PEARN KANDOLA

The psychology behind remote working

- **Stuart Duff, business psychologist, leadership and talent**
- **Research exploring team and leader's behaviours:**

1. Attitudes to remote working
2. The impact of remote working
3. Adapting to remote working
4. Leading remote teams

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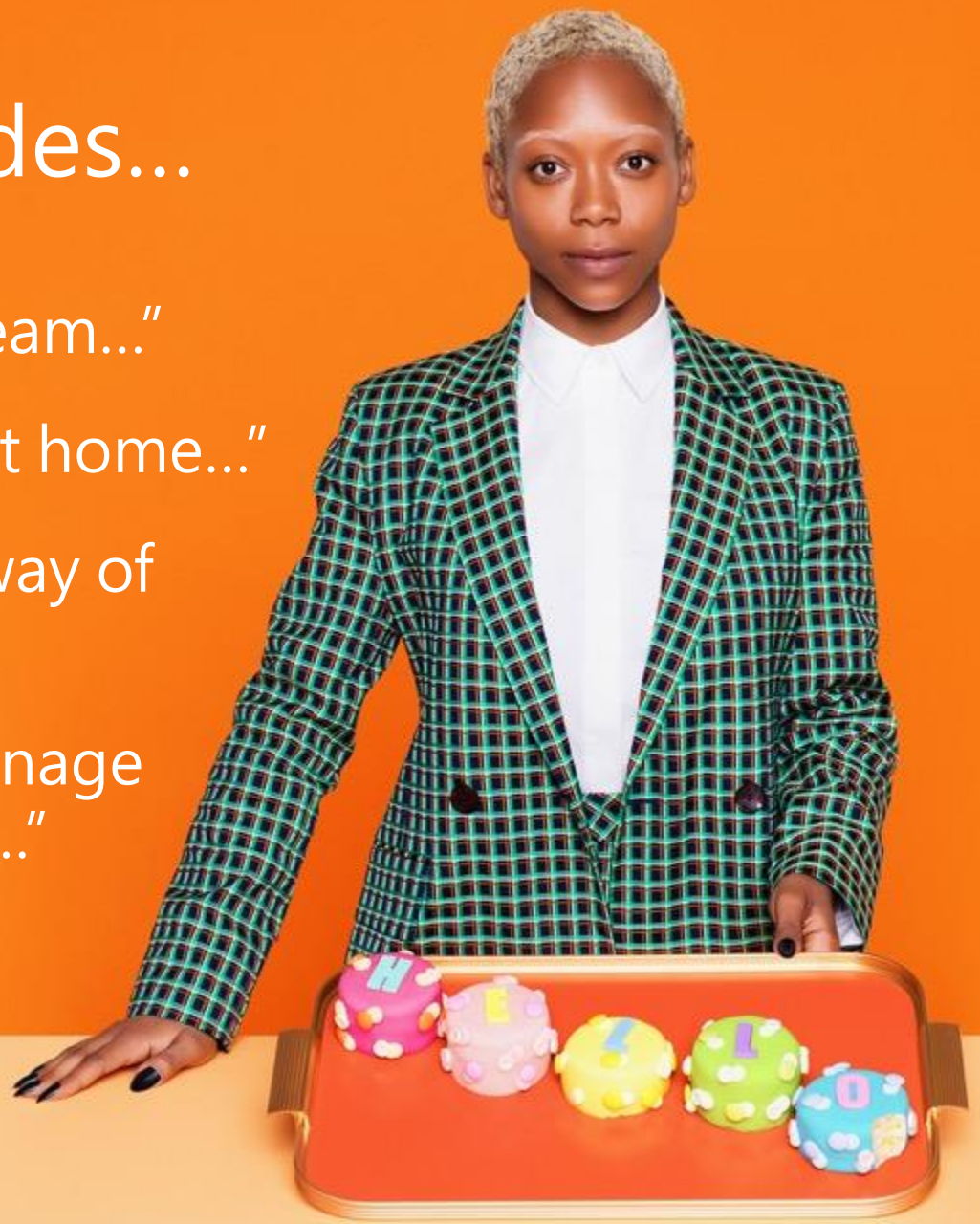
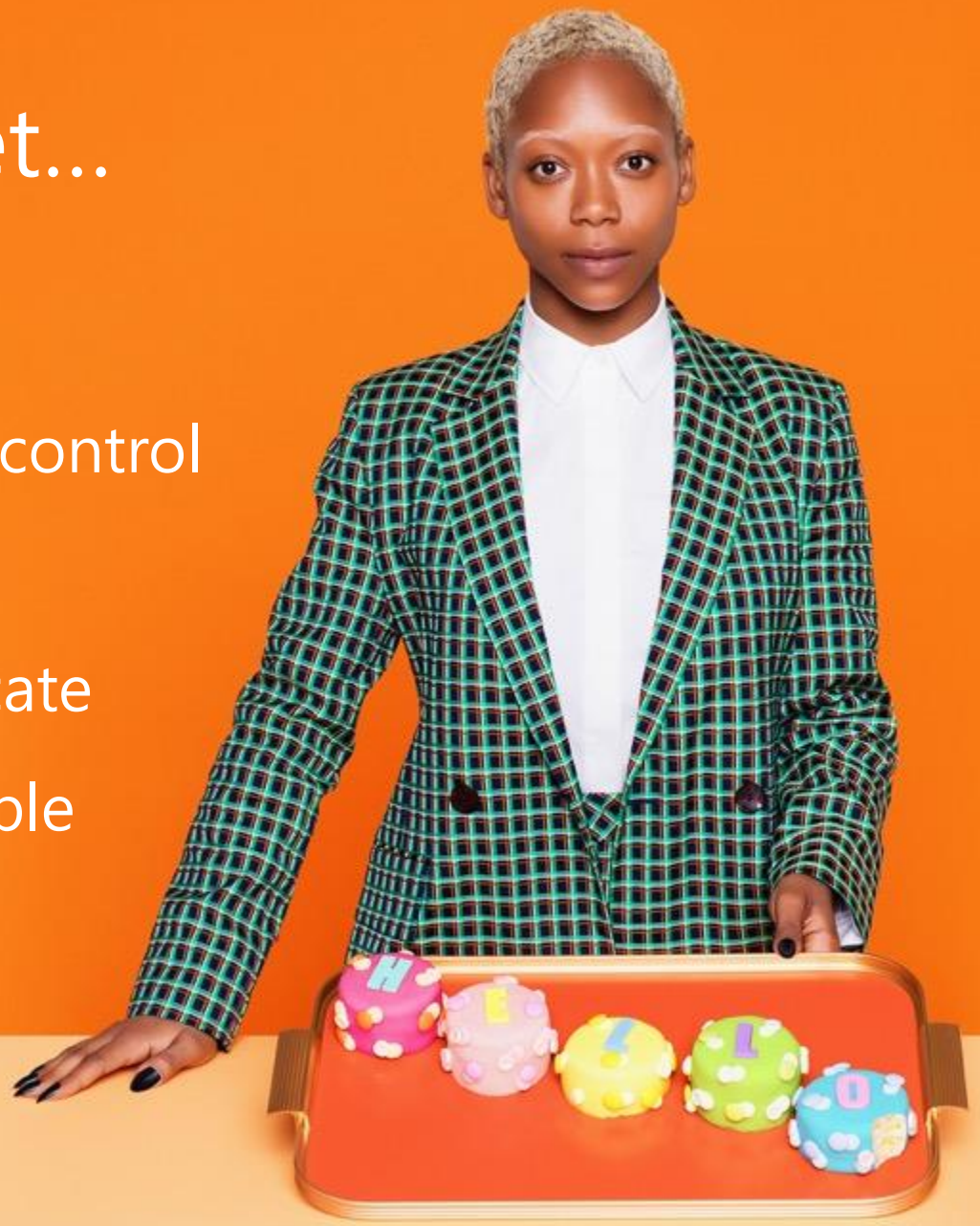
The underlying attitudes…

- "I can't trust everyone in my team…"
- "There are more distractions at home…"
- "Remote working gets in the way of team communication…"
- "It's much more difficult to manage people when they are remote…"



Challenge the mindset…

- Higher levels of productivity
- Higher levels of engagement, control
- Different distractions
- Alternative ways to communicate
- Requires time invested in people



Psychological impact

1. Social contact
2. Self-management
3. Boundaries
4. Essential ‘face time’
5. Change agility

Adapting to remote working

- Deliberately planful
- Structured, follow processes
- Outgoing, talkative
- More assertive and forceful
- Adventurous, experimenting

Leading remote teams

1. Personalise communications
2. Always use VC for team meetings
3. Monitor everyone, equal time
4. Keep communicating
5. Increase consultation in decision-making