



The Psychology of Working Remotely

For C-Suite Executives



SCAN ME

<https://qrco.de/bdw0zS>



Objectives

- Help remote employees overcome obstacles that impair productivity
- Identify practices that will make remote employees feel motivated & engaged
- Implement strategies to cultivate a sense of community, positive morale, & collaboration in an online work environment
- Receive resources including for ongoing wellness programming for staff





#1 Overcome Obstacles

To promote successful remote work

Current Employee Stressors

- Concerns for health & safety
- Adjustments to working differently
- Less social support and community
- Dependent care—work-life balance
- Financial fears & stress
- Racial injustice issues coming to the forefront
- Political divide and unrest, global conflicts
- Challenges managing uncertainty and change



STRESS AND ITS IMPACT ON ABILITY TO FUNCTION



27% of all adults said that most days they are so stressed they can't function



% REPORTING THEY ARE SO STRESSED THEY CAN'T FUNCTION

46% of those under 35



42% ages 35 to 44



16% ages 45 to 64



4% ages 65+



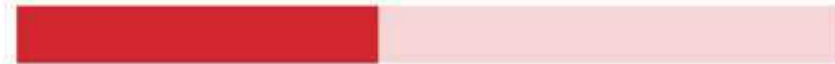
56% of Black adults under 35



46% white adults under 35



44% Latino/a adults under 35



43% Asian adults under 35



Stress vs Burnout

- Stress is the body's physical and psychological response to anything perceived as overwhelming
- Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress



Symptoms of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure

Decrease in:

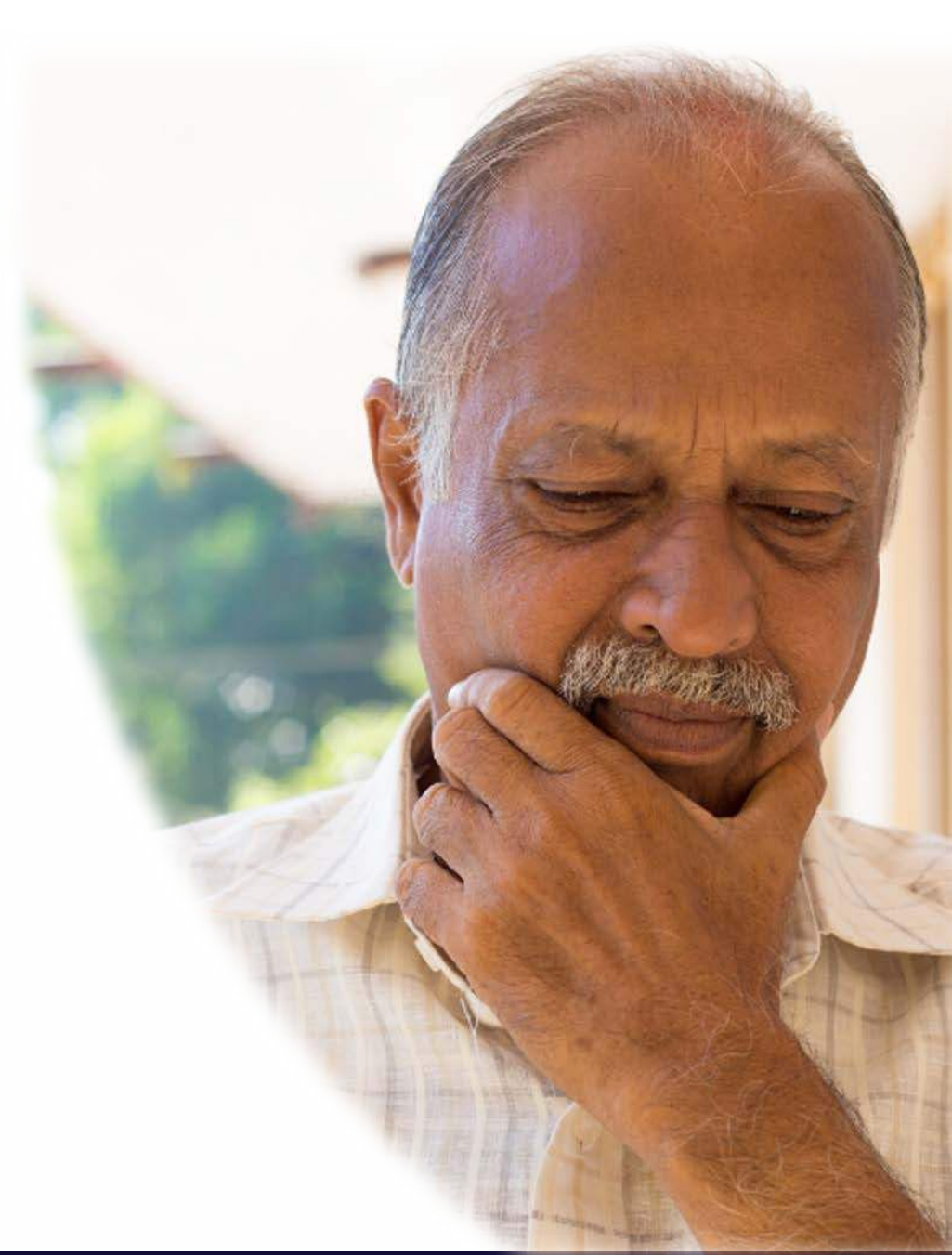
- Despair
- Cynicism
- Apathy
- Emotional exhaustion

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption

Staffing Challenges Caused by Burnout

- WHO study, 785,000 deaths per year from overwork & burnout
- The Great Resignation
- The Silent Resignation
- Shift Towards Self-Employment
- Difficulty recruiting new staff



The Disease of Being Busy & Multi-Tasking

- Hampers Creativity
- Drains Energy
- Reduces Wellbeing
- Reduces Efficiency
- Kills Prioritization
- Decreases Quality
- Shrinks Brain

Taken from Staford University "Cognitive Control in Media Multi-Taskers" Study



Mental Health Implications

- Feelings of grief and loss
- Increase in stress, anxiety and depression
- Increase in substance abuse
- Relationship conflict, abuse, violence
- Money anxiety
- PTSD/Trauma
- Increase in suicide



Mental Health Continuum

In Crisis

Very anxious
Very low mod
Absenteeism
Exhausted
Very poor sleep
Weight loss

Struggling

Anxious
Depressed
Tired
Poor performance
Poor sleep
Poor appetite

Surviving

Worried
Nervous
Irritable
Sad
Trouble Sleeping
Distracted
Withdrawn

Thriving

Positive
Calm
Performing
Sleeping Well
Eating normally
Normal social
activity

Excelling

Cheerful
Joyful
Energetic
High performance
Flow
Fully realizing
potential

Impact of Unaddressed Behavioral Health Issues on the Workplace

- Low Productivity
- Poor Team Morale
- Absenteeism
- Turnover
- Accidents/Injury
- Healthcare Costs



Cost of Behavioral Health Issues on the Workplace

- Addiction costs workplaces \$500 billion a year in absenteeism, turnover, healthcare costs, low productivity, etc.



What do Behavioral Health Problems cost your organization?

- The National Safety Council's [Substance Use Cost Calculator](#) provides information about the cost of substance use to employers based on number of employees, industry, and state.
- One Mind at Work's [Depression Cost Calculator](#) determines the financial impact of serious depression on the employers.

