

Q3 What promising innovations have you noticed, heard or read about in response to the Covid-19 pandemic in your area of interest?

Answered: 37 Skipped: 1

ANSWER CHOICES	RESPONSES	
A	100.00%	37
B	86.49%	32

#	A	DATE
1	Moving from face-to-face to remote delivery	5/7/2020 11:22 AM
2	Technology adoption	5/7/2020 8:40 AM
3	Working from home more	5/7/2020 7:58 AM
4	Rise of well organised Mutual Aid	5/7/2020 7:48 AM
5	Some reflection about the potential for online processes of learning and exchange	5/6/2020 11:08 PM
6	Increase in tech that connects and greater flexibility in its use	5/6/2020 7:50 PM
7	Doughnut economics	5/6/2020 6:05 PM
8	Rapid adoption of virtual communication, after years of hesitancy	5/6/2020 4:54 PM
9	Creative Industries - changing pattern of working	5/6/2020 12:14 PM
10	Collaborating quickly across sectors to identify challenges and work up solutions	5/5/2020 5:04 PM
11	sharing of articles and discussion on personal learning	5/5/2020 10:44 AM
12	virtual experiences ... (not so new, but newly approached)	5/5/2020 9:48 AM
13	not seeing anything specific but perhaps more open conversations about not going back to what was and a desire for something new to emerge	5/4/2020 4:34 PM
14	Staff wellbeing check-ins	5/4/2020 12:03 PM
15	Repurposing existing life science research	5/3/2020 9:48 PM
16	fast-pivots of some business models (more H2 minus though)	5/3/2020 5:51 PM
17	Acceptance of digital documentation to speed up processes	5/3/2020 3:15 PM
18	A whole health and social care approach to wellbeing	5/2/2020 2:15 PM
19	GAIA journey from Presencing Institute	5/1/2020 11:33 PM
20	Alternative working arrangements e.g. homeworking, use of digital technologies	5/1/2020 9:44 PM
21	Moving more work online and increasing public accessibility	5/1/2020 4:20 PM
22	Online teaching - synchronous	4/30/2020 9:09 PM
23	Use of telephone and video consultations in general practice	4/30/2020 5:09 PM
24	The evaluation of the behaviours and attributes of 'successful' world leaders	4/30/2020 4:35 PM
25	Online group learning using Zoom etc	4/30/2020 2:46 PM
26	Remote consultations	4/30/2020 10:27 AM
27	Recognition that online learning along class based learning might support children who struggle in class...it offers opportunity to listen again	4/30/2020 10:05 AM
28	Health inclusion teams with whole systems approach	4/29/2020 11:20 PM
29	Looking at whole system approach to dealing with effects of Covid 19	4/29/2020 4:17 PM
30	development of a community resilience hub	4/29/2020 2:39 PM
31	New approaches of curation of information to help reduce inequality	4/29/2020 1:20 PM
32	rapid adaptability of staff	4/29/2020 12:46 PM
33	People stepping into leadership roles outside of the hierarchy	4/29/2020 11:14 AM
34	Tolerance for circumstance in performance management	4/29/2020 10:51 AM
35	More systemic approaches to teaching and learning involving college, student, employer and community	4/29/2020 9:09 AM
36	change in language used by politicians, leaders (e.g. importance of connection, compassion, kindness, community)	4/28/2020 3:14 PM
37	www.wem.icu	4/28/2020 2:37 PM

#	B	DATE
1	Radical reprioritising	5/7/2020 11:22 AM
2	Improved services	5/7/2020 8:40 AM
3	technology supporting ongoing relationships and trust	5/7/2020 7:48 AM
4	Small beginnings of more local engagement with neighbours	5/6/2020 11:08 PM
5	Increased empathy and acceptance of this in mainstream	5/6/2020 7:50 PM
6	Growing concern for creative collaboration	5/6/2020 6:05 PM
7	An increased awareness of the importance of key elements such as clarity of purpose, role and contribution, regularity of communication, social connectedness.	5/6/2020 4:54 PM
8	Daydream Believers - resources to support home learning	5/6/2020 12:14 PM
9	Real recognition of the crucial importance of relationships at every level	5/5/2020 5:04 PM
10	tools for flexible and remote working	5/5/2020 10:44 AM
11	Reflective learning/debriefs	5/4/2020 12:03 PM
12	RSA have pivoted their purpose to focus on the way out of COVID	5/3/2020 5:51 PM
13	Tech / home working	5/3/2020 3:15 PM
14	Widespread use of technology to connect teams and deliver work that was previously only face2face	5/2/2020 2:15 PM
15	Mutual Aid groups in local neighbourhoods	5/1/2020 11:33 PM
16	Increase and rapid use of digital technologies	5/1/2020 9:44 PM
17	Virtual collaboration across organisations	4/30/2020 9:09 PM
18	Community mobilisation to help others in their neighbourhoods	4/30/2020 5:09 PM
19	kindness over economic gain	4/30/2020 4:35 PM
20	Grassroots leading of collegiate learning	4/30/2020 2:46 PM
21	Remote working	4/30/2020 10:27 AM
22	It's not an innovation as such but the opportunity for people working within a established system being able to stop, notice and rethink	4/30/2020 10:05 AM
23	empowerment of frontline staff to implement solutions	4/29/2020 11:20 PM
24	Use of technology to offer help in new ways	4/29/2020 4:17 PM
25	new working patterns, communications, technology - hopefully a change in traditional ways of doing many jobs	4/29/2020 2:39 PM
26	Novel online facilitation platforms (VR, better whiteboards)	4/29/2020 1:20 PM
27	rapid service change	4/29/2020 12:46 PM
28	Community buying for patients in hospital	4/29/2020 11:14 AM
29	Rapid increase in well-being offer	4/29/2020 10:51 AM
30	Linking learning with "real life" activity, colleges making PPE acting as testing centres.	4/29/2020 9:09 AM
31	independent offerings e.g. Lisa Cherry - staff support during pandemic when organisations are overwhelmed	4/28/2020 3:14 PM
32	Empathy Circles	4/28/2020 2:37 PM

Q4 What developments have given you hope and encouragement, an emotional lift?

