



Telecommuting has been a must-have for a decade. And high oil prices have ratcheted up the demand even more. Yet usage is uneven, obstacles remain and misunderstandings persist.

Assess these **6 beliefs** and get a read on your tele-readiness. Our answers follow.

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| <b>1. First, identify the positions amenable to telecommuting</b>        | <b>True? False?</b> |
| <b>2. Good managers will know how to manage telecommuters</b>            | <b>True? False?</b> |
| <b>3. You should review arrangements like you review people</b>          | <b>True? False?</b> |
| <b>4. A uniform home equipment package may be too expensive</b>          | <b>True? False?</b> |
| <b>5. Weight gain is the #1 reason telecommuters quit this option</b>    | <b>True? False?</b> |
| <b>6. "If I give telecommuting to one, I'll have to give it to all."</b> | <b>True? False?</b> |

**1. First, identify the positions amenable to telecommuting**

*False.* Setting telecommuting eligibility based only on position ignores individual performance, customer impact and peer workload. Good selection addresses all these – always.

**2. Good managers will know how to manage telecommuters**

*False.* Some may. But most telecommuters and their managers will benefit greatly from solid online guidance and just-in-time training. Abundant best practices should be shared widely.

**3. You should review arrangements like you review people**

*True.* Telecommuting can improve or hurt performance. Evaluate formally at 30, 60, 90 days, then annually. To the question "How will we know they're working?" we say, "Trust but verify."

**4. A uniform home equipment package may be too expensive**

*True.* Firms should set standards and model packages. But individual packages can depend on what the work requires, the equipment the employee already has and the arrangement's value.

**5. Weight gain is the #1 reason telecommuters quit this option**

*True.* Isolation, career impact or hours creep cause some to quit. But being too close to the refrigerator is a frequent deal-breaker. Supports can be provided, especially for multi-day users.

**6. "If I give telecommuting to one, I'll have to give it to all."**

*False.* This fear can lead to giving it to no one. Our solution: an impact-based system *offering* the chance to propose widely, but only *approving* proposals that will work for the business.

We base the answers above on our comprehensive telecommuting toolkit, which you can view at [www.TripSaversTools.com](http://www.TripSaversTools.com). Then contact us with any questions or to speak to delighted clients.

Sincerely,  
Paul Rupert  
President, Rupert & Company  
Chevy Chase, MD  
301-873-8489  
[paul@rupert-co.com](mailto:paul@rupert-co.com)