Reduce Stigma at Work

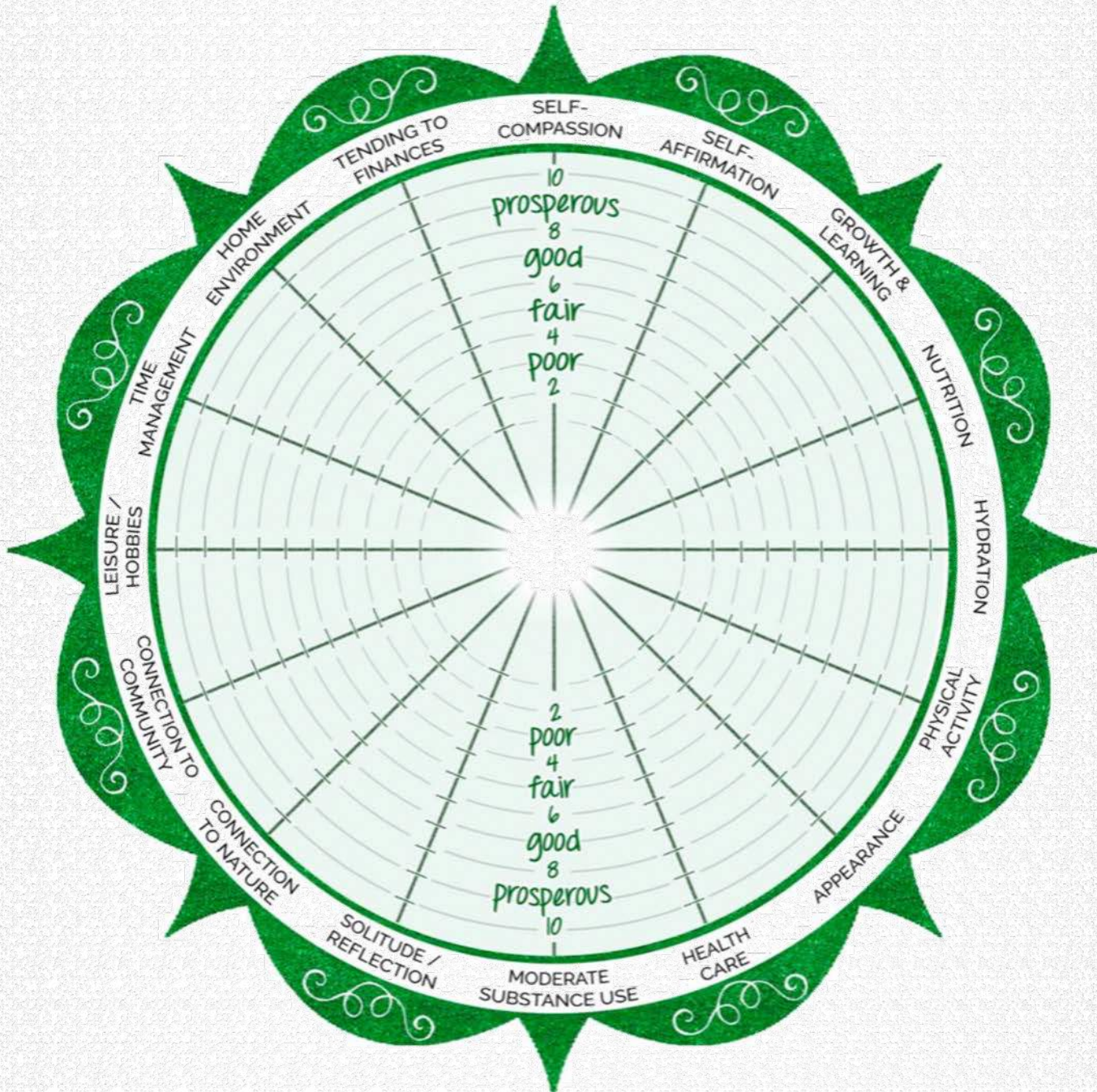
- Include behavioral health content in newsletters
- Promote awareness through signage ([NAMI](#) Infographics)
- Participate in social media campaigns such as [#CureStigma PSA's](#)
- Provide education about [HIPAA](#) , the [ADA](#) & [Mental Health Parity](#) to address concerns about confidentiality, protections and costs
- Mention mental health in sick day benefits
- Provide mental health & wellness trainings



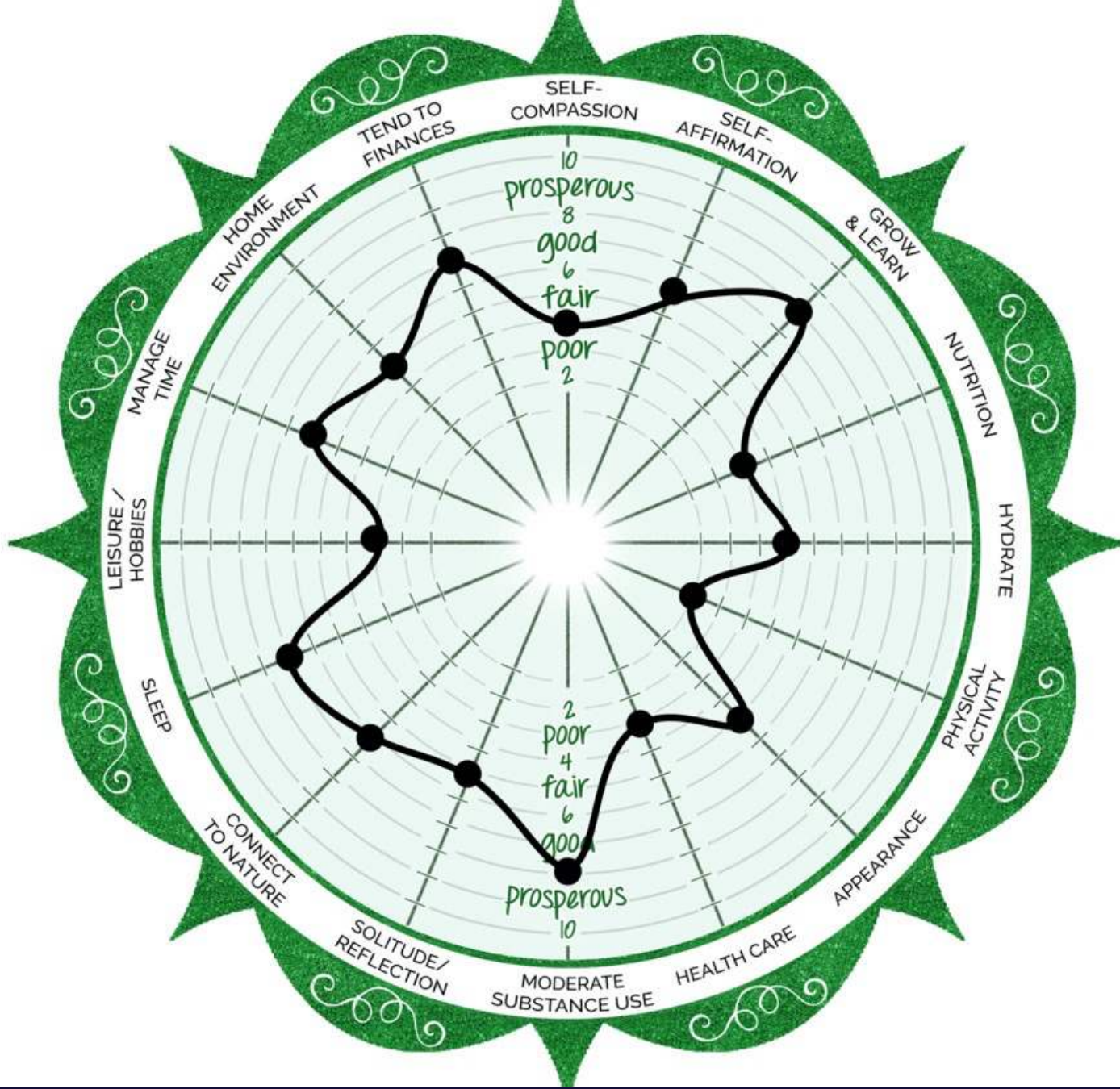
Prioritize Staff Well-Being

- Structure day/Manage time
 - Morning practice
 - Self-care
 - Support
- Set healthy limits and boundaries
- Use assertive communication
- Practice mindfulness





