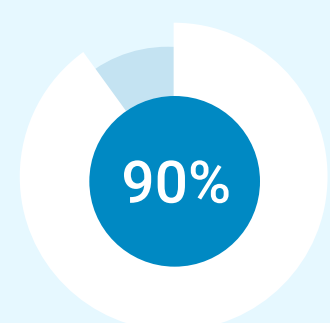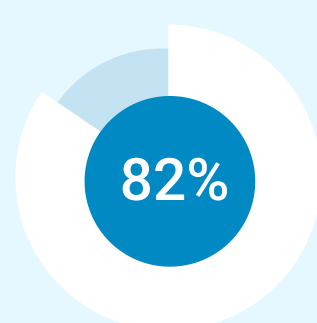# Breaking the Remote Bubble:
6 Steps to Building a Thriving Virtual Team

Are Remote Jobs Leading to Increased Isolation for Your Team?

90%

of executives find a lack of culture and connection among remote teams, and over 70% of remote employees feel they can't socialize enough.

82%

of employees reported having experienced loneliness in the workplace.

Source: SHRM

What is Virtual Paranoia?

- Virtual paranoia is when remote employees, despite virtual interactions, feel isolated, hypersensitive, and overly worried.
- Social isolation leads to issues like sleep problems, low self-esteem, high blood pressure, anxiety, depression, low productivity in employees.

Causes of Virtual Paranoia

Lack of Micro Interactions

- Subtle cues and interactions in the office are absent in remote work.
- Micro-interactions (nodding, smiling, casual conversations) contribute to a sense of belonging.

Desire of Belongingness

- Humans have a natural need to connect and belong to a tribe.
- Remote environments often lack the social fabric present in on-site offices.

Macro vs. Micro Interactions

- Remote work primarily involves macro interactions with a purpose.
- Micro-interactions are limited, impacting social desires and connection needs.

Remote teams operate differently psychologically than in-office teams. Acknowledging and addressing virtual paranoia is crucial for effective leadership.

Motivating Teams in the Remote Work Landscape: Overcoming Virtual Challenges

- Clearly communicate expectations, goals, and timelines.
- Collaborate across cultural, organizational, and individual differences.
- Prioritize 1:1 engagement with every direct report.
- Communicate effectively using technology that fits the situation.
- Establish and clearly communicate virtual team norms.
- Build a community based on mutual trust, respect, fairness, and affiliation.

In our webinar, **'Remote Leadership is NOT an Oxymoron,'** Dan Rust, Head of Global Leadership & Organizational Development, Infopro Learning stressed prioritizing people, emphasizing self-awareness, emotional intelligence, inclusivity, and psychological safety in remote work.

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