

THE 10 COMMANDMENTS FOR HYBRID WORKPLACES

An EQ CULTIVATE reflection for organisations
supporting remote and hybrid workers

1. You shall not confuse availability with productivity.

Being online all day does not mean meaningful work is happening. Trust outcomes more than green status lights.

2. You shall make meetings count, or not make them at all.

Every unnecessary meeting quietly steals focus, energy, and motivation. Sometimes the most supportive meeting is the one cancelled.

3. You shall respect boundaries as part of good management.

When work hours become unclear, stress fills the gaps. Clear expectations help people disconnect without guilt.

4. You shall lead with trust before introducing control.

Monitoring tools may track activity, but trust builds responsibility, creativity, and long-term engagement.

5. You shall remember that silence online is not disengagement.

Some people reflect before speaking, others struggle with digital fatigue. Participation looks different on screens.

6. You shall design communication, not leave it to chance.

Clear response times, shared norms, and realistic expectations prevent anxiety more effectively than any wellbeing workshop.

7. You shall recognise digital fatigue as real work fatigue.

Back-to-back video calls drain attention and emotional energy in ways that are often invisible but deeply felt.

8. You shall treat wellbeing as a structure, not a perk.

Wellbeing does not come from occasional initiatives, but from everyday practices, manageable workloads, and respectful communication.

9. You shall make inclusion visible in hybrid spaces.

Remote workers should not feel like observers of decisions made elsewhere. Equal participation requires intentional design.

10. You shall remember that organisations shape culture every day.

Policies matter, but daily behaviours matter more. The way leaders communicate, respond, and set expectations becomes the workplace people experience.



THE 10 COMMANDMENTS OF LEADING HUMANS THROUGH SCREENS

An EQ CULTIVATE reflection for team leaders managing remote and hybrid teams

1. You shall lead presence, not surveillance.

People do their best work when they feel trusted, not watched. Clarity and trust travel further than monitoring tools.

2. You shall remember that cameras show faces, not realities.

A smiling square on a screen does not always mean someone is doing well. Check in beyond appearances.

3. You shall make expectations clear before asking for performance.

Unclear priorities create more stress than heavy workloads. Clarity reduces anxiety and prevents misunderstandings.

4. You shall listen twice as much as you speak.

Remote work reduces informal conversations. Intentional listening becomes leadership, not a soft skill.

5. You shall not let meetings replace leadership.

More meetings rarely solve uncertainty. Thoughtful decisions and clear direction do.

6. You shall notice silence.

When team members withdraw, turn cameras off more often, or speak less, it may signal fatigue, overload, or disconnection, not lack of motivation.

7. You shall model boundaries yourself.

Late-night emails and constant availability silently set expectations. Teams learn balance from what leaders do, not what they say.

8. You shall communicate tone as carefully as content.

Written messages carry no facial expression. A few extra words of context can prevent unnecessary stress.

9. You shall create space for human moments.

Short informal check-ins rebuild the connection that offices once provided naturally.

10. You shall remember that leadership is felt, even through a screen.

Consistency, empathy, and fairness travel across distance. People remember how leadership made them feel long after projects end.



THE 10 COMMANDMENTS FOR LIVING WITH A REMOTE WORKER

An EQ CULTIVATE reflection for families and loved ones sharing space with hybrid and remote workers

1. You shall respect the headphones.

They are the modern equivalent of a closed office door, even when the person is sitting three metres away.

2. You shall remember that being at home does not mean being available.

Remote work happens in the same space as home life, but the responsibilities are still real and time-bound.

3. You shall not underestimate invisible work.

Thinking, planning, and problem-solving may look quiet from the outside, but they require deep concentration.

4. You shall agree on shared signals.

A closed door, headphones, or a simple schedule can prevent interruptions and reduce daily frustration for everyone.

5. You shall allow transition time after work ends.

When work and home share the same space, people need a moment to mentally “arrive back” before switching roles.

6. You shall understand that screen fatigue is real fatigue.

Long hours of online interaction can be emotionally draining, even if no physical movement is visible.

7. You shall not measure workload by noise or movement.

Some of the most demanding work happens silently behind a screen.

8. You shall support boundaries without policing them.

Encouragement helps more than reminders. Balance grows when people feel supported, not monitored.

9. You shall create small moments of disconnection together.

A walk, a shared meal, or a short break without devices helps reset energy after digital workdays.

10. You shall remember that home is still a place of rest.

When work moves into the home, protecting comfort, patience, and understanding becomes a shared responsibility.