Self-Care Wheel



**Sample
Completed
Self-Care
Wheel**

Mindfulness in the Workplace

- GOOGLE
- NIKE
- ACCENTURE
- SONY
- LOREAL
- BRITISH AIRWAYS
- NOKIA
- MICROSOFT
- AMERICAN EXPRESS
- JOHNSON & JOHNSON
- Salesforce



Mindfulness & Work Research



Job Performance
Problem Solving
Work/Life Balance
Focus & Concentration
Ethical Decision Making
Creating & Innovation
Employer-Employee Relations



Emotional Exhaustion
Cognitive Rigidity
Intention to leave
Multi-tasking
Sick Days
Stress

Strategies to Increase Mindfulness

- Progressive muscle relaxation
- Breathing
- Unplugging from technology
- Body scan
- Listening & using your senses
- Positive mantra
- Mindful eating & spending
- Connection to nature
- Yoga
- Meditation
- Morning routine



Mindful Workplace Exercises

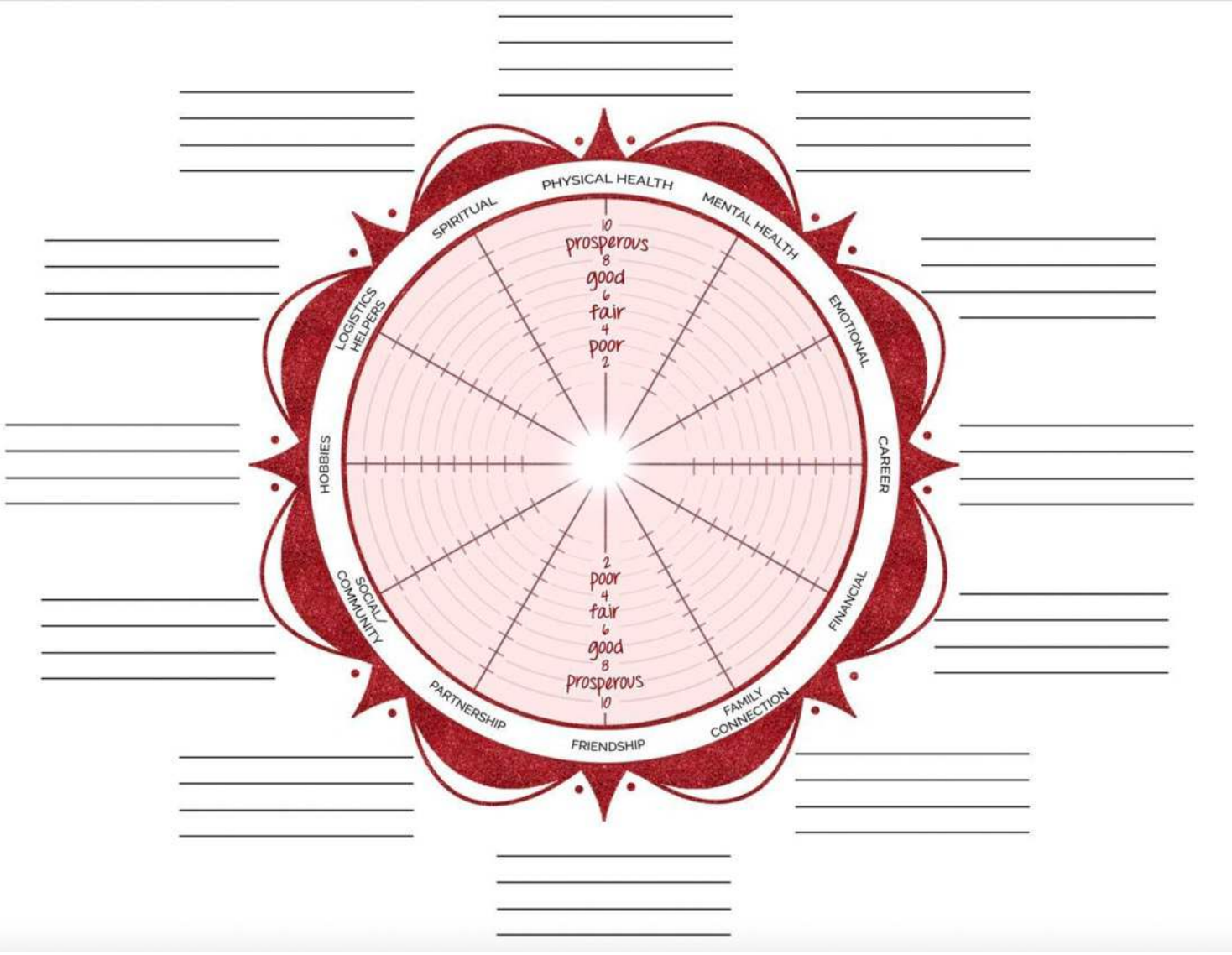
- Start your day with a mindful moment and plan for mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Pay attention to your coworkers



