

Getting out of the blocks

Engaging your team during furlough so that they're ready to go when they come back



Communicate well

Take your employees' preferences into account and make sure those with less access to technology are included.



Offer training

Give team members the opportunity to learn new skills or develop their knowledge, and make sure it is put into practice on their return.

Ask how they are

Do this regularly. Being in lockdown is hard, and some cope better than others.

Your team may be coping with;

- bereavement
- family illness
- caring responsibilities
- isolation.



Encourage volunteering

Volunteering for the NHS or other organisation during this crisis will give a sense of purpose and contribution, which employees won't be getting from work.

Share updates

Make sure they are up to speed with what's happening at work so they don't feel out of the loop and need to catch up when they get back



Survey engagement

This doesn't mean a long survey - you can do very short regular 'pulse' surveys using free online tools to give you a good picture of how people are doing..



Signpost resources

In a crisis people crave guidance. Resources on wellbeing, financial support, staying safe and community assistance can make a big difference



Keep social connection

Just because they are not allowed to work doesn't mean they can't socialise with colleagues. Involve them in organising virtual social events such as 'pub' quizzes or coffee breaks.

