

Home Working

Healthcheck

CRS
The Recruitment Solution

Whether social distancing or working remotely, keeping your staff safe and well has never been more important. So check out our top tips for employers, designed to help you take care of the people in your business!

Communicate & stay visible



- Daily morning 'hello' stand-ups
- Encourage check ins via Zoom - between all employees, not just team & manager
- Company Townhalls twice a week – a good open session with Senior management, anonymous surveys or Q&As. Usually followed by a hangout/drinks after
- CEO to send out weekly thank you emails to recognise those going above and beyond
- Daily hangouts and open hangouts e.g. brew hangouts at 3:30 for anybody to join for a coffee break
- Management meeting every other day for feedback loop
- Share event calendars and highlight employee birthdays or other celebrations to encourage people to interact online
- Daily or weekly messages from CEO/Heads of department to help teams keep motivated e.g. light, fun messages or videos of them on a walk or to share how they are coping



Culture Build



- Care packages sent to employees i.e. sweet hampers/ Easter egg delivery scheduled
- Beer trolley Friday
- Evening drinks and Pub Quiz
- Send care packages for new starters, and arrange a virtual team lunch for their induction
- Share Spotify playlists amongst your team, with uplifting music to reflect each day
- Use Slack to post pictures of workouts and home workspaces
- Send a daily riddle to solve
- Come Dine With Me sessions in the evening – winner receives lunch delivery/food vouchers
- Book clubs in the evening
- Give your employees a budget to use to spruce up their work from home desk with paint, plants, pictures and accessories



Be well



- Organise mental health training for managers – Spill have been recognised for delivering great courses
- Plan wellness challenges
- Encourage walking outside and exercise – 10k step challenge, using Strava to challenge each other on runs/bike rides
- Yoga sessions at 8.30 in the morning for 30 minutes, either via employee or online stream
- Share practical workshops around wellbeing eg. how to protect your mental health while working remotely, how to build remote relationships, and managing your children at home as well as work
- Mental health check ins – scheduled Zooms with another individual to chat through how they are coping, any concerns they have, or just a general chat that doesn't revolve around work.

