

# NEGOTIATING THE UNCERTAINTIES OF RETURNING TO IN-PERSON/HYBRID WORK

As we enter a promising journey toward recovery, returning to in-person work/hybrid models may lead to complex feelings of relief and/or uncertainty. Consider implementing the strategies below to reflect on your own needs and what support looks like for you, and to advocate for the needs of your students, your department, your colleagues, and for yourself.



## Reflect

In this moment and in the upcoming months, what do you need from your family, your department, and from the institution to make a successful and safe transition to an in-person/hybrid return to campus? Consider using this helpful [Self-Care Wheel](#) and [Worksheet](#) to get started.



## Embrace Flexibility

Acknowledge you are aware that guidelines/models might change in the future, and be open to revisiting discussions with your supervisor and staff. A goal is to keep open the line of communication as plans continuously change.



## Effectively Communicate your Needs

Try to find common ground and alignment of your needs with needs of the department/students/institution. Assure supervisors and staff that your intention is to continue to make a significant contribution. Learn more about communication styles [HERE](#).



## Collect and Present Data

Ideally, survey students and colleagues to collect data that may inform how to create greater accessibility to your departments and to foster staff morale, respectively. Consider communicating with colleagues in other departments to share best practices and creative ideas regarding hybrid models that you may present to your units. This data and information will likely demonstrate that having people in diverse working models is beneficial to students, faculty, departments, and the institution.

## RESOURCES

### Campus Human Resources

[www.chr.ucla.edu](http://www.chr.ucla.edu)

### UCLA Office of the Ombuds Service

<http://www.ombuds.ucla.edu/>

### UCLA Staff & Faculty Counseling Center

<https://www.chr.ucla.edu/employee-counseling>

### Center for Disease Control and Prevention (CDC)

<https://www.cdc.gov>

### National Institute for Occupational Safety and Health

<https://www.cdc.gov/niosh/index.htm>

### UCLA Covid-19 and Vaccine Resources

<https://covid-19.ucla.edu>