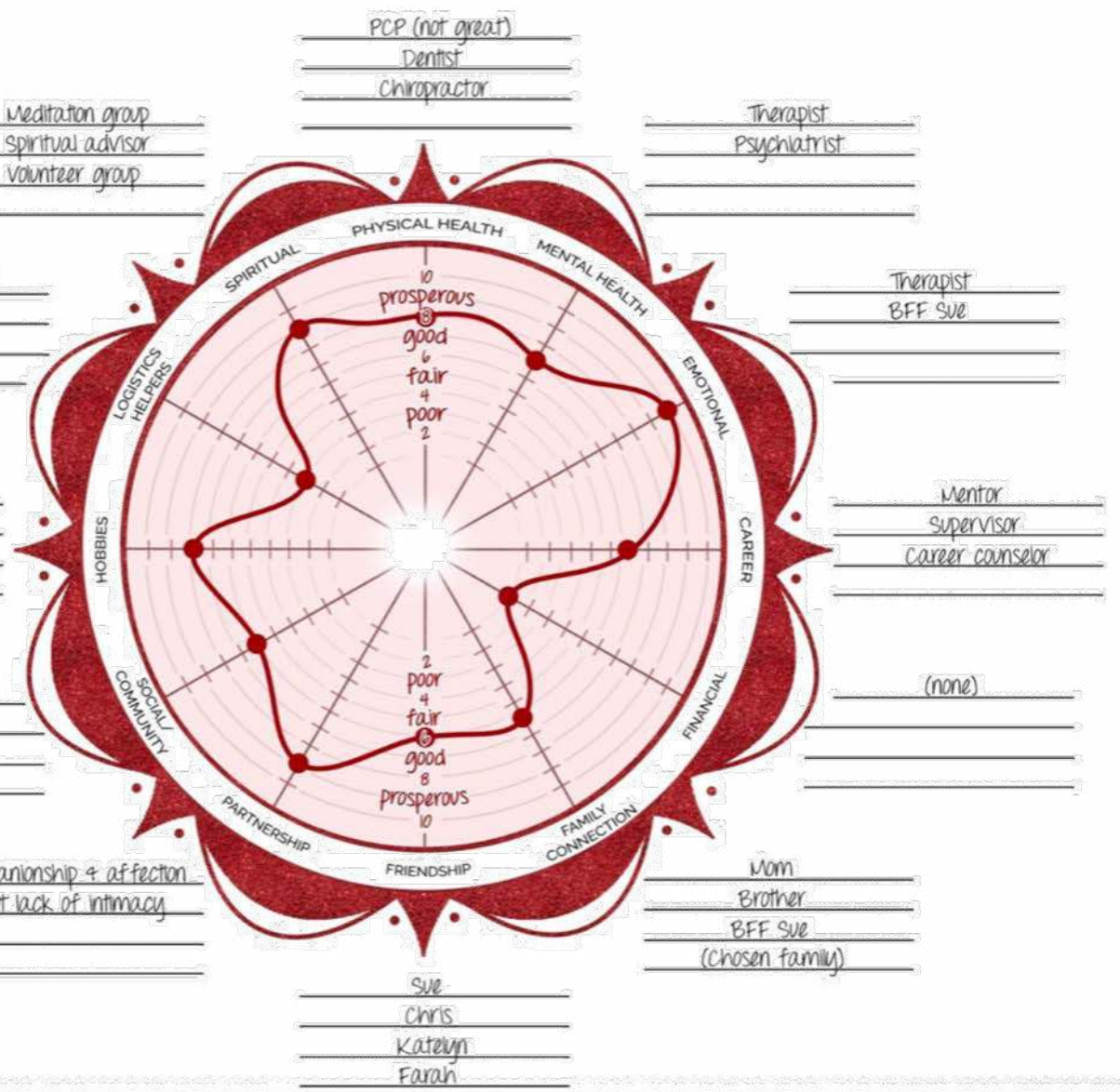
Source: <https://hbr.org/2016/03/how-to-practice-mindfulness-throughout-your-work-day>, <http://www.mindful.org/10-ways-mindful-work/>

Barriers to Accessing Support

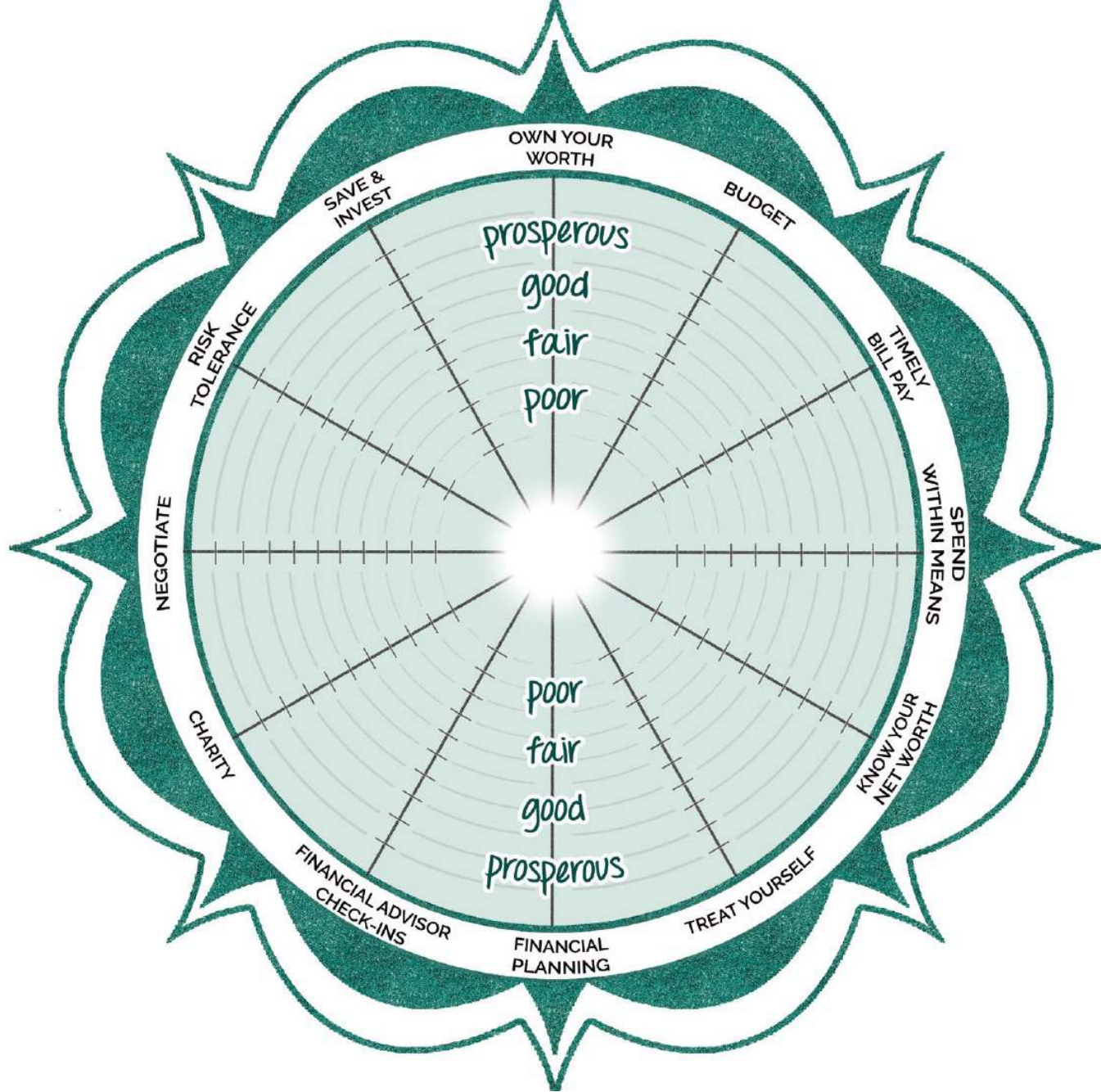
- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness



