



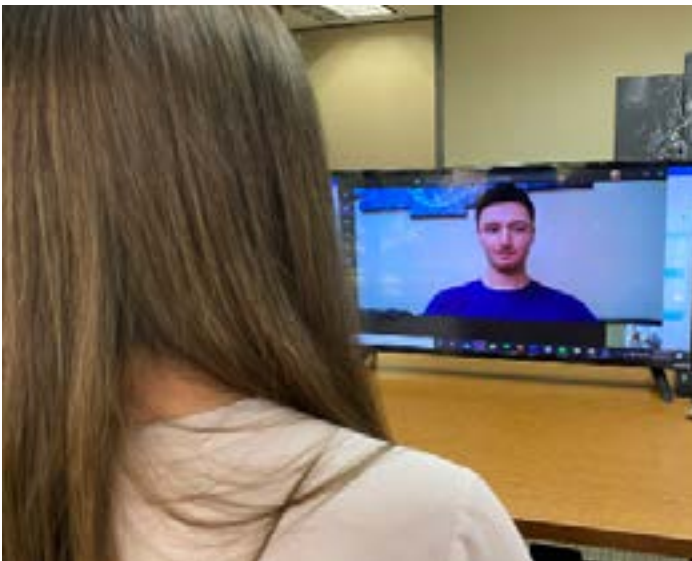
ErgoHome™ - The Virtual, 1:1 Solution to At-Home Ergonomics

ErgoHome™ - The Virtual, I:I Solution to At-Home Ergonomics

The spread of COVID-19 has forced all of us to take on a new perspective of life as we know it, with many aspects evolving in ways few could have ever anticipated. Among the most prominent of these changes has been the en-masse migration of corporate employees from the traditional office setting to the at-home working environment. We've also seen employees previously not accustomed to working behind a desk suddenly spending prolonged periods of time working in front of a computer.

During the first half of 2020, office workers from across the globe have been forced to adjust to the long-term reality of remote employment, establishing a “new normal” centered largely around video calls, virtual happy hours, and makeshift workspaces. And for many, this shift isn't merely a temporary trend, as [74% of companies](#) say they plan to permanently shift to more remote work after COVID-19 has slowed.

As part of this shift, millions of workers are now experiencing previously unknown issues relating to pain, soreness, and discomfort in the workplace. This is primarily due to one key factor – a lack of ergonomic standardization in the home.



The Non-Standardized Home Environment

In an office, there are science-based tools and protocols backed by the field of ergonomics that provide workers with an optimal environment for comfort and productivity. Factors like working surface heights and modern tools like standing desks serve a purpose many office employees rarely notice or think about – until they're no longer there.

In the at-home working environment, these systems of standardization are removed, and workers are forced to navigate a highly variable scenario they're not nearly as familiar with. In many cases, the results are nagging soreness, discomfort, and a lack of productivity that negatively impacts the employee and the business.

The Variables of the Home

Consider Moe – the modern office employee shifting to at-home work from his typical corporate setting. Moe is married and lives with his wife and two young children – both of whom are also now confined to the home as daycare is on hold due to social distancing protocols.

Throughout the course of the average day, Moe and his wife alternate between working and caring for the children in shifts, which results in Moe rotating between different improvised workstations:

1. He starts his day at the kitchen counter, where he hunches abnormally over his laptop and sits on a stool with no backrest or armrests. After a short time, his shoulders and neck start to ache.
2. Around midday, Moe relocates to the basement couch for some privacy, where he naturally slouches and puts his feet up. It's not until he stands that he notices his lower back is sore.
3. In the afternoon, Moe moves to the deck to enjoy a bit of sunshine as he sends out his final emails of the day. Once again, he eventually starts to experience discomfort in his shoulders and wrists, as his patio furniture is designed for lounging and dining – but not for computer work.

This is the unique challenge of at-home ergonomics. There are innumerable variables not just from one household to the next, but also within each household throughout the course of a given day. The risks and their severity and duration are completely random, and most people lack the tools and resources necessary to combat the issues in their own homes.

For many employers, the attempted solution has been to distribute an app or checklist with guidelines on how to optimize your workstation for peak performance.

For the employees, however, this remedy hasn't quite hit the mark and has left them frustrated and struggling to truly improve their remote environment. This has to do with that key issue of variability.



