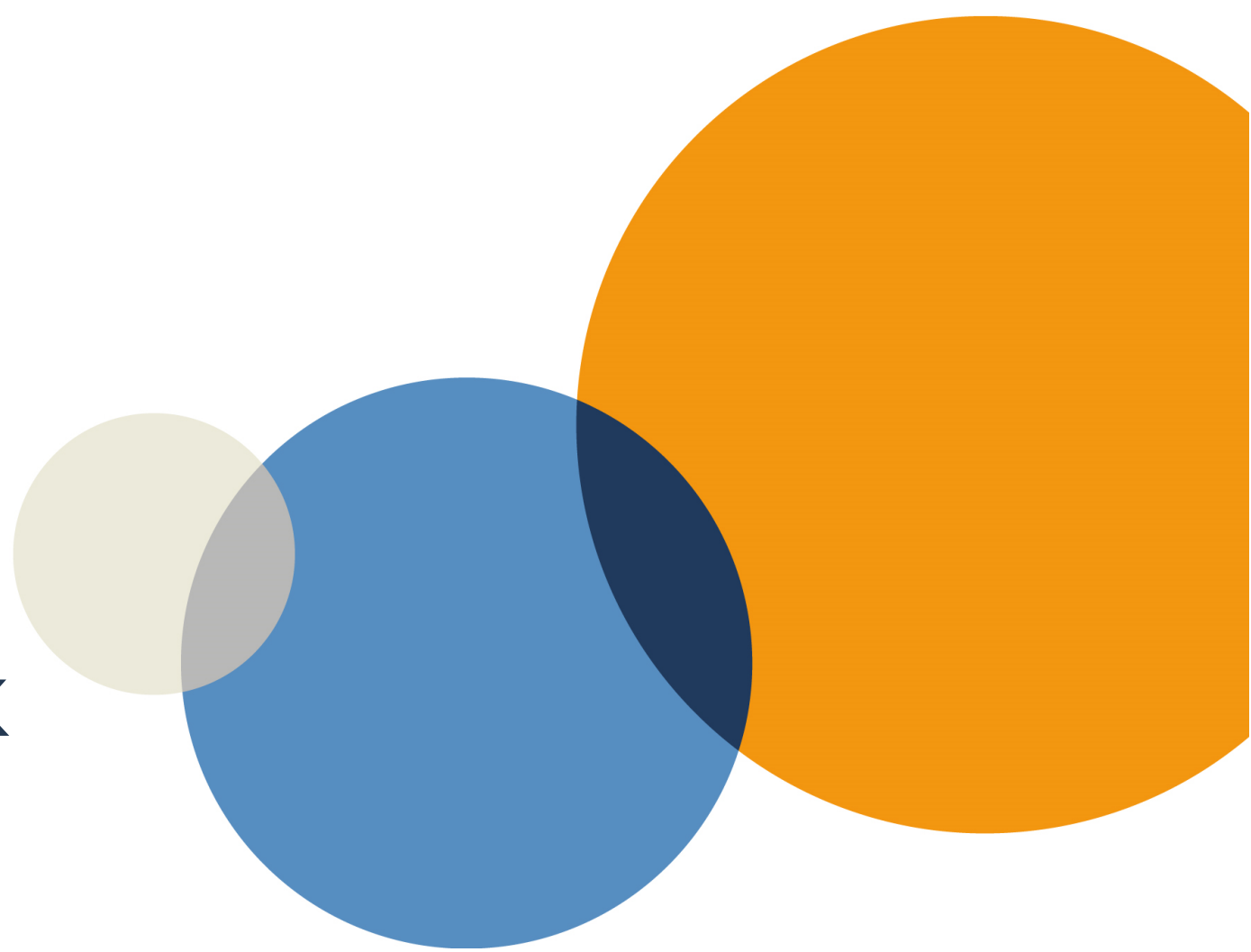




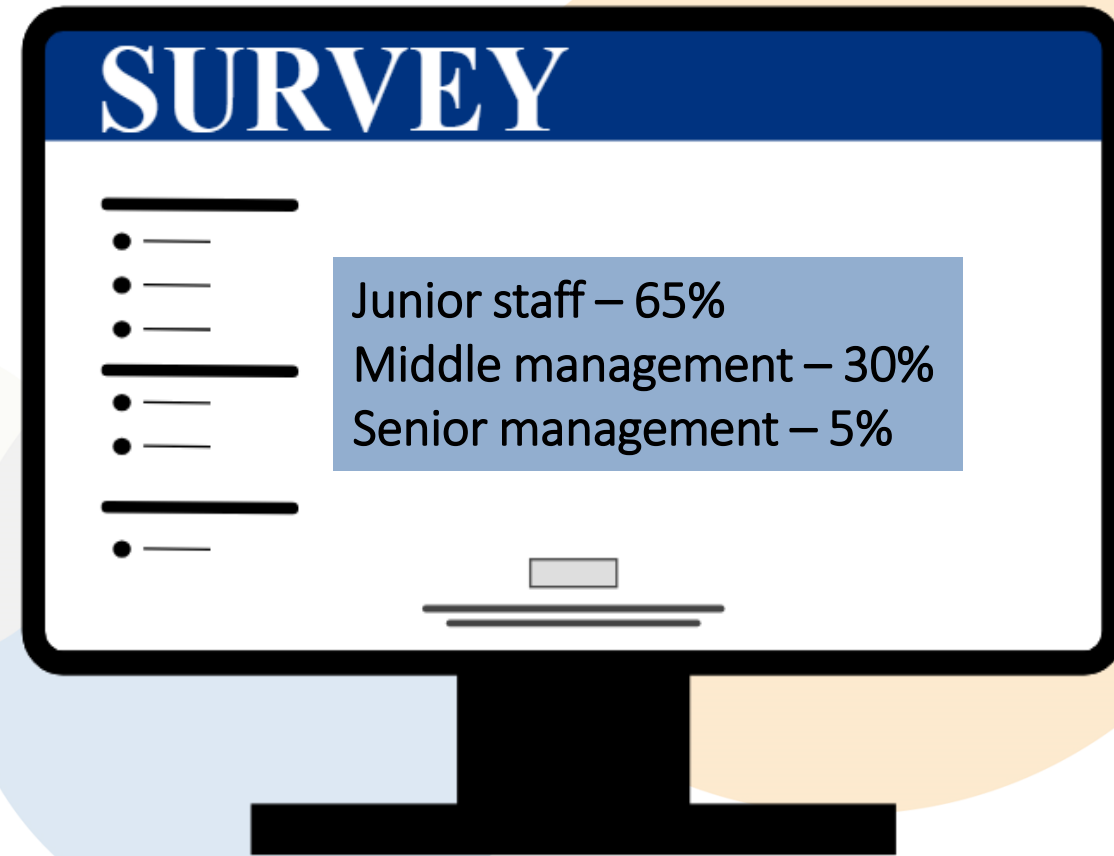
The Future of Work

Roundtable 8th November 2023



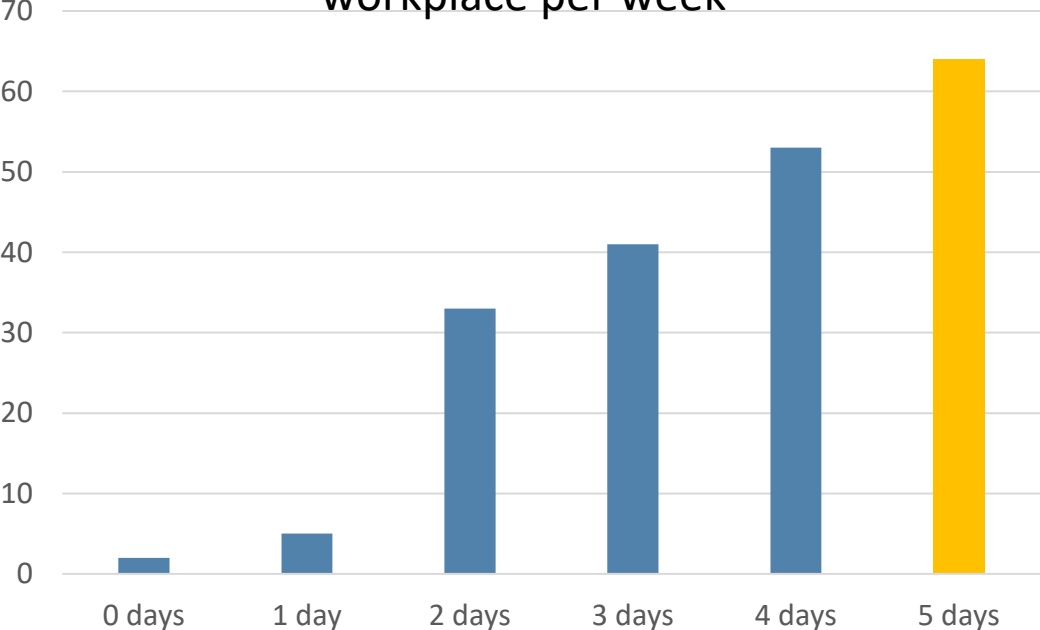
Who responded?

- **206 Responses**
- 54% female, 44% male, 2% prefer not to say/self-describe
- 96% aged 19-35
- 4% aged 39-59
- 73% respondents were from the following sectors:
 - Engineering and manufacturing
 - Accountancy, Banking and Finance
 - Law
 - Property and Construction
 - Science and Pharmaceuticals



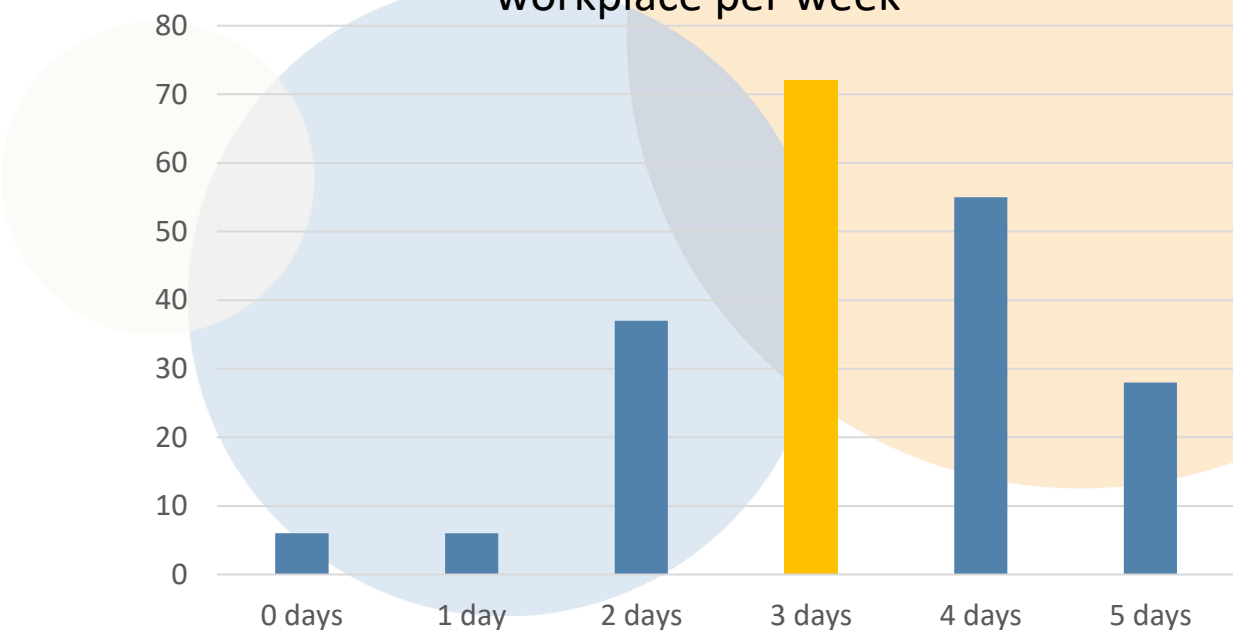
Finding the right balance

The **current** number of days in the workplace per week



