

# WHAT YOUR EMPLOYEES ARE STRUGGLING WITH NOW

(AND HOW YOU CAN HELP) >>>>



# Meet Jake

Finance Manager



“It’s hard to juggle work and life at home with two kids.”

**Jake had to get used to working from home with his toddlers demanding attention.** He’s happy working remotely but isn’t used to creating his own schedule. Employees like Jake find it challenging to separate work and personal life. And, as a consequence, can experience symptoms of burnout.

## HOW CAN YOU HELP JAKE?

- ✓ Listen to his concerns and **offer flexible solutions.**
- ✓ **Offer meditation classes.** Fifteen minutes a day does the job!
- ✓ **Offer a flexible schedule** that allows him to spend time with his kids.
- ✓ Make it a company-wide rule for your employees **not to exceed the 8-hour workday.**



# Meet Peter

Marketing Specialist

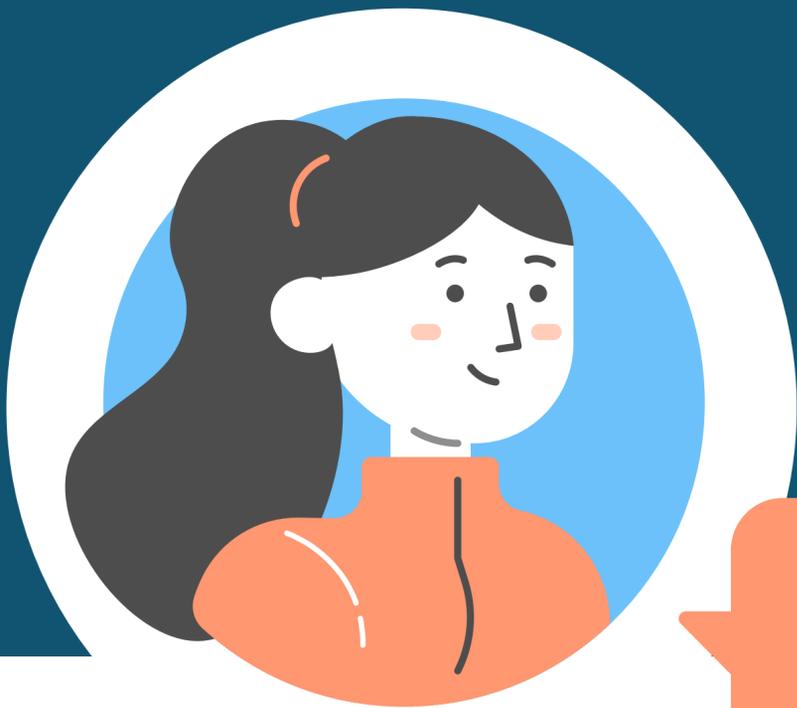


“I feel isolated and tired of working from home. Communication with my team is slow and unclear.”

**Peter started working from home six months ago.** He lives alone and often feels lonely, unmotivated and unproductive. 20% of remote workers struggle with issues like these. They find it challenging to keep in touch with their colleagues which hurts their performance.

## HOW CAN YOU HELP PETER?

- ✓ Hold weekly **virtual coffee meetings**.
- ✓ **Suggest a cardio class** to get his endorphins flowing and boost his motivation.
- ✓ Set up a Slack channel or message board for teammates to **share their struggles and productivity tips**.



# Meet **Katrin**

Front-End Developer

“I haven’t been able to exercise as much lately, and I’m afraid to go to my regular classes.”

**Katrin used to go to the gym every day after work.** When gyms closed, she found it harder to motivate herself to stay active. Though classes are opening up again, she fears a potential infection, so she’s decided not to attend them. She feels like she doesn’t have anyone to talk to about these challenges at work.

## HOW CAN YOU HELP KATRIN?

- ✓ Support her with getting back to sports by offering her to join the **#SafeSportsClub**.
- ✓ Offer to support her by **covering the costs of equipment she might need at home.**
- ✓ **Create a company group** for people like Katrin, who are interested in staying active so that they can interact and discuss their issues.



# Meet Georgia

Tech Recruiter



“The whole situation is draining my productivity and I have no idea what’s going to happen next.”

**Georgia always loved working at the office and interacting with her colleagues.** When at home, she finds it hard to motivate herself and she’s seen a drastic decrease in her productivity levels. She’s also been distracted by checking the news and worrying about the future instead of focusing on work.

## HOW CAN YOU HELP GEORGIA?

- ✓ Hold regular one-on-one meetings with all employees to find out what they’re struggling with.
- ✓ Encourage Georgia to take on meditation.
- ✓ Let people voice their concerns openly and encourage them to cope with the uncertainty together.



# Meet **Maria**

Project Manager

“I don’t feel like my work is recognized anymore.”

**Maria is a top-performer and is used to receiving daily praise for her work.** When she started working from home, managers stopped interacting with her due to the challenges they were facing. Maria no longer feels appreciated. Her performance is suffering, and she’s considering to change jobs.

## HOW CAN YOU HELP MARIA?

- ✓ **Regularly check in** with employees like Maria. Offer them feedback on their work, and praise them.
- ✓ **Express gratitude!** Showcase them on social media and assign special projects like a blog on their experience.
- ✓ Implement a rewards program that focuses on what your employees truly need. Showing Maria and her colleagues that you **care about their health** can go a long way!



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