



HANDLING REMOTE WORKER BURNOUT

I understand that presenteeism is the practice of employees coming to work while sick or adversely affected by emotional distress. What about employees who work remotely? What can supervisors do to help them, and do they have the same issues?

When applied to remote workers, presenteeism is sometimes referred



"I can't remember—do I work at home or do I live at work?"

to as “e-presenteeism.” With any type of presenteeism, employees are “there without really being there.” They are working while sick or emotionally overwhelmed with distracting concerns that diminish their ability to be fully effective. E-presenteeism is a more recent concern among human resource professionals. It has appeared in the literature coinciding with the coronavirus pandemic.

Anxiety, burnout, isolation, and loneliness may gravitate to the home office. HR managers fear that logged-on hours are stretched, and employees do not perform to their fullest capacity while logged in; which equals presenteeism in the home office. One survey found 80% of human resource managers fear a subculture of this low-level

productivity could slowly dominate the remote worker environment. Ultimately, loss of workers is the risk if employees burn out and quit. Awareness of e-presenteeism is important. As a supervisor do not overlook what you see. Ask questions and be known as a top-notch listener. When your dialogue is dominated by the employee’s anxiety, depression, or other mood-related disorders – be an assertive source of referral to the EAP! Delegate assignments with awareness (that means more listening and asking astute, clarifying questions, and don’t hesitate to recommend the EAP for life stressors team members disclose.

Learn more at www.theundercoverrecruiter.com/epresenteeism-burnout/.

Leadership Orientation Session B

Friday, Dec. 10th, 2021
9:00 am - 11:30 am

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online: www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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