

# Helping Employees Stay Focused During Times of Change and Uncertainty

Uncertainty can be stressful—whether it arises close to home, such as changes in the organization; or on a larger scale, such as a political election, a recession, or another national event. During times of change and uncertainty, employees' stress levels can make it hard to stay focused on the job. Productivity may suffer as a result. In this article, we offer practical tips for managers.

events will impact the company? Something else? Remind employees this is not the first time the organization—or the country—has been through a significant change. In addition, reemphasize company values and reinforce a positive vision for the future.

**Promote contributions to the common good.** Remind employees that each one of them contributes to the success of the organization and that what they do matters and is valued.

**Bring your team together.** Team bonding is a great way to bring people together and take their minds off business events. Look for ways to do things together as a team, even if it's a video chat while having lunch together. A little laughter and lightness can shift the mood to positive and help boost morale. Spending time talking about common interests like pets, sports, or TV shows can go far in helping bridge gaps.

**Create an issues-free zone.** If the change that's impacting morale involves a major political or news event, set aside safe zones at work. Agree, for example, that once employees enter the break room or lunchroom, all discussion of politics or news events will cease.

**Encourage gratitude.** Getting employees to think about the positives in their lives can help boost morale.