

Creative Ways to Keep Remote Employees Engaged



You get it: You're fully on board with all the reasons why telecommuting is a great thing, and that's why you've hired and trained a solid team with the expectation they'd be working remotely. But you also know engagement is the key to a loyal, productive workforce, and now that your workforce is decentralized, you're secretly worried. How engaged are these people you rarely see? How can you ensure your employees are the happy, efficient, stress-free respondents in all those

studies about remote workers? In short: how can you keep remote employees engaged, and how can you know whether what you're doing is working or not?

Lucky for you, we understand the struggle, and we have your back. We've come up with a list of creative strategies for how to engage remote employees, all centered around three main elements: communication, participation, and appreciation.

Communicate Frequently

- Use chat programs
- Schedule more calls and video meetings
- Support virtual face-to-face connections



Increase Participation

- Make onboarding activities memorable
- Take advantage of communal workspaces
- Give remote employees real responsibilities
- Set up extracurricular activities

Show Appreciation

- Employ get-to-know-you surveys to personalize appreciation
- Create a budget for spiffing up home offices
- Treat remote employees like VIPs in the office
- Tailor specific benefits to remote employees



Measure Remote Employee Engagement

- Use eNPS and/or a Pulse Survey