

1. OTHERS' BIGGEST MEETING CHALLENGES

The biggest meeting challenges my people and/or coworkers are experiencing right now are: (Please select up to 5.)

Answer	0%	100%	Number of Responses	Response Ratio
Quantity - just too many meetings.			24	48.9%
Convening big groups or inviting too many when just a few need to be involved.			10	20.4%
No meeting agenda, no meeting rules, and/or people not following the agenda and going off on tangents.			20	40.8%
Not being able to read the room, see body language, or effectively build on each others' ideas.			21	42.8%
Boring speaker. No facilitator or strong leader to keep everyone on task and/or ensure all attendees are participating.			4	8.1%
No time to adequately prepare. Being surprised. Not knowing the purpose of the meeting (ex. brainstorming, strategic, project status, etc.)			10	20.4%
Other attendees not doing their homework and are not prepared.			6	12.2%
Spending too much time on trivial matters and not addressing most important issues. (List examples below in comment section.)			10	20.4%
Virtual meetings not as effective or structured to accomplish results obtainable in live meetings. (Explain or give suggestions to improve virtual meetings in comment section below.)			6	12.2%
Information is repetitive and/or doesn't apply to them or their job.			7	14.2%
Others are distracted or multi-tasking instead of paying attention to the meeting.			14	28.5%
Technical difficulties.			21	42.8%
Over-preparation, repeated information and/or holding multiple meetings to prepare for the meeting.			0	0.0%
Being forced to attend an entire meeting when only a portion of it is relevant to them.			8	16.3%
Longer, more formal meetings have replaced quick conversations at work or over lunch.			12	24.4%
Events placed on calendars without approval and/or abrupt schedule changes.			4	8.1%
Length and/or failure to prioritize or to be realistic about items to be covered.			6	12.2%
Participants not knowing their roles or what is expected of them in the meeting and beyond.			7	14.2%
Distractions during meetings. (Please list in comment section below.)			7	14.2%
No clear understanding of next steps. Lack of a structured system for recording the results of the meeting including decisions made, future actions, who will do what, by when, and accountability measures.			9	18.3%
Other (View all)			6	12.2%
Totals			49	100%

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OTHERS' 4 BIGGEST MEETING CHALLENGES

1. Quantity – just too many meetings
2. Not being able to read the room, see body language, or effectively build on others' ideas.
3. Technical Difficulties
4. No Meeting Agenda, No meeting rules and/or people not following the agenda and going off on tangents.

Other Challenges:

The meetings are not productive
see below

Others assuming

Working within the SaFE framework has been a challenge for large agile teams

Lack of overall business updates from exec team

Comments:

supposedly it is now okay to include your cats and dogs in the meeting. I disagree!

Meeting organizer constantly putting the meeting on hold to take a "more important" phone call or deal with a "more important" text message.

Meeting organizer not taking into consideration the workload or importance of others' time.

It is easier to respond to an email or text message if you are remote vs in a room with the other attendees

The meetings are not productive due to no set agenda, meeting minutes or actions. Not clear who needs to be there, no follow up after. Too many meetings.

Being in a sales-based position, trying to get in touch with clients, only through email, as many of them have not given out cell phone or for that matter home addresses to send thing to

It's hard to feel connected when everyone is virtual. Meetings is good to keep the communication high, and I even enjoy when someone share something personal as we don't see each other. (Yes, I am a Relator)

Attendees assuming they are there to play a passive only role

Main issue going into the shelter in place due to COVID-19 has been quantity.

My team is my community or colleagues so that may not reflect what you are looking for.

We have actually been able to keep meetings to a minimum and mostly just for daily updates to ensure that everyone is clear on current expectations and to be able to support them to their current goals. It's been productive so far-we are a smaller company with 63 employees and I only have three reporting to me which helps

I'm protecting my team from all these virtual meetings so they can get work done. I did ask one of my folks to attend a webinar tomorrow since it is related to the project she is currently working on.

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2. YOUR BIGGEST MEETING CHALLENGES

The biggest meeting challenges I am experiencing right now are: (Please select up to 5.)

