



Webinar Series

# Downside of Working 100% Remote

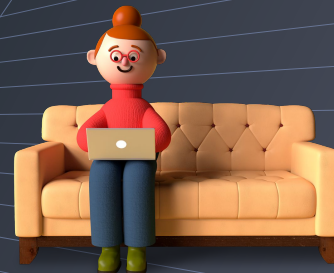
## A Psychologist's Perspective

December 17, 2020 | 01:00 pm EST



Partners:

atc. go1





# Host *Zee Asghari*

Director of Business  
Development and Partnerships  
*Auzmor Inc.*



# Speaker

## Nima Moayedi

Clinical Psychologist at  
Psychology Works, Inc.

Subject matter expert licensed by the  
California Board Of Psychology

More than 11 years of  
experience





# Guest **Nick Reddin**

Vice President  
**American Technology Consulting**

**Technologist**, Disruption Enthusiast,  
Technology **Writer**, and Speaker

More than **15 years** of experience







# Guest Mike Van Buren

eLearning strategist  
Go1

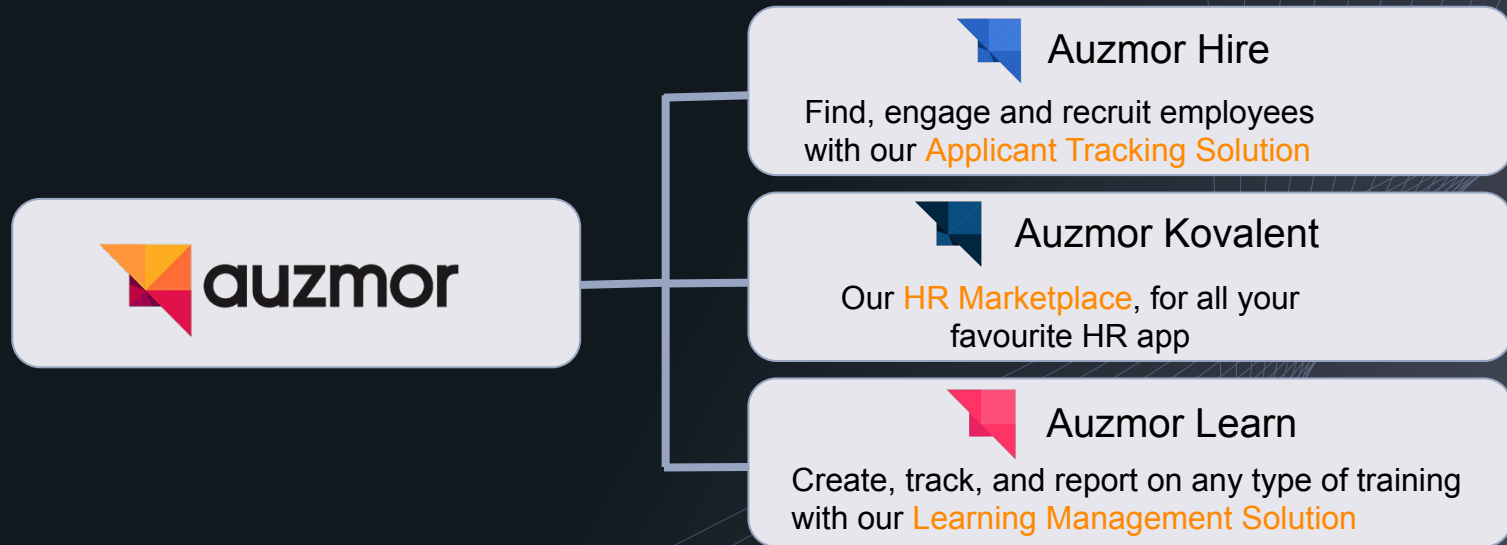
Helps organizations navigate **digital transformation** by focusing on the power of their people through learning

More than **10 years** of experience



# About Auzmor

Auzmor helps companies achieve business goals by focusing on the most important part of business: the **people**.