Answered: 36 Skipped: 2

ANSWER CHOICES	RESPONSES	
A	100.00%	36
B	80.56%	29

#	A	DATE
1	Community spirit	5/7/2020 11:22 AM
2	Community responses	5/7/2020 8:40 AM
3	engagement with Universal Basic Income	5/7/2020 7:48 AM
4	I am surprised that so many people seem so resilient (this may be just the people I am linked to)	5/6/2020 11:08 PM
5	Groundswell in mutual support, built on existing community infrastructure	5/6/2020 7:50 PM
6	Energy for exploring creative ideas	5/6/2020 6:05 PM
7	The increased public awareness of the need for accessible information	5/6/2020 5:31 PM
8	The generally positive adoption of the technology to support social and emotional connection	5/6/2020 4:54 PM
9	As a lecturer - using Zoom has allowed us to bring inspirational speakers from across the globe into our classrooms	5/6/2020 12:14 PM
10	Working with great colleagues in a supportive organisation	5/5/2020 5:04 PM
11	positives, kindness and unexpected joy from isolation	5/5/2020 10:44 AM
12	organisations attempting collaboration	5/5/2020 9:48 AM
13	renewed sense of community emerging	5/4/2020 4:34 PM
14	Staff engagement with use of technology	5/4/2020 12:03 PM
15	Epidemiology and access to data (often made free when this is typically pay walled)	5/3/2020 9:48 PM
16	Colleagues approach to lockdown	5/3/2020 5:51 PM
17	Community	5/3/2020 3:15 PM
18	Real partnership working between different professions and organisations	5/2/2020 2:15 PM
19	https://www.youtube.com/watch?v=ppv2f1yfwMM - The Great Realisation and the Hindsight of 2020t Realisation	5/1/2020 11:33 PM
20	Supportive colleagues, increase support by organisation and wider government on health, mental well-being	5/1/2020 9:44 PM
21	Recognition that no one wants to return to burn out	5/1/2020 4:20 PM
22	Health & wellbeing measures - shorter working week, virtual staff rooms etc	4/30/2020 9:09 PM
23	Free on-line access to Covid-19 related stories and research papers via many different outlets	4/30/2020 5:09 PM
24	examples of kindness in organisations	4/30/2020 4:35 PM
25	Citizen action in aid of the common good	4/30/2020 2:46 PM
26	Remote working/working from home	4/30/2020 10:27 AM
27	The opportunity to ask questions about the system we are part of	4/30/2020 10:05 AM
28	The way people responded to change	4/29/2020 11:20 PM
29	People realising how much they rely on others for their wellbeing	4/29/2020 4:17 PM
30	more people being friendly and kind - informal acknowledgments from strangers	4/29/2020 2:39 PM
31	An increase in awareness of systemic thinking	4/29/2020 1:20 PM
32	rapid forming of a new team (work)	4/29/2020 12:46 PM
33	Clapping for carers	4/29/2020 11:14 AM
34	Wide experience of working in different ways, from home, on line etc	4/29/2020 9:09 AM
35	Raising over £500 for local carers as a family, with a pop up outdoor art gallery on our wall has brought our otherwise 'distant' street together.	4/28/2020 3:14 PM
36	Collaborating to make projects happen- ie food deliveries	4/28/2020 2:37 PM

#	B	DATE
1	Family time	5/7/2020 11:22 AM
2	Teamwork and staff pride	5/7/2020 8:40 AM
3	a 'refresh button' has been pressed	5/7/2020 7:48 AM
4	Dedication and care in local gov and 3rd sector deploying support under real pressure	5/6/2020 7:50 PM
5	Real innovation in thinking such as 3H	5/6/2020 6:05 PM
6	Stories of rules broken and nothing bad happening as a result	5/6/2020 5:31 PM
7	The overall sense of community derived from a common, shared purpose	5/6/2020 4:54 PM
8	Meeting fortnightly with a group of people from across the sectors to share our journey.	5/6/2020 12:14 PM
9	The exciting possibility of real transformative change	5/5/2020 5:04 PM
10	fusion of personal and professional life	5/5/2020 10:44 AM
11	the response to reach out build relationships and be present	5/4/2020 4:34 PM
12	Willingness of colleagues to try new approaches	5/4/2020 12:03 PM
13	building new routines - daily exercise & yoga twice a day	5/3/2020 5:51 PM
14	New found respect for the NHS	5/3/2020 3:15 PM
15	When people can leave egos and badges at the door	5/2/2020 2:15 PM
16	20 dolphins were seen in one of our local harbours last week - never before experienced	5/1/2020 11:33 PM
17	Adaptive and resourceful staff, willing to move into core COVID roles at pace	5/1/2020 9:44 PM
18	Understanding this as an opportunity to address the environmental impact of our working models	5/1/2020 4:20 PM
19	Scottish Government decision framework for lifting restrictions - shows great leadership	4/30/2020 5:09 PM
20	Increase in creativity and sharing of the arts	4/30/2020 2:46 PM
21	Team led activities and call for innovation	4/30/2020 10:27 AM
22	How colleagues have come together to support children, young people and their families and bring together a different way of working very quickly	4/30/2020 10:05 AM
23	The increased focus on kindness and staff wellbeing	4/29/2020 11:20 PM
24	the acknowledgement of our common needs and values	4/29/2020 4:17 PM
25	how quickly things can happen when there is a collective will	4/29/2020 2:39 PM
26	A curiosity about the future	4/29/2020 1:20 PM
27	Collaborating with associates who I don't know well	4/29/2020 11:14 AM
28	More care for mental wellbeing	4/29/2020 9:09 AM
29	Noticing how my daughters primary school (Oxgangs in Edinburgh), in the space of a week managed to get all of the kids on microsoft teams so that as soon as lockdown started they all had a virtual classroom, could see and chat with their friends and teachers. The strength, resilience and pace of the leadership team was impressive and they continue to do an amazing job.	4/28/2020 3:14 PM

Q5 What, if anything, is not working or going wrong?