Answer	0%	100%	Number of Responses	Response Ratio
Quantity - just too many meetings.			20	40.8%
Convening big groups or inviting too many when just a few need to be involved.			6	12.2%
No meeting agenda, no meeting rules, and/or people not following the agenda and going off on tangents.			12	24.4%
Not being able to read the room, see body language, or effectively build on each other's ideas.			15	30.6%
Boring speaker. No facilitator or strong leader to keep everyone on task and/or ensure all attendees are participating.			7	14.2%
No time to adequately prepare. Being surprised. Not knowing the purpose of the meeting (ex. brainstorming, strategic, project status, etc.)			12	24.4%
Attendees have not completed their homework or are unprepared to participate.			7	14.2%
Spending too much time on trivial matters and not addressing most important issues. (List examples in comment section below.)			13	26.5%
Virtual meetings not as effective or structured to accomplish results obtainable in live meetings. (Explain or give suggestions for improvement in comment section below.)			3	6.1%
Information is repetitive and/or doesn't apply to me or my job.			4	8.1%
Others are distracted or multi-tasking instead of paying attention to the meeting.			17	34.6%
Technical difficulties either with me or those with whom I'm communicating.			15	30.6%
Over-preparation, repeated information and/or holding multiple meetings to prepare for the meeting.			4	8.1%
Being forced to attend an entire meeting when only a portion of it is relevant to me.			11	22.4%
Longer, more formal meetings have replaced quick conversations at work or over lunch.			8	16.3%
Events placed on calendars without approval and/or abrupt schedule changes.			10	20.4%
Length and/or failure to prioritize or to be realistic about items to be covered.			7	14.2%
Not knowing my role or what is expected from me in the meeting and beyond.			1	2.0%
Distractions during meetings. (Please list types in comment section below.)			9	18.3%
No clear understanding of next steps. Lack of a structured system for recording the results of the meeting including decisions made, future actions, who will do what, by when, and accountability measures.			8	16.3%
Other (View all)			3	6.1%
Totals			49	100%

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YOUR 5 BIGGEST MEETING CHALLENGES:

1. Quantity – just too many meetings
2. Others distracted or multi-tasking instead of paying attention to the meeting.
3. Not being able to read the room, see body language, or effectively build on others' ideas.
4. Technical Difficulties either with me or those with whom I'm communicating
5. Spending too much time on trivial matters and not addressing important issues.

Others:

Back-to-back prevents even taking a break
Lack of overall business updates from exec team
Being invited to too many, though I'm not accepting them

Comments:

incoming emails are easy to address when they come in and they distract from the meeting topic
Phone calls, text messages, other ideas not relevant to the current meeting topic. An overall failure to recognize the workload or importance of others' time.
It is easier to respond to an email or text message if you are remote vs in a room with the other attendees
Working from Home with Kids during this shelter in place. The kids and animals come in and distract.
Home phone ringing, other calls coming in, reading emails while listening, other family members walking in because they are now home
Distractions - Video chat problems, calls dropping
The biggest problem - Everyone wants video. I tune out the video call to answer emails until I am relevant. I often have to ask to repeat the question if it's directed at me and don't warn me first.
Too many shoot the breeze, let's stay connected events with colleagues. We didn't see each other before - why would we do an entire virtual mtg now?!?
on large virtual meetings, people too chatty in beginning. everyone has to talk in beginning which wastes time. OK to do it but feels unprofessional when 2 people start talking like they are only ones in the virtual room. worst thing is moderator does not cut it off.
We have actually been able to keep meetings to a minimum and mostly just for daily updates to ensure that everyone is clear on current expectations and to be able to support them to their current goals. It's been productive so far-we are a smaller company with 63 employees and I only have three reporting to me which helps
I'm being invited to entirely too many Zoom meetings that are irrelevant, so I am declining them.

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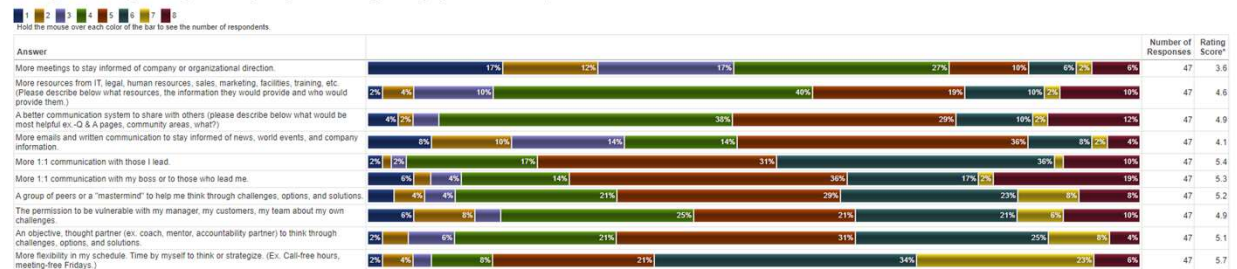
3. COMMUNICATION AVENUES TO GET YOUR WORK DONE

Other than a cure for the virus and returning to work, what would help you the most right now? (Please rank each of the answers below regarding how helpful and significant they would be to get your work done.) **Note:** There is space below to comment on your responses.

