

The coronavirus pandemic accelerated the work-from-home trend. Now, with a growing number of companies leaning toward mostly remote workforces, there are new (and valid) concerns about engagement. Here are a few tips on how to keep your remote workers engaged and united.



Virtual Coffee Breaks

Ask team members to brew cups of joe (or tea), then get them on a video call that isn't about work.

In-House Team Introductions

Hold a video call and ask your on-site workers to introduce themselves. Use a list of pre-determined questions to break the ice.

Home Tours

Ask remote employees to give quick video tours of their homes.

Show-And-Tell

Give off-site personnel a platform to share something interesting about their home or themselves—this could be anything from a gadget to a car, an interesting story, or a hobby.

One-On-Ones with Top Management

Schedule short face-to-face meetings with one employee every day. Give team members time to share concerns, and opinions.

Online Training

Introduce or update your online learning management system.

¹"Employee Engagement Ideas for Remote Workers"
<https://www.goco.io/blog/employee-engagement-ideas-for-remote-workers/>

A Feedback Loop

Make sure you're offering a way for remote workers to provide their feedback on a range of topics, including:

- Opinions about improving existing processes
- Concerns about ongoing projects
- Views about current management
- Thoughts about the company culture

Multiplayer Gaming

Hold a tournament and/or a regularly scheduled time for offsite workers to play their favorite games against each other.

Home Office Redecoration

Allocate funds to help pay for remote-worker home office construction or improvements.

Positive Reinforcement

Make sure that you're regularly recognizing remote employees for all the great work that they do. Consider HR software that provides a built-in feedback tool.

Flex Schedules

Give remote employees the freedom to set their own schedules as long as they're getting their work done on time.

Peer-to-Peer Feedback

Give opportunities for workers to applaud one another, to make suggestions, and to offer encouragement.

Positive Reinforcement

Make sure that you're regularly recognizing remote employees for all the great work that they do. Consider HR software that provides a built-in feedback tool.

Special Perks and Benefits

Develop a package of special benefits:

- Offer free subscriptions for Netflix, HBO, or Disney+
- Provide state-specific healthcare coverage
- Give allowances for groceries
- Allow generous PTO
- Provide access to online fitness training programs

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

