How What We Do At Home Affects Work Meeting Kit

No Longer Separate

We like to think that work and home are two separate parts of our lives, but we all know there is a much more of a cross over between the two. Today, more than any other generations have experienced, we are put out there for all to see. Whether it is on purpose through work you choose to do on your own or some bad choice you made, it can all be put onto the internet or somewhere else for all to see.

WORK – A PLACE OR THING

Just because an employee shows up to the office and sits at their desk between the hours of 9 and 6 doesn't mean they're actually being productive. To be clear, displacing the place or physical constraints of work being a place that you go applies best to office/creative/services jobs. There are so many jobs that require physical presence like manufacturing, nursing, retail where it may not be possible to use location variety. You are already seeing some creative opportunities to give front-line workers flexibility. Even if your job requires your physical presence, it shouldn't mean you can never attend to important personal matters like health needs and caregiving responsibilities.

WORKING FROM HOME AFFECTS PHYSICAL AND MENTAL HEALTH

Here are some factors how this new lifestyle of work may affect mental and physical health of working from home.

- Can have a negative impact on workers' physical and mental health

- Increases work expectations
- Lessens productivity over time when contact with co-workers is reduced
- Increases time spent at workstations by approximately 1.5 hours
- Decreases job satisfaction
- Impacts female workers with an annual salary of less than 100K; they are more likely to experience new physical and mental issues than their male counterparts or other workers with higher incomes

NEGATIVE PHYSICAL EFFECTS OF WORK FROM HOME

Disruptions and Changes in Routine

Not all workers prefer to work from home. Some are uncomfortable with being on camera for meetings and consultations. It may be difficult for workers to separate their work and home life.

They often have to adjust their work hours or change their schedules to accommodate other workers. These employees are more likely to report physical or mental health problems.

An Increase in Physical Issues

Workers may have difficulty keeping to a schedule and taking breaks. They may put in longer hours than they would in a company office.

Eating More, Exercising Less

Remote workers tend to do less physical activity or exercise. At the same time, their overall food intake may increase.

NEGATIVE MENTAL EFFECTS OF WORK FROM

HOME

Loneliness and Isolation: Some dislike the isolation and miss interacting with their co-workers. Researchers have linked a sense of disconnection with loneliness, somatic symptoms, depression, and anxiety.

More Stress and Burnout: When a worker passes by the computer, pressure builds up to work and finds himself/herself back at work. Burn out becomes a factor.

NEW MENTAL ISSUES: Three-quarters of at-home workers experience new mental health challenges. Female workers have higher rates of depression. Parents and caregivers tend to have better mental wellbeing overall despite stresses such as struggling for work-life balance but may be at an increased risk of mental problems.

OVERCOMING THE NEGATIVE IMPACT OF WORK AT HOME

A Dedicated Workspace

Having a dedicated workspace sends the message to family members of employees that workers are busy and should not be interrupted. **Job satisfaction and productivity can be increased in a comfortable and suitable environment**

The workspace should have:

- proper lighting and a comfortable temperature.
- A wide desk that supports elbows, wrists, and arms can help to avoid carpal tunnel syndrome.
- a chair that supports the neck, back, and spine properly.
- Ergonomically viable furniture.
- Tools such as computer glasses.

Set Boundaries

Employer emails sent late at night may stress out workers, who feel they must respond outside office hours. Workers can set

realistic goals and focus on them rather than being overwhelmed by projects. They may need to say “no” at times to maintain a work-life balance.

Taking Break Times

Fun activities can be stress-busters. Employees should also set time for exercise such as riding bike, yoga, walking, and heart-pumping aerobics. Exercise can lower anxiety levels and lift depression.

Ensure Regular Contact with the Company and Co-Workers

Two or three employees checking in regularly may be more effective than impersonal large group video calls. This action and regular online meetings keep workers in the loop and make them feel supported.

FINAL WORD

Be aware of the connection between the choices you make at home and how they affect work. We no longer only represent ourselves in this day of age of technology. We represent everything we are a part of in our professional and personal lives and they are all interconnected.