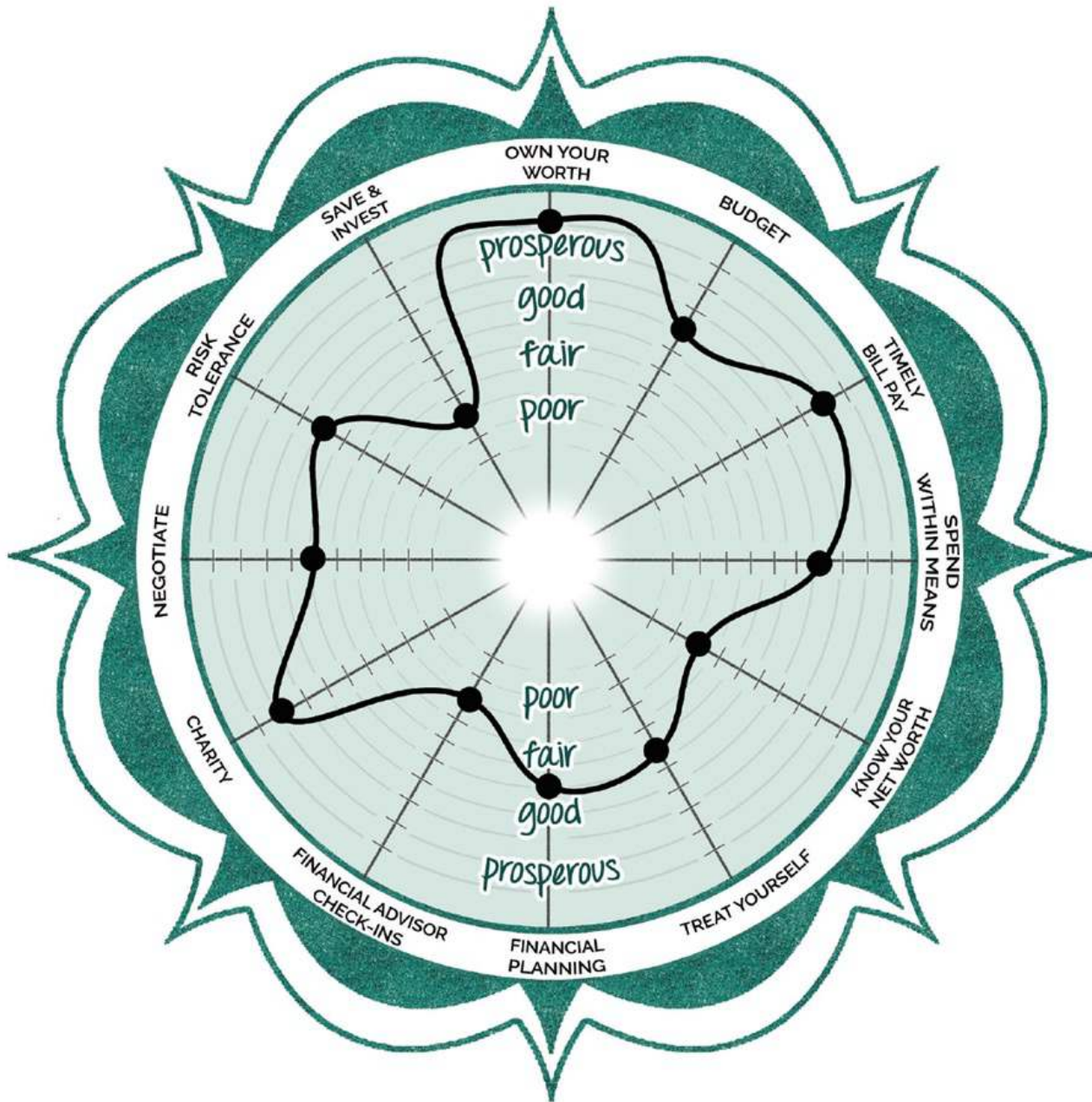
Support Network Wheel



Sample Support Network Wheel



The Financial Health Wheel



Sample Completed Financial Health Wheel

Work-Life Integration

- Flexible schedule
- Hybrid/remote flexibility
- Realistic deadlines
- Support resources
- Wellness benefits
- Staff training



A woman with long dark hair, wearing a white ribbed sweater and brown trousers, is smiling and looking at a tablet computer. She is standing in a modern office or cafe with large windows in the background. In the foreground, there is a wooden desk with a laptop, a pen holder, and a small potted plant.

#2 Identify Practices

To increase engagement and motivation

Cultivate Conscious Leadership

- Create/promote the company mission and vision
- Teach & encourage:
 - Emotional Intelligence
 - Self-Awareness
 - Empathy
 - Motivational Interviewing
 - Fostering interconnection



Suggestions for Leaders

- Take care of your own mental health
- Practice self-care
- Be aware of your emotional process (EQ)
- Maintain good boundaries with detachment
- Access support (counseling, coaching, consultation, mentoring, etc.)



Use Assertive Communication

- Neither passive, aggressive, nor passive-aggressive
- “I” Statements
- Honest, direct, clear, and diplomatic
- Does not triangulate
- Face-to-face best, then voice to voice, etc.
- Avoid conflict over email or text
- Diplomacy & Respect



Develop Your Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize and understand other people's emotions
- Manage relationships (manage the emotions of others)



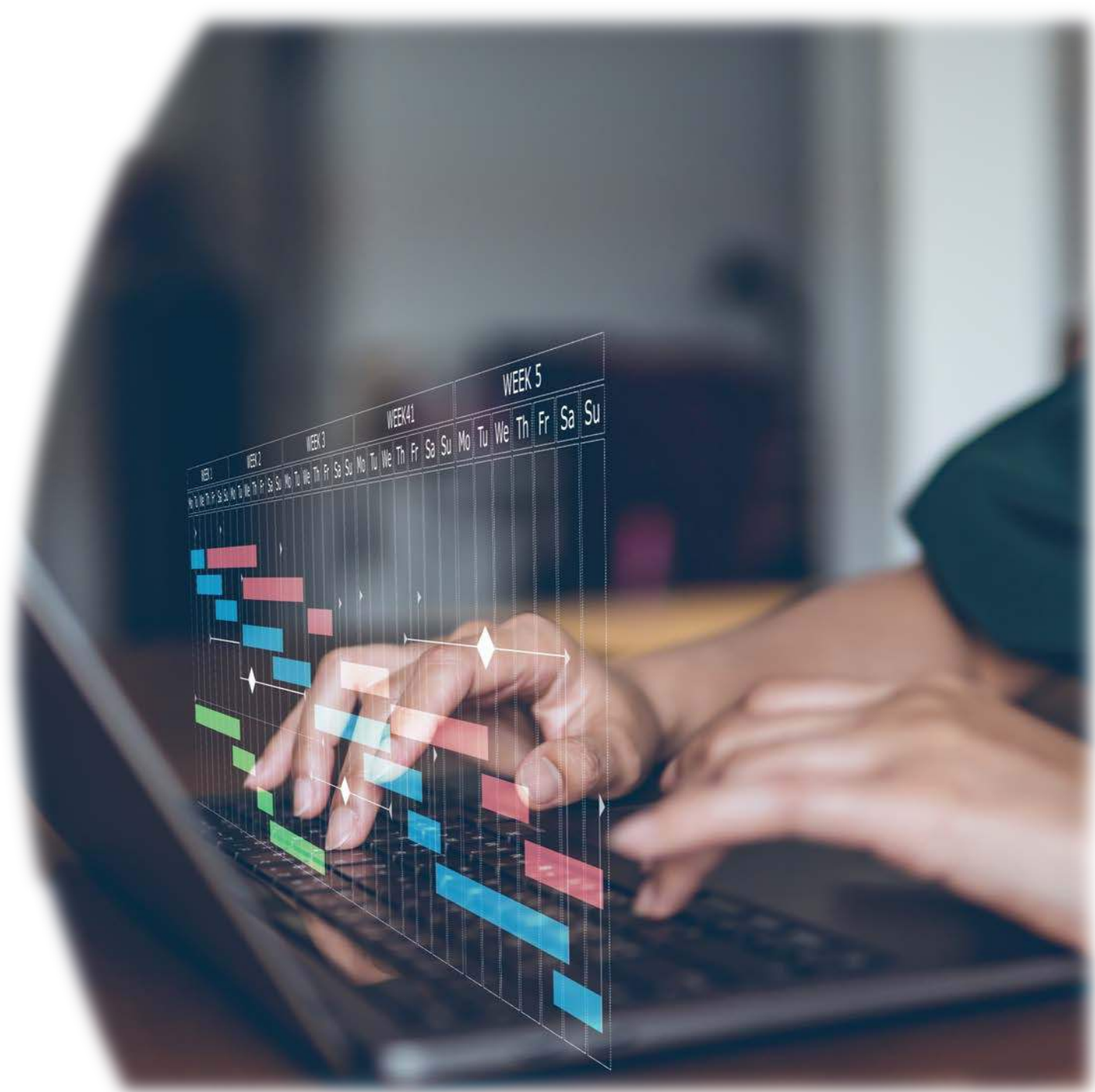
Promote Psychological Safety in the Workplace

- Open & productive conversations about workload & work time
- Flexibility, creativity and compromise
- Unifying and collaborative mentality
- Respect & empathy
- [Workplace bullying prevention](#)



Create Systems of Accountability

- Project management software
- Slack
- Strategize ahead with procrastinators—give more smaller deadlines to stay on track
- Ask them what they feel they can manage (ownership)
- Time tracking



A man wearing a red and white Santa hat and a dark blue button-down shirt is sitting at a desk. He is holding a gold gift box with both hands and looking towards a large computer monitor. The monitor displays a video call with four participants. The room is decorated with warm string lights and a large green plant in a glass vase. A laptop is open on the desk in front of him.

