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KUNZE ANALYTICS, LLC

TALEXES
TALENT SOLUTIONS

The Future of Workforce
Talent Solutions

Performance Changes to Consider
When Working from Home

When unusual events occur, it's vital to know how your employees will be affected by those changes. That's why we encourage every organization to assess their current team members and create a performance baseline for comparison.

Whether your employees have begun working from home, have modified work schedules, or are still going to work as usual, every member of the workforce is affected by these current events—which means their performance may be affected as well.

It is important to be aware of your employees' work traits and how they may fluctuate during these complicated times. Here are some questions to deliberate on to handle each trait during this situation.

Note: For anyone in the 1-3 or 7-9 category on any scale, this information is vital.

Reasoning Ability

If there are new factors that need to be learned and training is required, what should the pace of the training be and how should the training be conducted?

Manageability

Does the employee prefer following precise processes and seeking input from supervisory personnel, or will they find the way to work at home and prefer to be left alone? Or, could they be well-balanced in this regard?

Competitiveness

If the employee is very goal directed, will goals be clearly set to give them solid guidelines? Are they spurred by the progress of their coworkers? Will their own progress be affected if they don't have encouragement from coworkers' successes?

People Contact

Does the employee need to be around people to be productive? How will their performance be affected when they are working individually at home? (This can be of particular importance, since people who are very high on this scale need to have some way of connecting!)

Sense of Urgency

If workloads and/or deadlines have changed, how will the employee's pace in completing tasks be affected? When working from home, does the lack of office structure affect the employee's working pace? (If the workload at the office and at home is basically the same and the employee fits the pattern, this trait may be unaffected.)

Attitude

When working from home, highly skeptical employees may have a hard time trusting that processes are running smoothly when they cannot witness it in person. On the other hand, highly trusting individuals may assume production is continuing smoothly because they are not sharing progress updates with their coworkers.

Take Charge

Take Charge: Employees who aren't quick to take the lead may have a hard time managing themselves to maintain a proper work schedule. Employees who prefer to take the lead may find themselves bored with no group of employees to oversee.

This is not a definitive listing of things that may arise when there is a drastic change in the normal workday—it is meant to provide some food for thought. The key is to ensure you know how your employees are affected by radical, sudden changes in the workplace so you can do what it takes to keep them engaged, productive, and successful.