





LONG TERM WORKING FROM HOME

ISSUES AND ANSWERS

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-  **Perspective**
-  **Context**
-  **The issues we have found**
-  **The answers (well, some of them!)**



Rabbit in the
Headlights



Getting a
Grip



Command &
Control



The Perfect Homeworker?

- 📦 Happy to spend long periods on their own. Previous experience of successfully working from home can be a helpful factor.
- 📦 Self-disciplined and self-motivated.
- 📦 A resilient personality who does not let setbacks get them down.
- 📦 Confident in working without supervision.
- 📦 Able to separate work from home life.

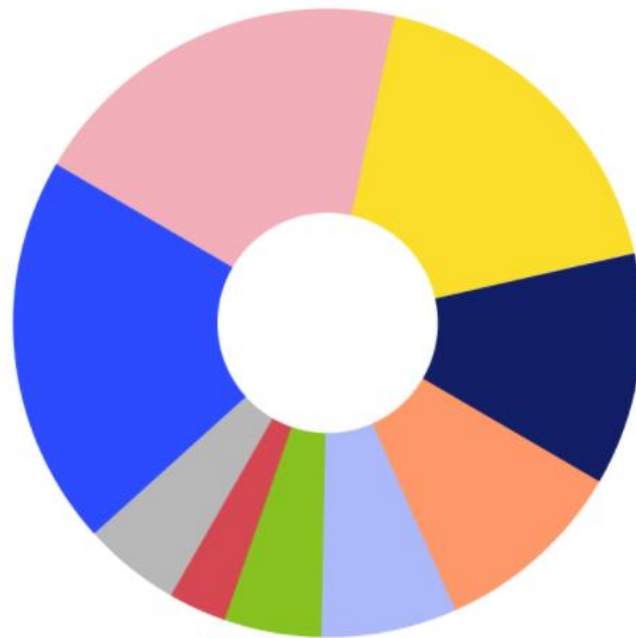
The Homeworker* Issues

- 📦 Communication & Culture
- 📦 Resilience – mental and physical
- 📦 Personality
- 📦 Homework Environment

* from the homeworker's viewpoint

Communication & Culture

What's your biggest struggle with working remotely?



- 20% ● Collaboration and communication
- 20% ● Loneliness
- 18% ● Not being able to unplug
- 12% ● Distractions at home
- 10% ● Being in a different timezone than teammates
- 7% ● Staying motivated
- 5% ● Taking vacation time
- 3% ● Finding reliable wifi
- 5% ● Other

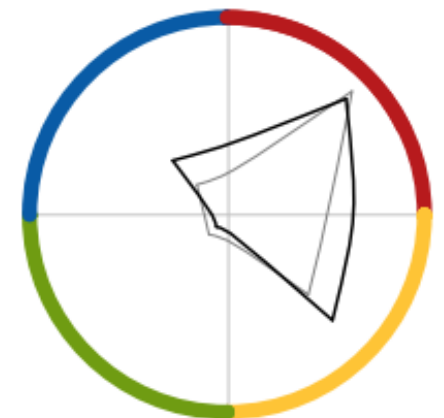
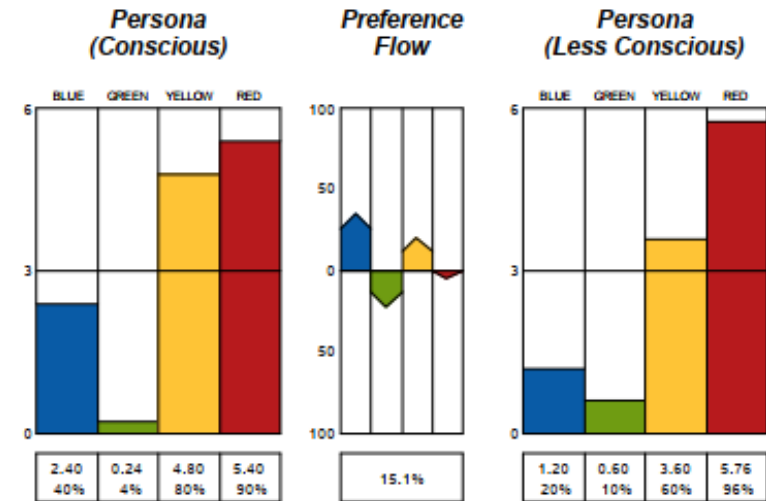
State of Remote Report 2020

buffer.com/state-of-remote-2020



Resilience & Personality

- 📦 Mental and physical
- 📦 Work relationships
- 📦 Relationship with their manager
- 📦 Introvert / extrovert
- 📦 Focus or easily distracted?



(Conscious) — (Less Conscious)

Homeworker Environment

- 📦 Location
- 📦 Setting
- 📦 Other occupants
- 📦 Other obligations
- 📦 Physical health & comfort



Homeworker Environment

- ❏ Space is nearly always an issue
- ❏ Posture
- ❏ Awareness
- ❏ Equipment- not necessarily 'standard office'
- ❏ Guidance needed

Key Tools

- 📦 Communications
- 📦 Dynamic wellbeing programme
- 📦 Psychometric profiling
- 📦 Training & education
- 📦 Don't forget physical health
- 📦 Guidance about purchases
- 📦 Sustain the culture
- 📦 ... and repeat

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