#3 Implement Strategies

To increase community morale and collaboration

Create a Collaborative Culture

- Avoid phrases that discourage support & collaboration:
 - "man up"
 - "power through"
 - "put on your big girl pants"
 - "suck it up"
- Speak in terms of "I, We and Us" versus "You and Them"



Community Connection

- Personal check-ins
- Genuine open-ended questions about what lights them up outside of work?
- Personal sharing
- Peer support
- Social/fun connection
 - Social forums
 - Book clubs
 - Events or retreats in nature
- Staff appreciation & recognition



Encourage Collaboration

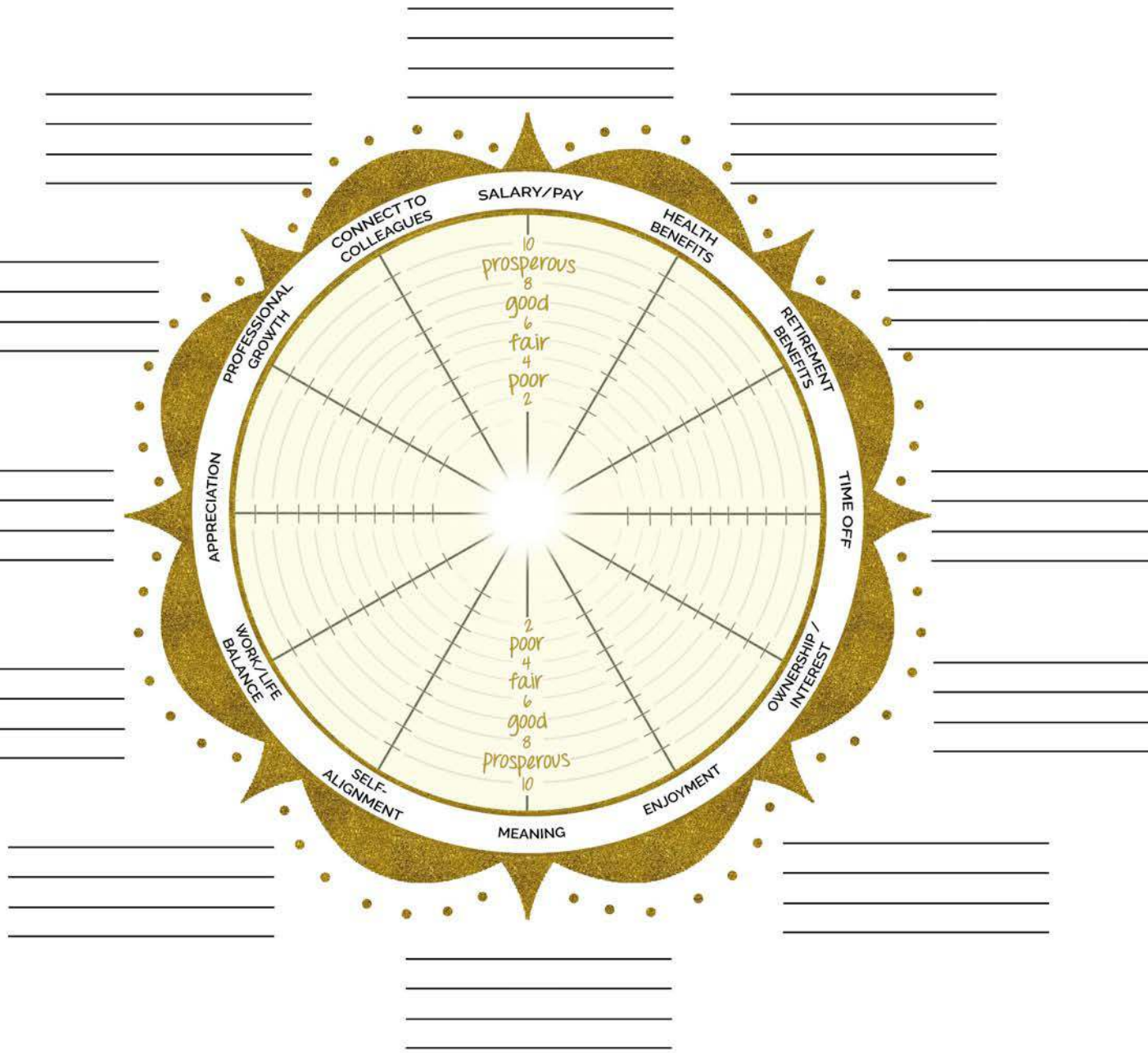
- Scheduled reporting out with feedback and brainstorming session to solve problems as a group
- Shared documents with ability to post comments and suggestions
- Mentoring programs



