How do we find a sustainable pace for the ‘new normal’? Frequent stressors that don’t allow for time for the body and mind to return to its normal “resting state” lead to physical and mental fatigue (e.g. increased anxiety, poor sleep, decreased productivity, emotional exhaustion). It’s important to recognize these and to slow down.

- Values help to ground us.
- Our values may not change but our goals may have to be adapted.
- Reflecting and re-centering on what is important helps build resilience and adaptability.
- It’s okay to feel stressed and distressed as we are buffeted by challenging circumstances.
- Developing resilience is helpful
- Part of developing resilience is being grounded by your values.
- A reflective process can help you re-frame, re-calibrate and reassess.
- Consider setting or re-framing expectations and standards.
- It’s worth taking time to reflect on this.

How has this pandemic helped you to reflect on your values?

- Our core values didn’t change. It’s not what, it’s the how that has changed.
- Use of time (e.g., re-prioritizing work day, shifting time but not values)
- Balancing family/work values: Now not so focused on productivity but more on family and self-care. But there can also be tension between personal/family vs professional work.
- Pre-pandemic: Focus was on being academically productive and super-efficient (writing papers/grants, attending conferences etc). Post-pandemic: Anxiety from uncertainty, more difficult to build social interaction (e.g., with colleagues and students) remotely.
- There are some values that we may be neglecting (e.g., calling parents, family time, exercise, fresh air, hugging, shaking hands). Realized that we were going with the rush before.
- We miss the little things that we took for granted before. Home is no longer the oasis from work and is blended into one space.
- Be brave enough to identify ‘what is not important' which occupied much of our time (and we thought it is crucial to our research), and then have the courage to let it go...
How do we function and stay well in this new normal?

- **Organizing our time**
  - Go day by day. Find time to reframe or think about expectations or standards that you have for yourself, or others have of you. Recognize they cannot always be maintained. Re-evaluate expectations and stretch out the time needed to get things done.
  - Find ways to set up new routines and sustainable schedules (e.g. back-to-back meetings are unhealthy and not sustainable). Importance of setting boundaries.
  - Consider overbooking to make sure you have enough space for family time.
  - Look for ways to stop weekdays turning into weekends, and roles being blended.
  - Don’t try to predict the future. Take control of things you can take control of.

- **Being kind to ourselves**
  - Importance of forgiving ourselves.
  - Imagine yourself looking back and telling yourself that you did enough.
  - Take some exercise
  - It’s not always easy to find time to reflect, but it is important.

- **Staying connected with others**
  - Make efforts to talk to people. Personal interaction is important not just for us but for each other.
  - Keep work-related stuff in one room to create space and boundaries.
  - Stay connected with family, with colleagues and with trainees and research personnel.

- **Finding silver linings**
  - Tele-practice works better than expected!
  - Flexibility has been one of the good things to observe in response to an emergency. Consider ways that this could this be harnessed so that this step could be sustained.
  - It would have been much more difficult to get a large group of people together in the past.
  - The new flow is more constrained but may not necessarily be a bad thing (e.g., less pollution)
  - Communication has improved for some people who may have been isolated previously
  - We are building bonds and getting to know colleagues better through these discussions.

**Ongoing concerns and questions**

- Uncertain if work/family balance can be maintained or will be in conflict when we return to new normal.
- Challenges of connecting with colleagues and students online.
- Conflicting responsibilities.
- How to deal with solitude and isolation.
- How academic life and travel restrictions will evolve.
- We are wearing some new hats (e.g., supporting students in crisis, etc). How do you add those new roles in, and what will it look like in the future?
- How to adjust to a slower pace with all the other challenges.
• Novel ways of teaching virtually and keeping students engaged, trained, adept
• What to expect when we are preparing our annual evaluation report. One of our concerns is how will we be evaluated.
  • *Academic progress will be looked at in a flexible manner*