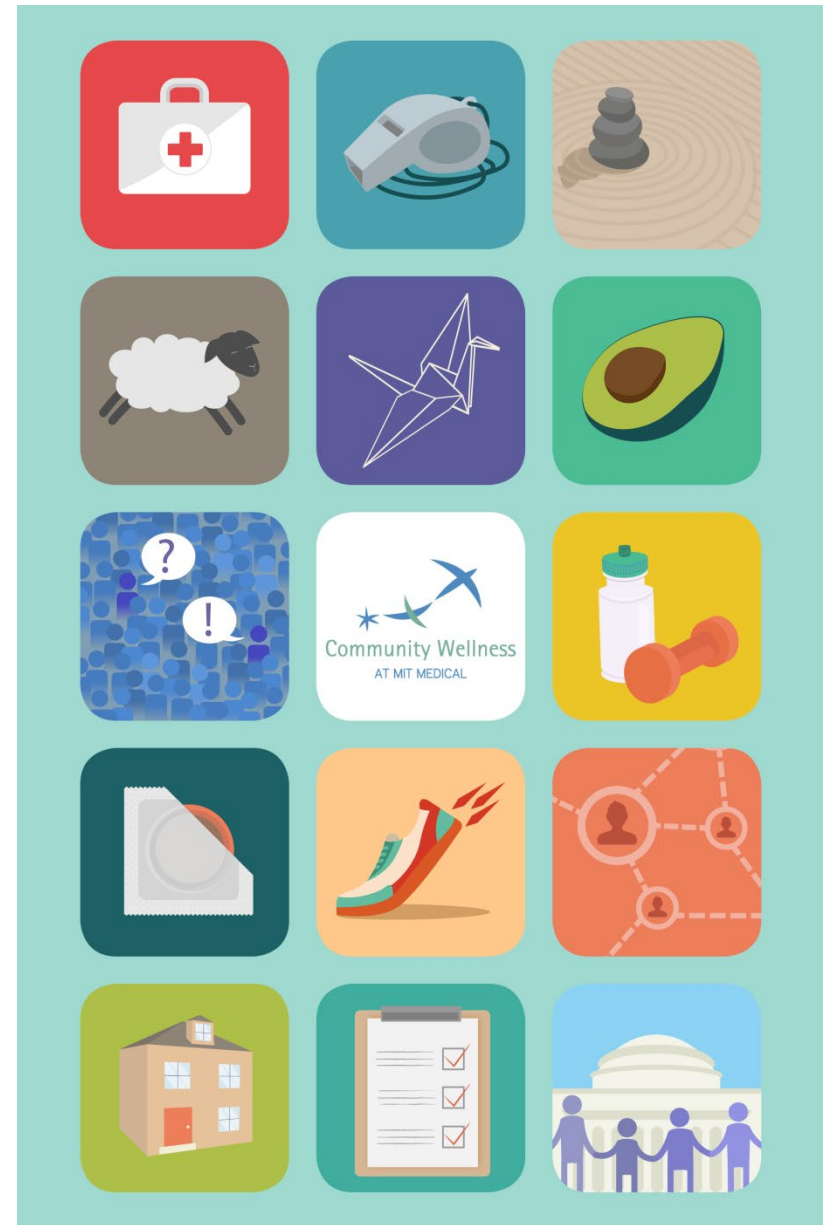


# Grounding



# Grounding practice

- Vision
- The breath
- The chair
- Sounds





# MIT HR

## MyLife Services

- Consultations via phone, video, and text
- Nutrition, sleep coaching, grief, mental health

<https://hr.mit.edu/worklife/mylifeservices>

## MIT WorkLife and WellBeing

<https://hr.mit.edu/worklife>

# Community Wellness

**Breath of Fresh Air:** [bit.ly/MITBOFA2021](https://bit.ly/MITBOFA2021)

**Mindfulness:** Koru and MBSR

**Relaxation:** Unwind at 12 and 5 pm

[wellness.mit.edu](https://wellness.mit.edu)

**Sleep:** 617-253-CALM (2256)

<https://www.sleeprate.com/mit-full-plan/>

# Across campus

**Chaplains:** <https://studentlife.mit.edu/orsel>

**DAPER Recreation:** <http://www.mitrecsports.com/>

**MIT Pocket Gardens:** <https://bit.ly/MITgardens>

# Thank you

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