

25 Tips for Remote Employee Engagement

With so many employees working remotely, many teams have lost the informal 'water cooler' conversation so crucial for team rapport.

Here are a few tips compiled by the [Strategic Imperatives](#) Team with ideas to engage employees and build relationships no matter where they work.

1. Schedule brief weekly virtual "coffee breaks" with your team. Have everyone brew their favorite drink and meet virtually to check-in with one another personally to see what's happening in their lives to celebrate or that may be challenging.
2. Initiate a process for employee recognition. For instance, at each regular leadership team meeting, each leader identifies an employee in the organization who deserve praise. Another leader volunteers to mention to the employee that they were mentioned at the leadership team meeting and thanks them for their work.
3. Help team members stay healthy. Set up small, easy goals such as 1 ten-minute walk per day. Create a space in Slack or other app for team members to share their progress towards the goal over a specified time.

4. Schedule a "hack-a-thon" with a theme, to solve problems the company is facing, or surface new opportunities.
5. Mail out a small gift to each employee and schedule a time to open it together. It could be a ring light for virtual calls, a movie ticket, a gift card, branded office supplies, etc.
6. Schedule meetings with a five-minute check-in before starting. Have an [ice-breaker](#) for each team member to answer.

7. Send out an [Employee Experience Survey](#) to discover how employees perceive their work experience and identify opportunities to strengthen engagement, retention and performance. Then, follow up and make immediate changes.



8. **Welcome new hires with a virtual team lunch. If you have the budget, cover lunch for team members and have them order-in from a specific location.**

9. Create a channel in Slack for shouting out awesome team members #yourock

10. Get to know someone new! Randomly assign pairs and schedule a time for everyone to meet with their partner for 15-30 minutes.
11. Value the differences. Learn each person's preferred work style and motivating needs and how remote work may impact their engagement and productivity. Use a tool such as Predictive Index's 5-minute Behavioral Assessment ([take it for free here](#)) for an easy way to discover your style.
12. Ensure all are clear on team priorities and celebrate even the small wins. Make the celebration special for achieving key milestones.
13. Trivia night! Host a virtual trivia night with your team. Keep it a reasonable time, and boost morale by getting to know your team members' keenest interests in a fun way.
14. Survey employees on their "Weird or Unique Expertise," and have them give a 5-minute TED talk on it to the team.
15. Have a virtual 'Potluck' dinner. Everyone makes their favorite dish and shares about their recipe, and the dish while eating virtually together.
16. Schedule 1:1 time with each team member to discuss work and development goals and check in on them personally provide coaching and feedback to help each person be successful.
17. Set up a process for new hires to get to know others on the team and share information about themselves. Encourage personal and work-related exchanges.
18. Create a private slack channel visible only to the manager and each employee for 'Journaling' thoughts on problems or insights on wins and successes. This can provide space for feedback, celebration and joint problem solving.
19. Create a team 'Yearbook' through a photo-service. Ask employees to send in an inspirational quote and photo. Team leader can pre-sign yearbooks before sending to employees.
20. Scheduled water-cooler time for 10 to 15 minutes for employees to hang out in a shared virtual space if they so choose.
21. Celebrate virtual birthday parties. Send a virtual birthday card signed by all team members using Google Docs.
22. Schedule a day once a week where everyone sits down virtually at the same time to eat lunch together.
23. Show-and-Tell! Have each team member show or tell about their favorite book, coffee mug, gadget, etc.
24. Send virtual "High-Five Awards," create a template and allow team members to recognize their peers by creating and sharing a "High-Five Award," for them.
25. *Have team members nominate and vote on fun and respectful superlatives for their peers like, "Most Likely to Close the Deal," or "Most Likely to Make you Laugh."*

Now that you know how to keep remote employees engaged, [contact us](#) to learn how to create high-performance teams!