

LUCY PAINE (ALWAYS POSSIBLE) - INTRODUCTION

RACHAEL PERRIN (SOUNDCASTLE)

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How can we help our team to stay connected and allow them to best support their communities? Since lockdown the business has changed a lot – exciting and challenging time, remodelling work. As community musicians normally working in a physical space we've been taking work online which has brought up a lot of new challenges around navigation of digital exclusion. Team of 12, director team of 15, associate team of 7. Didn't furlough, didn't pause. Wellbeing has been a journey. Started network online for community musicians which has been good for staff wellbeing. Personally, as projects have grown, wellbeing has plummeted, had to throw a lot in to making business work. "As an individual I need to practise what I preach!"

JESSICA LEVY (PSYCHOTHERAPEUTIC COUNSELLOR)

[Visit Jessica's website](#)

Like everyone, moved work online. Working with focus groups in sector to explore how Covid-19 is affecting them. Through exploration we better understand ourselves. We see unhealthy patterns emerging and then make the changes we need.

**3 basic human hungers** and how we get these needs met. If these are met healthily we feel human safe and have autonomy and control, and self soothe when times are tough.

1. **Stimulus hunger** – physical and mental stimulation (sound, taste, touch, smell, emotional, intellectual) hugely affected by pandemic. Think about a commute or errand how much you'd normally have sensed during that act. We're around people so much less so much less stimulation.

WHAT CAN WE DO? Creativity! Really looking around us. Seeking out a physical practise like yoga or meditation. Hugs (with those you live with!) Touch helps us feel safe and recognised.

2. **Recognition hunger** – have our existence acknowledged by others. Sense of belonging. Momentary interactions as much as those we love. This has also changed massively – mask wearing, places we get that recognition has changed, work reduced significantly. Lack of change. Not in a place to be affirming each other 😊

WHAT CAN WE DO? bring together friends and colleagues on zoom each week to talk? Easily done and can make a big difference. Affirm for each other what we like and miss about each other.

3. **Structure hunger** – time and order help us make sense of our lives. We need to be able to anticipate in order to have a feeling of control. We do that by scheduling our lives – this has been really affected. Loss of sense of time and sequences. We joke about what day is it? What month is it? Ability to anticipate has been shaken.

WHAT CAN WE DO? Make a schedule! Plan things to look forward to. Think carefully about your work diary – leave space for yourself. Mark dates. Mark the weekend. Mark seasons and birthdays. Bring awareness to your day. Every moment is different to the next. Without the distractions of day-to-day life we can at least really appreciate that.

DAN FLANAGAN (DAD LA SOUL)

[Visit the Dad La Soul website](#)

Dad La Soul born of feeling a bit lonely as a Dad. Seeing Dad's at soft play on their mobiles. Friendship groups harder to keep up with. Tot Rockin' Beats raves for families. Play dates once a month in different locations. Getting dads and kids together through craft, Lego, rap, robot building, comedy, discos, silent disco beach cleans. More chance to chat – unlike rhyme time type sessions. More creative. Safe space for Dads to start opening up properly. Working with social housing projects and community groups one states. Dad's now talking about their lockdown experiences. How to get their kids engaged. Sharing experiences and not feeling alone. Giving each other advice. Running an event-based non-profit was scary – all volunteers also running their own work lives. Worked out well in the end, took play dates onto zoom, interactive quizzes – reached dad's in Germany and Spain too! Cousins that would normally see each other during half term, still able to connect. Dad La Soul radio show – started doing deep dives where we talk about men's mental health, the menopause, other big topics. Met a lady in Berlin through an online network intro'd to a guy in the states, got on really well chatting online, how can we work together? Move time of events, get more dads from around the world, Africa, US. Global play date on Father's Day! Finding out about each other's lives as well as kids getting to play with other kids.

#### ROUNDTABLE DISCUSSION HIGHLIGHTS

Things to keep from this time:

- Comradery and Connection
- More global thinking, as part of global networks
- Awareness
- Reflection on what's been beneficial about this time
- Sharing – and practising sharing

Things to address about this time:

- Cognitive dissonance over zoom
- Making do. What can we miss together?
- Guilt! 'Am I doing enough?'

LP: Can you build your own emotional intelligence?

JL: Yes! Exercising like a muscle. Practising talking and reflecting. Different things work for different people, journaling works for some, but many prefer to share. It's through interpersonal relationships that we build this. Encourage curiosity – what works one day might not work the next. We have time and space so now is the time to experiment with what works for us when. Giving ourselves a break is long overdue.

Links shared in the chat:

[www.alwayspossible.co.uk](http://www.alwayspossible.co.uk)

[www.kennedystreetcio.org](http://www.kennedystreetcio.org)

<https://the-possibility-club.mn.co/>

[www.safety-net.org.uk](http://www.safety-net.org.uk)

<https://www.facebook.com/brightonmusictherapy/about/>