

Handling Vulnerability

Awareness

Recognize natural cycles
Appreciate your own and others' *stacked vulnerabilities*
Pay attention to groups and individuals feeling hyper-vulnerable

Personal Well-Being

Create slack where possible – *undercommit*
Create rules, routines, processes, and procedures (and stick to them)
Avoid social media
Spend time in your Comfort Zone
Avoid zero-sum activities; celebrate shared accomplishments

Community Well-Being

Pay attention to your *certainty* and *control* effect on others
Don't take control from those feeling powerless
Don't add uncertainty to those feeling uncertain
Eliminate sources of needless vulnerability
Think short-term when setting goals, measuring progress, and rewarding achievement
Break down complex tasks
Listen outside your echo chamber

Communication

Keep communication authentic, immediate, frequent, simple, tactical, and concrete
Over-include information and with whom you share it
Highlight and destigmatize available resources that help reduce feelings of vulnerability
Share when you are in the *Stress Center*