

Checklist for managing the health of remote workers

Remote workers face unique challenges, it's therefore important for a line manager to ask the right questions so that they can understand if there any complex issues that they might be dealing with.

Remote 'lifestyle' questions

- What's the most challenging part of your daily work routine right now?
- Do you have an office set up at home that you are comfortable with?
- What's one thing we could get for you that would make your work easier or better?
- What's the most important thing we could do to help you be more productive remotely?
- How do you manage distractions during the day? Is it a challenge for you?
- What have you found most challenging or surprising about working remotely?
- What helps you feel connected to others when working remotely? – Highlighting loneliness may make it worse
- Do you think you can fully disconnect at the end of the day? If not, how can I help you with this?
- What do you do to recharge each day?

Team engagement questions

- What do you want to learn more about our team or the company?
- Do you feel included in our team decisions?
- Do you feel the company supports remote staff effectively? Are there aspects we could improve upon?
- How are the tools we use as a team working out for you remotely?
- What challenges do you feel you have compared to when working in the office?
- Are there any tools that we should try out that could help us improve our remote culture?
- Are our meetings friendly to remote workers? What could we improve?
- Do you think our decision-making process works effectively while also supporting our remote culture? Have you seen a decision drag out for too long lately?

Connection questions

- Has remote working affected your connection with co-workers?
- Which of your co-workers do you wish you had more of a connection with? How do you think that would help?
- When you have a creative idea or epiphany, what do you do with it now?
- Do you feel like you have opportunities for "water-cooler" type discussions with the team to help you spur on ideas?
- Do you feel supported by the team so that you could go to anyone asking them for help?

For more guidance read our recent whitepaper [The effects of remote working on stress, wellbeing and productivity.](#)

Alternatively, please visit nuffieldhealth.com/article or nuffieldhealth.com/corporate-wellbeing for further information.