

# FIVE THINGS

**you can do right now to be a leader of the hybrid revolution at work (because trust me, it's coming!)**

You know as well as I do that the world of work has changed. A lot. And it's going to keep changing at lightning speed.

But one thing that won't ever change is how important it is to bring your human to work.

What does that mean?

It's simple: honor relationships—with yourself, and your team.

In fact, as we prepare for a post-COVID world (which will arrive, believe it or not), it's more important than ever!

So here are FIVE THINGS you can do to bring your human to work, even if you can't go to work.

By doing these things, you'll be leading the revolution in hybrid work.



1

## ASK YOURSELF THIS ONE LIFE-CHANGING QUESTION: DOES YOUR CALENDAR REFLECT YOUR VALUES?

Don't let yourself be bullied out of your most precious human resource: your time. Working women especially are being pulled in so many directions, so we must do everything we can to maintain control over our schedules.

Take a look at your calendar and ask yourself—Are you making time to be with the people who make you happy? To be creative? To collaborate? To exercise? Are you making enough time to sleep?

Do you have time to just breathe?

2

## RETAIN YOUR RITUALS, BOTH FOR YOUR TEAM AND FOR YOURSELF.

One day I walked into my husband's home office (or is it mine?), and he was wearing a tie. I laughed, but he was quite serious. The time had come for him to return to his ritual of wearing a tie for meetings.

Rituals give us a sense of psychological safety and belonging and a connection to purpose, which we all need right now. Consider rituals around onboarding, meetings, celebrating milestones, and within your day – beginnings, endings, transitioning from “work” to “home” even and especially if your commute is only to the next room.

Rituals can transform everyday routines into workplace magic.

3

## KEEP CHECKING IN, EVEN IF JUST FOR A MOMENT.

The most common question I receive from leaders and managers is, *Do we have to keep checking in with our teams?*

The answer is YES!

But here's the thing: a check-in need not take up 20 minutes of a 45 minute meeting. Go around the room (I mean Zoom), and ask your team members to give a one-word description of how they are feeling in that moment. One CEO shared that her team members go around and describe themselves as red, yellow, or green.

If someone describes themselves as a “red,” it gives the manager an opportunity to follow-up 1-1 later and perhaps give the time-sensitive client project to someone else.

4

## FIND THE SWEET SPOT BETWEEN TECH AND CONNECT.

We all depend on technology to keep us connected, even in the best of times. These days, it's more important than ever that we leverage all that's great about technology and also put it in its place. From DMs, to texting, to email, to phone calls, to Zoom, to masked meet-ups, to intimate pod-mates—every leader needs to know how to find the sweet spot between tech and connect.

Think about how you can use Slack to see what colleagues are bingeing on Netflix. Make time to look at photos of their new pets. Design times for a walking meeting where you can get outside and have a good ol' fashioned call with a colleague.

As we begin to return to work IRL, we'll have more and more opportunities to find that sweet spot.

5

## HAVE SOME FUN.

I don't need to tell you that stress is high, and Zoom fatigue is real.

But maybe you need a reminder that it's not wrong to laugh during a pandemic (or post-pandemic). We're only human after all! These days can feel long and heavy, so we shouldn't always take ourselves so seriously.

Don't be shy to host a team talent show, champagne Fridays, silly trivia, throwback Thursdays—whatever works. Take the time to celebrate milestones, and shine a light on all the wins.

We've all got a long road ahead, and trust me, a little levity goes a long way.