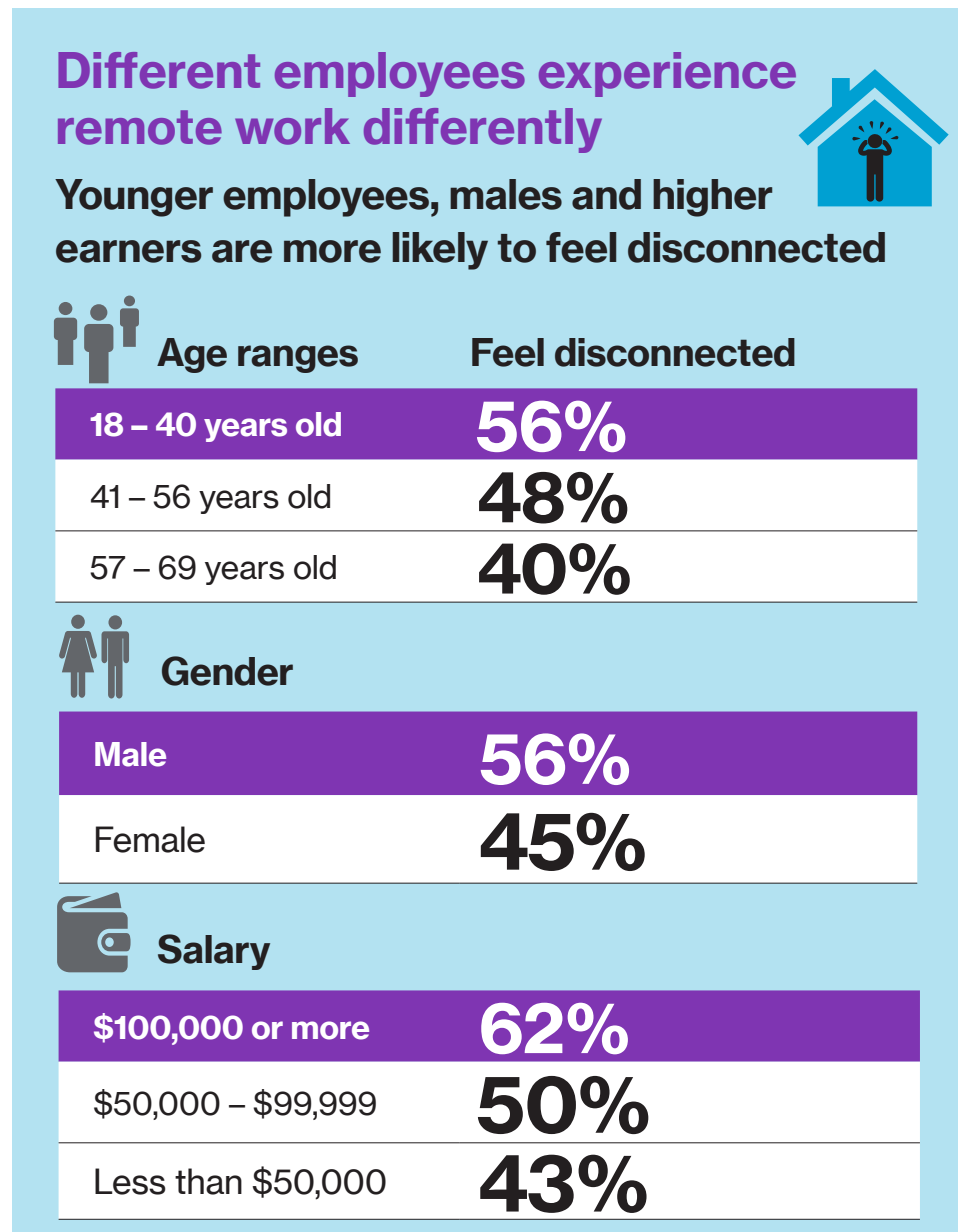


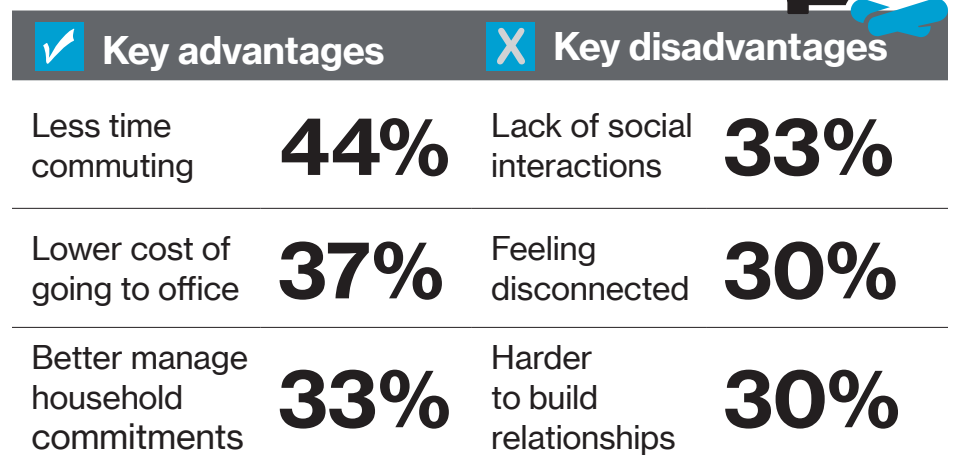
# Majority of employees prefer remote or hybrid work despite feeling disconnected



## Remote work has been a mixed experience for employees



## Remote work



## Actions you can take now!

- Use employee listening, work and job design to determine flexibility options and align on preferences
- Ensure that employees working remotely have increased awareness of and equitable access to programs and resources for learning, development and enablement, allowing employees to broaden their capabilities
- Use transparent communication to emphasize that remote employees will be treated fairly in terms of career opportunities and pay increases. Foster trust in direct line management and senior leadership
- Determine needed and expected manager competencies, and assess skills to understand development and training needs
- Solicit teams for ideas to build community and connections

**About the survey:** A total of 9,658 U.S. employees from large and midsize private employers participated in the survey, which was conducted during December 2021 and January 2022.

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