## Key Discussion Areas:

- ❖ From a psychological perspective, how can remote work change behaviors and the gap between an organization and its employees?
- ❖ How does this impact leaders, currently and in the future?
- ❖ More emphasis on Employee Mental Health.
- ❖ If NOT SOLVED how does that lead to low productivity, high churn, etc.?
- ❖ Best practices for employers to follow.



# Benefits of working remotely

Flexible schedule

40%

Working from anywhere

30%

Time with family

14%

Working from home

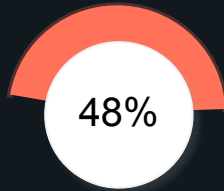
13%

Other

3%

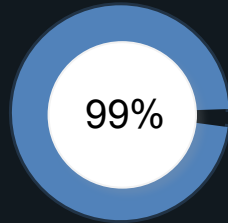



# Remote Work Trends in 2020:



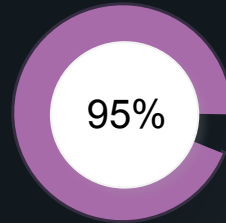



Nearly half of employees will work remotely at least some of the time.



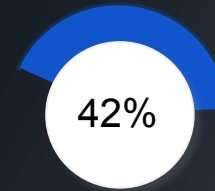



admitted to the fact that if they could, they would work remotely for the rest of their careers



