How to Support the Wellbeing of Remote Employees

Remote work has shifted every industry across the globe. But while this comes with several advantages, it's a lot harder to keep tabs on the well-being of your employees from a distance. Remote work carries its struggles and organisations have a responsibility to consider mental health issues that may result. Deloitte estimates that poor mental health costs industry employers $42bn – $45bn each year. [1] This demonstrates that looking after employees wellbeing is not only important from a moral perspective but also because employees' wellbeing may drastically impact organisational performance if they start looking for a new job or if day-to-day performance is compromised.

Let's break down how you can support the well-being of remote employees using technology and clever strategies.

Use Technology to Make Work Resources Easy to Access

Working from home comes with a lot of extra stress. Employees can't access the files or resources they are used to, and they may not always be able to commute to the office to pick up some documents. But today's technological leaps, using tools such as Google Drive, plus engagement apps for Human Resources applications, can make any work resources easy to access.
Simply upload any of the documents or files your employees might need and make them available via remote download. This can include training documents, filing forms, technical packets, you name it. Making resource retrieval easy for your employees will make them feel more secure in their new working environment, reducing employee turnover.

Technology Can Allow for Remote Get-Togethers

There's no getting around it – we humans are social creatures! But even though after-office parties seem a thing of the past, that doesn't mean that you and your employees shouldn't get together.
It's a great idea to host a virtual after-hours party via Zoom or other teleconferencing apps. Even if you're all having fun messing around with the backgrounds for your profiles, or just chatting about the latest episode of everyone's favourite TV show, it's excellent for mental health and will improve the well-being of your remote employees if you all get together every once in a while. We make friends at work. Lean into that fact and use technology to make socialization happen.

Develop an Employee-Focused Culture, and Use Technology to Spread It

A workplace's culture is critical, especially since millennials, who dominate the modern workforce, are more likely to look for a new place to work if they feel the culture isn't a good fit. This can be difficult for a remote worker to determine.

To fix this, it helps to showcase your culture via employee engagement apps whenever possible. This is especially true for new employees. Give their well-being and confidence a boost by putting your business's culture on display. Use videos, trivia, and questions to help new employees onboard easily and settle into their positions.

Make Regular Wellness Checkups

Technology leaves no excuse for bosses to not regularly check on their employees. Remote workers often feel isolated or distant from their bosses. This is especially important since PwC found that 51% of millennials want communication frequently or continually on the job and only 1% said good communication was not important to them. [2] You can boost your employees' mental health and show them that they matter by regularly checking up on them.

Shoot them a message every once in a while and don't hesitate to hold wellness training seminars through mobile apps or teleconferencing software. Even holding a conference like that can go a long way toward sending the right message: it shows that your care about your employees and they can come to you about their wellness concerns.

Scheduling is Tough When You Work From Home – Use Tech to Synchronize

Remote workers have a lot on their plates. You can relieve some of this stress, and the inherent confusion in trying to synchronize schedules, even though everyone's working from home, by using apps and other digital tools to create schedules and distribute them in moments.

Don't make your employees run around matching up schedules. Take the burden of remote work off their shoulders and let them do what they do best. This is sure to help their wellbeing across the board, plus provide a boost to employee performance.

Conclusion

Ultimately, the struggles faced by businesses switching to remote work are great. But technology, and staff engagement apps, can help you tackle those challenges and support the well-being of your remote workers at the same time. Check out what they can do for your business.

Sources
[1] - https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf
[2] - https://www.pwc.com/co/es/publicaciones/assets/millennials-at-work.pdf