



Digital Wellness in the Remote Workplace



EXPERTSTREAM
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Leaders of Digital Wellness in the Remote Workplace



1. Introduction to Digital Wellness as an integral part of Digital Citizenship

In this section of the workshop, we will give an overview of the Digital Citizenship framework as a basis for our exploration of Digital Wellness. We'll take a look at Digital Wellness as a key aspect of working in a remote or de-centralised workplace. We'll explore the concept of a Tech/Life Balance and finish with some advice on how to assess our current level of Digital Wellness.

2. Betterness as a concept

In this section, we'll take a dive into the concept of 'betterness'. We'll examine what betterness is and how it drives both the employee and the employer differently. We'll talk about how these two perspectives on betterness cover in the digital workspace. We'll also talk about the necessity of understanding your stakeholders, their different betterness needs and how they intersect.

3. Wellness vs Betterness

In this section, we'll compare wellness and betterness. We'll talk about the 24/7 world and how it is supported by technology. We'll look at the implications of the 24/7 world, its impacts on both employees and employers, and how technology overuse can affect health. We'll talk about how to audit the mandated technology exposure in your workplace and give strategies for keeping technology use at a manageable level. We'll also talk about the situations where betterness and wellness compete and how to minimise these to ensure productivity remains at acceptable levels.

4. Introducing Entanglement

Here, we'll introduce and define entanglement as it pertains to technology and our lives. We'll look at how much we really understand about entanglement and its ramifications for remote workspaces. We'll unpack what it means to be entangled with technology and how to determine our degree of entanglement. We'll look at how employers control workplace entanglement and the effects their choices may have on employees. We'll also look at how too much tech or the wrong tech can affect people's performance and productivity.

5. Supporting Employee Autonomy

In this section, we'll look at how employers and employees function differently in high trust and low trust workplaces. We'll consider the level of control employees have over their own tech use and how employers can and can't encroach upon it. We'll look at whether our demands as employers are reasonable and examine whether reasonable overtime is an effective strategy for workload management in a digital workplace. We'll consider informed consent as a lens for what we're really asking when we request additional work from employees. We'll finish up with a look at incentivising employees as a form of gamification and unpack the things we must consider when deciding on the model of gamification in our workplaces.



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