A relative majority of our respondents are in the workplace 5 full days per week which is back to pre-Covid patterns.

The **ideal** number of days in the workplace per week



Despite this, the ideal number is in line with previous surveys with 3-4 days being the ideal amount

Employer expectations

When asked what the minimum number of days in the workplace were expected by their employer, we saw number of days ranging from 2-5.

3 days is the highest scoring number closely followed by 5 days.

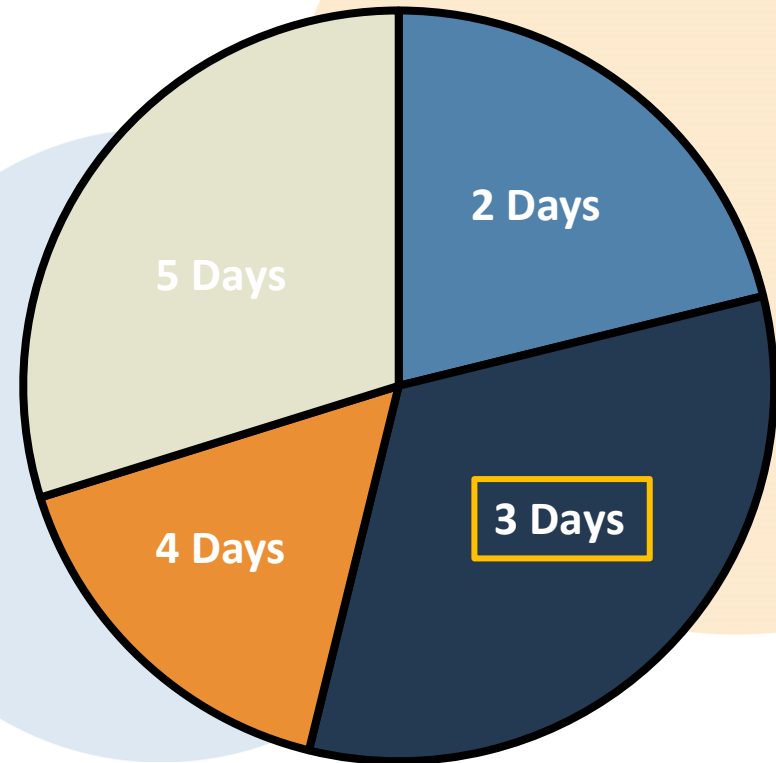
Have the minimum number of days spent in the workplace changed in last 12 months?