1 = NO - JUST NO!, 2 = Not helpful, 3 = More of a distraction, 4 = Neutral, 5 = Helpful, 6 = Extremely Helpful, 7 = YES - PLEASE START NOW!, 8 = N/A



*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.



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COMMUNICATION AVENUES THAT WOULD HELP THE MOST TO GET YOUR WORK DONE

1. More flexibility in my schedule. Time by myself to think or strategize (Ex. Call-free hours, meeting free Fridays.)
2. More 1:1 communication with those I lead.
3. More 1:1 communication with my boss or those who lead me.
4. A group of peers or a "mastermind" to help me think through challenges, options, and solutions.
5. An objective, thought partner (ex. Coach, mentor, accountability partner) to think through challenges, options and solutions.)
6. A better communication system to share with others.
7. The permission to be vulnerable with my manager, my customers, my team about my own challenges.

COMMENTS/SUGGESTIONS:

live webinars with key opinion leaders so customers can be exposed to the best our company has to offer (instead of static PowerPoints available over GoToMeeting)

A more competent IT department and a better system to stay connected while working remotely - NOT just during the COVID-19 crisis! NO MORE time-sucking meetings!! E-mail updates, which can be read whenever, would be a MUCH better option for updates on company matters, especially during this time.

Overall I think we're doing well under the circumstances. Some technical issues, but they're individual issues more than systemic. We make good use of written communication and teleconferencing, although because we don't have informal "walk-up" conversations, the number of formal meetings has increased significantly. MS Teams, with a balance of chat, conferencing, and common spaces to share files has been very helpful. I think we will gradually adapt and find the appropriate balance.

I work alone and am isolated most of the time. Besides work slowing down, my day to day is pretty consistent with pre-COVID life.

N/A represents communication avenues already in place.

I have been (virtually) meeting with a few of my favorite peers to discuss situations which is very helpful to develop approaches or solutions through this time-some are in my industry and some are not-very helpful.

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4. PHYSICAL AND ENVIRONMENTAL CHALLENGES TO VIRTUAL MEETINGS

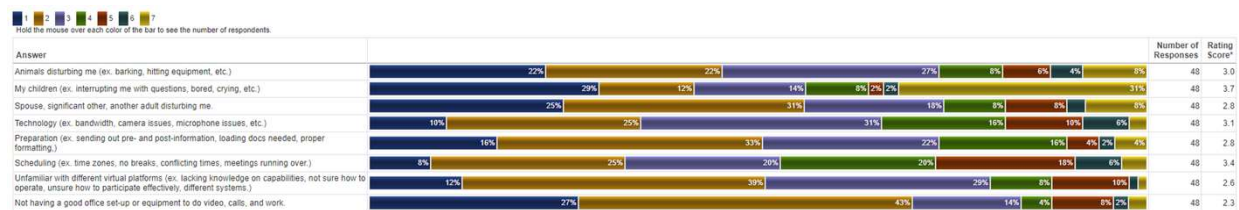
What are your biggest physical challenges to doing virtual meetings?

My biggest challenges are:

1 = Never, 2 = Not Really, 3 = At times, 4 = More than I Like, 5 = Happening Quite a Bit, 6 = YES! All the Time!, 7 = N/A



*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.



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TOP PHYSICAL AND ENVIRONMENTAL CHALLENGES TO YOUR VIRTUAL MEETINGS

1. My children (ex. interrupting me with questions, bored, crying, etc.)
2. Scheduling (ex. time zones, no breaks, conflicting times, meetings running over.)
3. Technology (ex. bandwidth, camera issues, microphone issues, etc.)
4. Animals disturbing me (ex. barking, hitting equipment, etc.)

