



from one relocating employee to another: *7 tips for making the most out of a move in a challenging environment*

The COVID-19 pandemic has had a seismic impact on the world of global mobility. Borders have closed to travelers, offices have shut their doors, and expats and other mobile employees have found themselves adjusting to a “new normal” in a socially distanced world. Mobility programs are also adjusting, as they figure out how to safely move talent in this environment.

We surveyed more than 300 relocating employees and interviewed a focus group between May and June of 2020 and asked them for their advice on moving amid the pandemic — one relocating employee to another. The following tips have been compiled from their feedback.

1

Be realistic with your timelines and remain flexible. And keep in mind that your move will likely take longer due to businesses being closed. Plan ahead, and think about every interaction you may need to have to make your move happen — and how you can minimize risk to yourself and others.

2

Ask questions throughout the process and express your needs. Do not be afraid to say that you are uncomfortable with any part of the relocation experience. If something does not feel right, raise it up immediately.

3

Communicate early and often with your mobility counselor and mobility team. They're here to help you, so make sure to work closely with these partners and ask for help when you need it.

4

Health and safety get prioritized above everything else — follow all local guidelines and ensure you have good medical coverage for the new location *before* departing. And always have an emergency fund and backup plan ready to go.

5

If your family is coming with, make sure risk is minimized for them. Also, focus on creating a good environment and social network for them as soon as possible in your new community. The success of the move will largely hinge on their wellbeing.

6

Virtual housing tours and other online tools are your friend. Look into these resources as safe, socially distant alternatives to in-person appointments when settling into your new location.

7

Breathe and stay calm. Take your relocation day by day and don't rush things — it's probably going to take longer than usual to get settled. Most people are accommodating and understanding of this unique situation.

Check out [“Mobility in the Time of COVID-19: Lessons From the Relocating Employee Experience Amid a Pandemic”](#) for more.