Answered: 36 Skipped: 2

ANSWER CHOICES	RESPONSES	
A	100.00%	36
B	86.11%	31

#	A	DATE
1	Managing work and home school	5/7/2020 11:22 AM
2	Assumptions	5/7/2020 8:40 AM
3	Time to oneself	5/7/2020 7:58 AM
4	money not moving into enabling system supports for community support	5/7/2020 7:48 AM
5	Continued political and media reciting of the notion that taxation is the means to produce government spending capacity - (and unchallenged idea that we will need more austerity)	5/6/2020 11:08 PM
6	Westminster government undervaluing regional and local gov role and overplaying command and control	5/6/2020 7:50 PM
7	Fragmented approaches to 'improvement'	5/6/2020 6:05 PM
8	A sense of exclusion and isolation, lack of awareness of the bigger picture out there in my organisation, paranoia	5/6/2020 4:54 PM
9	Trying to operate within the same academic system of delivery	5/6/2020 12:14 PM
10	A sense of disconnect especially given the fast pace of change	5/5/2020 5:04 PM
11	workloads	5/5/2020 10:44 AM
12	lack of clear communication from some sector areas	5/5/2020 9:48 AM
13	some of the instincts to impose order and "reset" to when things were more certain	5/4/2020 4:34 PM
14	OD not linked to emerging Leadership thinking	5/4/2020 12:03 PM
15	Societies (powerful ones) have a trust deficit, this may be accelerating	5/3/2020 9:48 PM
16	Too many people are falling through the cracks of Govt support	5/3/2020 5:51 PM
17	Care for vulnerable	5/3/2020 3:15 PM
18	Competition between teams or organisations	5/2/2020 2:15 PM
19	intensity of zoom meetings where concerns and high work expectations are a mismatch to reality	5/1/2020 11:33 PM
20	Security of some digital technologies particularly around teleconferencing (e.g. Zoom)	5/1/2020 9:44 PM
21	Right now limited communication between sector members	5/1/2020 4:20 PM
22	Education - widening inequalities, difficult transitions for students at many different stages (into high school, graduation etc)	4/30/2020 5:09 PM
23	the temptation to continue to spin the political messages around CV-19 sometimes seems irresistible but I believe is unwanted	4/30/2020 4:35 PM
24	Traditional approaches to management of people	4/30/2020 2:46 PM
25	Separation of integrated elements as a result of command structure	4/30/2020 10:27 AM
26	That we do not have the technology. We are now relying on technology to offer online learning and to work as teams but there are many children / families without the technology or confidence using technology to access what's in offer	4/30/2020 10:05 AM
27	Some part of the care systems seem to have not tried to work around the restrictions to find ways to keep supporting people	4/29/2020 11:20 PM
28	not enough help to people who don't fit in the "deserving" box	4/29/2020 4:17 PM
29	too many egos - those who see the crisis as a career maker	4/29/2020 2:39 PM
30	Understanding what productivity means	4/29/2020 1:20 PM
31	balancing work, home and school for kids	4/29/2020 12:46 PM
32	Old order/power structures just waiting to reassert themselves - and everything in mainstream media seems to support that return to old order	4/29/2020 11:14 AM
33	sense of connection across work	4/29/2020 10:51 AM
34	Some trailblazers still obsessed with achieving pre pandemic targets	4/29/2020 9:09 AM

35	Westminster hasn't quite got the language right where smaller countries, Scotland, NZ, Finland, Germany seem to be able to show strength and compassion and are in front of our eyes dumping the worst of the heroic leader traits	4/28/2020 3:14 PM
36	No deep understanding/ experience of what empathy is	4/28/2020 2:37 PM
#	B	DATE
1	Connectivity problems	5/7/2020 11:22 AM
2	Future planning	5/7/2020 8:40 AM
3	Home schooling	5/7/2020 7:58 AM
4	moving into 'pandemic frameworks' of working	5/7/2020 7:48 AM
5	Genuine political envisioning of more equal society.	5/6/2020 11:08 PM
6	Imbalance: many people overworked and under high pressure; many more furloughed or out of work who could contribute	5/6/2020 7:50 PM
7	Conventional remedies 'that worked before'	5/6/2020 6:05 PM
8	The challenges of (mis)communicating complex thoughts, feelings and information with those you have not yet built up a relationship with.	5/6/2020 4:54 PM
9	Missing informal conversations out with formal meetings that can spark great ideas	5/5/2020 5:04 PM
10	purpose and ambiguity	5/5/2020 10:44 AM
11	concern that panic overtakes action/planning	5/5/2020 9:48 AM
12	continuation of silos and even more complicated attempts to break down barriers	5/4/2020 4:34 PM
13	Skills and knowledge not being utilised	5/4/2020 12:03 PM
14	Consensus decision making is not the same as emergency response strategies	5/3/2020 9:48 PM
15	UK Govt is manipulating the data and not being honest (unlike Scottish Govt)	5/3/2020 5:51 PM
16	Long term Economic prospects	5/3/2020 3:15 PM
17	People struggling with technology end up being excluded (or exclude themselves)	5/2/2020 2:15 PM
18	online work/life, self and community care balance	5/1/2020 11:33 PM
19	Previously being on a hamster wheel of work with little time for thought and reflection	5/1/2020 4:20 PM
20	A one-size fits all approach to the lockdown across UK	4/30/2020 5:09 PM
21	Brexit	4/30/2020 4:35 PM
22	Political defensiveness and partisan politics	4/30/2020 2:46 PM
23	Lack of communication and decision making from 'above'	4/30/2020 10:27 AM
24	That vulnerable people in society have become even more vulnerable	4/30/2020 10:05 AM
25	Systems that didn't cope before are even worse and can't cope at all now	4/29/2020 4:17 PM
26	rapid redeployment of many people to environments where they don't feel safe or supported - with no say in the matter	4/29/2020 2:39 PM
27	Framing issues and directions in remote working	4/29/2020 1:20 PM
28	Will new ways of working/relationships last in the fight for income of the next few weeks/months	4/29/2020 11:14 AM
29	lack of attention to capturing invaluable learning	4/29/2020 9:09 AM
30	Focusing on getting homeless people off the street to protect the 'non-homeless' rather than, this is an opportunity to eradicate homelessness and this is the vision we have.	4/28/2020 3:14 PM
31	different ideas of what empathy is	4/28/2020 2:37 PM

Q6 Where have the value tensions, dilemmas, difficult trade-offs, eg between short-term emergency response and longer-term transition/transformation, shown up?

