



Real & Real Far: Tips to Build Solid Relationships, Remotely

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Throughout the course of my career as an independent executive recruiter, I've had to perfect the art (and science) of remote relationships. My colleagues, clients, and candidates are dispersed throughout the country; many of whom I have not met in person to this day.

Yet my job revolves entirely around relationships, on both the company and candidate side. From communicating with clients about their unique internal culture, the requirements of the role, and the details of their dream employee; to understanding the complex goals and talents of candidates, both personally and



While some aspects of professional relationships have long lived online, many workers have at least had a water cooler conversation to break up the day. Meanwhile, I've had to create my own water coolers.

From my experience cultivating successful remote relationships, I've compiled a few tips that are more relevant than ever in the changing environment that 2020 has delivered.



burnout started to become a very real problem. Now even texting can become tiresome as we've abruptly rotated every interaction we used to have naturally into technological interactions.

Phone conversations have been the lifeblood of my communication. They eliminate the burden of staring into yet another screen to have a conversation and are still refreshingly personal, focusing in on someone's voice and really listening to what they're saying.



previously to discuss childcare on a work call—2020 has changed that. Sometimes in order to be successful in our jobs, we need to discuss seemingly unrelated (but actually very related) topics.

We're all drawing new boundaries around the different responsibilities in our lives, and each of us will have to decide where to draw our own lines. Don't be afraid, however, to ask more 'personal' questions and engage in conversations that last year may have felt inappropriate on the clock. Your colleagues and candidates are sure to be appreciative of your genuine attention.



haven't already, it's time to completely rethink the way we work. This can be difficult without the structure of going into an office. For many years I've stuck to a routine that works for me. I take my lunch at the same time most days, and at 5pm I get outside for a bike ride (unless there is five feet of snow outside, of course).

It takes trial and error, but don't be afraid to set boundaries for yourself and your family. Setting a specific time to clock out is a great start. As tempting as it can be to check your work email again right before bed, it isn't sustainable. Your morning self will thank you.



Set the right mindset. Take care of your own health (mentally and physically) first. When I'm mentally clear and centered, it makes a drastic difference in how my days, and my conversations will go. It may be subtle but your clients and candidates can tell when you are teetering on burnout.

My personal non-negotiables are meditation, yoga and walks. Sometimes it's tempting to forego my routines for an extra few minutes of emails or calls. In the long run, however, my time is noticeably more productive when I maintain discipline in my self-care. You can block out time with yourself to ensure consistency, and set an alarm for start/stop times.



For recruiters — indeed nearly every profession — maintaining healthy relationships is crucial right now. No one can pour from an empty well. Maintaining boundaries for the activities which recharge your energy are crucial. From there, the best thing we can be doing to maintain and cultivate successful remote relationships: listen. We all have so much going on right now. If you can give someone the gift of your presence, they are sure to not soon forget it.

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