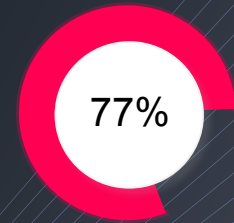


would influence and encourage friends and family to work remotely





of remote workers intend to operate remotely more frequently in the future

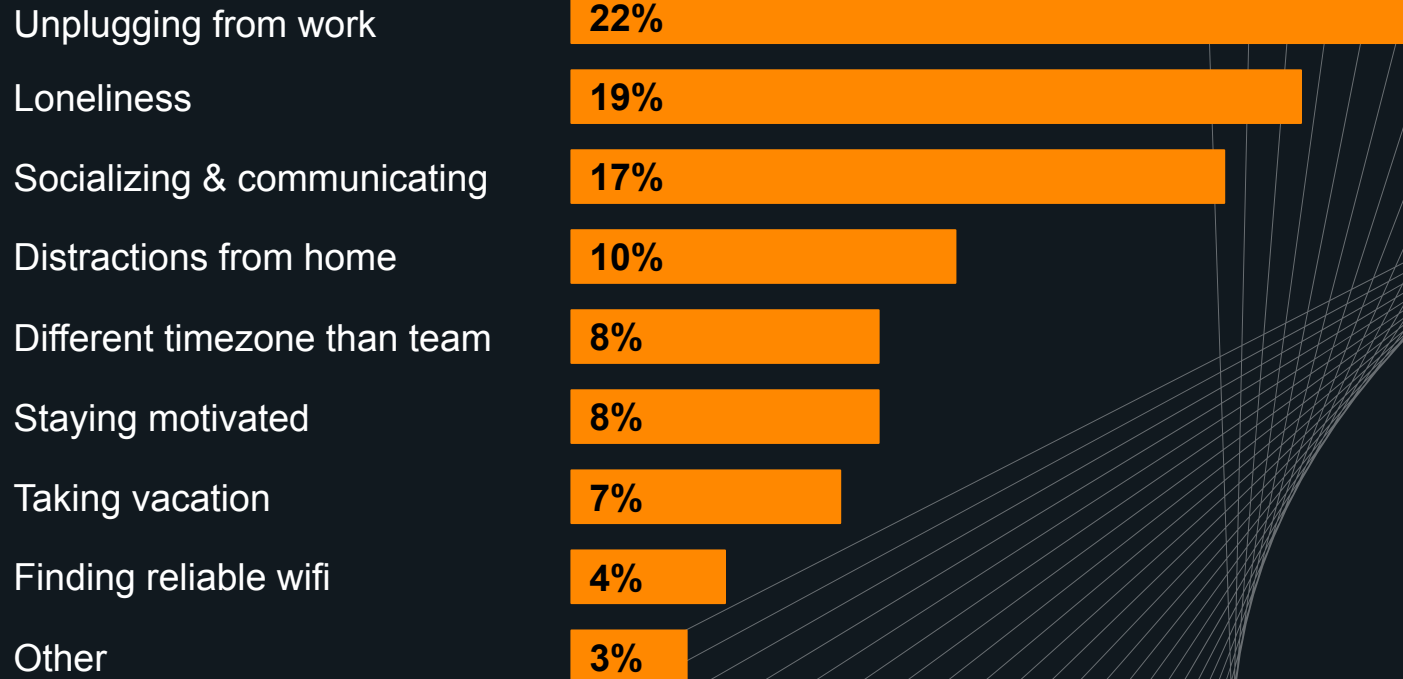




of remote workers claim to be more productive when they work from their homes



# Struggles working remotely



\*Source: Buffer survey



# Office Dynamics

---



Make sure extroverts are not dominating conversations



Managers need to mediate discussions and allow all participants to have a voice



Employees need to feel that their opinion carries weight and adds value



Employees need to feel like they belong and are connected



# Impact on psychological health

- ❖ Lack of social connection heightens health risks as much as smoking 15 cigarettes a day
- ❖ Loneliness and social isolation are twice as harmful to physical and mental health as obesity
- ❖ Social isolation has many adverse health consequences including:
  - Depression
  - Poor sleep quality
  - Impaired executive function
  - Accelerated cognitive decline
  - Poor cardiovascular function
  - Impaired immunity
- ❖ Among black participants, social isolation doubled the risk of early death, while it increased the risk among white participants by 60 to 84 percent
- ❖ Loneliness is associated with a 40 percent increase in a person's risk of dementia