Answered: 35 Skipped: 3

ANSWER CHOICES	RESPONSES	
A	100.00%	35
B	74.29%	26

#	A	DATE
1	Vulnerable patients	5/7/2020 8:40 AM
2	Home schooling	5/7/2020 7:58 AM
3	putting in place the infrastructure for people identified as needing shielded	5/7/2020 7:48 AM
4	The short-term response seems to be widely supported. The value conflicts may be between the visions of those who want to return to 'normal' and those who want transition / transformation (low carbon urgently, much more equality)	5/6/2020 11:08 PM
5	piecemeal responses to emergency supply issues	5/6/2020 6:05 PM
6	The urgency to just get the economy 'working again' versus the value of pausing and creating a vision for a new society	5/6/2020 5:31 PM
7	The development of a knee jerk, short term survey without clear consideration of other methods already mid cycle and the potential to align them to provide more valuable comparison data to learn from and to look forwards with.	5/6/2020 4:54 PM
8	As a lecturer I have had to rip up my proposed schedule of delivery. This has moved us through a process which I can best describe as - I KNOW (I have been teaching for over 25 years this is what happens over an academic year) - I HAVE NO IDEA - (when Colleges where closed we were all adrift I stood with my students, knowing as much as they did about a way forward. - YOU TELL ME - a liberating sense of working alongside them to navigate the future, starting again with a blank sheet of paper.	5/6/2020 12:14 PM
9	Majority are only now accepting that we won't return to 'normal' and some are grieving that while others celebrate it	5/5/2020 5:04 PM
10	poor decision making	5/5/2020 10:44 AM
11	concern that £ goes to failing, rather than sustainable, orgs.	5/5/2020 9:48 AM
12	the tendency for people to adopt "heroic" models of leadership and invoke "war" metaphors and jingoism and the real need to have effective emergency responses which have genuinely put practitioner lives at risk	5/4/2020 4:34 PM
13	we still have to make the savings but now in less time ... and may possibly need to save more money	5/4/2020 12:03 PM
14	Fear of failure and sense of political point scoring	5/3/2020 9:48 PM
15	lack of support for SME business owners paying themselves via dividend. Seems as though they are being punished	5/3/2020 5:51 PM
16	Health of workforce first	5/3/2020 3:15 PM
17	Where local authorities can move more quickly than health boards leading to imbalance in HSCPs	5/2/2020 2:15 PM
18	with such rapid change each week, trying to plan in any way more than a couple weeks ahead seems to backfire as people transition through it all differently, or unexpectedly in what they need as support mechanisms	5/1/2020 11:33 PM
19	The economic value of furloughing staff, but in doing so miss out on the value of this time to pause for thought and work through new ways of working	5/1/2020 4:20 PM
20	All future projects now on hold to enable all staff to be involved in short-term emergency response	4/30/2020 9:09 PM
21	Massive amounts of money going into mitigation of economic effects, nothing into a new economic model for the future	4/30/2020 5:09 PM
22	New things that are becoming important to 'ordinary people' being pressured by big business interests that want to recreate the old normal asap	4/30/2020 4:35 PM
23	Economic decline in lockdown to save lives	4/30/2020 2:46 PM
24	Financial recovery structures	4/30/2020 10:27 AM
25	Across the board. Funding organisations that reacted and changed the focus of their funds quickly to benefit certain groups / organisations but leaving others that rely on those funds vulnerable or uncertain	4/30/2020 10:05 AM
26	Some people's and orgs need for a perfect plan , detailed guidance etc	4/29/2020 11:20 PM

27	domestic abuse	4/29/2020 4:17 PM
28	right now there is a quieter couple of weeks in terms of the response and the people tht matter and care are finding ways to work together again - even if it is short term	4/29/2020 2:39 PM
29	Bubbles around what good and pragmatic tracking means	4/29/2020 1:20 PM
30	none in my work specifically tho we stopped our programme early on	4/29/2020 12:46 PM
31	Peoples security and salaries versus bottom line business and shareholder interests	4/29/2020 11:14 AM
32	rush to emergency response and mass disruption to operating context means that there is no longer a long term vision to align efforts towards	4/29/2020 10:51 AM
33	Concern for how we measure the new against the old. If students don't have exams they might not be of the standard we are used to measuring against	4/29/2020 9:09 AM
34	sharing of information vs privacy (Google tracking movement)	4/28/2020 3:14 PM
35	People clapping for NHS yet ordering from Amazon- not seeing the link	4/28/2020 2:37 PM

#	B	DATE
1	Inequalities increasing	5/7/2020 8:40 AM
2	a third sector dominance in the designing of what is being put in place	5/7/2020 7:48 AM
3	political aims that trump practical necessities	5/6/2020 6:05 PM
4	Duplication of effort, everyone having to be busy, having to produce their own version..	5/6/2020 4:54 PM
5	Pull of data versus stories is still strong	5/5/2020 5:04 PM
6	reference to past is not relevant here	5/5/2020 10:44 AM
7	difficult messaging as unique nature of assets not of concern during health pandemic	5/5/2020 9:48 AM
8	Lack of shared objectives, created by lack of vision, a plan, broken and poor communication of data	5/3/2020 9:48 PM
9	furlough scheme, whilst providing funing, isn't helpful. Furloughed staff should still be allowed to work on new business models	5/3/2020 5:51 PM
10	Economic impact of business closing down	5/3/2020 3:15 PM
11	NHS is a strong brand compared with all the other organisations involved in health and social care which leads to feelings of inequity (for non-NHS) and loss of identity (for NHS)	5/2/2020 2:15 PM
12	Wanting to be sure to not go back to a prior future that no-one really wanted, and how best to identify a new future where policies and decisions are made with the wellbeing of all at their centre	5/1/2020 11:33 PM
13	Bunker mentality vis vision planning	5/1/2020 4:20 PM
14	Top-down management of crisis, not enough consideration of enabling local systems and community responses	4/30/2020 5:09 PM
15	the deeper seated consequences of decision making and action in the decade of austerity	4/30/2020 4:35 PM
16	Global relationships and cooperation	4/30/2020 2:46 PM
17	Cultural change - HR approach to doing things	4/30/2020 10:27 AM
18	Our Government!	4/30/2020 10:05 AM
19	The initial focus in acute settings might have been to the detriment of community health services , hospitals and care homes	4/29/2020 11:20 PM
20	educational inequalities increasing	4/29/2020 4:17 PM
21	commitment to public health improvement in the longer term - in some parts of the system	4/29/2020 2:39 PM
22	tensions with communicating good practice during the crisis; and how citizens "peer" police it. highlighting poor conflict resolution and communications	4/29/2020 1:20 PM
23	whats 'fair' to different groups - eg. school children back to schooling and exams versus lockdown to protect the elderly	4/29/2020 11:14 AM
24	Needs of the different stakeholders. Staff, students, funding council, awarding bodies	4/29/2020 9:09 AM
25	private wealth vs common wealth (Virgin etc...Government support/tax payers)	4/28/2020 3:14 PM
26	Big business vs local business.	4/28/2020 2:37 PM

Q7 What's missing?

