

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Managing Remote Work & Digital Fatigue

Wellbeing Guide for Distributed Teams

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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## Programme Overview

This programme addresses the unique psychological challenges faced by professionals in remote and hybrid work settings within the Indian context. We will explore common issues such as home distractions, the pervasive 'always-on' culture, feelings of isolation, and the blurring of boundaries due to the absence of a commute.

### Learning Objectives

- ✓ Understand the psychological impact of remote work, including feelings of isolation and visibility anxiety, and learn strategies to mitigate these effects for enhanced job satisfaction.
- ✓ Identify the causes and symptoms of digital fatigue, and acquire practical techniques to manage screen time and reduce digital overload for improved focus.
- ✓ Develop effective methods for establishing clear boundaries between work and personal life when working from home, fostering better work-life integration.
- ✓ Learn to cultivate and maintain genuine connections within virtual teams, promoting a sense of belonging and collaborative spirit.
- ✓ Equip managers with essential skills to support the mental wellbeing of their hybrid and remote team members, fostering a positive and productive work culture.
- ✓ Gain actionable insights into creating a supportive and mentally healthy work environment, regardless of physical location.


#### WHO SHOULD ATTEND

This programme is designed for all remote and hybrid employees, as well as managers responsible for leading distributed teams.

## Programme Content

### 1. The Psychology of Remote Work: Isolation and Visibility

Remote work can lead to feelings of isolation as spontaneous office interactions diminish, impacting team cohesion and individual morale. Visibility anxiety, the worry of being overlooked for opportunities or contributions, can also surface, creating undue stress. This section will explore these psychological phenomena, their origins in the remote setup, and provide evidence-based techniques to foster a sense of connection and ensure everyone feels seen and valued, even from afar.

 **Activity:** Participants will share one strategy they use or could use to feel more connected to their colleagues.

### 2. Combating Digital Fatigue and Enhancing Focus

The constant barrage of digital communication, virtual meetings, and screen time can lead to significant digital fatigue, characterized by exhaustion, irritability, and reduced cognitive function. Understanding the triggers of this fatigue is crucial for maintaining productivity and wellbeing. We will delve into the symptoms and offer practical, science-backed strategies for managing screen time, optimizing virtual interactions, and reclaiming mental energy for better focus and performance.

 **Activity:** A brief mindfulness exercise to reset attention.

### 3. Establishing Healthy Work-Life Boundaries at Home

The absence of a physical commute often blurs the lines between professional duties and personal life, leading to an 'always-on' culture that erodes wellbeing. This section focuses on the critical importance of setting clear boundaries when working from home. Participants will learn actionable techniques, grounded in behavioural science, to create distinct work periods, manage expectations, and protect personal time, thereby enhancing both productivity and overall life satisfaction.

 **Activity:** Group discussion on creative boundary-setting strategies.

#### 4. Nurturing Real Connections in Virtual Teams

While virtual tools facilitate communication, fostering genuine human connection and a strong team spirit requires intentional effort. This session will explore how to move beyond transactional exchanges to build rapport, trust, and a sense of camaraderie among remote and hybrid team members. We will discuss practical methods for creating informal touchpoints, encouraging open communication, and strengthening interpersonal bonds to enhance collaboration and morale.

 **Activity: Brainstorming virtual team-building activities.**

#### 5. A Manager's Guide to Hybrid Team Wellbeing

Managers play a pivotal role in supporting the mental wellbeing of their distributed teams. This section provides essential guidance on how to effectively lead hybrid and remote employees, recognizing and addressing their unique challenges. We will cover strategies for fostering an inclusive environment, promoting psychological safety, managing performance with empathy, and identifying signs of distress, equipping leaders to build resilient and thriving teams.

 **Activity: Role-playing common manager-employee wellbeing conversations.**

#### 6. Building Resilience for Sustainable Remote Work

Sustaining mental energy and effectiveness in a remote or hybrid setup requires building personal resilience. This section focuses on developing inner resources to navigate the inherent stresses of flexible work arrangements. We will explore practical, evidence-based techniques for stress management, cultivating a positive mindset, and promoting self-care habits that support long-term wellbeing and professional sustainability.

 **Activity: Participants will identify one personal resilience-building activity to incorporate.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Develop and communicate clear guidelines for remote and hybrid work expectations.	HR/Leadership	Week 1	Guidelines should cover communication protocols, working hours, and response times.
Organize introductory workshops on remote work wellbeing for all employees.	HR	Month 1	These workshops will cover topics like digital fatigue and boundary setting.
Provide specific training for managers on leading hybrid and remote teams effectively.	HR/Learning & Development	Week 2	Training will focus on empathy, communication, and wellbeing support.
Implement a system for regular, informal check-ins between managers and team members.	Managers	Month 1	Encourage non-task-oriented conversations to foster connection.
Create a resource hub with tips and tools for managing remote work challenges.	HR/Internal Communications	Month 2	Resources should include articles, guides, and contact information for support.
Schedule periodic team virtual social events to encourage connection.	Team Leads/HR	Quarter 1	Events should be optional and varied to cater to different interests.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

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Website

[manas365.com](https://manas365.com)



Corporate Enquiries

[manu@manas365.com](mailto:manu@manas365.com)



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



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**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224