Answer

My aging mother lives with us & she interrupts me constantly when I am working from home. Her interruptions, coupled with the LOUD television (her bedroom is right next to my home office) are quite distracting at times and can put a damper on my productivity.

Lawn mowers all day long is so much more of a distraction than I ever thought possible. My dog barks occasionally. My son visits me periodically throughout the day; he's pretty good though watching TV and playing his iPad.

Not everyone attends or shares video

I worked from home periodically pre-COVID-19 and have a pretty good set up including a second monitor (\$99). Also due to working in sales, very familiar with gotomeeting and other similar sites. Not enough bandwidth, and the Internet has slowed to a crawl because too many people are using Zoom frivolously and wasting bandwidth. Just stop it, people! I had a crucial COVID-19-related WebEX meeting last week that wouldn't even load. They sent me the slides and I attended by phone only because so many people are wasting bandwidth on stupid, frivolous stuff.

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5. FUNNIEST EXPERIENCES WHILE MEETING VIRTUALLY

What are some of the funniest things that have happened to you or others while attempting to meet virtually? (ex. participants not knowing camera or mic was on, playing with backgrounds, etc.)

Answer

Someone's spouse walked by naked

We have created a 12 days of conference calls count down - like the 12 days of Christmas.

It ends with "One Toilet Flush..."

My cat kept coming in the room growling at the screen and reaching up and chewing my sleeve. He has never done that before. I think it was the one presenter's voice that was triggering his behavior.

Parrot squawking in the background sounded like a monkey in the room.

heard a toilet flush during a company wide call

Use of profanity on a Webex and person was not muted

Eating loudly

Bodily functions for all to hear

Kids , dogs pets timing during a virtual Mtg

Bad connections

People on different plans - carefree/drinking

No clear resolution on most topics to move forward

N/A

Forgetting to unmute when the dog barks

not realizing mic-on...one time there was a sale going on, another time there was bickering in the background of someone on the line

Just the difference between those that look great on camera (is that special lighting?) and those that look like death. Funny places too, one participant was in the closet, clothes hanging all around. Another was in an attic with no insulation, said it's cold in the morning!

Mostly interruptions by dogs and kids. An occasional spouse wandering by and not realizing cameras are on. On the other hand, it's actually been humanizing to interact with people more holistically, realizing they are more than just the person you see at the office.

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5. FUNNIEST EXPERIENCES WHILE MEETING VIRTUALLY (cont.)

Answer

Missed main item of zoom mtg while trying to connect other staff when they were omitted in the invite

Seeing people on video (sometimes not well dressed)

Barking dogs and thumping pet rabbit heard in background

Colleague told me she had to hide in the closet away from her kids.

People who move around because they are using their phones vs. laptops. They forget how close-up we see their face/body.

Kids watching cartoons on an iPad and hearing the audio in the background

Had a skype mtg w/ several other leader, at the end of the call our CEO sent a text asking for myself & a couple of others to hang back & discuss other items. My phone was on silent because I was using skype via my laptop, & I missed the text. When the skype mtg ended, I went to lunch, hung out with the fam & missed the CEO's meeting.

Kids in the background that they are always on the phone or people/animals in the background with nobody realizing it

People thinking they're muted when they're not.

I'm on a call drinking out of a Contigo water bottle as my sales rep spoke. He paused to ask if I was working from home. I was at the office and my colleague on the call looked at me from across the room and told me it sounded like I was hitting a bong. Apparently, the sound of drinking my water sounds like something you hear in a college dorm.

None

The funny guy that takes seriously the optional punch line. ;)

The interpretation of "data" - I thought the person meant she didn't have enough information. When I responded, she asked "but how much data would it take?" Then I understood that she meant bandwidth.

New virtual backgrounds are awesome. Best one yet - breaking news backdrop in the middle of a task force meeting - speaker acting as a commentator.

person was fixing lunch and did not know her mic was on. you could hear the water running, the pots banging. It was so funny but not really because it told us she was really not fully there.

I was in a hotel (a few years ago) and had a discovery conference call set up for 9AM that morning. I had just jumped out of the shower (morning gym time) and was still overheated and was not wearing a shirt (male) and accidentally hit the camera button...I knew the two guys on the other end, but they let me have it-never heard the end of it.

Participants not knowing the camera was on. Kids and pets in the background.

We had a standing meeting this week where one of the members joined by phone because her 3-year-old was using her computer for her nursery school class Zoom meeting.

