

# Promote a Positive Culture With Virtual Team Building



OPTIMIZE  
WELLNESS SOLUTIONS



*Inspiration*

As more and more of our interactions happen digitally, remote work teams face these challenges consistently. A comprehensive effort will shape team cohesion that is strong. By setting boundaries, encouraging communication and dealing with setbacks quickly, team members can succeed and grow.

## 1. Fusion of Knowledge

Maximize knowledge sharing within your organization. Prompt discussions about projects, experiences, and relationships. With open communication channels, co-workers are more likely to reach out to one another. As you set goals and reach them together you can watch team members develop and lean into their strengths. External strengths may flourish too, by finding someone to share DIY projects, music playlist and even a sport league team.

## 2. Communication is Key

True in any workplace – especially one where most interactions occur via email, chat, or calls. Ensuring a free flow of accurate information throughout your company's structure means fostering a communicative culture, and using the right tools for the job. Communicate on regular scheduled video calls weekly or bi-weekly basis as video helps to establish a good rapport, and enhances empathy and emotion.

## 3. Deal with Setbacks

Encourage staff to keep regular business hours. Pay attention to everyone on the team, some may be at risk of overworking themselves. Without the clear boundaries members on your team may have workdays that never end, setting themselves up for exhaustion. Check-in if you suspect someone is having a bad day, and if you are having technical difficulties, take a deep breath, and resort to plan B when needed.

## 4. Establish New Norms

Establishing company expectations can make virtual connections easier to navigate. Address etiquette like language or time barriers directly. As an individual, also establish consistent behaviours such as preferred response time, writing style, and tone. Some individuals prefer short and quick messages versus lengthy detailed responses. There's nothing better than getting the cards on the table. Try and be yourself, and let your personality shine.

*Are you ready to optimize your workplace wellness program? We add expertise to your team.*

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