More grip on the mental resilience of employees working from home

Manager

Communication

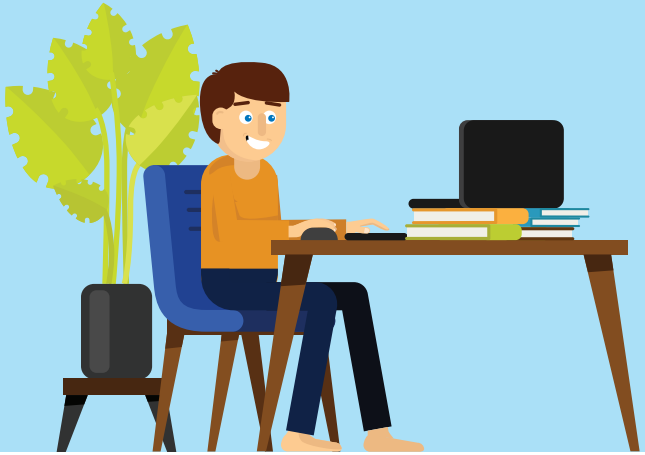
- Emphasise the joint mission
- Be careful with the amount of information
- Be honest, especially in this exceptional situation
- Besides operational updates, also listen and show empathy

Attention

- Be aware of who needs what, offer customisation
- Who on the team are you worried about? And what are you going to do about it?
- Make sure that a request for help is followed up by yourself, a colleague or a professional

A good home workplace

- Facilitate a good home workplace
- Dare to take unconventional actions
- Dare to scale down. Some tasks don't have to be done in a hurry
- Be realistic about the limited influence we have on the situation together



What can I ask employees?

- What are you going to do for relaxation?
- Rate your situation?
- What's your energy level like?
- What are you looking forward to?
- How is it going at home?
- What is your moment of success?
- What went well?
- What do you need help with?

My agenda

- Be available to colleagues for parts of the day. This works best at set times.
- Make sure you are NOT available for parts of the day so you can focus on your work or relaxation.
- Be aware of your example role. Take care of yourself and actively seek contact with your colleagues