



## FAN as a Grounding Tool in Uncertain Times

### Resource #5: Doing

- **Doing is more complex right now.**
  - Everyone’s world changed. Almost overnight, work came home. Routines vanished and, for a time, boundaries between professional and personal life disappeared.
  - We are experiencing a collective trauma. Avoidance is associated with trauma. It may be harder to get started, make that call, open your emails or follow through.
  - Some of us have more to do now and others have less. Either way is stressful. Some people in crisis find doing organizing and calming; others struggle to focus and act.
  - Working parents are in doing 24/7 and are stretched in both roles.
  - Usual ways of doing the work are no longer possible; new ways must be found.
- **We are moving from Crisis Doing to Adaptive Doing.**
  - At first, it was not clear what to do. It felt like a brain fog. Urgent actions—like stopping all home visits—were mixed with uncertainty about what to do instead. Leaders held agency pressures and staff worries to figure out how to go forward.
  - Adjusting routines takes intentional thought. The ARC organizes team meetings and family contacts. Transitions (15 minutes) between calls replenish energy. Long sitting requires movement breaks. Following a schedule recreates the structure of work. Keeping work supplies in a box that can be put away re-establishes boundaries.
  - A Quarantine Check-In can be helpful right now to take the pulse. With teams or families, pause to ask: How are we doing? What should we keep doing? What could be changed to help us be more collaborative? More helpful? More creative?
  - Adaptive doing is not a steady state. News brings worry, budgets change, feelings arise. We learn more about how to take care of our inner and shared worlds.
- **Adaptive Doing feels good and promotes growth.**
  - Completion of tasks is satisfying. Figuring out what is doable today and staying the course to do it promotes a sense of agency. Whether having a meaningful call with a family or the joy of a cleaned closet, savor each accomplishment. With parents, listen closely to help them identify small goals and celebrate baby steps.
  - Giving information in small drops and confirming understanding helps everyone succeed as we are all less able to remember information and track conversations.
  - Highlighting emerging strengths during a crisis builds capacity in parents and staff.
  - Resilience is doing; resilience is finding a way through challenges: a home visitor demonstrates swaddling to a parent on zoom by wrapping up her dog!
  - Glow with Angel Moments: a staff member chuckles as her son runs around “the office” in underwear; a father shows pride in his almost crawling baby’s plank pose.
- **Self-compassion grants us grace in the time of the virus.**
  - When we worry if we are doing enough, we can replace self-doubt with gentle reassurance: “These are hard times. I care deeply and am doing my best.”