Yes, more often – 25%

Yes, less often – 6%

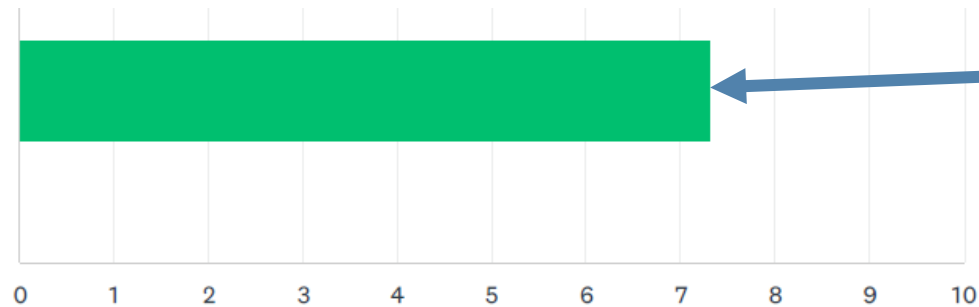
No change – 69%

Days **expected** in the workplace



Respondents approach to the workplace

In the last 3 months, how productive have you felt on a scale of 1-10?



Productivity levels appear quite high with a score of just over 7 out of 10 amongst all respondents.

Could this be because of a more frequent return to the workplace?

How often have you thought about leaving your job?

42% - Rarely

31% - Sometimes

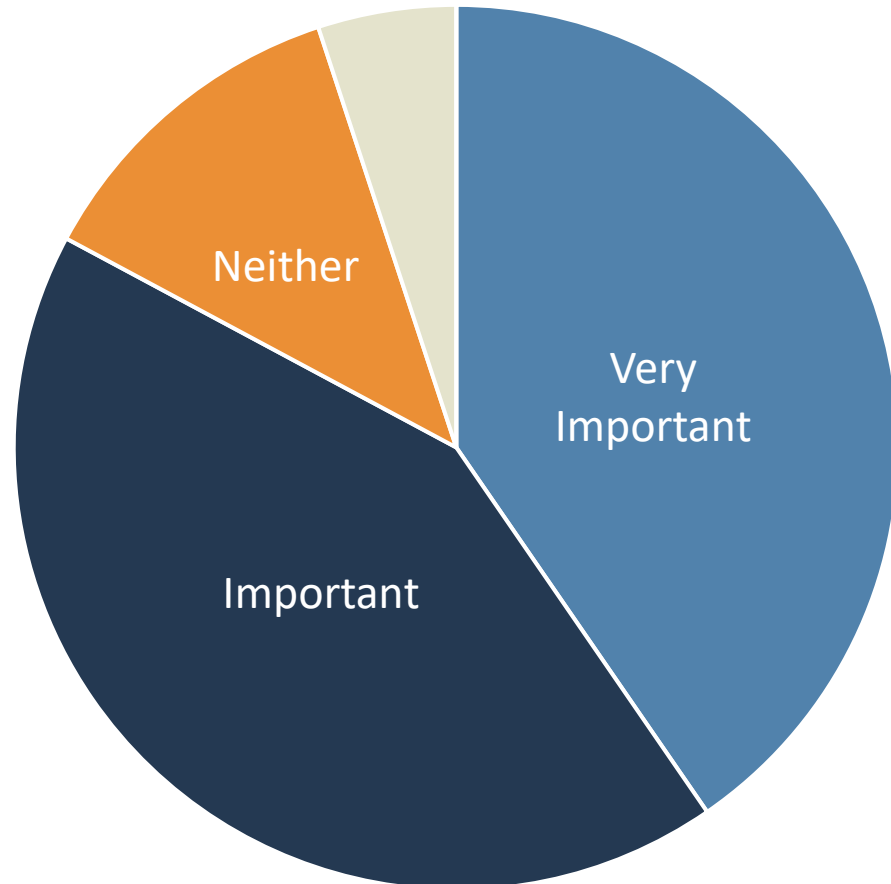
13% - Often

1% - Always

On top of seeing a higher number of people returning to the workplace more frequently and having a higher productivity rate, this could well be represented by satisfaction levels in the job.

The importance of hybrid working

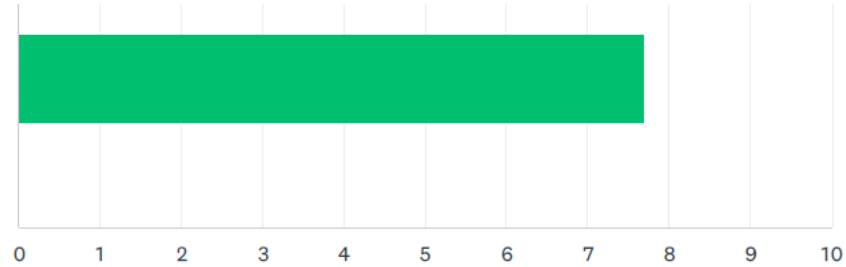
When considering remaining or changing organisation, how important is it to have hybrid working arrangements?



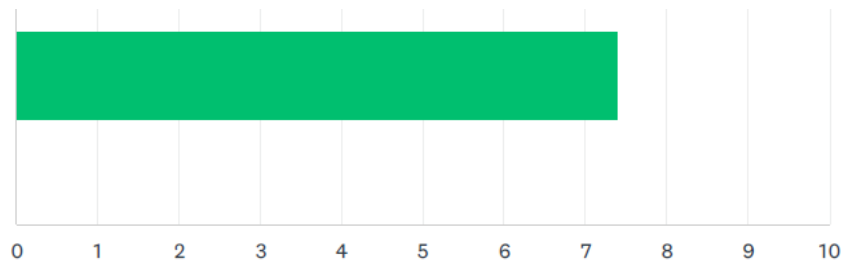
While value is obviously being seen in the return to the workplace for both the employee and employer, there is still **an obvious requirement to provide hybrid working options as part of any recruitment process**



