

6 proven ways to boost remote team productivity.

Remote team productivity will be crucial in the future of hybrid working. Discover 6 ways to improve your team's output.



1) Preserve a healthy routine.



A study published in the journal Cognition concluded that short breaks help keep our attention span on track.¹

Respondents to a survey by Airtasker ranked **having regular breaks and sticking to set working hours** as the first and second **most effective ways to aid productivity**.²

But it's important to have some flexibility...

47% of employees strongly agree flexible working arrangements would allow them to be more productive than a rigid 9-to-5 schedule.³

2) Manage burnout and stress.

The American Psychological Association estimates that more than 550 million workdays are lost each year due to stress on the job.⁴

30 days using the Headspace app has shown to reduce stress by 32%, while just 4 sessions reduce employee burnout by 14%.⁵

More exercise = more output

Staying active is key to minimising stress and maximising output.

According to Reuters, if every worker added an **extra 15 minutes of walking** to their day they could boost the world economy by as much as **\$100 billion a year**.⁶



3) Encourage employees to block out time for 'deep work'.



Deep work refers to:-

*"Professional activity performed in a state of distraction-free concentration that push your cognitive capabilities to their limit"*⁷

Often referred to as being in a 'state of flow'...

Encouraging your employees to block out periods of time where they focus on their own workload, and temporarily block out calls and emails can have an incredible impact:-

- People have shown to be as much as **5x more productive** when in a state of flow.⁸
- Those working in flow state report being **6-8x more creative**.⁹
- A number of studies show people **learn up to 500% faster** when in a state of flow.⁹

4) Help your teams establish the right environment.

Small changes in working environment can have a tremendous impact on remote teams.

Users of standing desks are nearly **45% more productive** each day than their seated counterparts.¹⁰

70% of employees say having access to **natural light** makes them **more productive**.¹¹

Working in a room with no windows?

Adding plants to a windowless workplace can make employees **12% more productive** and less stressed.¹²

The right choice of music can also increase mood and productivity, with research showing it helped students **work for longer** and **retain more information**.¹³



5) Protect internal relationships at all costs.



Acknowledge efforts

40% of employees say they would put more effort into their work if it was recognised more often.¹⁴

Improve team communication

According to a McKinsey study, improving team communication can increase productivity by up to 25%.¹⁵

Open workplaces perform better

Research from Harvard shows staff achieved better learning and performance outcomes when their leaders...

- appeared to 'have their best interests at heart'
- were more inclusive
- encouraged them to speak up and ask for help.¹⁶

More monitoring only makes things worse

More data from Harvard Business Review also found workplace anxiety to be greater in workers experiencing high levels of close monitoring

- Of workers reporting low levels of monitoring (less than 2 on a 5-point scale), 7% were often or always anxious when doing their job.
- But for those reporting **high levels of monitoring** (more than 4 on a 5-point scale), **49% were often or always anxious** when carrying out their job.¹⁷

Little freedoms make a big difference

A research study conducted by Frost & Sullivan found that **employees who 'bring their own device'** to work save their employer an average of **58 minutes every day**.¹⁸

In real terms, that's a **34% increase in productivity**.

6) Invest in better communications systems.

New research from **Sharp** has uncovered that the average UK office worker wastes at least 21 days each year due to outdated technology.¹⁹

Low network capacity is a concern

65% of networking professionals reported feeling extremely or somewhat concerned about their organisation's network capacity during the pandemic.²⁰

Remote teams should look to streamline their systems

The average employee now switches between 35 job-critical apps more than 1,100 times a day...

Workers multitasking between 30 applications or more in a single shift have a 28% higher error rate.²¹

- UK businesses lose over £30 billion every single year due to missed calls.²²
- 93% of businesses that invested in Unified Communications saw an increase in productivity and motivation.²³
- Investing in Unified Communications and VoIP systems can save employees an average of 32 call minutes per day.²⁴



Sources: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24