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6. YOUR WORK STYLE

How would you rate yourself on the following statements?

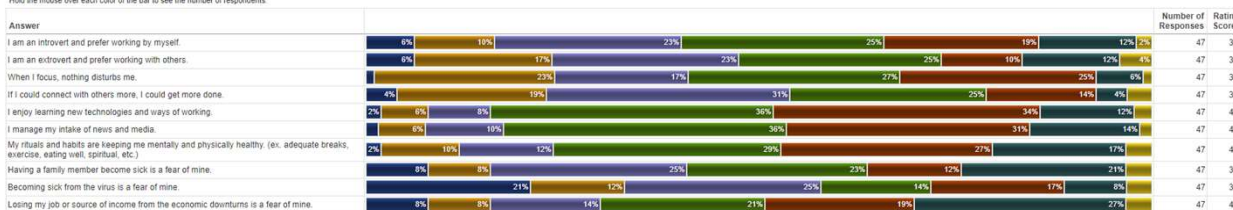
1 = Never, 2 = Rarely, 3 = Neutral, 4 = Somewhat, 5 = Very Much, 6 = Absolutely, 7 = N/A



*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

1 2 3 4 5 6 7

Hold the mouse over each color of the bar to see the number of respondents.



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6. YOUR WORK STYLE

How would you rate yourself on the following statements? (Comments)

Answer

My biggest worry during the current COVID-19 crisis is my aging mother contracting the virus. From what I have learned, I believe if she were to contract the virus it would end up killing her. That is the main reason that I am currently working from home, until further notice. However, my husband is still working in the field (Electrician) and still runs the risk of bringing something home. At least I can cut the risk by half.

The biggest worry I have is a family member sick, am I sick, and when will they find a cure so we can go back to life. Also, what lasting changes will occur as a result of this pandemic. What will happen to the economy. Oh and we're moving into a new house. I keep wondering if that's a huge financial mistake.

No sales no money...

Loosing job amid this chaos is a concern

n/a/

While my current job is providing two essential services for mostly clients whose businesses are essential, I'm still concerned about the unknowns and what might eventually happen.

I manage news that it not business-related; however, a big part of my responsibility right now is being on top of what is happening with COVID-19.

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7. MISSING OUT

What is one thing, if any, you miss most during this time of isolation?

Answer

Being carefree
Hugging people!
The rituals. Everything has been upended.
Seeing coworkers - and organic brainstorm
No face time with my team.
shopping
Knowing what to expect
Weekly meetings with my trainer at the gym.
Social interaction
Going to lunch with my friends
Family
hugs
Travel
Face to face meetings (and I hate video!)
meeting with clients
Interacting with non-work friends
social connection-eye contact & energy from others
Nothing, I enjoy this
Immediate access to goods needed for house (food)
Eating out with friends and family
Date night out

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7. MISSING OUT (cont.)

What is one thing, if any, you miss most during this time of isolation?

Meeting with Friends - Gym Time
Getting together with friends
International travel & working with colleagues
missing the sense of being able to achieve goals
Dinner out
SPORTS
eating out with people for lunch!
Social interactions
Leaving the house for errands and to see friends
Going out to eat and to the movies
Spending time wit co-workers
being able to fly to see my kids and Grandkids.
Seeing friends and family live and sharing time
Face-to-face interaction with friends/neighbors.
International travel & working with colleagues

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8. GIFTS OR VALUE RECEIVED

Have the past few weeks brought anything good or of value to you? (Check as many as are related to you.)

	100%	Number of Responses	Response Ratio
Time to reconnect with family.		23	48.9%
Opportunity to reach out and connect or reconnect to people I care about.		18	38.2%
New level of gratitude and appreciation.		26	55.3%
My spiritual side has strengthened.		20	42.5%
My physical health has improved.		7	14.8%
My mental health and outlook on life has improved.		8	17.0%
Time to focus on projects or areas of improvement at home.		26	55.3%
Time to focus on projects or areas of improvement at work.		16	34.0%
More time for entertainment, rest and reading.		11	23.4%
Deeper appreciation of healthcare providers, first responders, those in service at restaurants, stores, education.		27	57.4%
More opportunities to learn new skills, train, or obtain education.		9	19.1%
Better conversations with the people I work with.		5	10.6%
More appreciation for the freedoms I have now that I have temporarily lost them.		26	55.3%
Ability to do self-reflection.		15	31.9%
No. There is nothing good about this time.		0	0.0%
Other (View all)		4	8.5%
Totals		47	100%

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TOP GIFTS OR VALUE RECEIVED

1. Deeper appreciation of healthcare providers, first responders, those in service at restaurants, stores, education.
2. New level of gratitude and appreciation.
3. Time to focus on projects or areas of improvement at work.
4. More appreciation for the freedoms I have now that I have temporarily lost them.
5. Time to reconnect with family.