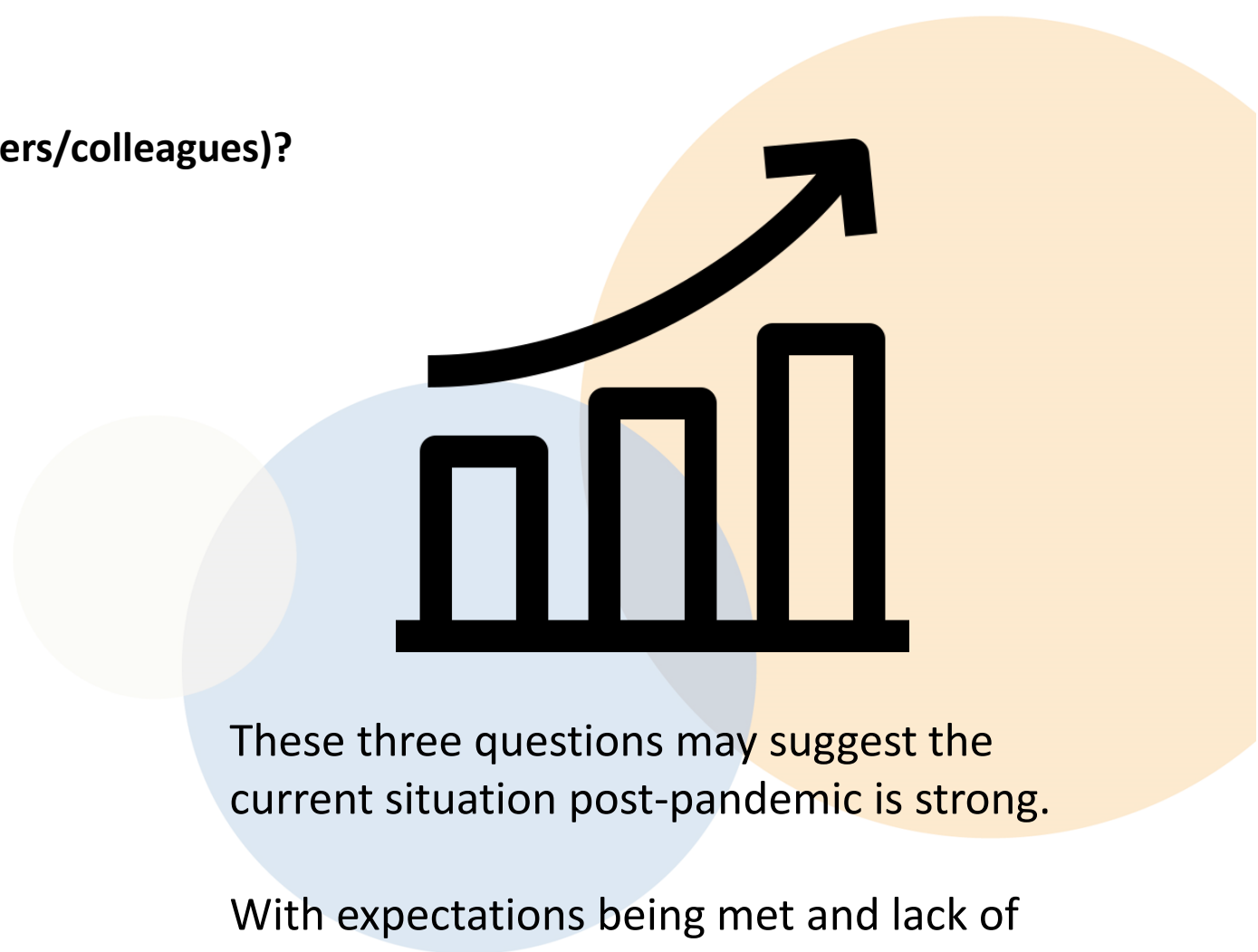
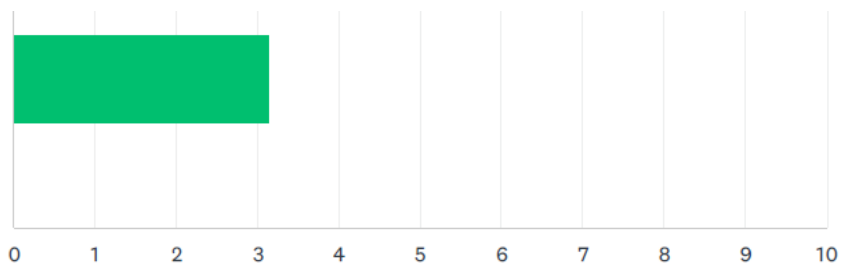
Do you get the support you expect from others (managers/colleagues)?



Are your expectations clear from your boss?



Do you feel isolated at work?

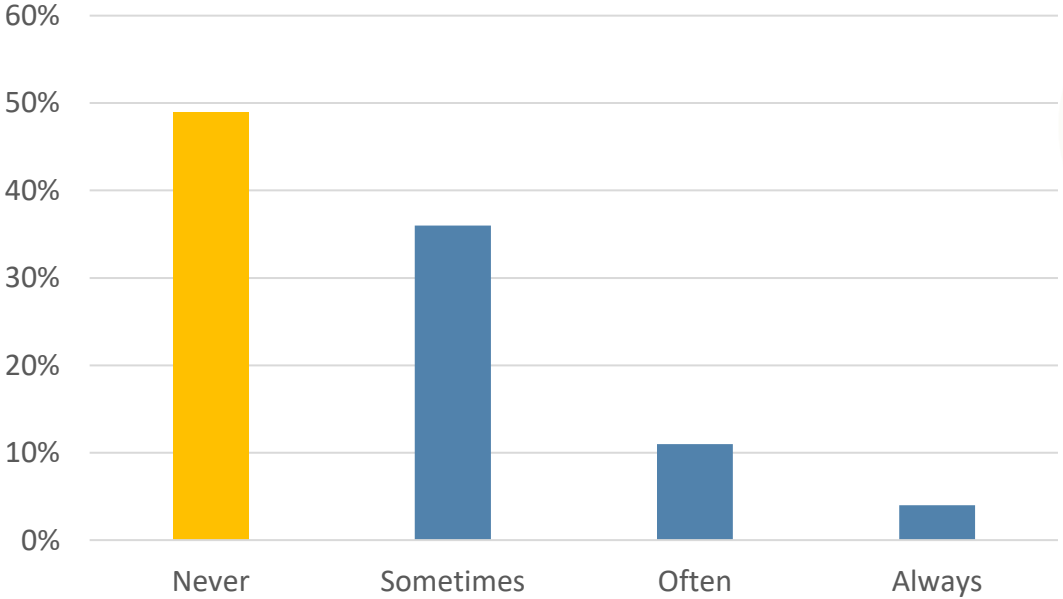


These three questions may suggest the current situation post-pandemic is strong.

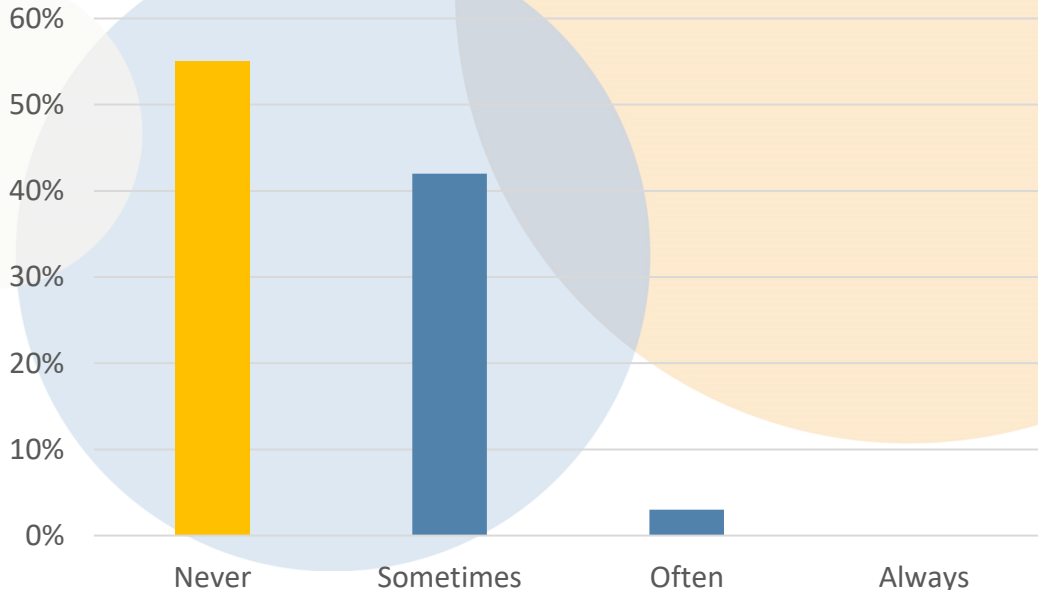
With expectations being met and lack of isolation amongst the majority, this points towards a **better working environment.**

So, what are the concerns?

