

A Managers Perspective on Well-Being During Covid-19



Individuals from all walks of life have been affected by the changes Covid-19 has brought on. Schedules have been shuffled, childcare has been placed predominantly on parents, and our social world is instantly different. Some individuals have seized working, or work dynamics have shifted, with many working from home. Some are navigating working independently, while others are re-inventing how they successfully lead a team.

Many executives are working to keep their organizations thriving during these times, while also juggling the needs of day to day family life as well.

We had chance to hear from Corrina Hill, Health & Recovery Services Manager for BC Hydro on leadership, as well as maintaining her health and wellness during these unprecedented times.

(Curtis Health): How do you balance work and home life while working from home?



We are a household of 3 plus a rescue pup. The balancing act has been made easier because we each have our own work space and school space. Making sure other family members know each other's schedules has also helped. We're all wearing head phones and trying to be mindful of our phone voices! We've also tried to keep a regular schedule and no work after 6pm. I have an 11 year old daughter and I've found taking lunch breaks with her has also really helped - typically we take the dog for a walk around the neighbourhood.

(Curtis Health): How has your experience been maintaining your fitness during this time? What is your favourite way to bring movement into your day?

In some ways, it's been easier to maintain because I don't have a commute time to factor in to my day. I like to get outside as much as possible and either run, cycle or hike nearly every day. I'm very grateful that I live close to some great trails and that we are still able to exercise outside while many other parts of the world cannot. I have also done a few live online workouts and that's been great to connect with others and boost motivation.

(Curtis Health): How has your experience been maintaining your mental health during this time? Are there any practices or habits that have improved your mindset that you would like to share?

I have daily meditation and journal practice (I use something called the 5 minute journal) and while that's been in place for quite a while, it's become more of a non-negotiable for me for my work week days. As part of this morning routine, I usually read one page of something inspirational or thought provoking that helps me clear my head and focus on what's important.

Another thing that has helped from a social connection perspective is virtual coffee chats with colleagues and family. On the weekends, I've also been doing a weekly family yoga class on Zoom and then we do a quick chat afterwards.

(Curtis Health): Are there any other hobbies, activities, or pursuits you have started recently that have contributed to your well-being? If so, please explain.

There is so much online learning available now and so I'm currently taking advantage of the free Yale course called the Science of Wellbeing.

(Curtis Health): What's been the greatest challenge for you and what lessons have you learned?

The greatest challenge has been how to step up as a parent in this new reality and recognize that my child can't just go to online school for 8 or 9 hours a day like her parents might just "go to work". It's meant being creative with scheduling, setting



up regular check ins and also breaks in the day as well as activities to look forward to in the week.

(Curtis Health): Has Covid-19 impacted how you approach your leadership role? If so how?

Our current circumstances continue to reinforce for me that we all have different strengths, coping strategies, and levels of resilience. Our new work environment has prompted us to think about the ways we can stay informally connected and still “see each other”. We have a weekly video huddle and an ongoing WhatsApp conversation going for those that want to participate. Some share funny videos or jokes and others just say “hello”. These informal exchanges have always been important but more important now because we need to be a bit more conscious about carving out ways to keep them going - they’re important in developing our work relationships and ultimately help us work better together even when we’re apart.

(Curtis Health): If you could mention one thing that you are most grateful for right now, what would that be and why?

I’m grateful for my health, my families’ health, the health of those I work with and all of our essential workers (sorry, I realize that’s more than one!). Relative to the rest of the world, we in BC seem to “flattening the curve” and doing our part as Dr. Henry says.

(Curtis Health): If you had any words of wisdom to impart to other leaders in these times of adversity, what would they be?

The advice is the same that I give to myself and do my best to practice: “put your own oxygen mask on first” so that you can effectively show up for yourself and others, do your best not to fuel fear or worry but be human about the reality of our circumstances, and help your team continue to do good work that makes a difference...and then recognize that work.