* Note: No one chose – No. There is nothing good about this time.

Other:

Cooking!!!

Cooking and eating has been fun!

Saving money by not using gas, going out to eat, going to the theater, etc.,

Comments:

While I have made more time for entertainment & reading, I would not call that a "good thing" due to the current situation. This is something I needed to do for myself anyway...and had been working on before the current situation. I am pretty much an introvert, but I do not like being told I HAVE to stay at home.

Journaling has helped me focus my thoughts on paper, versus just bouncing around in my head. At 48, I had never done this, until now. It has been surprisingly helpful.

I enjoy connecting with the family, but it can easily become a distractions. Having boundaries and setting rules/times help.

I know we are all supposed to learn something from this experience...so I'm trying to be open to what that is.

I love not dressing up every day!

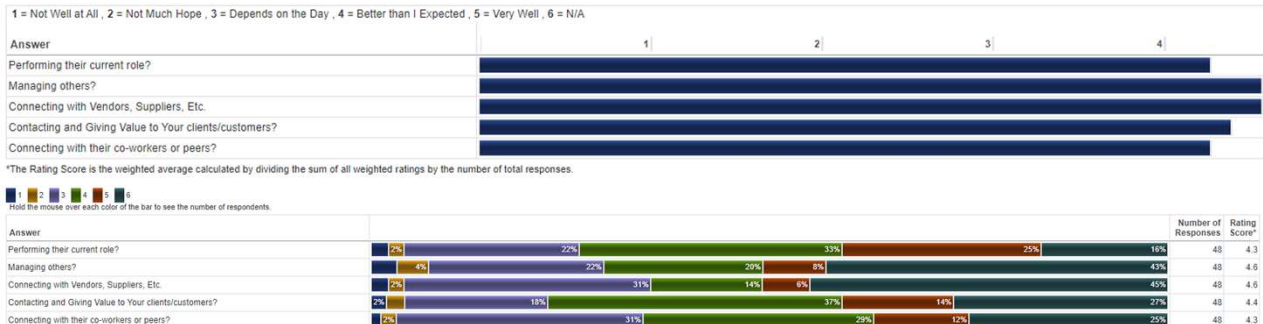
Course-era is the best. My husband and I are taking a free Modern Art class. He just started a Buddhism class and it is so cool. Sure beats watching Netflix each night.

walking 5 miles per day is helping my health

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9. LEADING IN THIS CHALLENGING TIME

During this time, how well are your team members managing the following? (Note: If you have no team members, you can put N/A on the 5 responses. If you use contractors to help you perform your work, you can respond or answer N/A.)



