

Feeling Connected When Working Remotely



Finding a sense of community and fostering relationships in a hybrid work environment can be a challenge; we have fewer face-to-face interactions and opportunities to build friendships with our colleagues. But feeling connected can energize us, give us a more positive outlook each day and build a stronger sense of community. Here are 8 tips to help you connect with others:

- 1 Get involved.** Invite colleagues to join or form an **employee resource group** or volunteer organization with you. You can also get involved with **Water for People** and **Engineers Without Borders**, two of AECOM's Blueprint for a Better World corporate responsibility partners. Getting involved will lead you to others that share the same passion for creating change.
- 2 Catch up over lunch or coffee.** Schedule a lunch or coffee break with current or former colleagues to connect outside of work. It could be virtual or a safe, socially distanced in-person meeting.
- 3 Give kudos.** Identify a team member who regularly goes above and beyond and let them know you appreciate their efforts. Recognizing your coworker will make both of you feel great. Share kudos through **AECOM's Kudos program**.
- 4 Get to know each other.** Building in a few minutes of social time — like greeting one another, exchanging pleasantries and answering, "what did you do last weekend?" questions — at the start of each meeting can have a positive impact by giving you and your colleagues an opportunity to connect on a more personal level.
- 5 Participate in an AECOM well-being challenge.** Well-being challenges are a great way to stay healthy and build camaraderie. Commit to participating in a well-being challenge and encourage your colleagues to do the same. AECOM will sponsor several well-being challenges throughout 2022 — watch for details.
- 6 Seek out a mentor.** A mentor can be internal to your organization or someone you know externally whom you respect and whose perspectives you value. If you don't already have a mentor, connect with someone who can help guide you on your career path.
- 7 Build your professional network.** Join AECOM's **Technical Practice Network**, a community where our global employees connect to share technical expertise, discover innovative work and projects and develop their skills.
- 8 Make time for training and development.** Remember the importance of investing in yourself. Sign up for an online professional development class, especially one with a breakout session. **AECOM University** has a variety of courses for you to choose from. You may learn something new and meet someone new.

According to a 2019 Harvard Business Review article, "when employees have friends at work, they are better performers, more engaged and happier in their jobs."