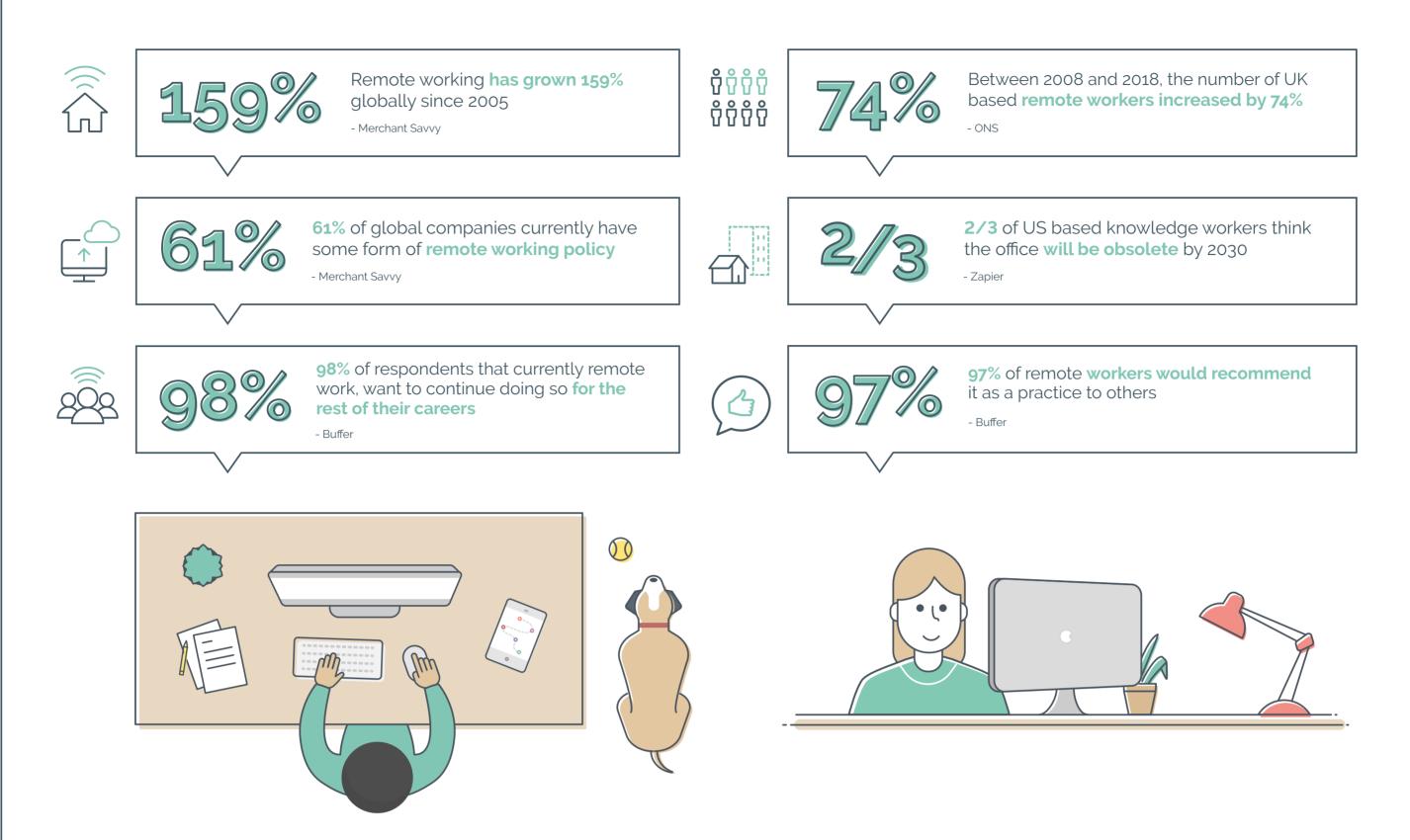
Working from home - what does it look like?



But... how do we ensure it's remote working, not working alone?



20% of remote workers struggle to sustain collaboration and communication - Buffer

Implement game design thinking – activity loops with a call to action followed by feedback. For example; a verbal reminder of a task, followed by team recognition once the action is complete. Establish best practices with your communication tools of choice. Where should employees share a funny anecdote? Where should they have high-level discussions?



74% of workers admit they would quit their job for another that offered remote working - Merchant Savvy

Employers may struggle to adapt to this growing expectation

Use the RAMP (Relatedness, Autonomy, Mastery, Purpose) model of Self Determination Theory to help successfully manage your remote workforce.

Relatedness

Don't micromanage. Find ways to stay connected by leveraging tools to encourage conversation and collaboration

Mastery

Give frequent feedback so employees can continue to work towards their goals

Autonomy

Understand that your employees will have more freedom. Focus on Job done vs Time done, allow your employees to take accountability and trust them!

Purpose

Remind employees why their work is important. Help others and encourage them to do the same – remember the human aspect of work.



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