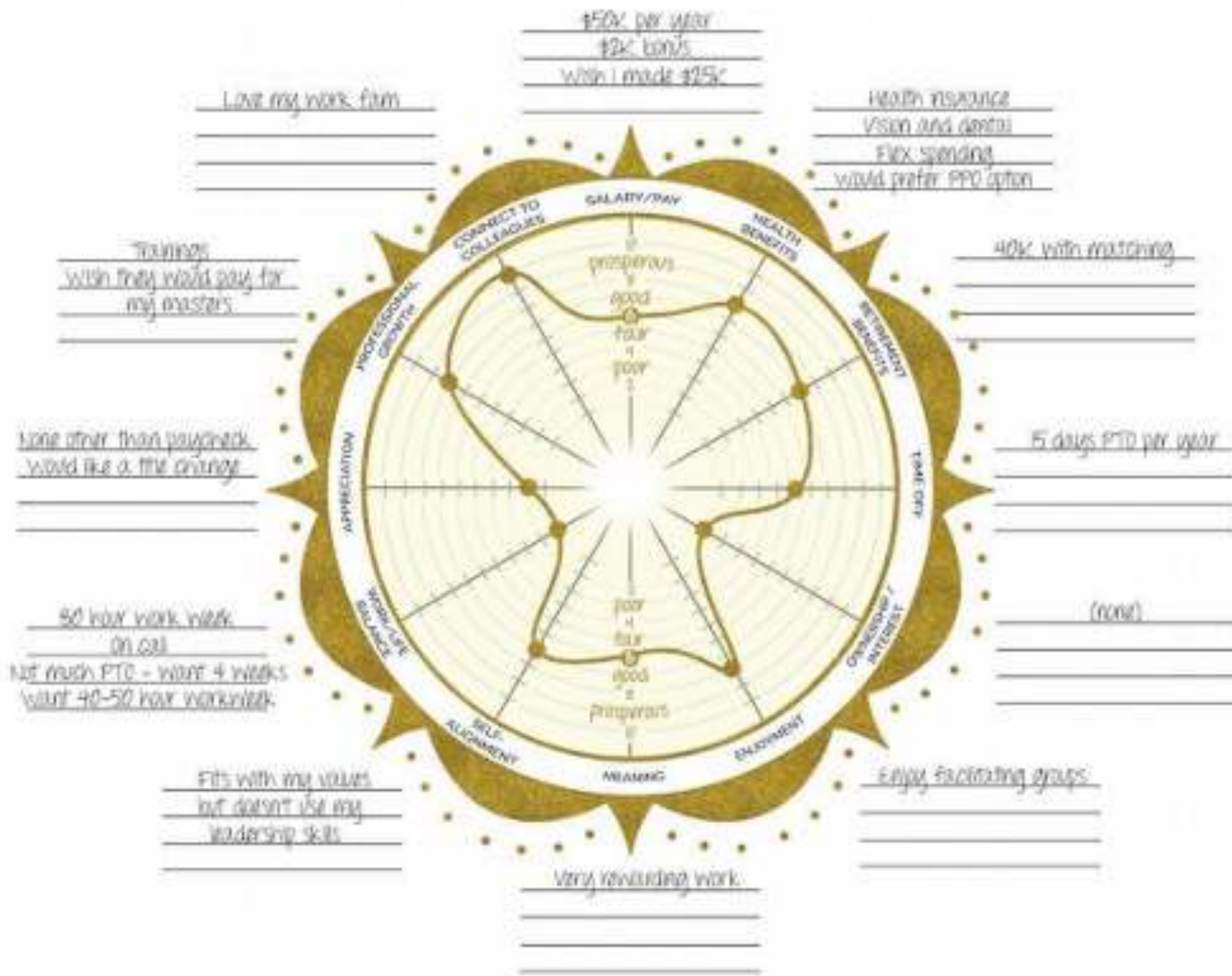
Request Employee Feedback

- Foster psychological safety
- Anonymous surveys/polling
- 360 Reviews for Leadership
- Request feedback after:
 - Job offer declines
 - Onboarding
 - 6 month/annual reviews
 - Exit interviews
- Check [glassdoor.com](https://www.glassdoor.com)





Workplace Satisfaction Wheel



Completed Workplace Satisfaction Wheel

Create Programs & Events

- Take the [Stigmafree Pledge](#)
- Celebrate Mental Health Awareness Month
- Create a [Mental Health Diplomats Program](#) where employees volunteer to serve as a resource for their colleagues who may be struggling with mental health concerns—connecting them to services offered by the company as well as other resources.
- Consider doing a [NAMI Walk](#) a team building & awareness event



Virtual Event Planning

- Make conferences and events FUN and effective with Beyond Virtual Events
- Games, contests & raffles
- Entertainment
- M-cee
- DJ
- Use of video



ABOUT US

We are a totally virtual full service event production company helping your company virtualize your in-person events or design one from scratch. Our dedicated team of virtual event production experts consist of corporate entertainers and production specialists...who at one time worked for The Mouse (you know that squeaky voiced character down in Orlando). Which means, we know how to make every event magical. [View our Promo video](#)

WHAT WE DO



Complete Virtual Event Solutions

- Strategic Planning
- Event Design
- Project Management
- Event Day Management
- Platform Buildout
- Speaker & Vendor Training
- And more!



Top Notch Event-u-tainment

- Event Host
- Customized Games & Trivia
- Live DJ
- Engaging Facilitation

PAST & CURRENT CLIENTS



"Our hybrid event was a success thanks to the expert BVE team."
Dr. Chris Botanga, Chicago State University

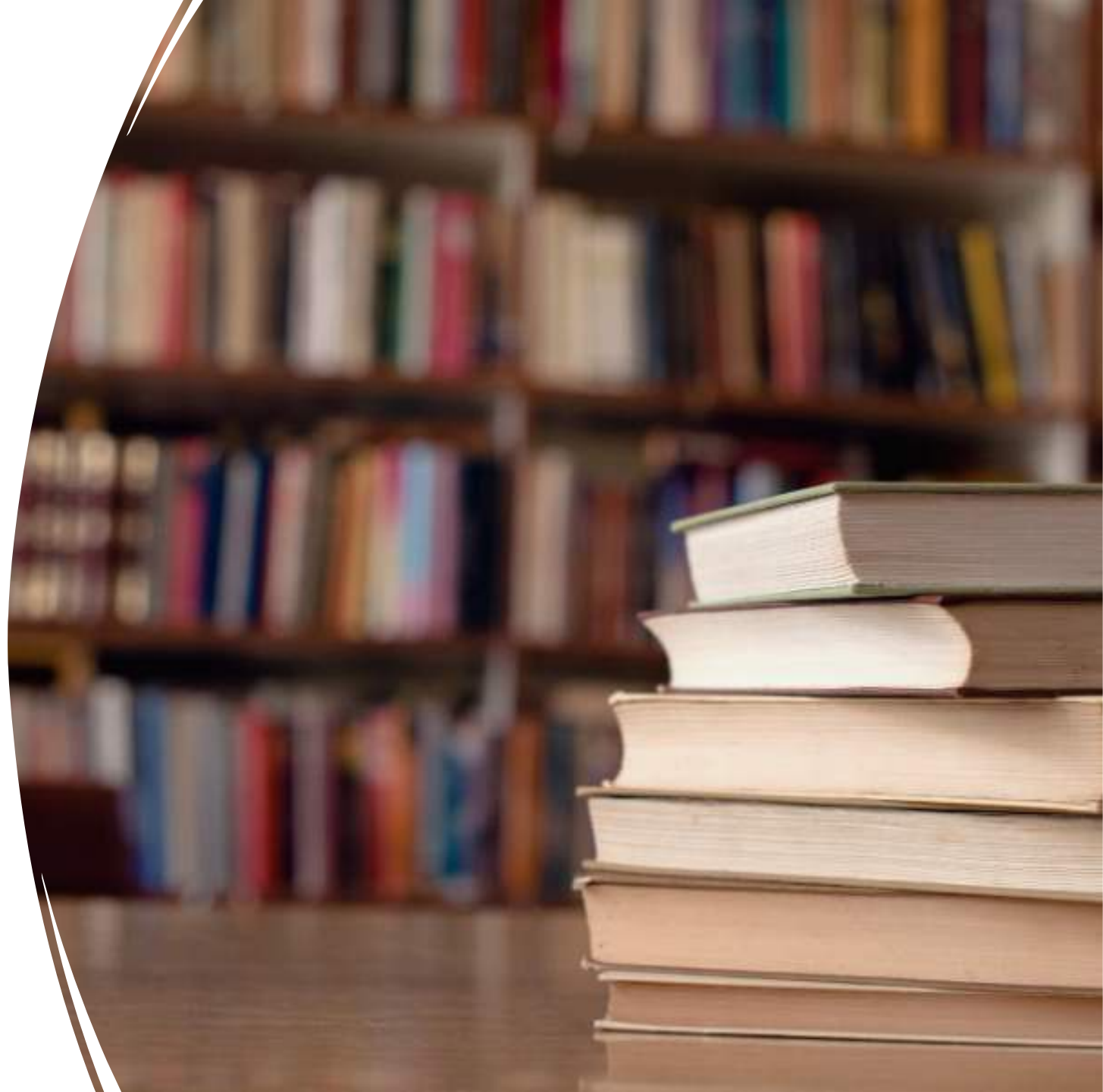
EVENTS WE TURN VIRTUAL

- Multi Day Conferences
- Team Building
- Press Conferences
- Communications Events
- Grand openings
- Client appreciation
- Celebration Events
- Awards ceremonies
- Non Profit Events
- Galas & fundraisers
- Annual Meetings
- Networking Events
- And so many more!



