

Work From Home Success Tips

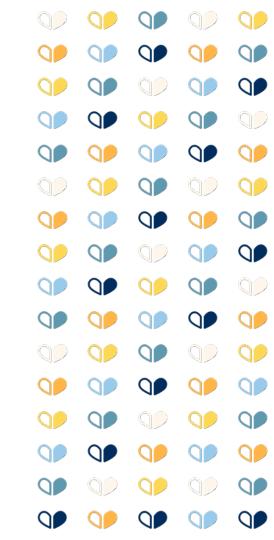


# How do you feel about building relationships remotely?





## My Journey



#### My Journey to Remote -First Work

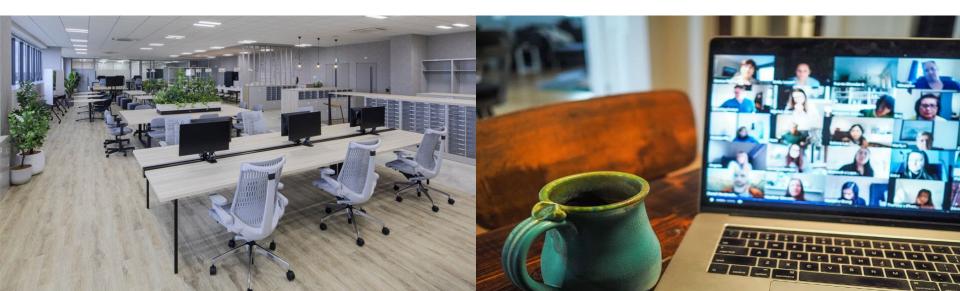


- Started in-person in government affairs
- COVID → fully remote
- Stayed remote even after pandemic



### From Hallways to Screens

- A decade of in-person experience with colleagues
- Transitioned to maintaining those relationships remotely
- Learning to onboard and connect with *new* colleagues I'd never met in person



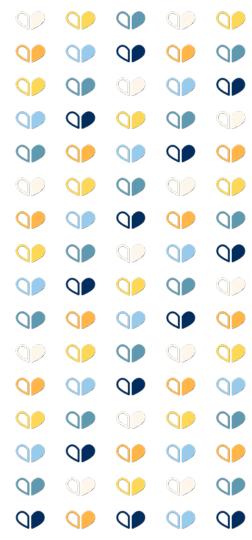
### Relationships Can Thrive Remotely

- Remote ≠ weaker relationships
- Requires different skills than inperson connections
- Possible to build strong, longlasting bonds digitally
- Difference? Spontaneity -> Intentionality





# What changes in a remote environment?



## No More Spontaneous Hallway Chats

- Informal, impromptu connections are gone
- Must manufacture new ways to connect
- Connection is now intentional, not accidental



#### Learn Their Language

- Where do colleagues go to connect?
- Email habits (formal vs. quick)
- Preferred chat or instant messaging platforms
- Different people may prefer different tools





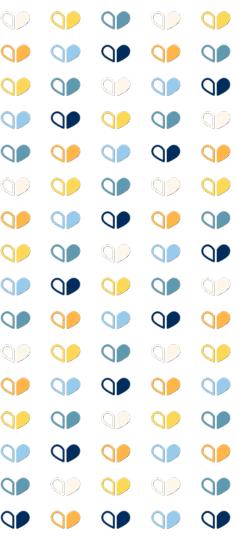
## Map the Informal Communication Channels

- Understand where conversations happen
- Adapt your style to match
- Connection starts with awareness





### Self-awareness in work



# Notice How Remote Work Affects you

- Physical isolation is real
- Energy may decrease over time
- Movement happens less naturally (no coffee runs, no walking to meetings)



#### **Track Your Patterns**

- Are you feeling energized or drained?
- Are you moving enough throughout the day?
- What parts of the day feel hardest?
- What lifts your energy?





### **Build your Awareness Journal**

- Jot down energy highs & lows
- Note physical + emotional shifts
- Keep it visible to reference later
- Use it to design your connection plan



# **Building Out Your Connection Strategy**





### Remote = Intentional, Not Accidental



- No spontaneity → must manufacture opportunities
- Understand: colleagues' tools, your tools, your state of mind
- Prioritize who you need relationships with and prioritize more frequent opportunities with them.
- Build connection into your day





### Small Steps, Big Connection



- Schedule movement breaks and find a buddy
- Insert light-hearted personal insights
- Use "firecrackers" to kick off meetings
  - Fun facts, Stories, Quick questions





# Professional + Personal = Authenticity

- Easter eggs in background
   Share small personal tidbits
- Suggest activities (walking or standing meetings)





## Use Face-to-Face to Accelerate Remote Ties

- Company-wide meetings = kickstart relationships
- Schedule 1:1s before/after events
- Meet in-person when collaboration is critical







# 5 Love Languages → Remote Connection Tools



- Words of affirmation: thank colleagues (CC their manager)
- Acts of service: offer help, share tips
- Receiving gifts: small tokens, thoughtful gestures
- Quality time: be fully present in problem-solving (Skip physical touch, of course!)





# Thoughtfulness + Intentionality = Connection



- Remote connection doesn't happen by accident
- Thoughtfulness builds trust
- Intentionality sustains relationships long-term



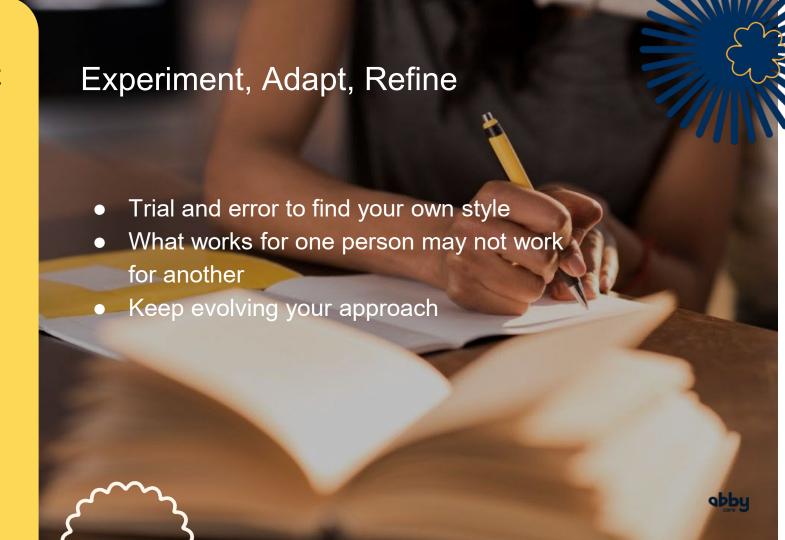
# Lessons Learned & Best Practices



#### **CORE LESSON**



## NOT ONE-SIZE -FITS-ALL



## COMMUNICATE CLEARLY

When in Doubt → Pick Up the Phone

- Written messages can be misunderstood
- A quick call resolves more than 10 back-andforth emails
- Let your personality shine through your voice



USE TOOLS TO STAY CONNECTED



REPLACE SPONTANEITY WITH INTENTIONALITY

# **Create Your Own Moments**

- Contribute in company-wide calls/chats
- Send quick private messages
- Look for small ways to show up







## Thank you!