# Evaluate employees' **psychological** well-being

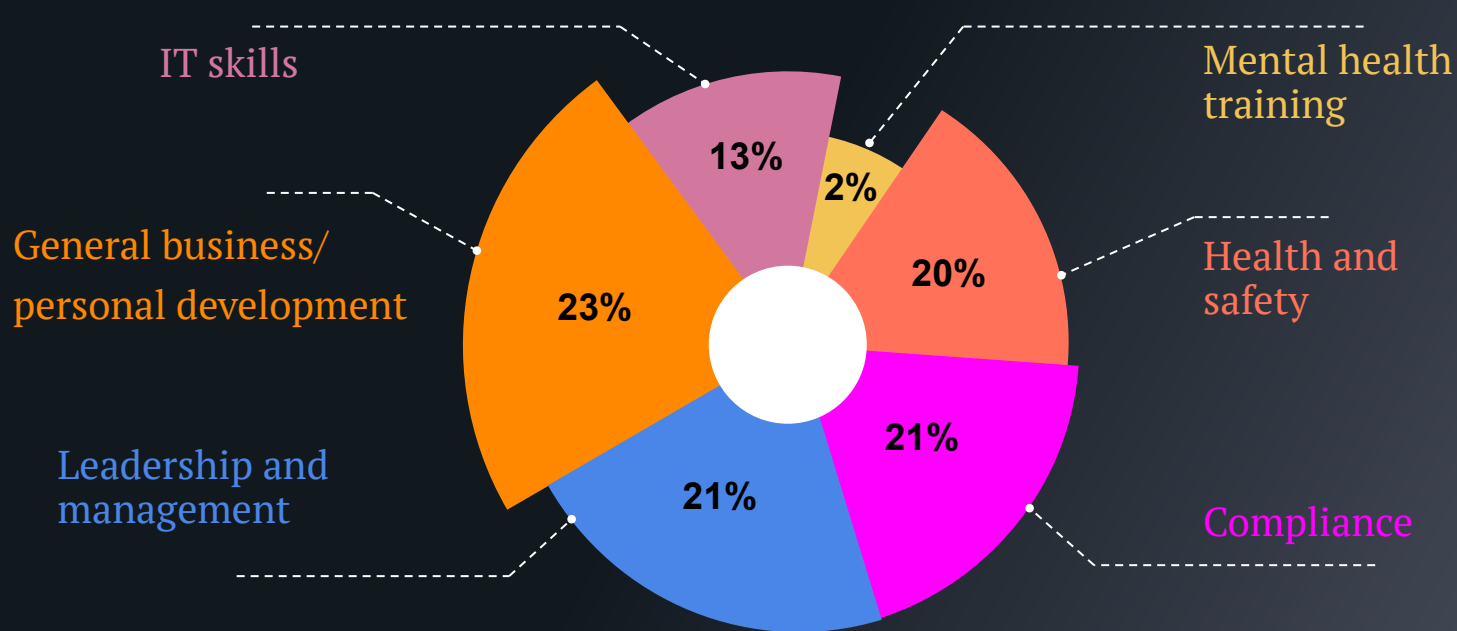
## SYMPTOMS

- ❖ Feeling isolated
- ❖ Having increased perception of being left out
- ❖ Feeling less supported
- ❖ Having less reliance on a team
- ❖ Increased anxiety
- ❖ Procrastination

## QUESTIONS

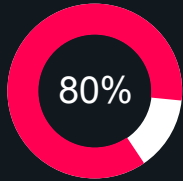
- ❖ Are you having difficulties disconnecting from work at the end of your work day?
- ❖ Are you having difficulties with sleep?
- ❖ Are you less productive?
- ❖ Are you actively engaged on work calls?

# Training **needs** identified by L&D professionals (Pre-Covid)

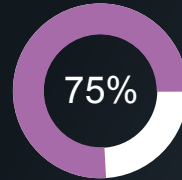




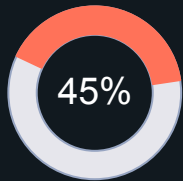
# Effect on employee **retention**



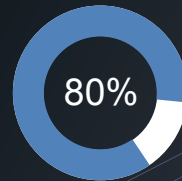
workers find it hard to “**shut off**” in the evenings



U.S. workers have struggled at work due to **anxiety** caused by the COVID-19 pandemic



say they feel less healthy **mentally** while working from home



would consider **quitting** their current position for a job that focused more on employees' **mental health**