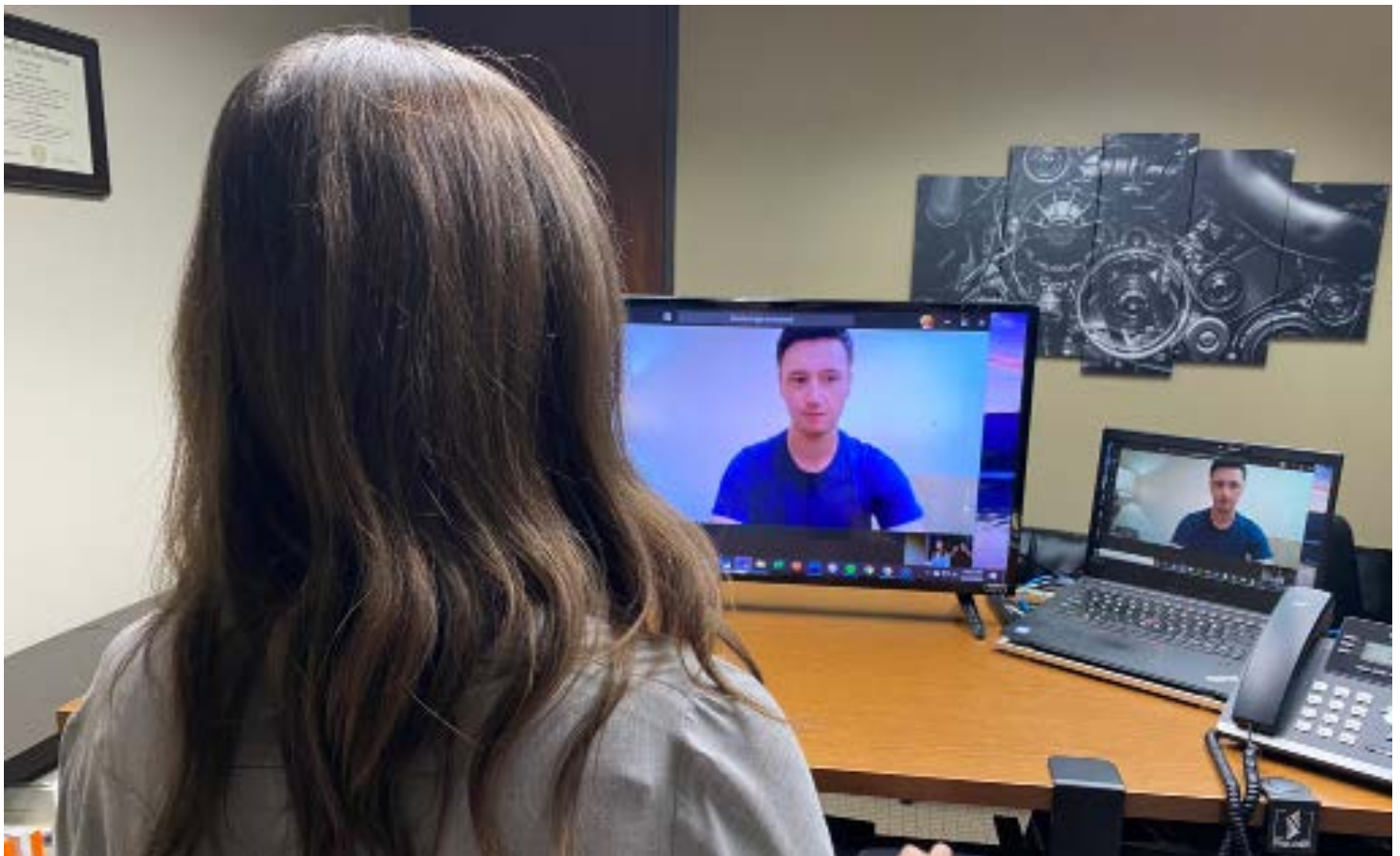
Trying to Use a Work-From-Home Ergonomic Checklist

Let's walk through another example with our friend Moe. As mentioned, Moe rotates between different improvised workstations throughout the day.

An ergonomic checklist might tell Moe to:

- ♦ **Position his monitor at eye level about an arm's length away** – Moe uses a laptop at home and leverages several different work surfaces of varying heights (one of which is his lap), so this simple checkbox isn't very helpful.
- ♦ **Sit with his hips and knees at about a 90-degree angle with feet fully supported by the floor** – Moe's at-home work seating includes a backless stool, a couch, and a patio chair, not all of which are conducive to sitting this way comfortably (or at all).
- ♦ **Sit in a chair with a sturdy, five-leg base** – Again, given the variable locations and seating arrangements in Moe's typical workday, this particular checkbox is unrealistic and ultimately irrelevant.

The bottom line is that each of Moe's unique work settings requires its own ergonomic assessment in order to achieve proper comfort and productivity. This is something a boilerplate checklist simply can't account for – but a I:I virtual consultation can.



ErgoHome™ – The at-home ergonomics solution

The solution is ErgoHome™, Fit For Work's virtual one-on-one service that pairs our Ergonomic Specialists with your remote workers to assess working environments and provide tailored, sustainable solutions. We don't outsource to other organizations for expert support, but instead rely on our own in-house team of experienced Ergonomic Specialists and CPEs to get the job done.

Through easy online scheduling and personalized consultations, our experts are able to interact directly with Moe to:

- ♦ **Evaluate his at-home working environment(s)** – Rather than assume Moe would be able to follow a simple list of guidelines, our specialists schedule a video call to visually understand each aspect his unique remote working conditions – from variable heights and seating options to the equipment he uses.
- ♦ **Analyze the ergonomic risks present** – Once all elements of the workspace(s) are evaluated, the ergonomic risks associated are taken into account. A variable work environment doesn't mean there are no risks or too many risks – it means the risks change based on situation, duration, and severity.
- ♦ **Develop a structured strategy to mitigate ergonomic risks** – When Moe's environment and risks are laid out, strategies for mitigation can be developed. Maybe Moe needs to place an elevated surface under his laptop when at the kitchen counter. Maybe he needs to remove the couch from his work routine altogether. Whatever the solution, our experts can deliver.
- ♦ **Train new practices for optimal comfort and productivity** – The work doesn't stop when the strategy is finalized. Our specialists then work with Moe to ensure he understands how to implement each strategy on an ongoing basis for long-term comfort and productivity.

ErgoHome™ is a scalable solution capable of supporting up to thousands of at-home workers within a single organization.

Contact us today to book an at-home ergonomic consultation and start empowering your employees for optimal performance in their remote work.

