

Combating Zoom Fatigue

Online meetings are a necessary staple of the foreseeable future. And for a variety of reasons, they can be more exhausting than in-person meetings. Understanding the causes of "Zoom fatigue" can help employees alleviate it.

Combating Zoom Fatigue

We have five research-based tips that can help make video calls less exhausting: Avoid multitasking. Build in breaks. Reduce onscreen stimuli. Make virtual social events opt-in. Switch to phone calls or email. For external calls, avoid defaulting to video.

How to Combat Zoom Fatigue (<https://hbr.org/2020/04/how-to-combat-zoom-fatigue>)

Harvard Business Review | Apr 2020

Take a few moments before clicking "start" to ground your attention. Greet everyone in the room with your full attention. Choose speaker view. Remind yourself periodically that this is a new place between presence and absence.

Zoom Exhaustion is Real. Here Are Six Ways to Find Balance and Stay Connected (<https://www.mindful.org/zoom-exhaustion-is-real-here-are-six-ways-to-find-balance-and-stay-connected/>)

Mindful.org | Apr 2020

Zoom fatigue: how to make video calls less tiring (<https://theconversation.com/zoom-fatigue-how-to-make-video-calls-less-tiring-137861>)

The Conversation | May 2020

Please complete the brief survey near the bottom of this page.

Why Online Meetings Are Exhausting

Being on so many video conferences is exhausting. That's because many of the nonverbal cues that we typically rely upon during in-person conversations—eye contact, subtle shifts that indicate someone is about to speak—are out the window, says Laura Dudley, a behavior analyst at Northeastern University.

Zoom Fatigue is Real: Here's What You Can Do About It (<https://news.northeastern.edu/2020/05/11/zoom-fatigue-is-real-heres-why-youre-feeling-it-and-what-you-can-do-about-it/>)

Northeastern University | May 2020

Staring at yourself into a camera while knowing several other people staring at you tends to add more pressure on focusing on your appearance rather than the meeting. BBC also interviewed workplace and wellbeing expert, Marissa Shuffler, on the pressures of being on camera. "When you're on a video conference, you know everybody's looking at you; you are on stage, so there comes the social pressure and feeling like you need to perform. Being performative is nerve-racking and more stressful," explained Shuffler.

Here's Why You're Feeling Zoom Fatigue (<https://www.forbes.com/sites/yolarobert1/2020/04/30/heres-why-youre-feeling-zoom-fatigue/#42624f52ac69>)

Forbes | Apr 2020

Silence in real-life conversation is important and creates a natural rhythm. But in a video call, silence makes you anxious about the technology. Even a 1.2 second delay in responding online made people perceive the person talking as less friendly or focused.

Zoom fatigue is real — here's why video calls are so draining (<https://ideas.ted.com/zoom-fatigue-is-real-heres-why-video-calls-are-so-draining/>)

TED | May 2020

Related Reading

How to Bring a Little Joy to Zoom (<https://publicwords.com/2020/06/30/how-to-bring-a-little-joy-to-zoom/>)

Public Words | Jun 2020

Index of COVID-19 Express Requests

Reopening Your Workplace

Reopening Your Workplace: Overviews (<https://shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1580>)

Masks/Face Coverings in the Workplace (<https://shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1579>)

Tips for Wearing a Mask in Summer (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1598)

Recalling/Rehiring Employees (<https://shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1582>)

When Employees Refuse to Return to Work (<https://shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1581>)

Addressing Fears About Returning to the Workplace (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1592)

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Contact-Tracing in the Workplace (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1596)

New OSHA Guidance on Recording COVID-19 Cases (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1593)

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Heat Illness Prevention Amid COVID-19 (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=253)

Accommodating Workers at Higher Risk for Severe Illness (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1591)

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Monitoring Remote Workers (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1588)

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Executive Order Restricts Employment-Based Immigration (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1604)

Families First Coronavirus Response Act (FFCRA)

FFCRA: School Reopening (or Not) Plans (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1618)

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IRS FAQs on Tax Credits & Required Documentation (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1562)

Decision Flow Charts (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1564)

Valuing Health Plan Costs for Tax Credits (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1575)

Coronavirus Aid, Relief and Economic Security (CARES) Act

Overviews of Implications for Employers (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1556)

Employee Retention Tax Credit (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1557)

Business & Nonprofit Relief (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1551)

Direct Payments to Individuals (Stimulus Checks/Direct Deposit) (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1555)

Employee Benefit Plan Provisions (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1553)

Paycheck Protection Program (Loan Forgiveness) (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1569)

Unemployment Expansion & Extension (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1550)

Potential Relief for Government Contractors (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1567)

Valuing Health Plan Costs for Tax Credits (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1575)

Compensation and Benefits

Workers' Payroll Tax Deferral (<https://www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1622>)

Virtual Benefit Fairs (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1608)

Health Carrier COVID-19 Premium Credits (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1607)

COBRA Deadlines Temporarily Extended (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1589)

Various Benefit Plan Deadline Extensions (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1590)

Survey Reports: Pay Adjustments Amid COVID-19 (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1587)

Families First Coronavirus Response Act (Paid Leave; Enhanced FMLA; More) (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1588)

[samples/exreq/Pages/Details.aspx?Erid=1541](https://www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1541))

USERRA and COVID-19 (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1571)

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IRS Relaxes HDHP Rules (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1540)

Layoffs and Alternatives to Layoffs

Pay Reductions (<https://www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1583>)

Shared-Work/Work Share Programs (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1565)

Layoff Alternatives (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=392)

Worker Adjustment and Retraining Notification (WARN) Act (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1549)

Please also see under CARES Act (above):

Employee Retention Credit

Paycheck Protection Program

Essential Businesses and Workers

Essential Business Designation (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1554)

Essential Workers: Identifying (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1576)

General

Employer Resource Centers (U.S. and Global) (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1539)

Preparedness Plan (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1524)

Beware Phishing Scams (www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1534)

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