LONG TERM WORKING FROM HOME

ISSUES AND ANSWERS

Guy Osmond, Osmond Ergonomics
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.

(ACAS, Nuffield Health White Paper, 2019)
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?
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