



Working from home

Toolkit for working from home

Managing Emotional Responses to Working from Home

Remote working is a different emotional experience than working from your regular collective worksite. The social interactions tend to be shorter, more transactional, more formal and less frequent. This may result in some less than positive feelings that you need to watch out for and defuse.

Isolation

It is normal for people - particularly those who thrive on social interaction – to feel lonely at the end of one or more days of working offsite.

Some methods for countering feelings of isolation are:

- Use richer communication media for your work interactions, like video chats and phone calls.
- Plan after work activities that include interacting with people utilising social media platforms and applications.

Fear of being 'out of sight, out of mind'

Some things you can do to stay present in your colleagues' minds are:

- Make sure to set up regular catch-up calls with colleagues, even if they are five minute calls.
- When you are attending teleconferences, make an effort to offer a comment, idea, question or other sign of your involvement. You will need to be more proactive in showing your engagement than if you were present. For example, if you find yourself nodding at someone's idea (which is invisible to the rest of the team), take the moment to voice your agreement. Your voice will often be all anyone can perceive of you in a meeting, so make sure to use it.

Connect with your colleagues who may be feeling isolated

Loneliness is one of the most common complaints about remote working, with people missing the informal social interaction in an office setting. It is each individual's responsibility to make every effort to connect with your colleagues, especially those who may be feeling isolated and experiencing a variety of challenges during this time.

Be aware and respectful of your team members' work schedules and other commitments

It is likely that some of the members of your team may have work schedules that are different from yours, considering other responsibilities (such as carer duties) they may need to attend to whilst working from home. It is important that you are aware of and respectful of your colleagues' schedules and other commitments when working from home. Make every effort to avoid contacting them when they are not expected to be working and when they have taken time off.

Additional information and resources

The Monash Health Employee Assistance Program (EAP) provides a wealth of information and resources in relation to general wellbeing.

The EAP can be accessed by logging into the dedicated portal by clicking on the following link: <https://convergeinternational.com.au/>. The username and password for accessing the portal is 'monashhealth'. The EAP can also be accessed by calling 1300687327.