4 Tips for Beating Work-From-Home Burnout
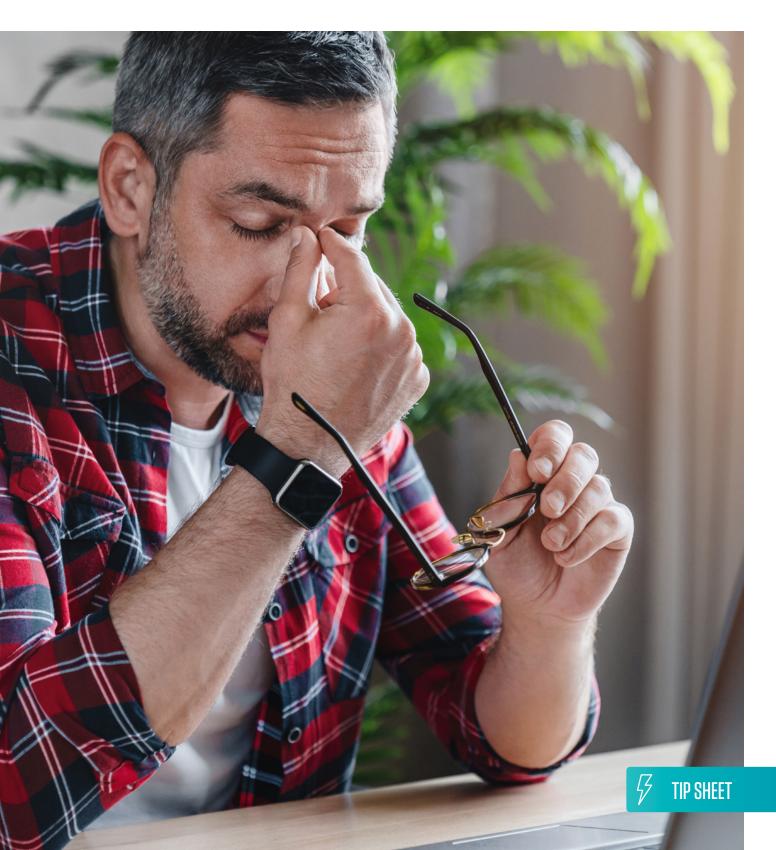
How you can help your remote employees stay engaged, productive and healthy

Virgin Pulse

TIP SHEET

Zero commute time, savings on transportation costs and takeout lunches, more time for mid-day workouts—there's no doubt that working from home has its benefits. But with many organizations choosing to stay remote for longer to protect their workforce from COVID-19, employees are finding this situation to be less than ideal.

The "freedom" of working from home comes with its challenges. Working parents are struggling to balance childcare and distance learning during working hours, pets are demanding attention at all hours and the constant interruptions of family or roommates can break focus and productivity. Additionally, many employees have fallen into unhealthy habits and lifestyles—late nights, poor ergonomic set up, reduced physical activity and the inability to disconnect.

Exacerbated by the lack of communication experienced in the physical workplace environment, an increasing number of people are suffering high stress, anxiety and burnout. Your workforce needs help and fast, before the effects of employee burnout begin to impact your business.

Did you know?

Over two-thirds of employees working-from-home are suffering from burnout symptoms[1].

Employee burnout symptoms:

Negativity

Stress

Exhaustion

Ineffectiveness

Detached

Top causes of burnout:

Constant overtime

Unclear expectations

Lack of autonomy

How can you help your employees avoid work-from-home burnout?

Get Managers Tuned in Before Employees Tune Out

What makes a successful remote manager? Regular communication, setting clear expectations and showing that you care are just some of the traits that can make the difference between a remote manager leading a high-performing team and another leading a disengaged team.

Help your managers become strong remote leaders by delivering comprehensive training on best practices they should follow when managing work-from-home teams. Encourage managers to learn employees' work-from-home routines and flexibility needs (i.e., working parents may need to take an earlier lunch or require more flexible hours). Including information on stress and burnout is key. Since managers are in regular contact with your people, it's crucial that they are able to recognize the signs of stress and burnout and are empowered to provide the proper support when necessary.

Review Your Company's Culture

Does your organization actively discourage working overtime, or is it praised and rewarded? Do managers lead by example? Senior leadership and HR departments may think they know the answers to these questions, but it's important to get in touch with your people to learn about the employee experience from their perspective. Gain insight into the work-from-home culture by rolling out an employee wellbeing survey. You'll get a more accurate view of your organization's culture and ways it may need to change to better meet the needs of your remote workforce.

Promote a Culture of Health

Get your employees excited about their health and wellbeing with a little fun competition. Promote healthy habits with a company-wide wellbeing challenge through VP GO, a turnkey solution designed to kickstart a culture of health for your work-from-anywhere workforce.

LEARN HOW YOUR ORGANIZATION CAN JOIN THE NEXT VP GO EVENT

Encourage Healthy Behaviors

Small changes add up to long-term results. Encourage and remind your people to engage in healthy habits each day, like stepping away from work to get some fresh air, making time for exercise, eating and sleeping well, practicing mindfulness or finding a relaxing hobby. Even better, schedule some online Zoom sessions to motivate your people with a group workout, virtual team lunch or meditation break.

A digital wellbeing solution can inspire your employees prioritize all areas of wellness while working from home. From physical health to mental wellbeing to financial literacy to work-life balance, employees can learn and gradually adopt new healthy habits that fit their needs and lifestyle, while keeping them connected, accountable and on track to achieve to their own personal health and wellbeing goals.

Equip Employees with Tools to Manage Stress

Give an employee a meditation session and you might relax them for a day. But teach an employee a multitude of ways to reduce stress and anxiety and help them to practice these techniques by providing them with the appropriate resources, and you'll be closer to instilling long-lasting lifestyle changes.

A holistic digital wellbeing solution not only provides tools and resources to support employees in looking after their mental health, it can also provide a much-needed morale boost for your workforce. Employee recognition features, chat functions and incentives will give your people something to get excited about. Plus, being digital, you can reach your employees no matter where they are. Paired with a healthy habit challenge component, it's a great way to keep your people active, engaged and foster social camaraderie, helping your employees feel connected and providing the motivation they need to find

Get in touch to learn how Virgin Pulse can help you beat burnout and create healthier, happier employees.

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