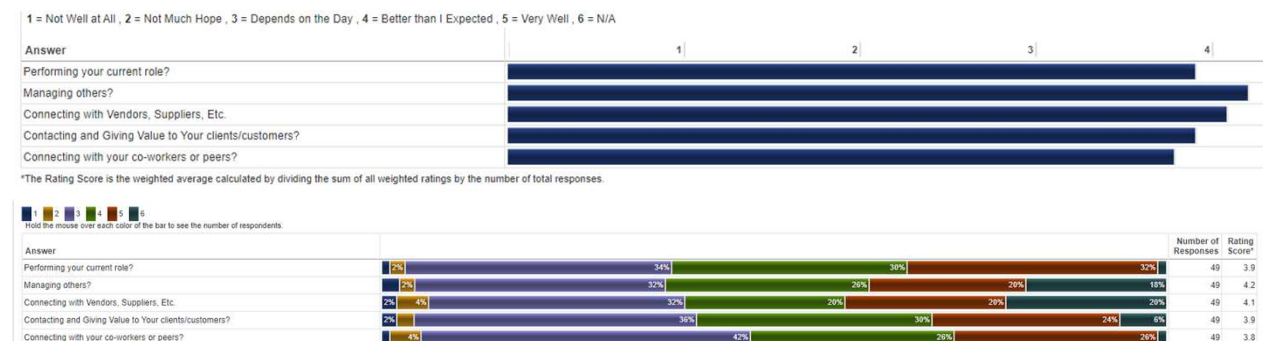
COMMENTS

About the same as before. We were remote workers to start with except when I do sales and account management. We have a very small team. We have challenges completing things during a "normal" day, let alone during a global crisis. Many members of the team are geographically dispersed anyway, so the adjustment for them is not so much in their working lives as it is in the rest of their lives, as well as perhaps having to interact with others for whom working virtually *is* a new experience. Have contractors who seem really distracted.
n/a

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10. LEADING IN THIS CHALLENGING TIME

During this time, how well are YOU managing the following?



COMMENTS

Thankfully, I work within an industry that is considered "essential" during this time - construction. As such, it is a bit easier for me to communicate with my vendors and customers - because we are all in the same boat. This question made me realize outreach to vendors and customers is a great idea right now. My staff works closely with vendors, but I could do more or join them. Trying like hell to work into new product lines to offer, like PPE items that factories has converted over for, and folks not responding. I find people are hiding behind email more so now than ever before. Feel like everyone is in crisis, so trying to give them space first...and will start reaching out this week. So many of my clients are restaurants/fast food and they are struggling. The rest of my clients are mostly CPG and they are overwhelmed.
n/a

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11. NEED TO LEARN OR KNOW

What do YOU most need right now to help you and/or your business stay viable and retool for the upcoming three months? And what SHOULD BE STOPPED to allow you to get more done? (NOTE: You may add more information and ideas similar to what you have already provided, and/or address issues or challenges you have not been asked but believe is important.)

ANSWERS

we are transitioning to a more virtual environment which forces us to be "spot on" in our messaging, if you are FTF you can see reactions, read body language and if necessary, make adjustments. In a virtual world, you miss most of that so it is imperative that your messaging is relevant from the moment the meeting starts

I need less meetings, especially overlapping meetings. We need to prioritize projects and completely shelve the ones that do not bring customers or profit to the business.

How I will conduct a virtual conference

STOP all the unnecessarily LONG meetings! Share more communication via e-mail and let others digest & respond at their own pace. Have a better structure in place to get things done in a timely manner, by the correct employee/department, and move forward rather than staying stagnant or moving backward.

Consistent update meetings to make sure we are all on track and on the same page with a project. Daily calls to supervisor should be limited to only when there is an issue or help needed.

My job site was just shit down today. So this is all new territory for me.

Hand sanitizer or wipes would be helpful.

Stop the constant media and the rhetoric around "this virus is a death sentence" perspective.

Provide some hope even if not accurate - like "let's fill the churches for Easter".

I need to know the priority. I need time to work, other than endless meetings.

Trying to figure out how to sell something else. Hardest part if getting information out to clients, timely and effectively with new product offerings. Our business continues to do well, so aside from protecting our field workers I think we're OK. For me...Rebuild a room in my house to have a dedicated home office?

More practically, get a new monitor or two so I don't have to live off the laptop screen, and upgrade my internet connection and home network for higher bandwidth and better coverage.

patience and reinforced belief that this too shall pass

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11. NEED TO LEARN OR KNOW (continued)

ANSWERS

It helped in my team for people to share what works for them, kind of a lessons learned. Interesting that everyone used something different, but it was something that works for them. For me, it helps to look for something funny, so I don't get depressed

I need my clients to remain viable

Seamlessly providing robust on-line experiences for those I serve.

My occupation is aligned to work from home. Have been doing it for years. For my company, I am sure it would be too much government overreach, that needs to stop.

All the CEO emails from every business is NOT helpful. It has made me not to want to do them myself because too many are doing it!!

Improved Software tools

Less new projects.

Most important thing would be clear understanding of how long we should expect to be in this situation. The uncertainty is what makes this the most unbearable.

Calendars cannot be full of meetings and while productivity monitoring is important, we cannot micro-manage people, we need to trust them to be responsible

Cash - we are heavily investigating all options.

Also trying to find creative ways that are safe and ethical to serve our customers to keep their business during the shelter in place. Temporary layoffs have already occurred. Hoping to rehire everyone by end of April or sooner.

patience and reinforced belief that this too shall pass

I honestly can't really think of anything right now given the role and company we we're already to a large extent operating in a remote and zoom world.

