



## Help your employees to a healthy balance

Being a manager during the coronavirus pandemic may be challenging. Even though we try to create as normal a working day for our employees as possible, we cannot get around the fact that many employees are affected, both physically and mentally.

Here are some tips on how you can take good care of your employees and maintain your team's motivation when working from home. It is important that you pay special attention to your employees' well-being during this period.



### Give recognition:

Some employees may feel that their work performance is not recognised in the same way as if they were working in the office. Remember to stay in close contact and to frequently inquire about tasks and results. Also remember to recognise their daily work performance.



### Pay special attention to signs of unhappiness:

It can be difficult to keep our spirits up when working from home, and for some employees this may lead to unhappiness. Stay in close contact with your employees and listen to what is being said between the lines. React the minute your gut instinct tells you that something is wrong. Be curious as to what the employee is thinking and feeling, and keep in mind that an awkward conversation is better than no conversation.



### Communicate clearly:

Communicating via Teams, email or telephone may be challenging and can lead to misunderstandings. As you cannot meet with your employees in person, you should therefore be extra clear in your communication. Summarise tasks, instructions and details so you are completely sure that your employees get the message. And ask questions if you are unsure about the 'signals' you get from your employees.



### Get moving:

When employees work from home, they very likely move less than usually. It is therefore more important than ever that you encourage them to exercise during the day. For example, you can take a joint active break. Use the Power Breaks videos with simple and varied training programmes at Danica Pension's website or a virtual walk and talk meeting.

### Inspiration for your employees

Use *How to create motivation and balance when working from home* as a virtual handout for your employees who are working from home.

### 'Sunde Stemmer'

Find inspiration for a healthy lifestyle in Danica Pension's podcast channel 'Sunde Stemmer' (in Danish only). Find the channel where you usually listen to podcasts.