Managing remote workers for the 1st time? Build good habits now that will make you a better manager back in the office!

RISK:

What a palaver! I'll only get in tough if urgent

I'll put out loads of long, informative emails

They know their

work is good/bad

Can't be trusted, better ping them every half hour

No need to praise or help

BARRIERS: ormality of contact Lack of support & understanding Info delivered in unhelpful ways

> I'd better not disturb them. I'll wait for an answer

This is only temporary, no need to check on their wellbeing or development

> What do I do next?

Can't get anything done with all this messaging

> What do they think of my work?

If I get a cuppa will they think I'm not working?

I've an issue that's tricky to bring up in group meetings

OPPORTUNITY:

I have an important role to:

- clearly communicate vision & tasks
- offer advice & support
- get to know people: issues, development, goals
- give trust

- have supportive conversations
- understand when things go wrong
- offer praise & recognition
- be a role model
- encourage healthy work-life balance
- encourage worker interaction



- clear on my role
- supported enough but not smothered
- known & recognised
- empowered to get on but responsible to deliver
- I can have a cuppa and chat like I would in the office
- like my manager gets the difficulties of working remotely

Original research by UEA and Kingston for IOSH Related online tools

Relevant workplace wellbeing information

