

Avoiding zoom fatigue

Suffering from Zoom fatigue (i.e., a feeling of tiredness, anxiousness or worry with yet another video call)?

Why it happens?

As we continue our shelter-in-place practices, employees across the country are reporting that they are taking fewer breaks, spending more time in their chairs and in front of their screens, and experiencing an increase in competing work and family demands. These factors, along with other factors like frozen screens, hard to hear audio, being on camera (and thus on show) the whole time can be wearing!



*Use these simple tips to stay
fresh over zoom*

Actions.

Manage your time.

To help us all stay mentally and physically healthy, we recommend that Zoom hosts consider shortening meetings to allow for breaks and transition time. For example,

- **Schedule 1-hour meetings for 50 minutes**
- **Schedule 30-minute meetings for 25 minutes**
- **Include breaks in longer meetings**
- **Avoid scheduling meetings during the lunch hour.** Many employees have family or other commitments (such as children who need to be fed, help with school work, picking up groceries, etc.) and need time during the day to complete these tasks.

Take a break. Build in refreshing transitions between video meetings— try stretching, having a drink or doing a bit of exercise.

Camera on or off? It's okay if cameras are not always on - maybe just the speaker is on – noting that some camera time can be important to keep people connected.

Is a video call needed? Consider other ways to engage – e.g., shared files to avoid information overload.

Catch up. Catch up before diving into business. Spend some time to check into people's wellbeing. It's a way to reconnect us with the world - to maintain trust and so reduce fatigue and concern.

Make it fun. Look for ways to liven it up (e.g., at the end of the meeting, share pictures of kids or pets,...).

We can all set an example.

Directors and supervisors can set the example by making these changes to their meetings. Together we can help each other stay healthy.