



Phi Beta Kappa  
Alpha Association

**Key Connections**

***Coping with COVID-19***

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September 24<sup>th</sup>, 2020

# Board Member Introductions

- Greg Sorensen, President – CU Boulder
- Barbara Berryman, Vice President for Membership – CU Boulder
- George Gramer Jr., Co-Vice President for Programs – CU Boulder
- Sue Kiernan, Co-Vice President for Programs – University of South Dakota
- Kristin Adcock, Secretary – Colorado College
- Diane Palese, Treasurer – Bucknell University
- Ben Palen – University of Kansas
- Emma Smith – CU Boulder

# Agenda

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- The New World of Work
- Financial Impacts
- Personal Life Impacts
- Trivia

# The New World of Work



**All sectors impacted; further adjustments possible as companies recalibrate for a economy likely to have structural changes in various segments; prepare for change as remote working becomes more common, and permanent, in some instances.**

# Being Proactive to Cope with Change

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- To borrow a phrase from nature – the most adaptable will survive and flourish more easily than the strongest
- Entrepreneurship may flourish in this time of global upheaval just as it did in the aftermath of the 2008-09 Great Recession
- The nature of employment is likely to change, probably permanently, with respect to companies having more “contingent workers” and fewer full time W-2 employees
- Networking—more important than ever; Linked In; college alumni associations; professional groups; the new world of resumes—know the key words that get you past the automated screens
- Mentors—more important than ever; in insecure times, they can provide stability and perspective; use PBK as there is already a built-in connection
- Don’t live in fear, but be aware that you have to bring your A game to stand out from the crowd
- Revisit your career goals, be aware of change in virtually every segment of the work world

## How to Handle Remote Working

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- The importance of the written word as face to face interaction is limited
- Hone your current skills, and develop new ones to provide multiple opportunities for career development rather than focusing on a specific new role—flexibility
- New norms of trust and respect for colleagues; home/work life demands will change
- Attitude is always a key to success; especially so now—be cognizant of how remote work might make you a better person, and that a greater appreciation of gratitude and relationships might ensue
- Flexibility that remote working provides may create more gender equality—a better balance for women that has been the case—a potential game changer
- Establish your work day routine, and stick to it as much as possible

With All Thy Getting,  
Get Understanding

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**Take a step back, and think about your long term career goals; remember that fear creates opportunities, but to seize them, you must be adaptable**



# Financial Impacts

# Income Disruption

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## ▫ Budgeting

- Excel Spreadsheet Budget Templates ([templates.office.com](http://templates.office.com))
- American Consumer Credit Counseling ([www.consumercredit.com](http://www.consumercredit.com))
- Goodbudget ([www.goodbudget.com](http://www.goodbudget.com))
- Intuit Mint ([www.mint.com](http://www.mint.com))

## ▫ Credit Counseling

- National Federation for Credit Counseling ([www.nfcc.org](http://www.nfcc.org))
- American Consumer Credit Counseling ([www.consumercredit.com](http://www.consumercredit.com))

# Health Insurance

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- Continuation of Health Coverage (COBRA)
- The Colorado Insurance Marketplace (Connect for Health Colorado)



***Financial discipline now will  
pay big dividends after the  
pandemic has passed.***

# Personal Life Impacts

## Common Themes

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- Routines have been interrupted = no structure in the day
- Relationships are strained
- Feelings of loneliness and isolation
- Lack of control
- Not taking care of ourselves physically



## Phi Beta Kappa

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*"Love of learning is the  
guide of life"*

...derived from the Greek  
Φιλοσοφία Βίου  
Κυβερνήτης (ΦΒΚ).

## Finding and Making Meaning

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- What matters most to me?
- What CAN I do?
- What am I learning about myself?
- What would I like to say about myself when I look back on this time a year from now?



## Shifting Paradigms

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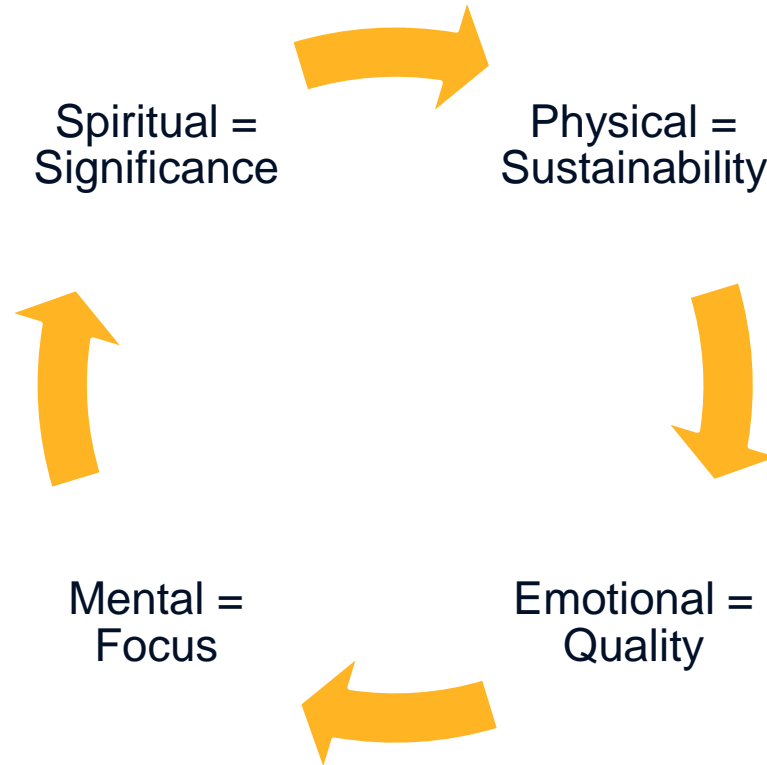
### **OLD PARADIGM**

- Manage time
- Life is a marathon
- Downtime is wasted time
- Self-discipline rules
- The power of positive thinking

### **NEW PARADIGM**

- Manage energy
- Life is a series of sprints
- Downtime is productive time
- Routines rule
- The power of positive routines

# Four *Interdependent* Sources of Energy



## Positive Energy Routines

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- Capacity Builders
- Highly-specific and structured energy management practices
- Goal: Effective balance between energy expenditure and renewal
- Inward and Outward focus

# Self-Awareness

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- Recognize the signs of depression/anxiety
- Realize when it's time to seek help and
- See help as a source of learning & empowerment

# Depression:

## Signs and Symptoms

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- Persistent fatigue
- Difficulty concentrating
- Loss of interest
- Sadness, emptiness, hopelessness
- Sleep disturbances
- Changes in appetite
- Irritability
- Thoughts of suicide

# Resources

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- Friends/Family
- Counseling
- Coaching

## Discussion

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- How has your perspective shifted over the past 6 months?
- What routines have you found helpful?
- What “hidden gems” have you discovered?



## References

- *Manage your Energy, not your Time*: Tony Schwartz; Harvard Business Review, October 2007
- The Power of Full Engagement: Jim Loehr & Tony Schwartz; Free Press, 2003
- The Way We're Working isn't Working: Tony Schwartz; Free Press, 2010



# Q&A

# Trivia

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## Charities

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- Prizes are \$25 for 1<sup>st</sup> place; \$15 for 2<sup>nd</sup> place; and \$10 for 3<sup>rd</sup> place
- Metropolitan State University of Denver Student Emergency Retention Fund
- Thorne Nature Experience
- Metro Caring

**Thank  
You**