Answered: 36 Skipped: 2

ANSWER CHOICES	RESPONSES	
A	100.00%	36
B	75.00%	27

#	A	DATE
1	A sense of hope from how we might emerge from lockdown	5/7/2020 11:22 AM
2	Big picture	5/7/2020 8:40 AM
3	Teacher interaction	5/7/2020 7:58 AM
4	the wellbeing and the economic visioning / planning happening together	5/7/2020 7:48 AM
5	Policy development in response to the understanding that money can be created to match the productive capacity of the economy (ie lack of money - at the level of the state - can never be the reason why something is impossible)	5/6/2020 11:08 PM
6	Greater honesty, maturity and trust in the UK national debate	5/6/2020 7:50 PM
7	Constructive, purposeful, generative dialogue	5/6/2020 6:05 PM
8	thoughtful, structured reflection on what's happening right now - in order to guide the future	5/6/2020 5:31 PM
9	A map or an org chart!! But then we didn't even have that before	5/6/2020 4:54 PM
10	Support and an platform to share this with other colleagues.	5/6/2020 12:14 PM
11	The voices and views of children themselves	5/5/2020 5:04 PM
12	strategic thinking and planning	5/5/2020 10:44 AM
13	medium-longer term thinking	5/5/2020 9:48 AM
14	both fast and slow responses to be seen as equally important. Long and short term thinking	5/4/2020 4:34 PM
15	Leadership capabilities	5/4/2020 12:03 PM
16	Leadership and management	5/3/2020 9:48 PM
17	Universal Basic Income	5/3/2020 5:51 PM
18	Equality	5/3/2020 3:15 PM
19	A plan!	5/2/2020 2:15 PM
20	Trust and faith that our individual freedom to decide what is our emerging future potential will be respected, and how best to realise it	5/1/2020 11:33 PM
21	Leadership in the sector	5/1/2020 4:20 PM
22	Treating the public as grown up and enabling them to use their discretion based on quality information	4/30/2020 5:09 PM
23	Authentic leadership in some parts of the UK	4/30/2020 4:35 PM
24	Leadership from official and political leaders	4/30/2020 2:46 PM
25	Real time spent thinking deeply about the future	4/30/2020 10:27 AM
26	A Government that cares about people as much as it does economics and big business	4/30/2020 10:05 AM
27	Non NHS leaders	4/29/2020 11:20 PM
28	acknowledgement of what has gone wrong so far	4/29/2020 4:17 PM
29	trust	4/29/2020 2:39 PM
30	Space to unpack and explore the system wisely	4/29/2020 1:20 PM
31	direction in terms of retarting our programme which has always had the purpose of supporting change and transformation in services	4/29/2020 12:46 PM
32	honesty - about the fact that we all need to get a bit poorer to make a better future	4/29/2020 11:14 AM
33	as above	4/29/2020 10:51 AM
34	Appreciation of the blank canvas	4/29/2020 9:09 AM
35	We are being science led - what is missing is an understanding of what this means and its limitations e.g. listening to a small group of individuals and their theories.	4/28/2020 3:14 PM
36	Overview	4/28/2020 2:37 PM

#	B	DATE
1	A proactive collective resource for emotional wellbeing and mental health support	5/7/2020 11:22 AM
2	New needs	5/7/2020 8:40 AM
3	a vision outside volunteering - the citizen approach	5/7/2020 7:48 AM
4	A new direction for the economy that is people-centred and ecologically sustainable.	5/6/2020 11:08 PM
5	Democratic structures which support local adaptation and community empowerment	5/6/2020 7:50 PM
6	Visionary, wise, wholly compassionate commitment	5/6/2020 6:05 PM
7	Knowing who the 'audience' is and what they actually need/want	5/6/2020 4:54 PM
8	Real focus on prevention as well as the necessary reactive stuff	5/5/2020 5:04 PM
9	challenge	5/5/2020 10:44 AM
10	transformative thinking	5/5/2020 9:48 AM
11	looking forward with creativity and imagination to myriad positive futures	5/4/2020 4:34 PM
12	Emergency response plan	5/3/2020 9:48 PM
13	Strong Leadership at UK level	5/3/2020 5:51 PM
14	Inclusion	5/3/2020 3:15 PM
15	Reassurance that all the ways of connection and community upholding of each other that has surfaced so well in the last 6 - 8 weeks, will be examined and explored adequately, to be 'bookmarked' and built on for the future	5/1/2020 11:33 PM
16	A compelling vision of a better future rather than thinking we need to return to where we were before the lockdown	4/30/2020 5:09 PM
17	Competence and willingness to learn	4/30/2020 4:35 PM
18	Trust	4/30/2020 2:46 PM
19	Reflection and evaluation on the value of what we have done	4/30/2020 10:27 AM
20	A strategy. Without the forward notice that our Government could have offered, even in January, an emergency strategy could have been created and some of the obstacles we are finding now, could have been avoided ie lack of technologies. Even if we hadn't of needed to use the strategy it would have possible raised areas that needed to be explored anyway.	4/30/2020 10:05 AM
21	a dialogue with citizens about where we want to go forward to not just assuming we want to return to normal service	4/29/2020 4:17 PM
22	shared leadership - in all directions!	4/29/2020 2:39 PM
23	Multi-vocal perspectives (Especially vertical voices)	4/29/2020 1:20 PM
24	real debate about the scale of the decisions that need to be made	4/29/2020 11:14 AM
25	Seizing the opportunity to co create	4/29/2020 9:09 AM
26	An open, diverse and wide debate on whether the direct and indirect harms caused by our response to Covid-19 may outweigh the harm caused by the virus itself.	4/28/2020 3:14 PM
27	Really pausing	4/28/2020 2:37 PM

Q8 What do you hope will emerge from this crisis in 2 - 3 years' time?

