

BEYOND THE SCREEN:

How Well Do You Know Your Remote Team?

7 moments that matter



Anjana Silva

RemoteWinners.com



01



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*Do you know what's
happening in their family
world right now?*

Family

The sleepless nights with a newborn, caring for aging parents, or celebrating a child's first steps

*When you genuinely care
about their whole life,
they'll bring their whole
heart to work*

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Are you aware of the health battles they're quietly fighting?

Health

The daily management of diabetes, recovery from surgery, or their commitment to mental wellness routines

When you create space for their wellbeing, you create space for their best performance

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*Do you know what
makes them come alive
outside the office?*

Hobbies

Weekend painting sessions,
training for their first
marathon, or the band they
play in every Thursday night

*When you celebrate what
energises them
personally, you unlock
what motivates them
professionally*

04



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Are you tuned into the highs and lows they're experiencing right now?

(Mis) Fortunes

The joy of a promotion their partner received, the stress of unexpected car repairs, or grief from losing a beloved pet

When you acknowledge their reality, you build the foundation for genuine loyalty and trust

05



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Do you hear about the moments that have surprised or delighted them lately?

A New Experience

The tiny restaurant that became their new favourite, the documentary that changed their imagination, or their first rollercoaster ride

When you share in their discoveries, you tap into the curiosity that drives their innovation at work

06



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*Do you notice what
they've chosen to invest
in or treat themselves to?*

A New Purchase

The standing desk for better health, the saxophone they've always wanted, or the online course to learn a new skill

*When you understand
what they value, you
understand how to
support their growth and
aspirations*

07



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*Do you respect the
beliefs and practices that
give their life meaning?*

Spirituality

Their quiet morning prayers,
weekly meditation group, or
the philosophy books they
turn to for guidance

*When you honour what
grounds them, you create
an environment where
their authentic self can
flourish*

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