

# Remote Culture Considerations

**It has become readily apparent** that, for many industries and employers around the globe, remote work models are likely to endure beyond the pandemic. As companies evaluate their strategy and vision for moving forward, they will determine whether offering a form of full-time or hybrid remote work arrangements fits their plans. However, one key factor may be less clear — how they can foster and sustain a culture that supports this shift.

The relentless crisis has taken a toll on nearly all elements of employee experience. Many workers would describe the past months using words such as “fatigue,” “burnout,” “exhausting,” and “overwhelming.” This is especially true for those who also shoulder caregiving responsibilities for young children or elderly relatives — though everyone faces various degrees of stress related to the pandemic’s real or potential impact on their finances, health, and interpersonal needs. In fact, [Gartner](#) specifically cites the risk of change fatigue as a significant issue among employees. [Korn Ferry](#) describes a “second wave” of worker burnout caused by recent strain resulting from factors such as increased workloads, decreased personal support, and unclear expectations.

Intentional employer actions and commitment to culture play a key role in supporting employees in this difficult context. Currently, there is room for improvement in this area: [BenefitsPRO](#) reports on a CHG Healthcare survey finding that one quarter of employees say their company’s culture declined throughout the COVID-19 crisis. [Another BenefitsPRO article](#) shows that organizations acknowledge there is work to do: A survey of human resource leaders across 10 countries reveals that establishing a company culture that supports remote work is among their top three challenges.

The good news is that many companies understand the importance of helping their teams get back on track. For instance, [Willis Towers Watson](#) finds that Chief Human Resource Officers cite employee experience, flexible work, and wellbeing and resilience among their 2021 priorities. [Gartner](#) suggests that tomorrow’s work environment will require leaders to take seriously the need to have “a mentally healthy workforce” and to increase transparency.

To get started, sources including [The Wall Street Journal](#) and [McKinsey](#) offer approaches such as communicating openly, listening without judgment, focusing on resilience, and cultivating employee relationships. [The Wall Street Journal](#) also reports on some unique ways employers have tried to support employees navigating the new work environment, ranging from mandatory time off to new benefits such as mental health services and fitness options.

Ultimately, employees are happiest and most productive when they feel they are part of a broader whole they believe in and where they feel a sense of connection. The remote reality the pandemic thrust upon the world has changed the ways companies may approach achieving this type of culture. A great place to start is by showing their employees and managers that they want to help them succeed, by supporting them with resources to ensure they are performing at their best.

Build the success of your remote workforce with the Remote PROductivity Toolkit. Contact [talentsolutions@limraloma.com](mailto:talentsolutions@limraloma.com) to learn more.