Answered: 38 Skipped: 0

ANSWER CHOICES	RESPONSES	
A	100.00%	38
B	89.47%	34

#	A	DATE
1	Normalisation of remote working	5/7/2020 11:22 AM
2	Sustainable community working	5/7/2020 8:40 AM
3	Less Greenhouse gas emissions	5/7/2020 7:58 AM
4	citizens strengthened / clearer on what enables wellbeing for themselves and others	5/7/2020 7:48 AM
5	Massive increase in cycling - and prioritisation of active travel infrastructure - and in allotments.	5/6/2020 11:08 PM
6	Greater trust of employees in their intentions, to self-organise and to balance work/life	5/6/2020 7:50 PM
7	Support for new generations to overcome anxiety	5/6/2020 6:05 PM
8	our current collective vulnerability helps us to be more understanding - we start to reframe concepts such as 'accessible' and 'inclusive' - these are built in by default.	5/6/2020 5:31 PM
9	Lots of learning. A lasting focus on shared goals, and the teamwork/values/behaviours elements required to achieve	5/6/2020 4:54 PM
10	A real sense of value on how creative bravery has been an essential skill for our survival and a means to see this embedded in our curriculum	5/6/2020 12:14 PM
11	Better, faster and more person centred services that work	5/5/2020 5:04 PM
12	people focused change	5/5/2020 10:44 AM
13	truly sustainable organisations	5/5/2020 9:48 AM
14	greater understanding of the interconnected nature of reality and equity and resilience in all aspects of society, health, communities, education, economy, employment, housing, justice, wealth distribution	5/4/2020 4:34 PM
15	Front line staff speaking up and listened to	5/4/2020 12:03 PM
16	Trust-worthy public sector	5/3/2020 9:48 PM
17	a stronger society, where humanity and care for one another trumps consumerism	5/3/2020 5:51 PM
18	Greater sense of community	5/3/2020 3:15 PM
19	A National Health and Social Care Service (NHSCS)	5/2/2020 2:15 PM
20	that the better world we find when we emerge from this, has been anchored and built upon	5/1/2020 11:33 PM
21	More flexibility in working arrangements, reduction in need for huge rents on buildings	5/1/2020 9:44 PM
22	New models of working e.g more diversity, reach more people with our work	5/1/2020 4:20 PM
23	More diverse working patterns	4/30/2020 9:09 PM
24	Like Kate Raworth says - a regenerative, distributive economy	4/30/2020 5:09 PM
25	changed perceptions in valuing contributions to society at large	4/30/2020 4:35 PM
26	New ways of working	4/30/2020 2:46 PM
27	More team led initiatives and real empowerment	4/30/2020 10:27 AM
28	A new and more caring Government, and maybe Scottish Independence, and much more investment in public services and local authorities. Local public services are centrally to dealing with emergencies like this, being able to achieve on a smaller scale is much more manageable. Smaller countries seem to have managed this better.	4/30/2020 10:05 AM
29	Less red tape , more trust of staff , adequate resources	4/29/2020 11:20 PM
30	A reassessment of who is of value in society	4/29/2020 4:17 PM
31	a greater commitment of health improvement - ensuring greater equity of healthand wellbeing to protect more people from the effects of future health crises	4/29/2020 2:39 PM
32	Some form of understanding of what our fragile anchors are in our interconnected communities that we must manage closely	4/29/2020 1:20 PM
33	dialogue with communities around delivery of services and individual responsibility	4/29/2020 12:46 PM
34	phycially smaller lives but more sustainable lives	4/29/2020 11:14 AM

35	a shift in focus of how we use time, with a focus on connection not 'updating'	4/29/2020 10:51 AM
36	A system where learning is co-created between different stakeholders	4/29/2020 9:09 AM
37	a re-calibration of leadership - where the source of leadership is found and can be found.	4/28/2020 3:14 PM
38	Collaboration built on connection	4/28/2020 2:37 PM

#	B	DATE
1	Better work-life balance	5/7/2020 11:22 AM
2	More preventative work and less inequalities	5/7/2020 8:40 AM
3	Less commuting	5/7/2020 7:58 AM
4	state clear how they support this - clear vision of 'Interdependence "	5/7/2020 7:48 AM
5	New opportunities for young people - perhaps looking at educational approaches that are not built around the current school model.	5/6/2020 11:08 PM
6	Collaborative systems, behaviours and infrastructure	5/6/2020 7:50 PM
7	Citizen engagement in benevolent behaviour	5/6/2020 6:05 PM
8	I hope that we will value and take more time for reflecting, planning, engaging, learning, horizon scanning, thinking - to be more in a proactive Quadrant II rather than always in the reactive Quadrant I crisis mode.	5/6/2020 4:54 PM
9	A very different way of operating in education - moving the teacher from the centre of the classroom - giving them the autonomy to shape and inform the curriculum - allowing employers a way to support, inform and shape their future workforce.	5/6/2020 12:14 PM
10	Acceptable risk taking and less protection of the status quo and hiding behind unwieldy processes	5/5/2020 5:04 PM
11	climate focused change	5/5/2020 10:44 AM
12	genuine collaboration rather than competition	5/5/2020 9:48 AM
13	suspending judgement and less certainty about the way things are and greater willingness to experiment and take risks, greater unity	5/4/2020 4:34 PM
14	Ethic focused and data driven - including privacy by design	5/3/2020 9:48 PM
15	a shift from GDP being the measure of a successful economy	5/3/2020 5:51 PM
16	Reduction in public sector bureaucracy	5/3/2020 3:15 PM
17	Keeping what's good and ditching what doesn't work	5/2/2020 2:15 PM
18	That we make the most of all the silver linings that have emerged	5/1/2020 11:33 PM
19	Reduction in travel, better balance of work and home life	5/1/2020 9:44 PM
20	And understanding that we have to stand strong within our communities, but we are part of a national and global community	5/1/2020 4:20 PM
21	A just society, inclusive, diverse, healthy and well-functioning	4/30/2020 5:09 PM
22	a serious challenge to the excesses of capitalism	4/30/2020 4:35 PM
23	Climate change improvement	4/30/2020 2:46 PM
24	Transformation of normal into 'new'	4/30/2020 10:27 AM
25	A society that is more empathetic, that recognises the vulnerabilities, recognised how their voice matters and their vote matters. Increase volunteering, but also recognition that many of the things are led by charities should be funded by Government. They are essentials that should not exist on inadequate annual funds. Increased investment in the NHS. The doctors and nurses that work in the NHS are amazing but overworked and undervalued. We do not have the best health system in the world as our Government try to tell us. We need to look at health systems such as those that exist in Germany with so many more doctors and beds per 1000 people. We need to campaign for workers rights. So many low paid workers have been abused through this time with lack of protection of all types. Sorry for the rant and more than two points.	4/30/2020 10:05 AM
26	The result of reconfiguration of services giving better outcome	4/29/2020 11:20 PM
27	social care will be part of the plan not put aside as it is too difficult to tackle	4/29/2020 4:17 PM
28	greatly improved food supply/chain resilience and therefore security	4/29/2020 2:39 PM
29	A greater understanding of deep work and how to carve it into regular practice	4/29/2020 1:20 PM
30	an honesty about the fallacy that 'we can not all have it all'	4/29/2020 11:14 AM

31	a shift in power to those who deliver the service	4/29/2020 10:51 AM
32	A system with distributed power between all stakeholders. A human learning system	4/29/2020 9:09 AM
33	accepted 'challenge' from others in everyday work and practice - both welcomed and given	4/28/2020 3:14 PM
34	Local rather than Global	4/28/2020 2:37 PM

Q9 Given your professional responsibilities, where are you wrestling with uneasiness? What (metaphorically speaking) keeps you awake at night?

