

Remote Poll Results

3. Please give an example of how someone at work has communicated appreciation to you.

The following answers were provided (these are examples of the most common types of answers given, along with some unique ones):

- * Invitation to virtual chats.
- * Quick thank you emails for their work on a project.
- * Bi-weekly meetings with my supervisor— her spending time to talk to me was important.
- * Having “coffee” via Skype to catch up on life outside of work.
- * Sending copies of books that the local team is reading.
- * Sending funny pictures based on recent conversations.
- * Receiving a hand-written card with a personal touch.
- * Making a personal phone call to check in.
- * Communicating in a group meeting what I had done in front of the rest of the team.
- * Sending “celebration kits” including some small gifts and food.
- * Sending a food truck to their building.
- * Various gifts, a box of candy, flowers, Starbucks card, t-shirts.
- * Managing emails or phone calls once a day instead of multiple times a day to respect my time management.
- * Allowing a co-worker to call and “vent” and share their frustration.
- * Being available to them during difficult times.
- * Making sure the remote worker is brought up-to-date on other issues going on in the office.
- * Sent a pebble to my office with the slogan “You Rock” on it.
- * Bought me lunch and had it delivered to me.

- * Making sure during team meetings that other team members know what I have accomplished.
- * Having a handwritten note sent to my home address.
- * Purchasing a video camera so the remote member can join in on the team meeting.
- * Remembering special occasions such as birthdays or anniversaries and make sure the team signs it and sends it in the mail.
- * Emailing me just to ask about my personal life.
- * Leaving a voicemail to thank me for something I did.

4. Please share any suggestions you have for making communicating appreciation to/from remote employees more effective.

- * Don't leave the remote worker out of what you're doing in the office.
- * Respond quickly to emails.
- * Send care packages by a courier with small items the person would value.
- * Make sure the remote workers get credit for what they do.
- * When you are able to see your distant employee in person, make sure that time is special.
- * Send a physical card for birthday, "sorry for your loss", and have people in the office sign it.
- * Use humorous means on the internet to brighten a person's day.
- * Utilize handwritten cards.
- * Utilize video conferencing (Skype, Go-To-Meeting, Zoom)
- * Electronic cards and electronic gift cards
- * Send gift cards by mail.
- * Put appreciation on your calendar. Schedule a time to think about it and do it.

- * Make sure that issues discussed in the main office are shared with remote employees.
- * Creating a Slack channel specifically for appreciation has been helpful.
- * Schedule time to talk and express appreciation.
- * Use face-to-face (video) rather than the phone or email.
- * Ask specific questions about what is going on in their life and start by sharing your own information about yourself first.
- * Utilize Slack for business to be able to communicate across different time zones.
- * Send handwritten thank you notes to a person's home address.
- * "Checking in" to see how their day is going.
- * Make travel arrangements for the remote employee to join an annual company celebration or holiday party.
- * Acknowledge work efforts and projects in a timely manner.
- * Be personal and friendly. Remember a small detail about them and their family.
- * Review what actions are important to them and use those.
- * Get to know your people so you can be genuine and specific.
- * Scheduling Skype calls to just "catch up" on how things are going for them.