#4 Provide Resources

For ongoing wellness
programming



Mental Health Resources

- Having a conversation: discussing mental health in the workplace-- Sarah's story
[youtube.com/watch?v=Vng_gDGNnRE](https://www.youtube.com/watch?v=Vng_gDGNnRE)
- Getting comfortable talking about mental health at work: [bakersfield.com/kern-business-journal/get-comfortable-talking-about-mental-health-at-work/article%2062c6bf86-c035-5eef-8a99-58fa1cb19027.html](https://www.bakersfield.com/kern-business-journal/get-comfortable-talking-about-mental-health-at-work/article%2062c6bf86-c035-5eef-8a99-58fa1cb19027.html)
- Why Employers Need to Talk About Mental Health in the Workplace: [namipierce.org/why-employers-need-to-talk-about-mental-illness-in-the-workplace/](https://www.namipierce.org/why-employers-need-to-talk-about-mental-illness-in-the-workplace/)



Mental Health Resources

- Mental Health First Aid: [mentalhealthfirstaid.org](https://www.mentalhealthfirstaid.org)
- The American Psychiatric Association Foundation Center for Workplace Mental Health's Right Direction Program: workplacementalhealth.org/Employer-Resources/Right-Direction
- Mental health at work—creating a stigma-free culture: business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health



Encourage Utilization of Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (EAP)



EAP Benefits

- **Free & confidential** for all employees and eligible dependents
- **Counseling sessions per issue** is available in-person, telephonically or virtually.
- **In-the-Moment support offered 24/7/365.**
- **Life Coaching**
- **Legal and financial consultation** that includes a free 30-minute consultation per issue with an Attorney or Financial Planner and a 25% discount on legal services, if more time is required.
- **Medical Advocacy** to help you interpret medical information related to claims, coverage, and medical diagnosis.
- **Personal Assistant** to help with the everyday tasks on your “to-do” list.
- **Child and Elder Care Resources**

<https://www.hhs.gov/about/agencies/asa/foh/bhs/employee-assistant-program/index.html>

Other EAP Services for Supervisors & Leadership

- Critical Incident Stress Debriefings
- Workplace Wellness Events
- Educational Training
- Employee Resource Group (ERG) Programs
- Accountability Groups
- Drug-Free Workplace Programming



Wellness Benefits:

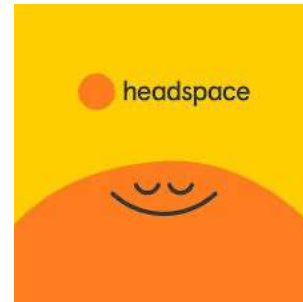


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Mindfulness Benefits:



ginger



headspace | ginger

Headspace Health

Joining forces to create the world's most accessible, comprehensive digital mental health platform

COMPREHENSIVE CARE	GLOBAL REACH
✓ Mindfulness & meditation tools rooted in science	2700 enterprises and health plan partners
✓ Coaching, therapy, and psychiatry made accessible with technology	100 million lives touched
✓ Personalized brand experiences that people love	190+ countries around the world

Two stylized, smiling sun icons in orange and yellow colors at the bottom of the slide.

Joyce Marter

Employee Benefits

- Memberships to WeWork and similar
- Interior design for office space to meet new criteria for collaboration needs
- Discounts to gym memberships through insurance plans



Wellness Workplace Trainings

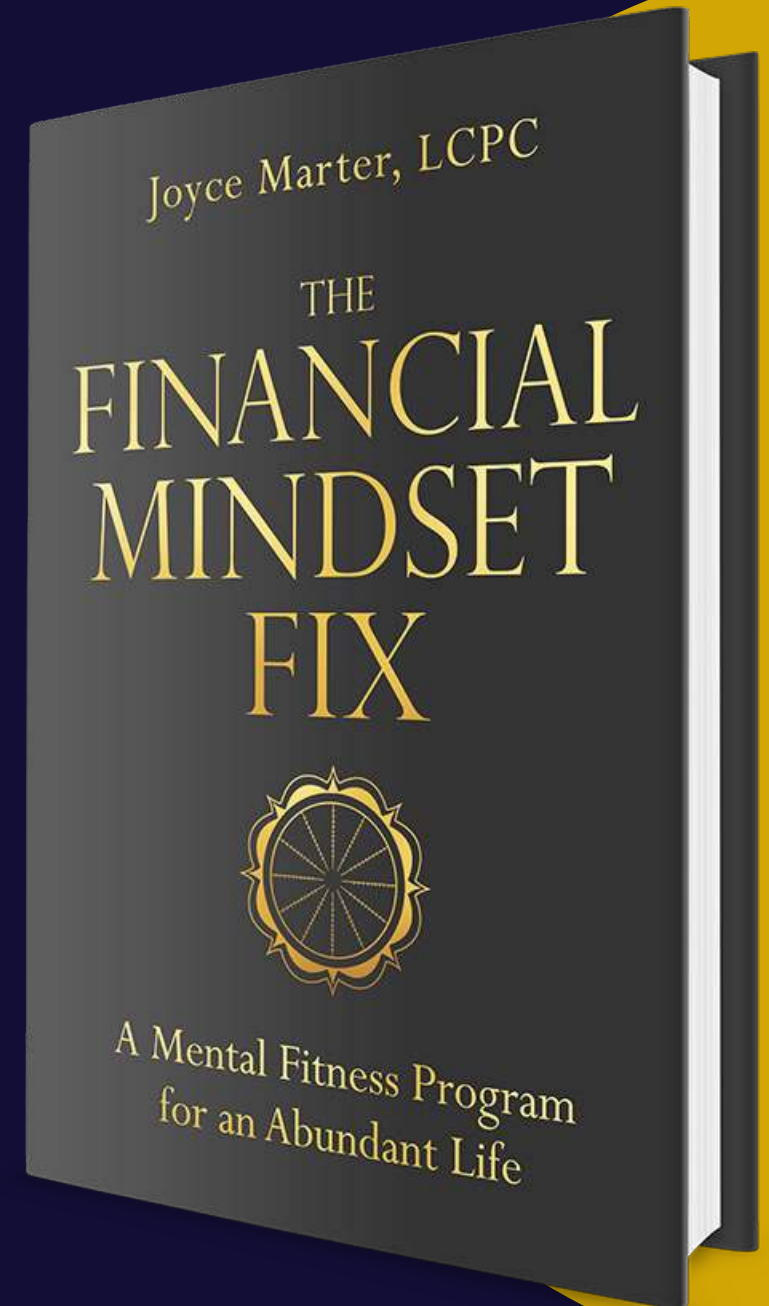
- Mental Health Awareness
- Mental Health Triage
- Time Management
- How to Promote Positive MH & Resilience
- Mindfulness in the Workplace
- Mental Wealth: Promoting Mental & Financial Health
- Effective Communication & Conflict Resolution
- Effective Work-Life Integration
- Custom Presentations
- (Recordings available for various time zones)



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a life of greater
prosperity, joy,
and happiness**

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