

5 Ways to Build Virtual Relationships

Building relationships at work can be hard. When you factor in distance and the fact you may only communicate via email, it becomes near impossible. But it can be done.

- 1 Really listen.**
Stop multi-tasking. If you're checking in on chat or via email, stop and absorb the information your coworker is sending you.
- 2 Book a time for a virtual coffee break.**
How could you replicate a shared drink or fun lunch? Step outside, away from your desk and computer...and then make the call.
- 3 Do something un-virtual.**
Send a handwritten note or bar of their favorite 80% chocolate to a remote coworker to let them know you're thinking of them.
- 4 Celebrate across the virtual divide.**
Include remote employees in office celebrations via video conference. If there is a cake, send them a cupcake so they can share in the celebration too.
- 5 Monitor the virtual signals you're sending and receiving.**
When there are no visual cues, tone, vocal style, and pacing can speak volumes.