To stay viable, my clients need to know that virtual is an ok way to receive coaching. they cancelled coaching now because they think in person is the only way to go.

I really don't see anything that needs to be stopped currently, but would like to see bi-weekly meetings with our exec team to just talk through the position and current focus/state of the company-I think that this would be helpful for everyone's ability to share this info with front line staff and keep everyone sane.

More hours in the day or a little less to do, but there is not much to trim from my list.

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12. ADDITIONAL COMMENTS

Thank you for asking and an attitude of "how may I help or do"

I worry about the loneliness, especially those in senior homes, or elderly in my community or our military.

Great idea, Linda, and the survey questions seem to be well-structured. Will be interesting to see the results.

In addition to the one million Zoom meetings - some necessary because board issues and details need to be discussed and some not so necessary - the number of FB and LI live event notifications that pop up are obnoxious. I am ready to stop following people because of the number of times each day they are drawing attention.

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12. Please check the professional field that best applies to your occupation.

Note: If you have experienced a change in your job situation (ex. Recently been laid off, furloughed, closed business, retired, etc) please let us know of your change in the comments section below.)

	100%	Number of Responses	Response Ratio
Attorney/Legal	<div></div>	1	2.0%
Accounting/Financial/ Banking	<div></div>	4	8.1%
Sales/ Marketing / Public Relations	<div></div>	7	14.2%
Education/Academia	<div></div>	2	4.0%
Manufacturing/Constru- ction/Logistics	<div></div>	1	2.0%
IT/Technical/Online	<div></div>	7	14.2%
Engineering/Science	<div></div>	6	12.2%
CEO/Business Owner/Entrepreneur	<div></div>	5	10.2%
Healthcare/Medical	<div></div>	1	2.0%
Insurance / Underwriting / Financial Services	<div></div>	0	0.0%
Nonprofit/ Professional Association / Religious	<div></div>	3	6.1%
Meetings/Hospitality/ Restaurant	<div></div>	4	8.1%
Organizational Development/Training/ Speaking	<div></div>	2	4.0%
Property Management/Real Estate	<div></div>	0	0.0%
Retail	<div></div>	0	0.0%
Counseling/Psychology- / Social Services/Therapy	<div></div>	0	0.0%
Human Resources/Staffing / Benefits	<div></div>	0	0.0%
Military/Government/ First Responder	<div></div>	0	0.0%
Travel/Aviation	<div></div>	0	0.0%
Clerical/ Administration	<div></div>	1	2.0%
Other (View all)	<div></div>	5	10.2%
No Responses	<div></div>	0	0.0%
Totals		49	100%

Other

Media / Voice Over
trucking company management
Records Management
Construction Estimator / Project Support / Office Manager
Supply chain

Job Situation

Answer
Still employed
Still working...scrambling

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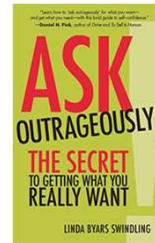
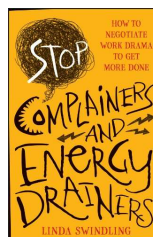
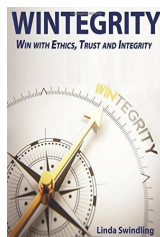
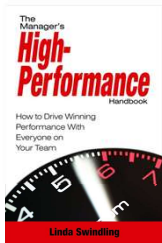
I know times are tough right now for some people. There are many free resources on my website LindaSwindling.com and especially on a page developed for these challenging times called: NegotiateToughTimes.com

*You are a leader. You can negotiate through this detour with dignity, integrity, and compassion. Reach out if I can be of help on your journey.
Negotiate and Journey On!*

Linda

Linda Byars Swindling, JD, CSP
Linda@LindaSwindling.com
NegotiateToughTimes.com

Negotiation speaker, author and expert **Linda Byars Swindling**, empowers leaders to negotiate everything from big deals to workplace drama using proven strategies that drive results without driving others away.



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Stop the Virtual Meeting Madness!

April 3, 2020 Webinar &
Resources at
NegotiateToughTimes.com



Randy Pennington
Pennington Performance Group
Randy@PenningtonPerformance.com



Linda Byars Swindling
Go-To Negotiation Speaker
Linda@LindaSwindling.com

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