Answered: 38 Skipped: 0

ANSWER CHOICES	RESPONSES	
A	100.00%	38
B	71.05%	27

#	A	DATE
1	Productivity loss	5/7/2020 11:22 AM
2	How to get the space to influence broader thinking	5/7/2020 8:40 AM
3	Ability to balance work - schooling - time for me	5/7/2020 7:58 AM
4	Effect of austerity on trust relationships and good thinking between people in the sectors	5/7/2020 7:48 AM
5	I am (literally - though only sometimes) awake at night worried about the financial viability of my voluntary organisation.	5/6/2020 11:08 PM
6	Widening inequality - mutual support s great, but is it making a difference for the poorest and most vulnerable?	5/6/2020 7:50 PM
7	Can human nature rise to this incredible challenge?	5/6/2020 6:05 PM
8	That our previous work/learning gets lost in the noise of trying to 'get back to normal'	5/6/2020 5:31 PM
9	At the moment, it is how to support staff to get the technical skills etc to use (a limited versionMS Teams, when we have not yet got the understanding of the philosophy and culture required - for example it is all about transparency and collaboration - yet we still exist in amongst confidentiality, anonymity, closed 'private' - that's a massive clash	5/6/2020 4:54 PM
10	Thinking about the students who are struggling now.	5/6/2020 12:14 PM
11	That we are missing vulnerable children and families	5/5/2020 5:04 PM
12	tone and messaging for all	5/5/2020 10:44 AM
13	reduction in staff numbers	5/5/2020 9:48 AM
14	that the need for certainty (which is impossible) will drive people back to what has always been and less appetite for questioning assumptions	5/4/2020 4:34 PM
15	value of role not recognised	5/4/2020 12:03 PM
16	Broken or non-existent communication of information	5/3/2020 9:48 PM
17	Making sure that my team are looked after, feel safe, secure, and valued	5/3/2020 5:51 PM
18	My family health	5/3/2020 3:15 PM
19	Feeling overwhelmed by the (perceived) demand on mental health and wellbeing services	5/2/2020 2:15 PM
20	how will we support people's mental health to its best, post Covid?	5/1/2020 11:33 PM
21	Online security - the number of COVID-19 related cyber crimes continues to grow,	5/1/2020 9:44 PM
22	The loss of talent from the sector because of long term closure of venues and the need make staff redundant	5/1/2020 4:20 PM
23	Isolation. Loss of connection. Lack of authentic relationships.	4/30/2020 9:09 PM
24	I worry about maternal and child health - domestic violence, impacts on pregnancy, widening inequalities, stress on parents caring for disabled children 24/7	4/30/2020 5:09 PM
25	Powerlessness	4/30/2020 4:35 PM
26	Inequity for children, young people: lack of schooling	4/30/2020 2:46 PM
27	That the organisation will just try to pick up where it left off instead of starting again with something different for business as usual	4/30/2020 10:27 AM
28	That education is at the heart of this. There needs to be fundamental changes to our education system. A system that reduces competitiveness and has empathy, social consciousness, curiosity, collaboration, adaptability and equity and heart and in its daily functioning will create a much better society in the future. An education system that promotes questions so we do not immediately believe what we are told. It will take time to have an impact on society but it will be worth that wait. A system that focus more on society and people rather than jobs.	4/30/2020 10:05 AM
29	Staff wellbeing , are we doing enough	4/29/2020 11:20 PM
30	We know what the issues are but how do we take the whole population with us	4/29/2020 4:17 PM
31	how easilly and quickly health improvement work was displaced	4/29/2020 2:39 PM

32	How we'll balance global initiatives while supporting our local issues	4/29/2020 1:20 PM
33	the pause in activity and personal feeling that I "should" be doing more	4/29/2020 12:46 PM
34	What role am I playing in supporting Horizon 1	4/29/2020 11:14 AM
35	how to engage in senior leaders in setting a long term vision to shape decisions in the short to mid term	4/29/2020 10:51 AM
36	My organisation having no idea of what we are working to achieve at this time	4/29/2020 9:09 AM
37	students who will not receive face to face support from peers and staff possibly until Jan 2021	4/28/2020 3:14 PM
38	Staying stuck- reproducing old patterns	4/28/2020 2:37 PM

#	B	DATE
1	Missing socialisation of the workplace	5/7/2020 11:22 AM
2	How to adapt offering that is meaningful	5/7/2020 8:40 AM
3	what will be revealed as the 'stillness' melts	5/7/2020 7:48 AM
4	I do feel sad that so much discussion about possible futures feels so constrained and timid.	5/6/2020 11:08 PM
5	The sheer level of unprecedented uncertainty for the future of the planet is keeping many of us awake!	5/6/2020 7:50 PM
6	What approach can yield optimal openings?	5/6/2020 6:05 PM
7	Wanting things to be different - I dont want to go backwards.	5/6/2020 12:14 PM
8	That we inadvertently widen the inequality gap	5/5/2020 5:04 PM
9	range of starting point in understanding	5/5/2020 10:44 AM
10	that the lure of Heroic leadership will set us back decades	5/4/2020 4:34 PM
11	lack of clarity of role.	5/4/2020 12:03 PM
12	Consensus versus consent based decision making	5/3/2020 9:48 PM
13	A sense of overwhelm - we've been so busy over the past 8 weeks that at times it's been too much	5/3/2020 5:51 PM
14	That the education system takes this opportunity to do a complete overhaul, with the emerging child's development and needs at its centre for their wellbeing	5/1/2020 11:33 PM
15	Motivating staff, keeping good mental health for myself and my team	5/1/2020 9:44 PM
16	Poor communication within the company, sector and to the public	5/1/2020 4:20 PM
17	I worry about young people's mental health - it was a concern before lockdown and the lack of smooth transitions, loss of contact with friends during this time will exacerbate this. In addition, their futures look much more uncertain and the jobs they were thinking of doing may not be there in 2-3 years time.	4/30/2020 5:09 PM
18	Domestic abuse rise and poverty	4/30/2020 2:46 PM
19	That power will get sucked back in to the centre	4/30/2020 10:27 AM
20	Inequality and vulnerability. There are too many children within families that see violence and substance abuse on a daily basis who are so much more vulnerable now. Why is this accepted. These children need to be in a safe place while their families are supported to recover.	4/30/2020 10:05 AM
21	How to we continue to reach underserved populations	4/29/2020 11:20 PM
22	the impact of social media going forward will they begave responsibly to help move to a different future.	4/29/2020 4:17 PM
23	isolation from people	4/29/2020 2:39 PM
24	How to work on futures while there is so much near term unrest	4/29/2020 1:20 PM
25	How can I create a sustainable career which is more about horizon h2+ or Horizon 3 - where are the opportunities in this?	4/29/2020 11:14 AM
26	The lack of focused attention and confidence in what is emerging	4/29/2020 9:09 AM
27	working in a remote way myself for the foreseeable future and how to best adapt	4/28/2020 3:14 PM

Q10 Finally, do you have any other comments or reflections on your experience of living and working through the pandemic so far?

