

Limiting the effects of digital fatigue

REFERENCE GUIDE FOR MANAGERS

The reality of working remotely, with its countless virtual meetings, and the resulting digital fatigue affect everyone differently. Employees can experience the effects on a physical, psychological, relational and organizational level. Helping the members of your team reduce the effects of digital fatigue can only have positive effects on their health and well-being, job satisfaction, performance and engagement.

Possible solutions to implement with your work teams:

- ➔ Tell people about and apply the policies/measures that are in place to prevent digital fatigue.
- ➔ Stay in regular contact with all members of your team to maintain and promote their physical and mental well-being.
- ➔ Plan your meetings well:
 - Set and present clear objectives at the start of the meeting.
 - Be sure to respect the time.
 - Appoint a facilitator, if needed.
 - Identify how and when participants speak.
- ➔ Take the time for a short informal discussion with the other participants before the meeting starts (when the situation allows).
- ➔ Make sure you have sufficient technological knowledge to support team members or refer them to the right support resources.
- ➔ Promote other forms of communication to vary the ways of connecting.
- ➔ Encourage good digital hygiene: promote screen-free breaks, allow participants to turn off the camera, make some meetings optional, etc.
- ➔ Encourage healthy lifestyle habits: promote physical activity, outdoor breaks, meditation exercises, etc.
- ➔ Adopt healthy lifestyle habits yourself to set an example and to show caring toward others and yourself (see the guide for employees).

To learn more ...

An additional tool for you, managers:

[Working, socializing and relaxing online ...](#)

[Are you techno-stressed?](#)

