

5 STEPS

TOWARD ENHANCING YOUR TEAM'S DIGITAL WELLNESS



1 START WITH THE BASICS

Understand that some team members are accustomed to the digital culture while others are not. Therefore, start with expecting only the basics from everyone in the team. Check with each of the team members if they are able to cope with the bare minimum requirements of digital working.

In the age of virtual working with digital tools, managers face the challenge of including diverse workgroups with different levels of technological familiarity. Under such conditions, how do they ensure that the productivity and motivation levels of the team do not fluctuate while being a virtual workforce? How do they maintain and enhance the digital wellness of their teams?



5 CREATE CHANNELS FOR TROUBLESHOOTING AND MENTORING

Identify technologically adept members of your team and ask them to mentor those who need help. While everyone may not feel comfortable asking their manager to troubleshoot, it always is easier to interact with a peer.



2 PRESENT DIGITAL UPSKILLING AS AN OPPORTUNITY

Put your team members on upskilling programs and position that as a source of strength. Don't let traditional members feel that they need to upskill because they are weak or not relevant. Position it in a way that it's a motivator and not a course-corrector.



4 CHECK FOR THE TEAM'S COMFORT LEVELS

Do a periodic check to understand if everyone is comfortable using the tools and technologies of the digital world. If there is a new application or tool being introduced, make sure you provide proper training to all members of the team, irrespective of their comfort level with technology.



3 SET UP A PROCESS FOR THOSE WHO NEED IT

Create proficiency levels of digital familiarity and share them with the team. For those who need interventions, create a process where they learn from you or a buddy at work.