

Workshops on crisis recovery for the work community

Workshop materials

The crisis recovery workshops for the work community are divided into three phases, which are listed below. **The required workshop materials have been compiled in this file.**

The instructions for facilitating the workshops and implementing all phases can be found in the separate facilitation instructions on the tyokalupakki.fi website.

1. Well-being

- a. Pre-assignment: Personal well-being assessment
- b. **What happened?**
- c. How do we know that the situation is over?
- d. **Current state of our work community**

2. Collaboration

- a. **Strengthening collaboration**
- b. **Concrete steps to strengthen collaboration**

3. Learning from the crisis

- a. What I personally learned from the crisis
- b. **What did we learn together?**
- c. **Agreeing on measures**



Well-being - What happened? (1b)

Resources: What empowered you? What supported you? What made you feel happy? What helped you cope?



What happened? Key events, main stages, what did it end in?

The crisis ended



Stress factors: What was stressful? What annoyed you? What was a lot of work? What made you think?

Well-being of personnel - How are we doing now as a work community? (1d)

Resources: What empowered you? What supported you? What made you feel happy? What helped you cope?

Where are we now? How is work going? How is collaboration working? What is still half-completed? What do we have to build?

Stress factors: What is stressful? What is annoying? What makes you think?

Collaboration - Strengthening collaboration (2a)

	Works	Does not work
We greet one another.		
We do not isolate ourselves or avoid coming to the workplace.		
We are able to carry out our core tasks well.		
We know each other as colleagues.		
We value each other's professional skills.		
We trust one another.		
I understand how my work is part of a bigger picture.		
We support and help each other.		
We have the courage to ask for help.		
We can disagree safely at our workplace.		
We succeed in making compromises.		
We pay attention to the quiet members of our work community.		

	Works	Does not work
We know how to speak up when life or work gets difficult.		
We have a shared understanding of where we are now.		
We feel that our work is important.		
We share common goals.		
Our results are the outcome of joint effort.		
We look to the future together.		
We have effective working methods (for the present moment).		
We update and renew our ground rules as needed.		
We manage to keep things running even when someone is absent.		
We dare to admit when we do not know something.		
We share our expertise.		
We identify the competences we need to increase.		

Collaboration - Measures for strengthening collaboration (2b)

Issue to be developed/ strength to be reinforced	Agreed measure	Responsible persons	Timetable

Learning from the crisis - What we learned together (3b)



Learning from the crisis - What we learned together (3b)

What did we learn professionally? Where did we succeed? Where should we have acted differently? What do we want to do going forward? What do we want to let go of or leave behind? What are we preparing for in the future? What skills or competencies will we need in similar situations?

What did we learn about our customers? What did we invent or develop? What new observations did we make? What can we make use of going forward? How will we prepare for future situations?

What did we learn about our partners? What new observations did we make? What new ways of working did we develop? What did we learn together?

What did we learn about our work community and leadership? Where did we succeed? What could we do differently? Which new practices will we adopt? What will we let go of? What strengths were revealed?

Learning from the crisis - Agreeing on measures (3c)

Key lesson learned: what we will strengthen	Agreed measure	Responsible persons	Timetable