



SUPPORTING YOUR EMPLOYEES WORK FROM HOME EXPERIENCE

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Stress and tension run high during uncertain times and adapting to a new work experience, like working from home, can add to the stress levels. The temptation to control every aspect of your employees experience may be increased as everyone adjusts to working physically distanced. However, everyone needs ample autonomy to manage a mountain of shifting dynamics in their homes. Here are a few ways to support your employees in their work from home experience:

Do They Have What They Need?

Working from home comes with the realization that employees may not have exactly what they need to do so effectively. Connect with your employees and make sure they have the resources and materials to do their jobs well. Some things to think about include:

- » Laptop
- » Internet/VPN access to company files
- » Phone line vs computer
- » Downloaded proper applications for virtual conferencing
- » Ergonomics issues*

*[Download this checklist](#) and see the training course below for specific tips for ergonomic workstations.

Meaningful Support

After verifying that your employees have the tools they need to complete their work, the next thing is to provide them with meaningful support. Things to consider for meaningful support include:

- » Clarifying priorities and expectations.
- » Holding virtual office hours for employees to have routine access to you.
- » Finding ways to bring levity to this situation.
- » Creating opportunities to express gratitude
- » Encouraging frequent breaks.
- » Checking in on people's emotional state.
- » Hosting dialogues where people can ask for extra support from team members.
- » Holding space for people to talk about other aspects of coping.



Listen to the needs your employees have to be successful while working from home. According to Self Determination Theory, [needs supportive environments](#) help people adapt to change. Acknowledging what people need to get the job done is part of them feeling supported. In some cases you will be able to meet their need. In other cases you won't be able to, but by listening to and acknowledging their needs, you will still help them adjust to the change. We hope this module has been of help to you as you continue to navigate issues related to COVID-19 and your business.



WANT MORE?

Learn posture habits and stretching for a healthier lifestyle whether working from home or the office in this course, *Worksmart Ergonomics*.

<https://institute.welcoa.org/courses/worksmart-ergonomics/>