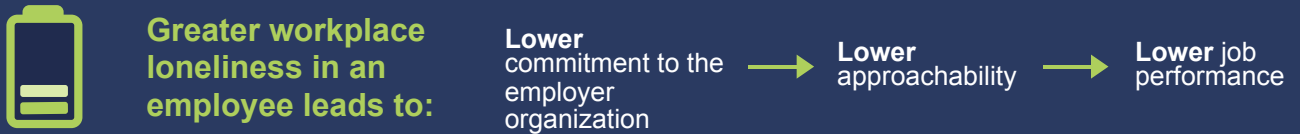


Preventing Loneliness & Isolation on Remote Teams

Loneliness ranks among the top work challenges reported by remote workers. What's more, numerous studies link loneliness to poor work performance. Whether you're an individual contributor or a team leader, you can take steps to prevent feelings of isolation from affecting you or your team.



Follow this guidance to lonely-proof your 9 to 5 during the pandemic and beyond.



Source: *No Employee an Island: Workplace Loneliness and Job Performance*. Ozcelik & Barsade, 2018

Isolation-preventing actions

For Team Members



Performance:

Ask for regular, scheduled feedback from your manager



Impact:

Track your completed work and its impact



Development:

Ask for help and, if needed, seek external resources to help you do your job



Resources:

Schedule recurring conversations with peers to ask them what tools/resources they use and recommend



Company Updates:

Schedule periodic conversations with colleagues in other departments/regions

For Team Managers



Direction:

Clearly define the values and mission of your team, and revisit these as a group regularly



Performance:

Consistently track team priorities and deliverables and share their impact



Connection:

Connect with team members frequently enough to know how their work is going *and* how they're doing personally. Make time to discuss personal details during 1:1s.



Alignment:

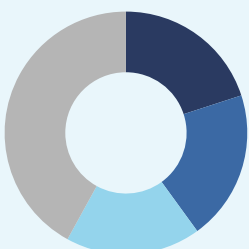
Shift to a more collaborative leadership style to help keep team members engaged



Attitude:

Be honest about your own challenges and model a willingness to adapt, grow and learn from mistakes

What's your biggest struggle with working remotely?



20% Loneliness

20% Collaboration and communication

18% Not being able to unplug

42% Other (e.g. distractions, reliable wi-fi, motivation)



Source: *State of Remote Report 2020*. buffer.com/state-of-remote-2020