

Recommendations for managers on how to deal with employees whose relatives have been affected by the earthquakes in Turkey and Syria

Finding a good way to deal with this situation is very important if you have employees in your team who are affected by the earthquakes, or if your position in the company means you deal with colleagues, cooperation partners or branches that have some kind of connection to the earthquakes. For this purpose, we have compiled some recommendations for action that also help in other stressful events to ensure communication in your team or to your employees in an effort to come up with a healthy way of coping with emotions, anxieties and uncertainties.

Proactive management

The severe earthquakes in Turkey and Syria are a matter of concern for all of us and are occupying our thoughts at work too. As a manager, you should therefore deal proactively with the current situation and not ignore it. This topic is already on people's minds and your team will appreciate it if you raise the subject with them.

Sharing experiences

Talk to your team, especially if some of them have relatives in the areas affected. Put the topic on the agenda of your team meeting and go round the group with the question of what everyone is currently most occupied with regarding the earthquakes. Use people's comments to offer each other tips on how to cope with the situation and share your thoughts and feelings. This will bring the team together and find lasting appreciation. You will also thereby give the topic a specific, albeit limited, amount of space.

Share your own thoughts

Share your own concerns and thoughts with others. That will make you approachable as a manager and enhance the team spirit. But always remember that the performance of your employees is your top priority and put the focus on how you can all best get through this period and support each other.

Support services

If you have any employees who are suffering from continuing or worsening anxieties, concentration problems or sleep disorders, recommend them to seek support from professionals and refer them to the services and contact points provided by the HR department. It goes without saying that our qualified coaches will also be available to you and your employees at all times.

Possibilities for donating and helping

Take time in your team or in the company to think about if and how you can provide any useful help. Encourage your employees to get involved, as this will also have a positive effect on the bond to the company.

Compassion for those directly affected

Be generous and flexible to employees who have relatives and friends in the areas affected by the earthquakes, and who now have to take even more care of their loved ones. That will be of great benefit to those affected and also show compassion.

Being a role model

It is exactly at times like these that employees look to see how you as a manager will react and how you deal with the situation. Be aware of this responsibility.

Remain attentive

Keep a close eye on all your employees, especially right now – the levels of mental stress and ways of reacting to the situation can be very different. If you notice something different about people's behaviour, talk to them about it – especially if they appear more withdrawn at the moment.