

Trader Insights

Actionable Ideas for the Power to Trade Smarter

Five Ways to Thrive in a Disrupted World

Tracy Caliendo

Head of Hedge Fund Services

Ms. Caliendo: 2020 transformed the way many of us work, and in some cases drove better business outcomes. With over 80% of Bank of America U.S. employees working remotely¹, companies learned valuable lessons on working patterns and building more positive workspaces. But how can you optimize the current environment and prepare for what's next?

First, decide what you want to achieve. Even though life is disrupted, make things happen anyway. Write down the professional goals and personal transformations you want to accomplish, and build actions around them.

Share your goals with your team. Shared objectives can keep you committed, and help overcome the disconnection some people feel when they're working remotely. Being proactive is key to keeping employees motivated, and ultimately retaining valued talent.

Make diverse and inclusive workspaces a focus. There's long been a push toward this, but organizations are now being held accountable for their progress. You need to evaluate where your firm currently stands, whether policies are having an impact, and how you can improve.

Re-evaluate your workplace. Now we've seen that engaged employees can work from anywhere, greater workplace flexibility is here to stay. In a recent survey, 35% of buy-side and sell-side firms say they'll continue remote working over the longer term, despite some impacts to growth models². This means redesigning offices to encourage collaboration and house fewer people.

Lastly, plan something fun. 2020 was an isolating time for many, but planning a Covid-safe event can help alleviate this. Whether it's something that connects your team, or a new personal hobby, having an event on the agenda can improve your wellbeing.

For more insights and ideas, check out the rest of our Trader Insights series.

¹Virtual meetings booked by clients in 2020, BofA.

²FIS Survey, Traders Magazine, October 2020.

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