MODULE OVERVIEW

Remote and hybrid teams: Rituals that keep you connected

Adaptive module | ~20 min

More than half of employees work in hybrid mode, and distance weakens what holds a team together: connection, trust, and each person's visibility. This module treats rituals as a structural response, not a feel-good gimmick: team check-ins that bring problems to light early, get-togethers that help people keep getting to know each other, and a closing ritual that protects time to disconnect. One decisive effect: it neutralizes proximity bias, which penalizes remote workers in promotions and bonuses.

LEARNING OBJECTIVES

01 Set up a structured team check-in that makes work visible and brings problems to light before they grow.

02 Nurture human connection remotely with dedicated get-togethers: social slots, virtual morning drop-ins, and end-of-day rituals.

03 Correct proximity bias by giving everyone regular opportunities to show their work and be recognized.

04 Keep your rituals alive with four principles: regularity, clear structure, rotating facilitation, and the right frequency.

WHO IT'S FOR

Managers and members of distributed teams who want to stay close-knit and visible, whether remote or hybrid.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Psychological safety – Amy Edmondson
- Team rituals (structured check-in, virtual coffee breaks, virtual morning drop-in, closing ritual) – drawn from Afthonios coaching practice
- 4 principles of rituals (regularity, clear structure, rotating facilitation, suitable frequency) – drawn from Afthonios coaching practice

SOURCES & REFERENCES

- Gallup – one employee in five (20%) often feels lonely at work: 25% of full-time remote workers versus 16% of on-site workers
- Zakhour & Hadley – Harvard Business Review, "The Surprising Power of Team Rituals" (2025), 929 participants in 60 countries: more rituals = more engagement and psychological safety
- 2024 survey (reported by Euronews) – remote employees are 31% less likely to be promoted and 38% less likely to receive a bonus
- Insightful / Pollfish, Stress in the Workplace Report (2025) – work stress, sleep, and disconnecting

Module created by Afthonios.com.

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