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## 5 Behavioral Biases That Trip Up Remote Managers

In times of uncertainty and seclusion, people seek guidance and stability. In the workplace, they usually turn to their superiors. It can be hard for managers to live up to these expectations, and the task of managing people remotely is one few leaders have been prepared for. It's harder to grasp the context in which colleagues work and live — as well as the challenges they may face — when you don't see them regularly. All of this increases the likelihood of misunderstandings and can put additional strain on team relations.

Research in behavioral science has taught us that we tend to simplify complex decisions by using “rules of thumb” or heuristics when we face uncertain situations. While these shortcuts allow us to work efficiently even in the face of complexity, they can quickly become the source of systematic and sometimes unconscious errors in our judgment, also known as biases. These biases are nothing new, but a remote working environment can make us especially susceptible to them. Applying a behavioral science perspective, we'll take a closer look at five of the most important biases leaders should watch out for when working and managing remotely, plus a selection of familiar and scientifically proven tactics to counteract these misconceptions in this new context.

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