Managing Work from Home Fatigue

Many employees enjoy working from home. At the same time, remote work can come with many barriers, such as feeling tired or worn out. These barriers can be faced by a number of employees, particularly by Autistic employees.

Why employees may feel tired or worn out

Juggling what is needed from them at work and at home

Having to work longer hours or even on weekends to keep up

Interacting with coworkers online over a long period of time

Dealing with misunderstandings

Unable to mask or cope as usual

How employees can cope with feeling tired or worn out

During video calls

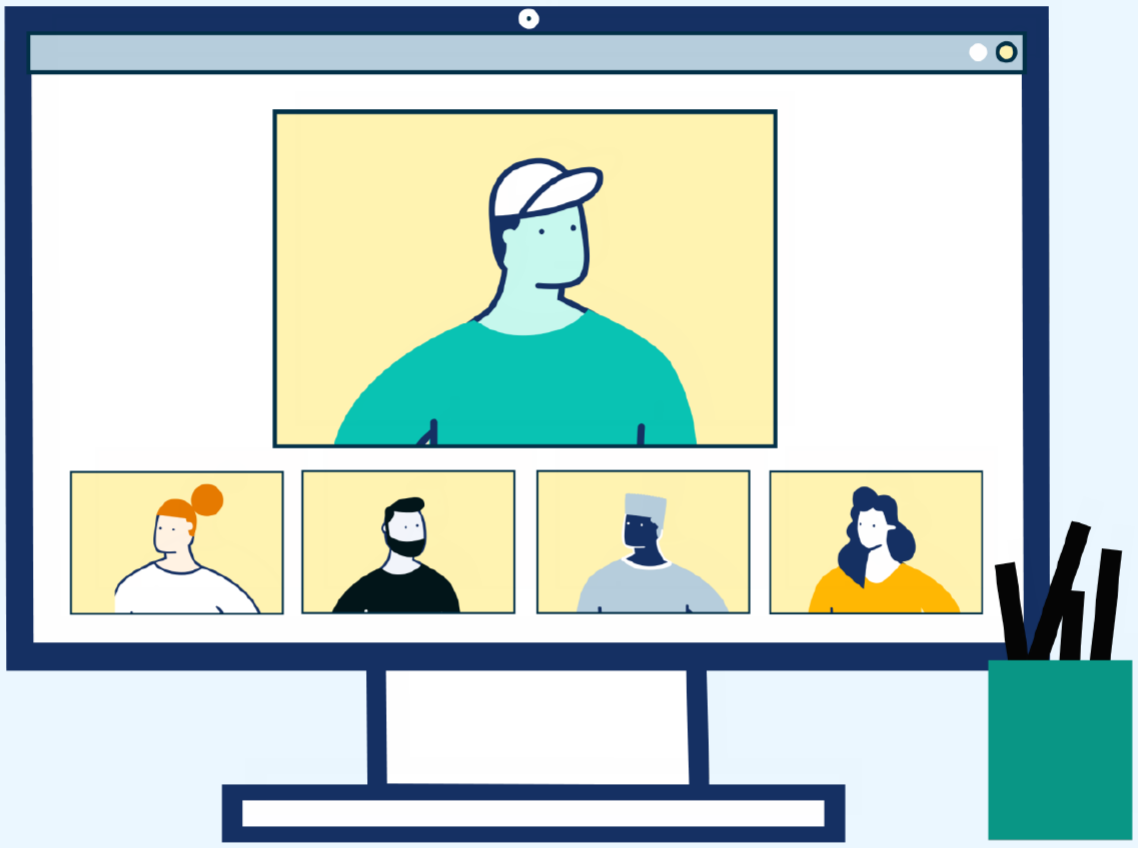
Have some meetings without video or turn off your camera

Try not to look at yourself on camera too often

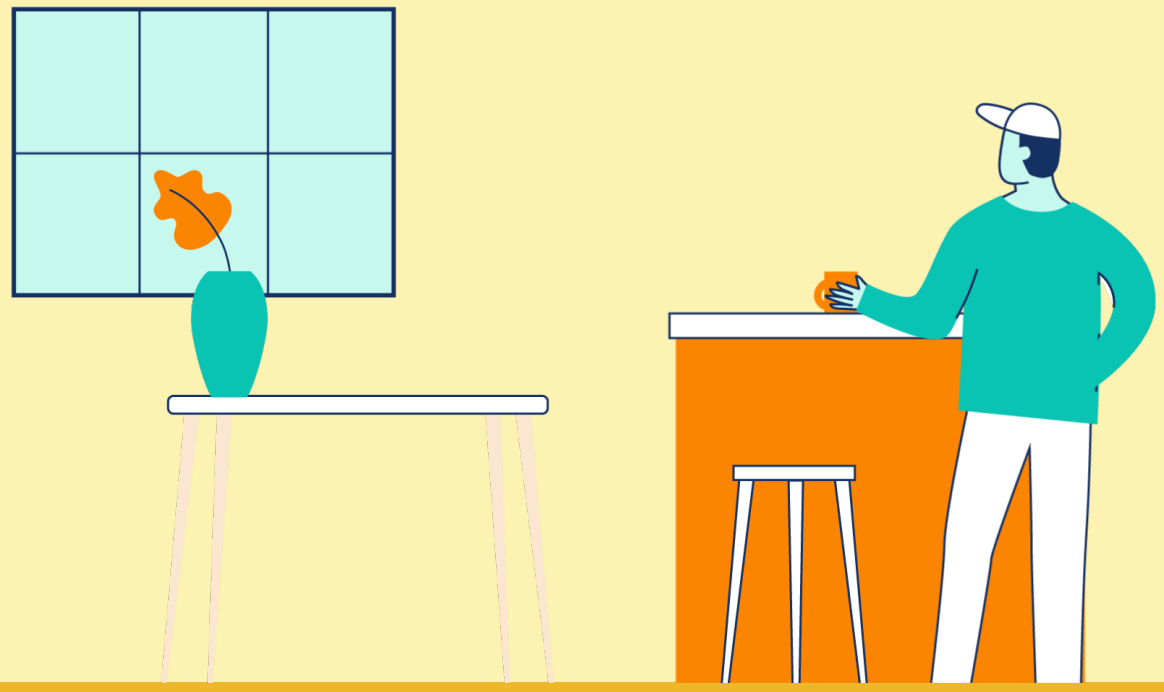
Turn off the gallery view, the setting where you see all your coworkers at the same time

Plan enough time to transition between meetings

If possible, take some calls or have some meetings outside



During your remote work day



If possible, stand up and go outside. Try not to stay inside all day

Fit in breaks as needed

Take time off to disconnect

Stay healthy

Continue socializing with your friends and loved ones outside of work

Recentre yourself with calming techniques

Consider changing your work routine if you need to

Create separate spaces and times for work activities and home activities

How employers can support employees

Revisit the goals you expect your employees to achieve

Have open talks about the barriers of working from home

When connecting with employees, make sure that it is clear if they need to respond now or can wait until later.