Chapter 6
Maintaining Balance and Wellness in Remote Work

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ABSTRACT

In today's rapidly evolving work environments, remote work has become more than a trend; it is now a mainstay and rising (Ewers & Kangmennaang, 2023). This shift has necessitated a re-evaluation of traditional work paradigms, particularly in the realms of work-life balance and employee wellness. This chapter details the core strategies for thriving in remote work settings by setting boundaries, combating isolation, and fostering supportive corporate cultures. Transitioning from offices to remote work can blur the lines between personal and professional lives (Bella, 2023; Beňo, 2023). This section provides practical advice on how remote workers can effectively delineate these aspects. Remote workers face unique challenges in maintaining their healthy work-life balance, and they must adopt effective strategies to set and uphold boundaries as the foundation of remote work balance and well-being.

INTRODUCTION

In today's rapidly evolving work environment, remote work has become more than a trend; it is now a common and rising mode of employment (Ewers & Kangmennaang, 2023). Remote workers in scholarly literature are sometimes referred to as e-workers. Despite ongoing calls from some employers, including governmental agencies, for a return to physical offices, forward-thinking organizations continue to incorporate remote workers into their strategic talent pipeline. This shift has necessitated a re-evaluation of traditional work paradigms, particularly in the realms of

work-life balance and employee wellness. This chapter presents the core strategies for thriving in remote work settings by setting boundaries, combating isolation, and fostering supportive corporate cultures. Transitioning from offices housed within an organization's physical location to remote work can blur the lines between personal and professional lives (Bella, 2023; Beňo, 2023). This chapter offers strategic recommendations to help remote workers navigate the unique challenges of maintaining a healthy work-life balance by effectively delineating personal and professional boundaries as a foundation for well-being and success. To navigate these evolving dynamics of the workplace, this chapter offers a comprehensive exploration of strategies that support remote workers in maintaining balance, fostering well-being, and building sustainable routines, beginning with the critical step of setting boundaries.

SETTING BOUNDARIES

Establishing routines helps demarcate the start and end to a workday, a critical component of effective remote work practices. In the absence of traditional environmental cues, such as commuting or transitioning between office spaces, remote workers must adopt intentional strategies to create psychological and physical boundaries between professional and personal domains. These routines not only facilitate cognitive shifts necessary for task engagement and disengagement but also contribute to overall well-being, reduced burnout, and enhanced productivity. This section examines the role of pre- and post-work rituals, particularly the practice of pseudo-commuting, as evidence-based approaches to promoting work-life balance in remote settings.

Creating a Pre-Work and Post-Work Routine

One key approach is to define work hours. Beňo (2023) supported the idea of *pseudo-commuting*; their study defines pseudo-commuting as a habit or ritual that e-workers perform to simulate a traditional commute, creating a mental and physical transition between work and home modes. This practice addresses the challenge of separating these spheres when working remotely. Research has found multiple benefits of pseudo-commuting, including improved work-life balance, reduced work-from-home fatigue, boosted productivity and well-being, enhanced daily structure, and time for mental preparation and decompression (Susilo, 2024). Using a quasi-experimental approach, participants engaged in various pseudo-commuting activities, such as walking, biking, meditating, or creating coffee rituals. Interview data strongly supported pseudo-commuting as an effective tool for balancing work and home life. These practices have been shown to have positive implications for e-

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