FOUR WAYS TO SET YOURSELF UP FOR SUCCESS IN 2021

2020 has been an unprecedented year. As it draws to a close, get your organization ready for success in 2021 by learning about these industry trends and finding out exactly what they'll mean for your business.

Get Ready for REBOARDING

99 percent of surveyed respondents said they would like to work remotely at least some of the time for the rest of their careers. Buffer

Many see the shift to working from home as positive. Remote work was already increasing in popularity leading up to the COVID-19 pandemic, and now many people are reluctant to return to the office.

This will impact your reboarding process. Get ready to manage a hybrid team!
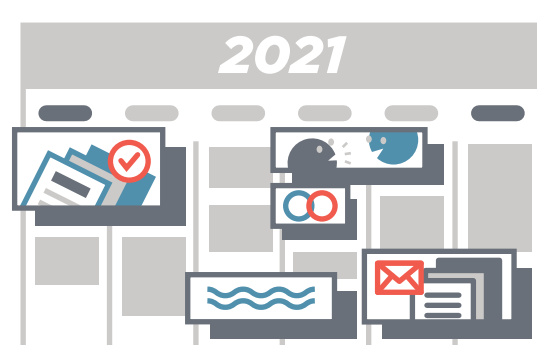
Your next step: Consider offering more flexibility in 2021. We'll all be adjusting to the newest version of normal, and offering abbreviated schedules or flexible working hours will help ease the transition.
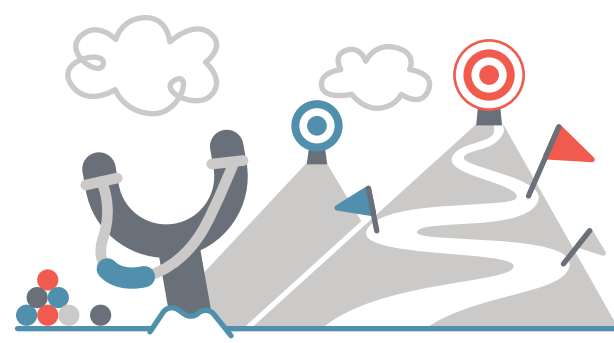
Focus on EMPLOYEE ENGAGEMENT

Employee engagement in 2020 is the highest it's been in 20 years. Gallup

Despite socio economic uncertainty, engagement is increasing when work is meaningful.

Make sure you're investing in your team and encouraging them to develop and grow in their roles.

Your next step: Organize coaching for your team, be it through a mentorship program or outside consulting. Help them set professional goals, and make the right tools available to meet those goals.
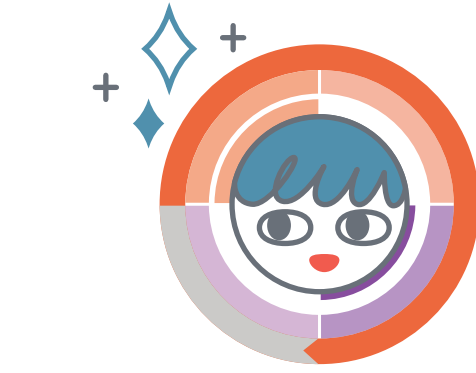
Study up on EMOTIONAL INTELLIGENCE (EQ)

Developed EQ is responsible for nearly 90% of job success, over IQ and technical skills. Harvard Business Review
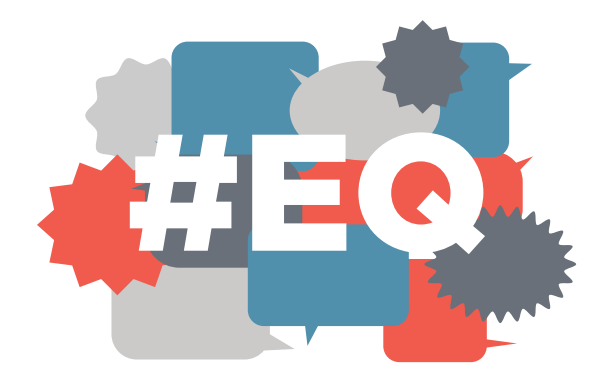
EQ remains a hot topic because it is key to navigating change, stress, and conflict.

Increase your awareness and regulation of emotions when it comes to yourself and others.

Your next step: Take an EQ assessment to find out where your current skills are at and where they could be.

Control Your STRESS

The number one cause of stress in the lives of Americans is job pressure, because of factors like coworker tension, their relationship with their boss, and work overload. American Institute of Stress

As engagement increases, so does stress. Consider your team's anxiety when working to establish a positive work environment.
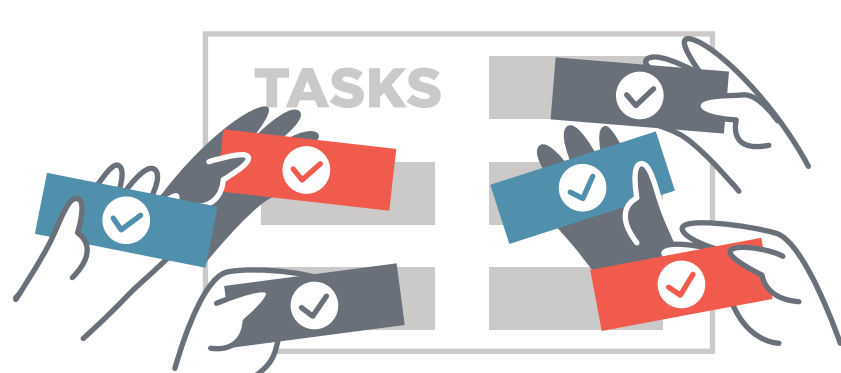
Your next step: Cross-train your team. The more people capable of completing necessary tasks, the more secure your organizations will be. This allows room for team members taking vacation and using sick time, without derailing productivity.