

WORKSHEET 10

MOTIVATING YOUR TEAM



Group Pomodoro Sessions: The Pomodoro Method is a time management technique that involves working for 25 minutes straight, followed by a five minute break. To help remote teams focus, hold group pomodoro sessions. For example, TeamBuilding has a #pomodoro channel on Slack. When sessions are active, a channel leader announces the beginning of each 25 minute work session and five minute break. Teammates respond to these announcements with emojis.

Staff Spotlight: Staff spotlights are public shout-outs for awesome employees. These features can appear on internal communications, company blogs, social media accounts, Slack or Team channels, or any other visible medium.

Daily Check Ins: Regular check ins are an easy way to keep team members on track. Having to provide an update can push employees to finish work on time. These check-ins can take the form of a Slack /Team thread, short Zoom meeting, or a Google Form. The report can be between a manager and employee, or can be visible to the whole team. The point of the exercise is to create a sense of accountability. Remote work is very self-guided and it is easy to get sidetracked.

Care Packages: Care packages are a fun way to boost virtual worker motivation. Getting goodies in the mail brightens team members' days, fosters gratitude, and inspires goodwill and loyalty. These presents signal that the organization and managers care about employees.