



CDC Workplace Health
Resource Center
Make Wellness Your Business

Engaging Remote Employees in Their Health and Workplace Wellness Programs

Research shows that higher levels of work-related engagement contribute to improved employee and customer satisfaction, safety, and overall job performance and company profits.^{1,2} Yet in 2016 more than 22% of the US workforce reported doing some or all work from home,³ and 43% of employees worked in different locations from their employer and coworkers.⁴ For some, this can create a lonely workplace. A one-size-fits-all approach does not work for any wellness program trying to attend to the needs and interests of a dispersed workforce. Wellness programs need to reach all employees—no matter where they work.



Strategies and Considerations

Well-being is the ability for individuals to address normal stresses, work productively, and realize their highest potential.⁵ As companies strive to improve their workplace culture and environment to promote health and well-being, remote employees often cannot access or benefit from these changes. Therefore, it is important for employers to use additional strategies to engage remote employees in their work and health.

- **Create Personal Connections.** Like employees who work on-site, remote employees can benefit from personal interactions and communications.
 - Use multiple channels—such as e-mail, webinars, training videos, and phone conferences—to communicate about the job, the organization, the wellness program, and other benefits.
 - Connect and build relationships with remote employees through regular, one-on-one conversations to check in about their job and to share information on health and wellness topics.
- **Flexible Work Schedule.** Flexible schedules can benefit all employees, whether on-site or remote. The flexibility allows additional time for sleep and exercise, which promotes good health and creativity.⁶ Employers can encourage remote workers to

use flexible work schedules to address their health and well-being needs—whether to exercise, meditate, volunteer, or go to a doctor’s appointment.

- **Connect to Technology Resources.** Employers can use social media and other technology to engage remote workers in their health and well-being, and in their job.
 - Create a challenge so remote employees can participate on a team and monitor physical activity through an online tracking system. This can create value and team-building for employees who are otherwise isolated from their coworkers.
 - Set achievable goals and rewards to help motivate remote employees to participate in health and wellness campaigns throughout the year.
 - Encourage remote employees to participate in walking meetings through mobile technology, which can be helpful for a company’s innovation and health. Also, encourage employees to participate in calls while standing, walking on a treadmill, or riding a stationary bike.
 - Use blogs and other social media to share examples of healthy living stories of remote employees and provide inspiration.
- **Health and Wellness Without Walls.** Employers can support remote employees by reimbursing all or part of their fitness center memberships, at-home exercise equipment, fitness trackers, and or healthy food delivery services.
 - Include a wellness event when employees come together to meet for annual or quarterly events. This may include a health screening, a walk/run to raise funds for charity, and an outdoor social event.

The [CDC Workplace Health Resource Center \(WHRC\)](#) is a one-stop shop for organizations to find credible tools, guides, case studies, and other resources to design, develop, implement, evaluate, and sustain workplace health promotion programs. Visit the [CDC Workplace Health Resource Center](#) website to learn more about strategies for employee engagement.

References

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