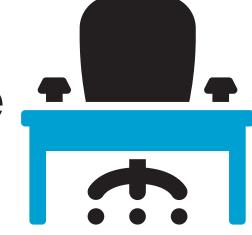
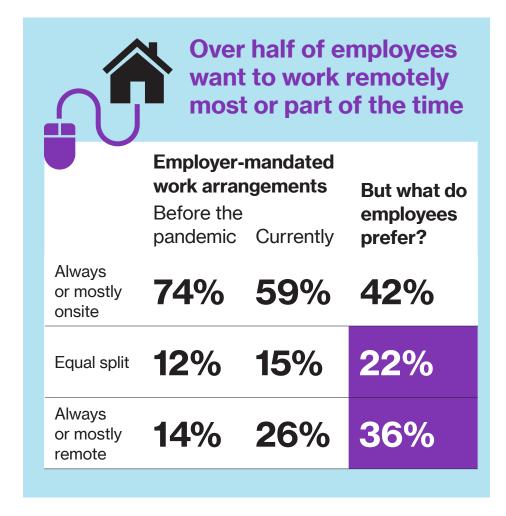
# Majority of employees prefer remote or hybrid work despite feeling disconnected





## Remote work has been a mixed experience for employees



Helps me achieve better work/life balance

70%



Makes managing team more difficult

56%



Receive fair evaluation while working remotely

65%



Feel disconnected from team

**52%** 



Resources provided to work remotely meet my needs

**63**%



Worry that working remotely will have negative impact on career

44%

#### Different employees experience remote work differently Younger employees, males and higher earners are more likely to feel disconnected Age ranges Feel disconnected 56% 18 - 40 years old 48% 41 – 56 years old 40% 57 - 69 years old Gender 56% Male **45% Female** Salary **62%** \$100,000 or more 50% \$50,000 - \$99,999 43% Less than \$50,000

#### Remote work

Key advantages		X Key disadvantages	
Less time commuting	44%	Lack of social interactions	33%
Lower cost of going to office	37%	Feeling disconnected	30%
Better manage household commitments	33%	Harder to build relationships	30%

### 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

