

Staff Wellbeing Considerations

This resource is a summary of the video titled “A Focus on Wellbeing” in this series.

Workplace wellbeing is important. Team members who are experiencing high levels of connectedness and wellbeing at work are more productive, engaged and improve workplace culture and success. An organisational approach to wellbeing for a remote workforce is essential.

Wellbeing impact on virtual teams:

- Meeting fatigue and concentrated attention - during video calls extra attention and effort is required to decipher non-verbal cues, like facial expressions. These are more difficult to pick up on in virtual environments and even more difficult in larger meetings. There is reduced opportunity to look away and use other non-verbal cues to convey messages.
- Self-Awareness - individuals can be more aware of their own reactions, movements and responses and working harder to ensure the “right” messages being received via the virtual medium.
- Stress if technology fails - heightened levels of stress with little control over internet challenges.
- Multi-tasking - individuals may engage in other tasks whilst on a virtual meeting.
- Blurring the lines between home and work - access to work tasks beyond normal work hours.

An organisational approach:

- Flexible Work Practices
- Relevant policies are communicated
- Manager training to support remote teams
- Investing in wellbeing strategies
- Role model across the organisation
- Connect in multiple ways

References: Blackdog Institute – Workplace Wellbeing | Health Education Training Institute - Virtual Environments

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PROJECT TEAM



INVESTOR GROUP

Association of Children's Welfare Agencies
Key Assets Australia
Life Without Barriers
NSW Department of Communities and Justice
Social Futures
The Smith Family
Uniting

SUPPORTER

My Forever Family NSW

COMMUNITY OF PRACTICE

Association of Children's Welfare Agencies
Barnardos
Catholic Care Sydney
Catholic Care Wilcannia Forbes
FAMS
KARI
Key Assets Australia
Life Without Barriers
My Forever Family NSW
NSW Department of Communities and Justice
Settlement Services International
Social Futures
The Benevolent Society
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