Do you have concerns that other people are not pulling their weight at work?

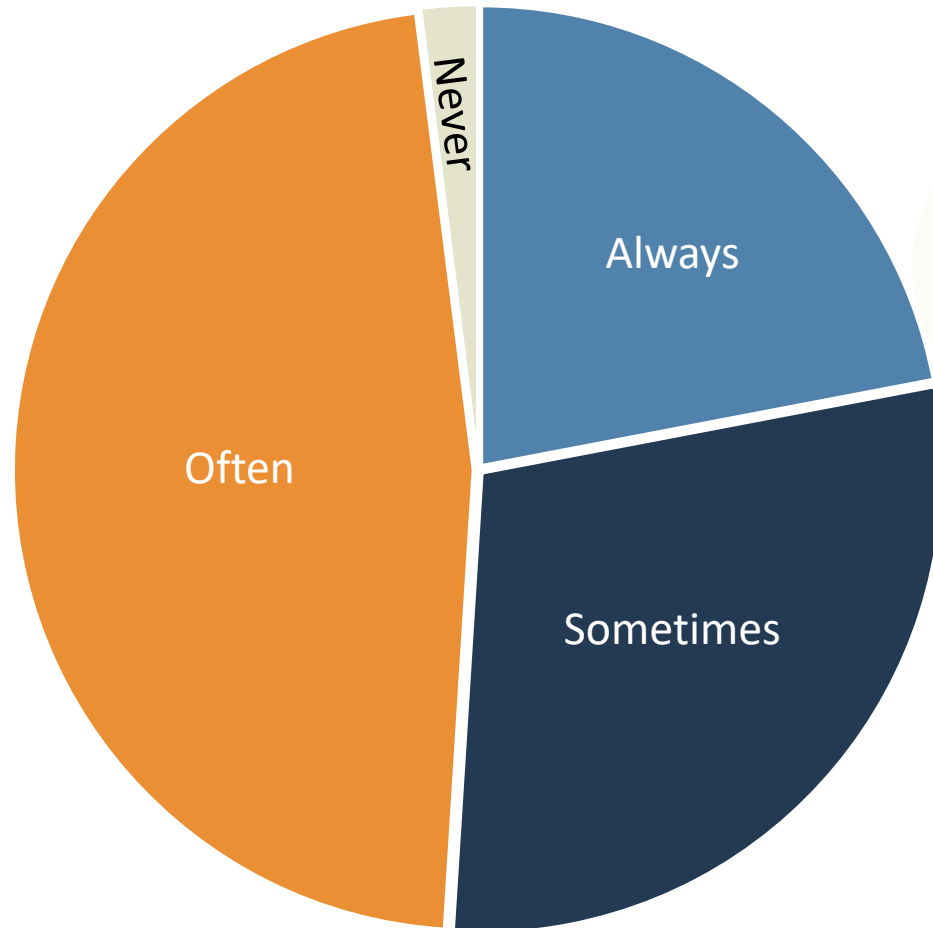


The relationship with colleagues, is it poor?



With collaboration and time in the workplace mostly back to pre-Covid levels, results show that team effort and relationships have been strong since the return.

How valued and trusted do you feel by your organisation?



Data suggests that employees overall are feeling trusted and valued by their employees. This could be because of being visible in the workplace more often?

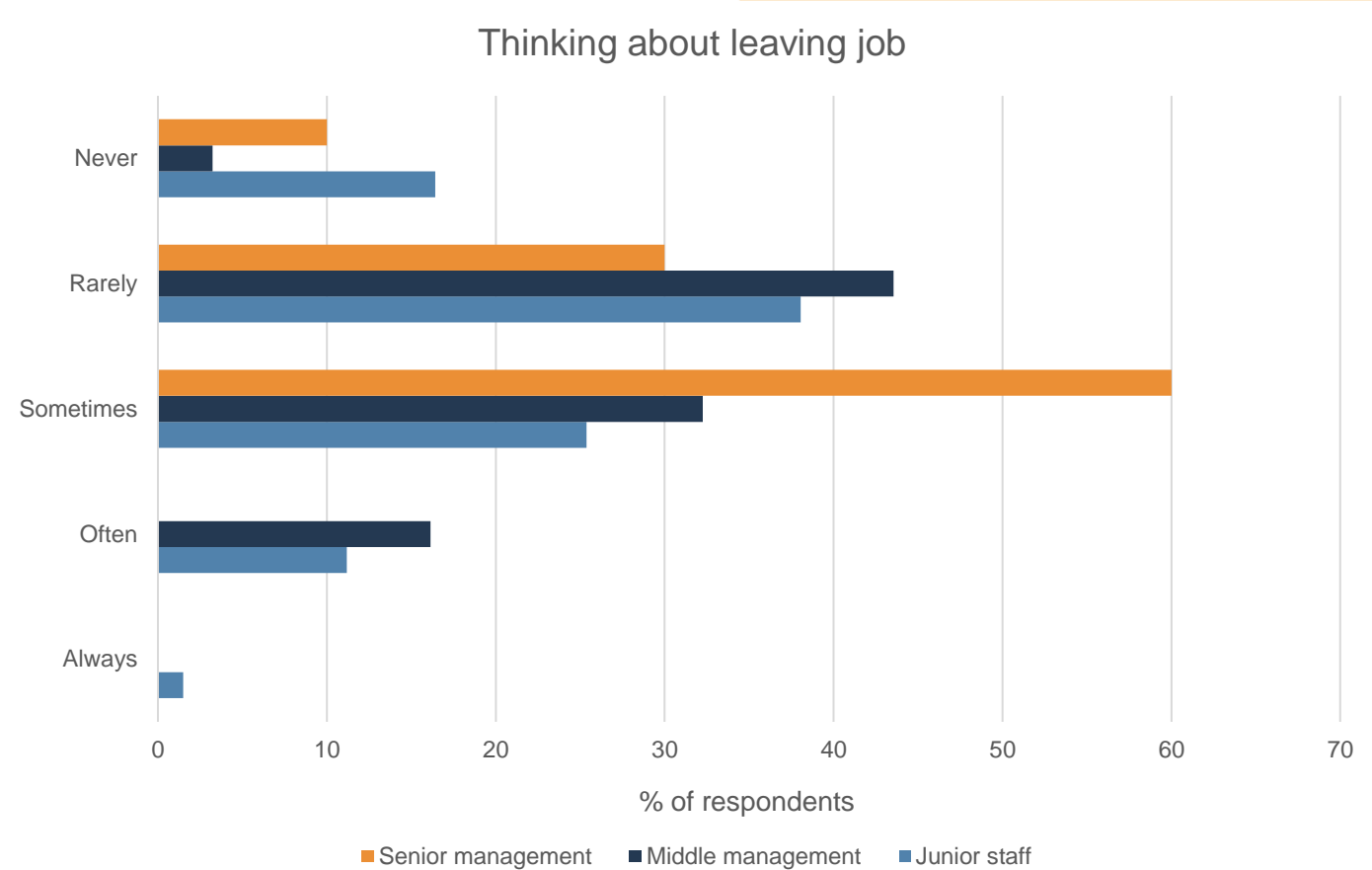
In previous surveys, we had seen the trust value felt by employees of their employers as much lower, so perhaps visibility has been the changing factor here.

