



# FLEXIBLE WORK CONNECTEDNESS: TALK ABOUT IT

With many organisations having to make difficult staffing decisions since the onset of Covid-19, the issues of maintaining employee connectedness to the business and avoiding survivor syndrome for 'those that remain' need to be acknowledged. This guide can help start the conversation.

## **The Issues: How to remain connected and avoid Survivor Syndrome**

The current situation forcing many workplaces to make difficult staffing decisions; below is list of these effects:

- 1** Recognising the increased or changed workload for remaining employees
- 2** Dealing with increased levels of stress, or levels of 'disconnectedness'
- 3** An initial distrust of management due to the layoffs or changes
- 4** Low workplace morale, low sense of trust of management and the business
- 5** Retained workers may decide they no longer wish to stay
- 6** Anxiety and lack of motivation from remaining employees
- 7** Prolonged feelings of insecurity across the workforce, or in specific pockets
- 8** The Kubler-Ross stages of grief/loss apply in this situation



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## **The Tips: How to remain connected and avoid Survivor Syndrome**

The following is a list of what actions HR professionals can take to alleviate some of the issues:

- 1** Recognise and acknowledge that emotions ‘survivors’ feel are legitimate
- 2** Make a suitable manager or supervisor available to discuss and reassure
- 3** Find visible ways to demonstrate the value of those that remain
- 4** Tap into the passion, commitment, creativity etc. of the remaining employees
- 5** Refocus on the organisation’s mission and vision – it gives reassurance
- 6** Get back into daily work patterns as soon as possible to reestablish norms
- 7** Give employees time to ‘get up to speed’, and watch for overwork or burnout
- 8** Focus on building self-esteem and workforce capability