

THE POST-PANDEMIC SHIFT: HOW EMPLOYEES ARE CHANGING THEIR PERSPECTIVES ON 'WORK'

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The hybrid 'office'



33%

of respondents prefer to work in the office for at least 2 days a week



33%

want to be based fully remotely.



49%

of respondents increased their overall productivity when WFH, while 56% either has no change or has the same level when WFO



62%

relies on video conference technology such as MS Teams or Skype to communicate with their teams

Top 3 behaviours to emphasise upon employees' return to the office

50%



More face-to-face meetings

48%



More collaborative working

41%



More social activities with colleagues

Employee activism: what's important for companies to get right?

63%

of respondents felt it's important for their companies' positions on social & political issues to align with their own

Top 3 company values or affiliations that would make employees decline a job offer if unaligned

63%

Workers' rights

58%

Mental health awareness

54%

Racial, cultural or religious matters



Dispersing of talent out of cities: a trend or the future of work?

20%

of respondents are unlikely to decline a job offer which requires a **100%** attendance in the office, while **52%** are likely to decline.

Top 3 reasons why respondents would not accept a fully remote/location-independent role



Better work-life balance



Needs structure/routine that comes from an office environment



Would like to have the option to go into an office

Top 3 reasons why respondents would accept a fully remote/location-independent role



74%

Flexibility on where I live and no commute



68%

Cost saving – travel, meals, clothes



65%

Flexible schedule

Retraining and reskilling to stay relevant.



100%

All respondents are willing to learn and retrain new skills to stay employable in the future while 94% are confident that their current skillset will still be relevant in the labour market in 5 years' time

Top 3 barriers preventing respondents from retraining/upskilling

61%

Financial cost

46%

Requirement to retrain/upskill in their personal time

35%

No guarantee new skill will strengthen job security or career progression