The FUTURE of Work

The Inescapable Evolution of The (Hybrid) Workplace

The tech world seems to be re-imagining how work gets done, whether it's getting away from a typical 5-day work week or realizing that hybrid work is becoming a longer-term transformation.

Since 2020, the remote workplace has become a necessity, sometimes a mandate, for companies around the world. As parts of the world open, the debate on bringing employees back to the office has been at the forefront of many managers' minds. The companies that have been most successful in navigating this issue have been the ones that have listened to their employees, given them the flexibility to choose the workspace right for them and trusted them to remain productive no matter where they work. However, the hybrid workplace is a long-term transformation that is evolving into remote, hybrid, and work near home options.

Not a One-Size-Fits-All Approach

75%+

Over 75% of workers prefer working at least one day a week from home. A Q2 survey shows that 59% want to stay remote or hybrid – as opposed to only 17% preferring a return to office.

2 Days

Once it is considered safe to do so, the median office worker will ideally want to work 2 days a week at the office.

2/3

Despite enjoying the benefits of remote work, 2/3 of remote employees see the benefit of in-person interactions to help further their careers.

Employers

How to adjust for long term success in any work environment

☑ **Be Flexible:** With industry leaders like Facebook giving employees the opportunity to work remote full time or come into the office 50% of the time, tech workers are looking for companies that allow them to choose what workspace is right for them.

☑ **Trust your Employees:** Micromanagement can destroy the goodwill of even the most dedicated employee. For example, one candidate relayed his team forced remote employees to be on camera the entire time they were on the clock. If employees choose to work from home, create a remote culture that fosters confidence that you trust your team and sets manageable deadlines.

☑ **Out of Sight Does Not Mean Out of Mind:** Managers need to engage with their employees no matter where they are working, providing feedback, encouragement and opportunities to grow employees' skillset.

☑ **Build a Sustainable Remote Culture:** Without a shared office space to congregate, establishing a company culture that incorporates the needs of a remote workforce is key. If feasible, run in-person team building sessions that promote employee interactions, and ensure workers have clear paths to career growth that you regularly discuss with them.

Candidates

How workers can create their best possible work environment

☑ **Expectation Setting:** Employees and managers need to be on the same page with what expectations are while working remotely. Hours, deadlines, and even the number of video check-ins are all things that should be discussed when starting a remote environment.

☑ **Proactive Engagement:** Company engagement goes both ways. If working remotely, make sure to stay involved and communicate with the rest of your team. If working at the office, keep remote co-workers in the loop.

☑ **Set Boundaries:** Working remotely, the difference between on/off hours can get blurred, which can lead to burnout. Put set work hours in place and avoid doing household chores and similar things during those hours, then log off and put your work to the side when the day is done.

Conclusion: In a short amount of time, a flexible or hybrid work model has become one of the biggest things candidates are looking for when searching for job opportunities, with the companies listening to employees and embracing change being rewarded with increased productivity and a more diverse workforce; alternatively, companies being stubborn and inflexible in their plans are at the forefront of having to deal with The Great Resignation of 2021 or the Great Reshuffling of 2022.