Answered: 34 Skipped: 4

#	RESPONSES	DATE
1	Trying to be resilient. Newfound respect for primary teachers.	5/7/2020 11:22 AM
2	It is draining. Thoughtful of resetting boundaries and expectations to make it sustainable	5/7/2020 8:40 AM
3	Sheer mental health issues that are now appearing on parents is a huge factor	5/7/2020 7:58 AM
4	I have felt very much like a disconnected observer. Doing a few things (supporting my NHS spouse, working on my Voluntary Organisation website, supporting an elderly friend in various ways) - not doing anything at the level of the system.	5/6/2020 11:08 PM
5	As someone who worked remotely before, I'm aware how much easier it is to connect with people now. I also think the opportunity to witness the 'messiness' of one another's lives is potentially/hopefully transformative.	5/6/2020 7:50 PM
6	It is vital to be realistically positive/positively realistic	5/6/2020 6:05 PM
7	It is challenging, yet the possibilities and the potential for genuinely positive change are exciting. I miss hugs.	5/6/2020 4:54 PM
8	Its a process and I think I started off as a sprinter, thinking that we are training for a marathon can help me with pacing!	5/6/2020 12:14 PM
9	I'm excited and inspired by the possibility of real transformative change and want to play a meaningful part in that. I am dealing with the biggest disruptive change in my lifetime and need sometimes to temper my lofty work ambitions with a bit of kindness to myself and others too. We can't be kind enough in all of this.	5/5/2020 5:04 PM
10	It's getting easier and I am starting to see positives. Fear is the enemy	5/5/2020 10:44 AM
11	working from home has been transformational for many; video conferencing whilst not ideal and lacking in nuance can enable a wider range of actors to communicate collectively for better outcomes.	5/5/2020 9:48 AM
12	it's a journey. What I felt the first couple of weeks has changed and morphed so I don't see my responses as being set in stone - I am still "on the journey" with observation and learning	5/4/2020 4:34 PM
13	Some people have been very busy and others have found it difficult to find a role. Everything put down to 'that's just the way it had to be instead of learning how we might have done things differently	5/4/2020 12:03 PM
14	People, people, people. Is the answer to the question. Employees, citizens, partners and collaborators. In that order.	5/3/2020 9:48 PM
15	In a perverse way, I'm enjoying the experience. At a work level, it's an interesting strategic challenge and I've relished the opportunity to rethink everything that we do	5/3/2020 5:51 PM
16	I'm enjoying spending more time at home but finding endless teleconference and video calls more tiring than work would usually be. Noticing how much energy I use trying to be there for others and also needing to be there for myself.	5/2/2020 2:15 PM
17	The range of emotions has been surprising. Also the most unimaginable thing has happened and it has affected my own mental health - I have a low-level, continuous underlying tension which is related to this situation. Not seeing an end to this is proving difficult, and I am sure this is the same with most people. The need for organisations, leaders to try to help take off any pressures is so important. My organisation has done particularly well in this, through excellent communication, guidance and support to its staff.	5/1/2020 9:44 PM
18	The need to reflect on the past as a place for solutions, along with new visions.	5/1/2020 4:20 PM
19	Proved that collaboration is possible without people having to be corralled into the same room at every stage. It's about trusting professional relationships not presenteeism.	4/30/2020 9:09 PM
20	I am fortunate but very aware of others living in high rised flats, few places to take exercise, with young children or teenagers, it will be particularly hard. Also noticing the pain of bereavement and speed of funerals can make loss of loved ones harder to bear.	4/30/2020 5:09 PM
21	For the first time ever I have been okay for a few weeks of marking time.... or maybe hiding.... but now feeling the need to do something	4/30/2020 4:35 PM
22	Increase in neighbourliness and wartime spirit juxtaposed against loss of time and face to face contact with loved ones.enjoyed time at home:return to basics baking, sewing, reading	4/30/2020 2:46 PM
23	Personally it has led me to a place of calm as I am able to legitimately work in the way that suits me best - home based (without others devaluing it); holding space for an empowered	4/30/2020 10:27 AM

	wider team; allowing and encouraging expression and sharing of feelings as we support each other as a senior team.	
24	The importance of friends, family and relationships have become enhanced and the need for us to all recognise wider support needed in our communities and not to wait for others to do something about it.	4/30/2020 10:05 AM
25	Desperate times but hope in what we might be able to build for population health in the future through the changes we make now . I want the realignment and whole system working to continue	4/29/2020 11:20 PM
26	Personally I do feel guilty that my life hasn't been impacted too much I can still work and live in an area that is healthy but many others are having to bear the brunt of this with very little help. Also what will the future hold for so many if many businesses collapse how will they survive?	4/29/2020 4:17 PM
27	tough	4/29/2020 2:39 PM
28	The joys of parenting are a very joyful distractions to uncertainty. They are also a good excuse to pull you away from deeper/reflective work...	4/29/2020 1:20 PM
29	everybody's experience is unique. I worry that the learning from this will go untapped at a national level (UK Gov) with the push to return to normal. That the benefits that we are seeing with reduced consumption will be lost. I have my own plan but there is so much potential	4/29/2020 12:46 PM
30	How in retreating into our own 'bubbles' we have become disconnected from the scale and reality of the debate that we need to be engaging in - and how many people/colleagues feel they have no choice but to sit back and be a more passive recipient of what is happening rather than engaging with the discomfort of how difficult the future might be	4/29/2020 11:14 AM
31	Isolation really detracts picking up on organisation mood and sensory leadership is neutered	4/29/2020 10:51 AM
32	it is an amazing opportunity to learn our way into the future and I want to work with anyone and everyone who sees this opportunity.	4/29/2020 9:09 AM
33	My own situation involves small children, two working parents and an unwell mum who was in hospital with the virus. Attending to the emotional needs and mental health of my family and myself has come first above all else and this must remain. Equally the pace of life has altered for the better. I will try to keep hold of this as we move beyond the current situation.	4/28/2020 3:14 PM
34	Everything feels amplified and all levels are affecting- inner worlds, relationship and political.... and the creativity has been enormous	4/28/2020 2:37 PM