INVESTORS IN PEOPLE™

MAKE WFH BETTER

We asked our remote workers for their top tips on staying well when you're working from home



1 KEEP TALKING

It's easy to get super task focused when you're WFH. This is great news for getting your to-do's ticked, but don't let it come at the cost of your wellbeing. Decreased social contact can lead to loneliness, and that in turn can to chronic mental and physical health problems.

Making time to have a call with a colleague, a client or someone who inspires you can keep the loneliness at bay. One suggestion was thinking carefully about how to build your own out of office network and using tech to make that happen through things like free workshops or webinars, volunteering or finally starting that side hustle you've been dreaming of.

2 GET PHYSICAL

You ever uncurl from your laptop and your spine sounds like the London Eye on NYE? It's old news- getting active is great for our mental and physical health as it results in the release of those beautiful happy chemicals called endorphins.

Try to fit in 30 mins of exercise during your day. Whether that's by walking and talking on the phone, swapping commute time for stretching time, or setting an alarm on your phone which gets you up every hour. You might even find that sitting on space hopper helps!

3 SET THE SCENE

Did you know that being in nature is scientifically proven to make you less angry?! Our environment is super important for how we feel.

Our remote workers suggested getting outside during breaks and having a clear divide between your 'work' space and 'home' space as their top tips. They also suggested a feel good playlist to get you off to a good start in the morning (bonus points if you have a desk dance too!).

Plus don't forget good old DSE assessments. It might seem silly now, but back ache is no joke so it's worth investing in a set up that works for you.

4 CALM OR CHAOS

Some of us like to schedule breaks, tasks and calls, other prefer to be more fluid. Maybe 7AM is when you're hit with inspiration, or maybe it's when your hitting the alarm... the fact is we all work differently and WFH has to work for you, but it might take a while to find your groove. Don't be too tough on yourself.

Our WFH'ers suggest being your own best boss. Want to set yourself a stretching goal? Do it. Want to give yourself permission to start early and finish early? You can do that too. Use the freedom of WFH to feel great about working your way.

5 KNOW WHEN TO STOP

The downside of being your own manager? It's hard to know when to switch off and shut down. Especially if you think your colleagues are wondering if you're slacking or you always have one more thing on the list. The risk of burnout is real, and studies are showing it may be more likely in remote workers.

Be kind to yourself. Watch out for the warning signs that you may be at risk, such as increased irritability, trouble sleeping or feeling anxious. Try and establish a rhythm of catch ups with your manager which allow you to be open and frank about how you feel, and how your workload is really looking.

6 IT'S NOT ME. IT'S YOU.

Sometimes you do *all the things* and it's still not enough. You're being left out of in office conversations, you're overloaded with work and you're being micro-managed from afar.

If you feel like this, talk to your manager or your team and be up front about what needs to change to make working from home, work for you. That might mean people using video rather than just audio, reserving the first 15 mins of every call for 'small talk' so you feel more connected or sometimes just taking some time out (naps can be miracle-workers!).

MORE RESOURCES:

MENTAL HEALTH AT WORK

mind for better mental health

MHFA England

time to change let's end mental health discrimination