



Discover

# Discover Assessments



# Hey there,

We hope you celebrated a fun-filled holiday season full of warmth, love, and affection and are all set to embrace the new opportunities this new year brings to you! Before we dive deep into our newsletter's high-spirited new year issue, we would like to show our gratitude to everyone who took the time to write or talk to us about our previous issue on ***"Steps to Create High-Achieving Employees!"***

People have been cut off from their employment, coworkers, and daily routines due to the Covid-19 pandemic. It has increased stress, led to a loss in morale, and disrupted team cohesion in many circumstances, leading to poor work performance. Moreover, if one thing employers have realized during the pandemic, is how crucial and resourceful their employees can be. That is why more than ever, actively promoting a spirit of inclusiveness at work, offering on-site or off-site facilities, and undertaking thoughtful leadership decisions are important. Therefore, in this issue, we bring you five compelling strategies to support your employees during a crisis like the Covid-19 pandemic.

We value your feedback on us and what we do, so [get in touch](#) if you have any questions or concerns about our profiling solutions.



# Strategies to Support Your Employees During Crisis

- Recognize and praise employees' exceptional performance and appreciate their dedication, effort, and contributions. Small acts of affirmation like sharing an email acknowledging their contribution or visible acts like discussing their accomplishments during team meetings or offering opportunities to explore newer avenues can considerably impact their morale.
- Understand employees' work arrangement needs, preferences, and circumstances and offer individualized support they need to help them accomplish work goals. Remember, each employee comes from a different family, faces unique situations, has varied living arrangements and has diverse degrees of familiarity with remote-work technology. Helping them deal with the stress, experience positivity towards their job, and create an environment of trust and understanding can make a lot of difference in motivating them to put in more fully to work.
- Involve employees in crucial decision-making to help them cope with the fear of uncertainty during a crisis. Their performance significantly improves when you invite them to raise concerns in open discussions forums and act upon their suggestions. Make them feel trusted, needed, and treated as insiders in their organizations.
- Give them new responsibilities and opportunities. Though it may appear like overburdening their mental bandwidth, they feel empowered when you task employees with new responsibilities. In addition, it gives them confidence and the opportunity to explore better, making them feel important to the company's success.
- Designate sufficient time for team bonding activities, from virtual coffee breaks, lunches, story sharing time, and even games played over calls. These practices help people get to know each other in an informal setting, help relieve stress, and inspire them to perform well.

With numerous reasons to feel the doom and gloom, it can be hard for even the most optimistic employees to stay motivated. But, with an exemplary approach, you can easily help your workforce stay focussed and positive even during the toughest situations.

To know more about our gamified assessments and expedite your hiring process, visit our website:

<https://discoverassessments.com/>