# Keeping employees **focused, connected** and **happy**

Providing clear expectations



Offer employee assistance programs that provide short-term counseling

Maintain social cohesion



Virtual social gatherings



# Things that **leaders** can do to create a good **remote culture**

---

Allow for flexible  
work schedules if  
possible



Provides support  
and training for  
those who are  
struggling

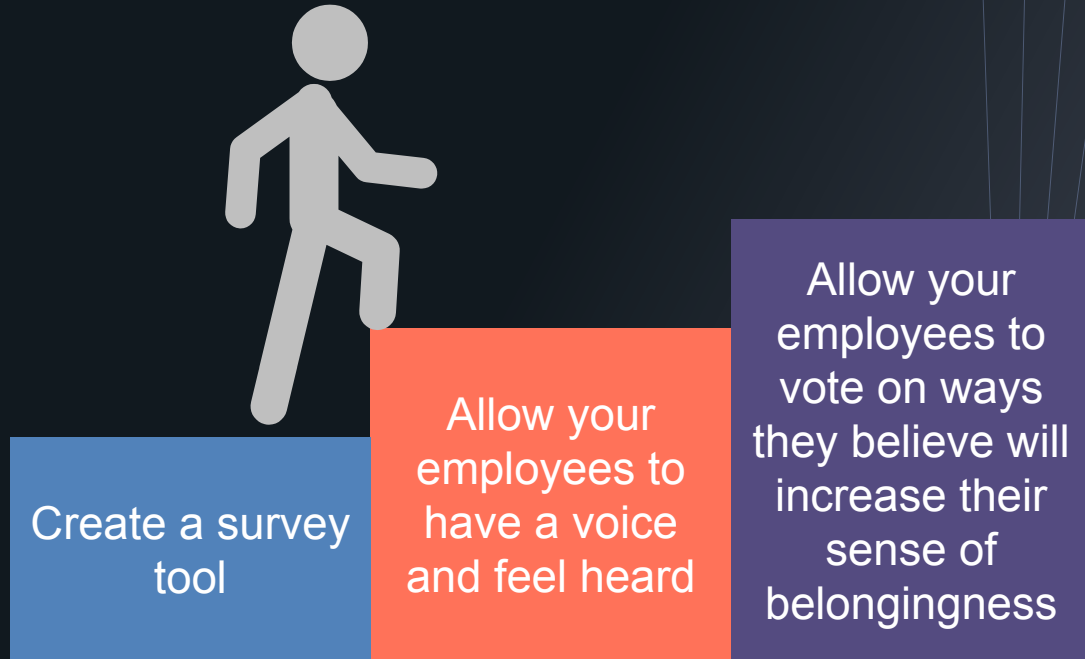


Create clear  
policies and  
expectations



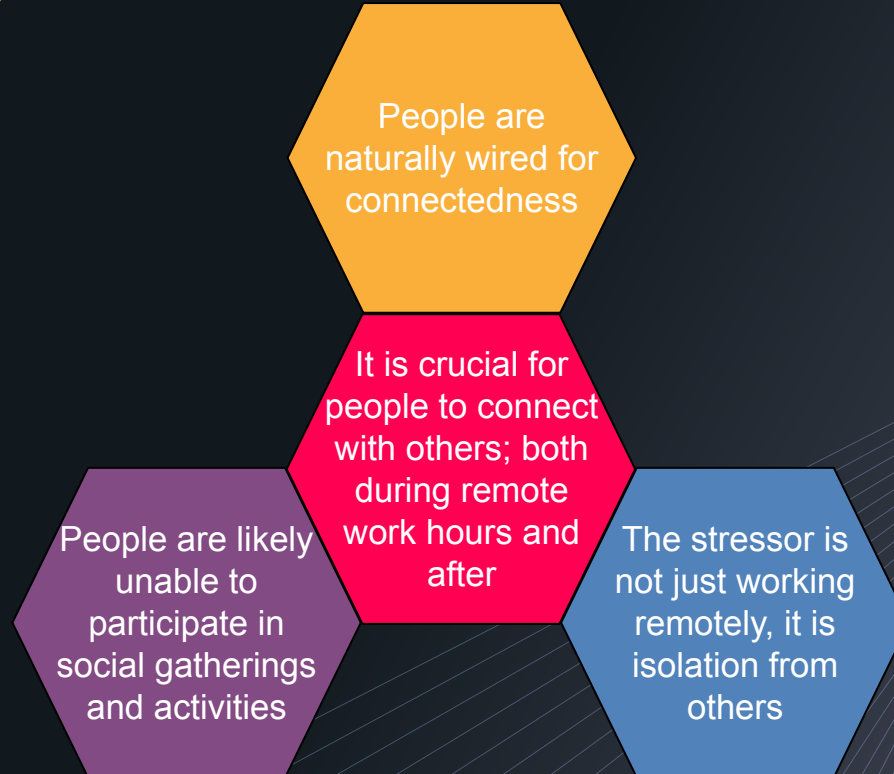


# Sense of belongingness





# Connecting with others





# The new **normal** and **mental health training**

---

- ❖ Remote work is not likely to go away
- ❖ The negative effects of remote work is an area of developing research
- ❖ More specific best practices for remote work will be available

- ❖ Only 41%\* of the employees receive any kind of help
- ❖ Healthy workforce leads to greater ROI
- ❖ Education and access to care are essential
- ❖ Allows you to meet regulatory or licensing requirements





# Questions?

# Resources **Contact Information**

---

Psychology  
Works, *inc.*

**Dr. Nima Moayed**

[nmoayed@psy.works](mailto:nmoayed@psy.works)

[www.psy.works](http://www.psy.works)



**Zee Asghari**

[hello@auzmor.com](mailto:hello@auzmor.com)

[www.auzmor.com](http://www.auzmor.com)



**Nick Reddin**

[nick@american-technology.net](mailto:nick@american-technology.net)

[www.american-technology.net](http://www.american-technology.net)



**Mike Van Buren**

[mike.vanburen@go1.com](mailto:mike.vanburen@go1.com)

[www.go1.com](http://www.go1.com)

# I thank You!

Get in touch with us!



[www.auzmor.com](http://www.auzmor.com)