

Motivating remote employees based on personality type

Each employee has some combination of four behavioral drives. Those drives show up differently in remote work environments.

A

Dominance

Low

Provide chances to collaborate with others regardless of team/geography.

High

Challenge them with tasks that might be more difficult in a remote setting.

B

Extraversion

Low

Grant them the freedom to connect with others at the frequency and pace they choose.

High

Propose opportunities for social interaction and influence.

C

Patience

Low

Give this employee a chance to multi-task and embrace variety in their workday.

High

Push them to support the rest of the team, leveraging their calm and stable personality.

D

Formality

Low

Praise the employee for their willingness to do things differently.

High

Establish very clear expectations and guidelines around work to be accomplished.

You can still inspire your team in a fully remote setting, but not with a one-size-fits all approach.