

Top Tips! Supporting Early Careers



HASSON ASSOCIATES

Supporting young starters in a **remote** work environment can be challenging, but with **thoughtful planning**, you can create a **nurturing, productive experience**. Here are some tips to **effectively support young starters**:

Structured Onboarding

Start with a well-organised onboarding process that includes company culture, key tools, and expectations.

Assign a mentor or buddy to guide them through their first few weeks and provide someone to ask questions.

Frequent Communication

Schedule frequent one-on-one meetings to discuss their progress, challenges, and any support they need.

Encourage open communication through messaging platforms like Slack or Microsoft Teams. Make sure they feel comfortable reaching out.

Clarity in Expectations

Outline short-term and long-term goals for their role. Provide measurable targets and frequent feedback to track progress.

Ensure they understand processes and expectations clearly, including timelines, reporting, and how to escalate issues.

Training & Development

Provide them with access to digital resources, webinars, and courses that will help them grow.

Encourage virtual team collaboration where they can learn from more experienced colleagues.

Encourage Engagement and Belonging

Organise informal video meetings or virtual team-building activities to foster a sense of belonging.

Recognise their achievements, even small ones, to motivate them and reinforce their value.

Offer Feedback and Mentorship

Provide timely and specific feedback to help them improve and grow. Offer praise where it's due and actionable advice where needed.

Act as a mentor to help them understand potential career paths within the organization and support their aspirations.

By fostering a **supportive, communicative, and structured environment**, you can help young starters **succeed and grow**, even in a **remote setting**.