Further analysis

- Please note: this analysis shows where interactions between certain variables might suggest a narrative or need for further probing. These are pointers and do not imply correlation.

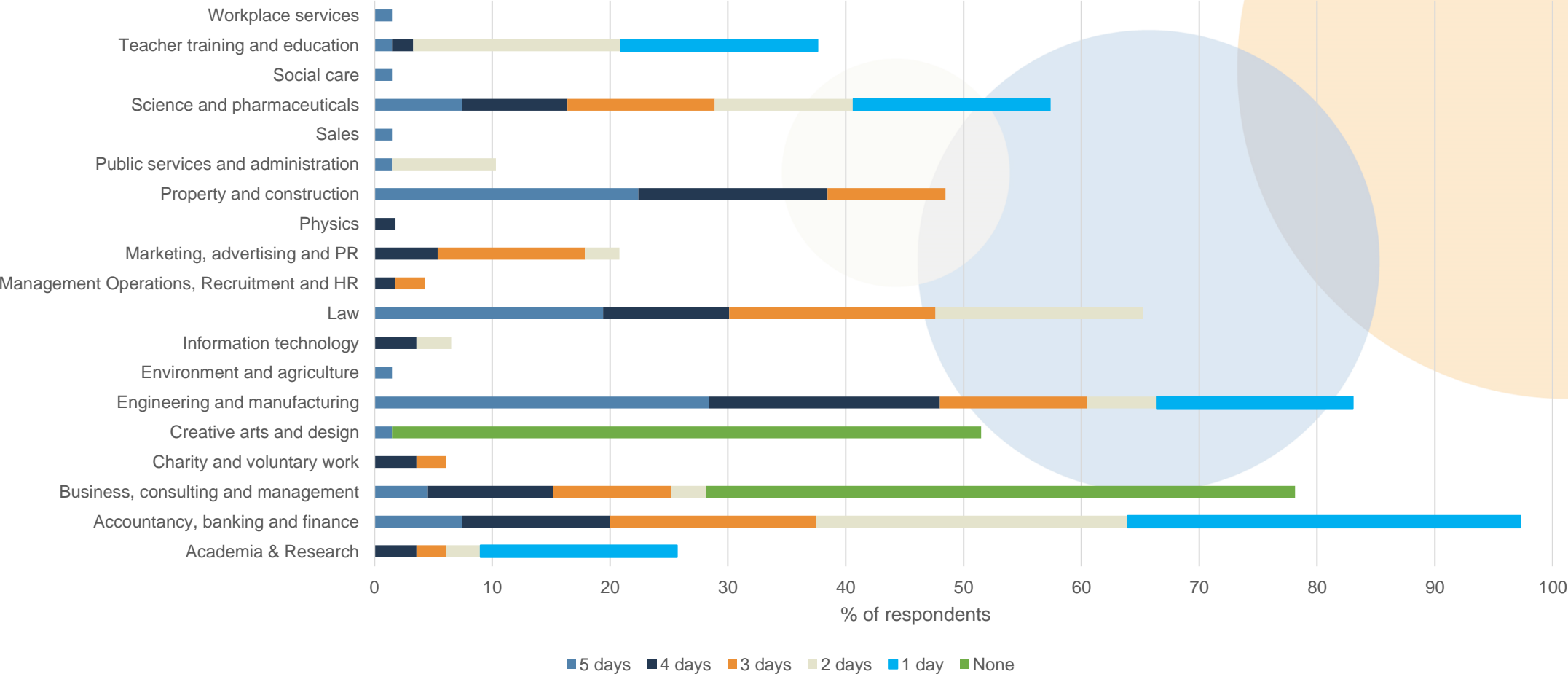
Does role type matter?

- Among Junior Staff & Middle Management, about half attend the office/workplace 4-5 days, and about 35% for 2-3 days. Majority in Senior Management go 4 to 5 days.
- Majority feel highly productive regardless of type of role, but this % is slightly higher among senior management
- Senior management has the highest proportion of people who **sometimes** think about leaving their jobs.
- Hybrid working arrangement is almost equally important and very important to most people (70-80%), but a higher proportion of senior management find it very important (consider they spend more days in the office)
- Majority feel well supported at work, regardless of role type, but senior management have a higher proportion feeling well supported (about 90% vs 72-74% for others)
- Feelings of isolation are evenly spread



Sector and office attendance

Engineering & Manufacturing; property construction; and Law have the highest proportion of respondents going into the office 5 days a week. Creative arts & Design and Business Consulting/Mgt have the highest proportion of people who work fully remote.

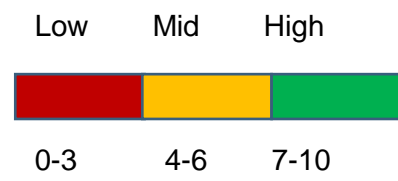
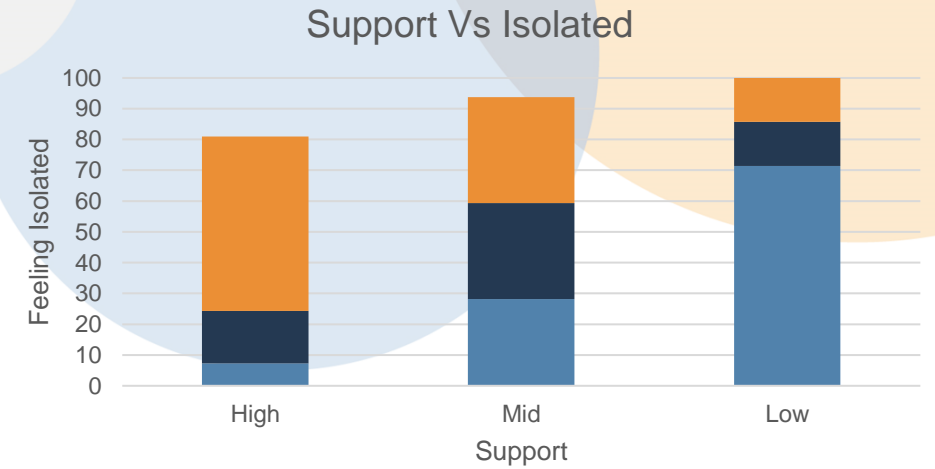
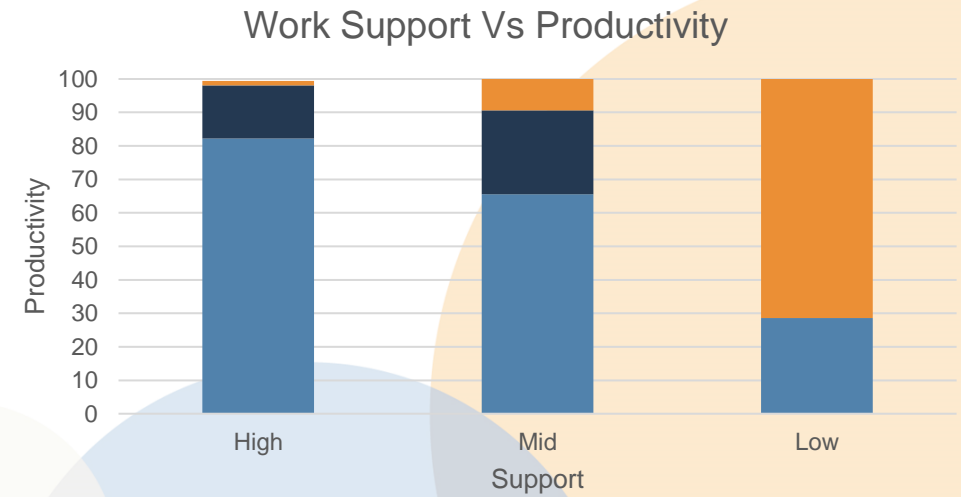


