



REMOTE VS ON-SITE WORKPLACE STRESS

There is debate about which employees are more stressed, those on-site or those who work remotely. What does the research say? What do leadership staff need to know & and do?

A Gallup pandemic-era study discovered that remote workers tested out as more stressed, but at the same time, more engaged than their 'onsite' colleagues. A Forbes-published study indicates that success in the mix of remote and onsite work identifies five ideas useful to leadership staff in optimizing engagement in the mix of remote and onsite work.

Leadership Orientation Training - Session B

Tuesday, Nov. 14
1:00pm - 3:30pm

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

1. DITCH

MICROMANAGEMENT

When face-to-face interactions are minimal, don't over-direct, instead ask questions! Solicit employees help in ensuring productivity, adequate communication, team effort, etc.

2. SHOW TRANSPARENCY

(AND VULNERABILITY) High-performing leaders are transparent! When you are not sure, the most important question may be "What do you need from me right now?"

3. REWARD AND RECOGNIZE

Employees' desire to be recognized increases by about 30% during challenging times. Experiment in the 'Zoom' environment celebrating success. Then solicit feedback; "How did that work?" "Was that

effort to reward encouraging?" "What could we do better?"

4. PRIORITIZE WELLNESS

(EMOTIONAL, MENTAL, SOCIAL) While 80% of companies said employee well-being would be important or very important for their success over the next 12-18 months, only 12% said they were equipped to deal with this issue. Is your HR department a resource? Your EAP?

5. MORE MEANINGFUL COMMUNICATION

Communication is "the oxygen" of a productive team. Unless you've worked remotely before, it's easy to downplay the importance of communication in overall team productivity. This takes effort, creativity, mentors and a lot of check-up questions, and a pattern of soliciting suggestions!

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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