

Beating the work-from-home burnout



How you can help your employees



QUICK READ

Zero commute time. Transport savings. Lunchtime naps. There's no doubt that working from home has a multitude of benefits. And many workers around the world are rejoicing at their new-found routine. However, to every change comes challenges.

And on the flip side, we're seeing many employees fall into unhealthy habits and lifestyles – such as late nights, poor ergonomic set up, less physical activity and the inability to 'disconnect'.

Exacerbated by the lack of usual communication and support, an increasing number of people are suffering high stress, anxiety and burnout. Workforces are at risk. And action is needed before the ripple effect takes place and business is ultimately affected.



Did you know?

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



Top causes of burnout

- Excessive workloads
- Constant overtime
- Unclear expectations
- Lack of autonomy
- Lack of social support



Employee burnout symptoms

- Negative
- Stressed
- Exhausted
- Ineffective
- Detached

¹ CNBC, 'Remote work burnout is growing as pandemic stretches on. Here's how to manage it', 2020.



How can you help your employees avoid WFH burnout?



Get managers tuned in before employees tune out

You could have a fantastic manager in the office. But does that automatically translate into a fantastic remote manager? And what makes a successful remote manager? Constant communication, setting clear expectations and showing that you care are just some of the traits that make the difference between a remote manager leading a high performing team vs. another leading a poor performing, disengaged team.

Help your managers by delivering comprehensive training on best practices they should follow when managing teams remotely. Make sure to include a section on stress and burnout, so they can recognise the signs. Naturally, they're the ones in regular contact with employees, so it's important they're tuned in. And that they get to know their team's work from home routines.



Encourage healthy behaviours

You might not be able to resolve your employees' stress and worries with a click of a finger. But we do know that small changes add up to long-term positive lifestyles. So encourage and remind your people to practise healthy habits like getting fresh air, making time for exercise, eating and sleeping well, practising mindfulness meditation and yoga and having a hobby. Even better, schedule in some online zoom sessions to get everyone motivated.

A digital wellbeing solution can help your employees gradually adopt and learn these kinds of new healthy habits and keep them accountable by helping them set their personal health and wellbeing goals, plus support them in keeping track of their progress.



Top tip

Promote a culture of health

Take advantage of International Days such as World Mental Health Day and World Sleep Day throughout the year to promote different parts of holistic wellbeing at work.

GET THE 2020 WELLBEING CALENDAR



Equip employees with the tools to manage stress

Give an employee a meditation session, you might relax them for a day. But teach an employee the multitude of ways to reduce stress and anxiety, help them practise and adopt the new behaviours, 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. But it can also provide a much-needed morale boost for your workforce, giving them something to look forward to and get excited about. Plus being digital, you can reach your employees no matter where they are. Triple win! Paired with a fun step challenge component, it's a great way to keep your people active (so important for managing stress) and foster social comradery, helping your employees feel connected and providing the motivation they need to achieve their individual wellbeing goals.



Review your organisation culture

Does your organisation 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 reality could be on the contrary. Get in touch with what's really going down on the ground by rolling out an employee wellbeing survey. The insights may shock or surprise you. But you'll get a more accurate view of your organisation's culture. And be in a better position to take relevant action and justify your efforts



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