Office attendance

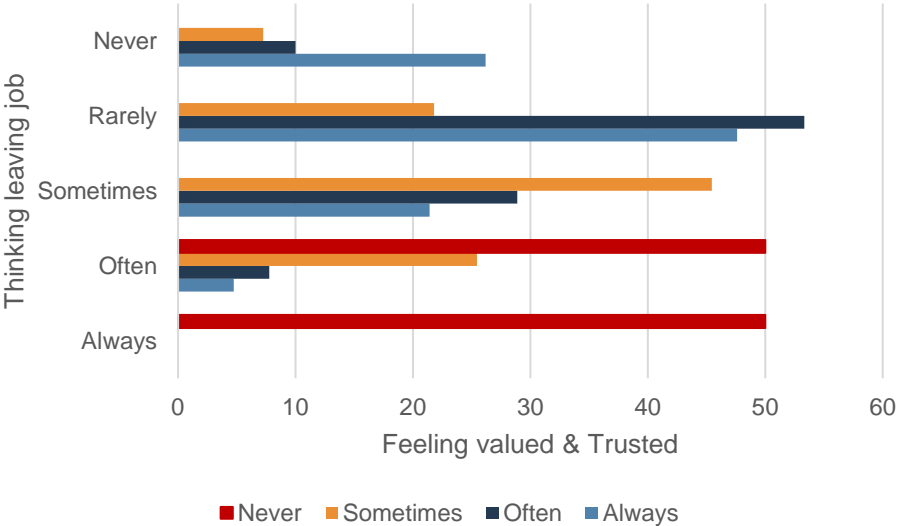
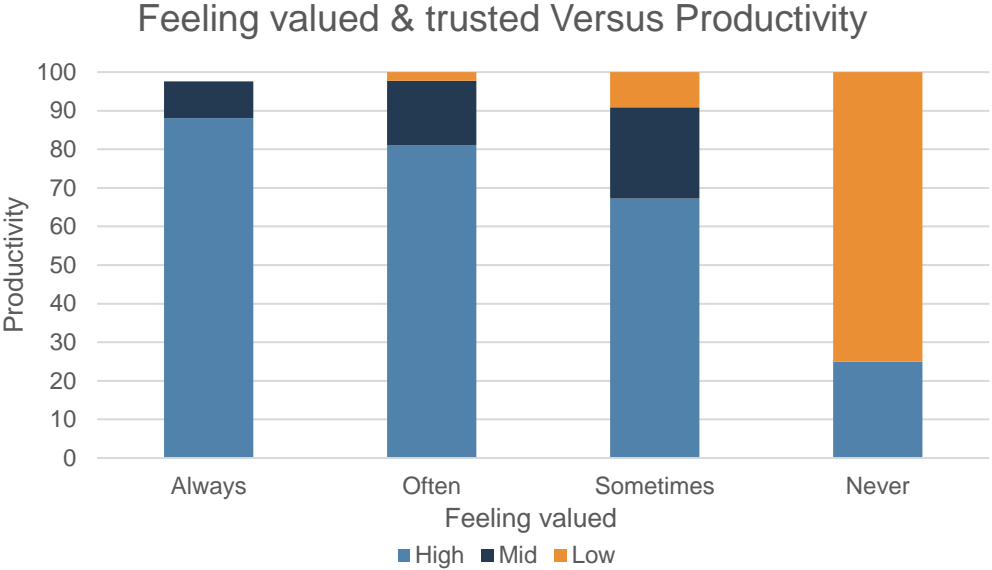
- Majority felt productive regardless of number of days spent in the office.
- People who spend 2-5 days in the office had higher feelings of support from colleagues/managers, whereas those who spend 0-1 reported a lot more low to mid-level of support.
- Among those who spend 1-5 days in the office, a higher percentage reported high-mid levels of understanding expectations from their boss. Those who spend 0 days mostly reported low to mid levels of understanding their bosses' expectations
- Feelings of isolation is mostly mid to low across all groups.
- Those who spend about 4-5 days in the office felt often/always more valued and trusted.
- Spending more days at work seems to be important for feelings of connection, value and understanding expectations

Work support

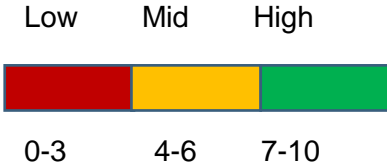
- Feelings of productivity are higher among those who feel highly supported at work
- Those with low levels of support feel a lot more isolated
- The group with low to mid levels of support also had the highest percentage of those who 'Sometimes' or 'Often' thought about leaving their job
- Majority of those with low levels of support (71%) are sometimes concerned that their relationship with colleagues is poor. This is about 40% for those with high and mid levels of support.
- The group with low levels of support also had the highest proportion of those who were concerned that others were not pulling their weight at work



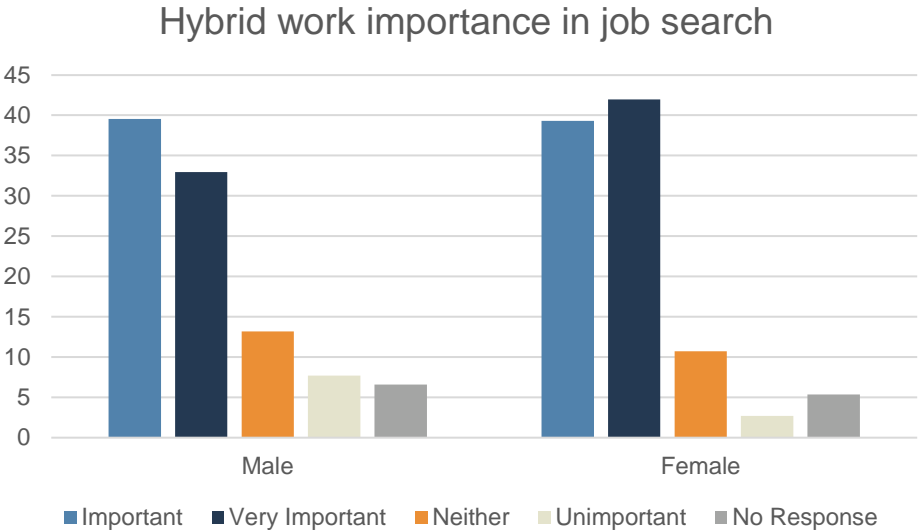
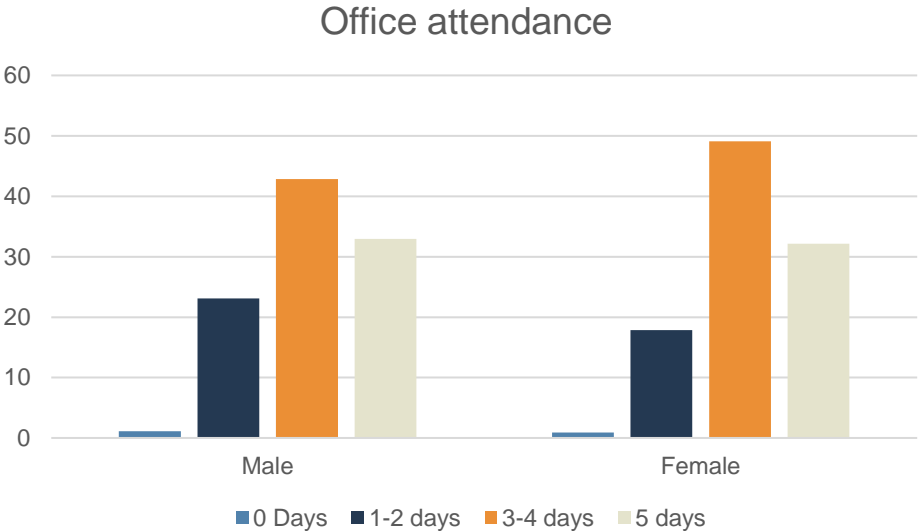
Feeling valued and trusted



- Feeling valued & trusted seems to correlate with high productivity levels at work
- Those who never feel valued and trusted have higher % of people who 'Always' and 'Often' think about leaving their job
- The group also has the highest percentage of people who feel isolated, as well those who 'Sometimes' or 'Often' think that their relationships with colleagues are poor.



Gender and Office attendance

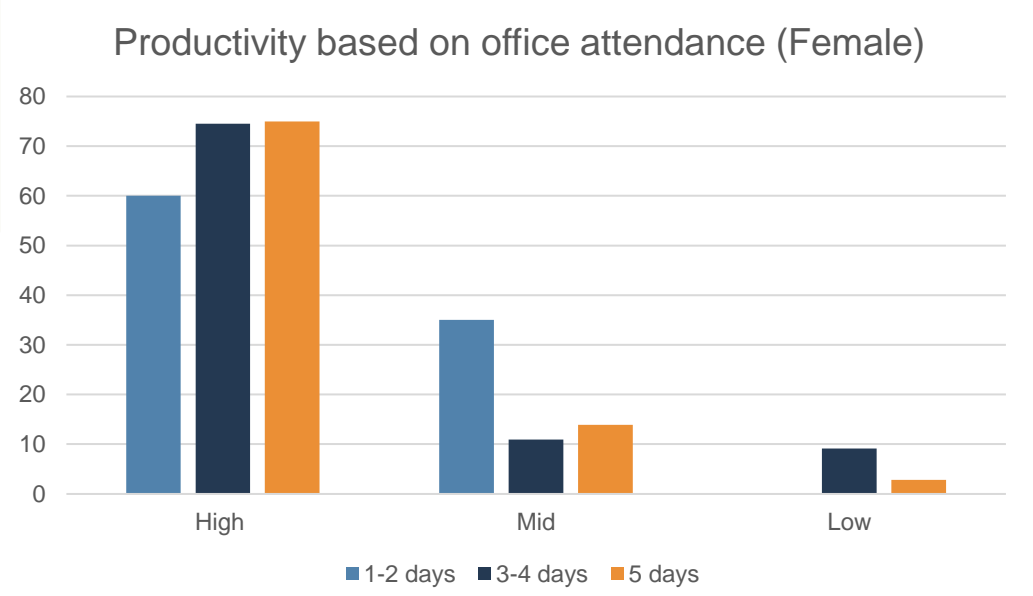
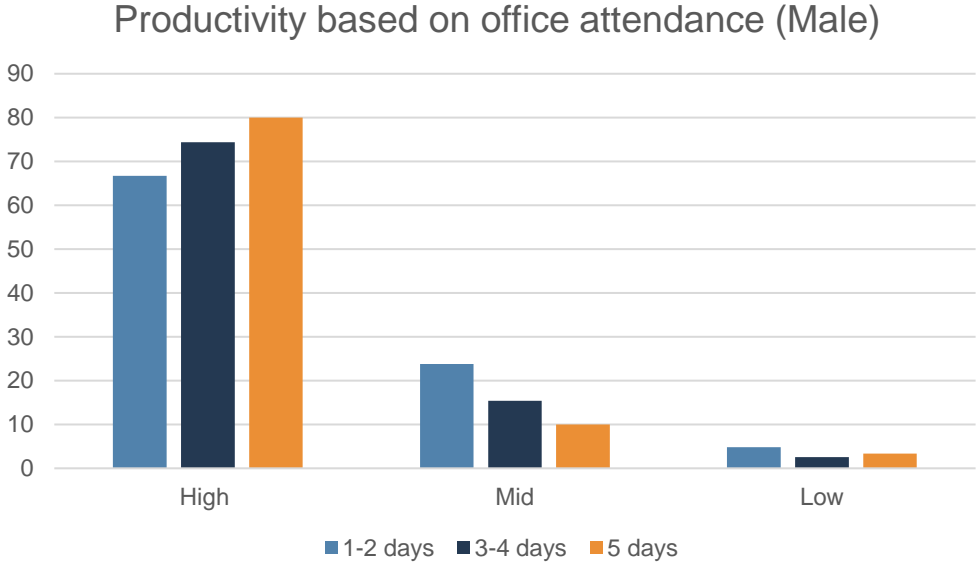


- Office going habit within each gender group is similar, however, slightly higher proportion of females (49.1%) go into the office 3-4 days a week, compared to 42.9 % among male respondents.
- While the proportion of respondents who consider hybrid work important is similar for both groups, slightly more females than men consider it 'Very Important'
- Not much difference in terms of the ideal number of days people want to go into work either. However, the proportion of males wanting to go into the office for 5 days is slightly more (16%) than females (11%)

P.S: The "prefer not to say"/"prefer to self-describe" categories are too small (n=3) to be analysed

Gender, Office attendance, & productivity

- How does the number of days spent in the office affect productivity within each gender group?
- For both men and women, it appears that the more days people spend in the office the more highly productive they felt (consistent with overall sample as well).



P.S: The “prefer not to say”/“prefer to self-ascribe” categories are too small (n=3) to be analysed

Questions & Discussion

