



# COVID-19 REMOTE WORKPLACE EVOLUTION SURVEY RESULTS

Adapting to a new normal

We are incredibly grateful to all those that took our survey in June. We had responses from across the country, from a variety of industries and from different employee levels. There were quite a few key findings which we would like to share with you. Additionally, we will be taking a deeper dive on many of the subjects and will share them soon.

### Key Findings

▶	Employees would like to have the option to work remotely more frequently even after Covid-19 is no longer a concern.	▶	Workers would like help finding work-life balance while maintaining productivity.
▶	Employers would like assistance in managing productivity of work from home employees.	▶	Businesses are looking for best practices for hiring remote workers.



## PRE COVID-19 WORKPLACE

■ Primarily In-Office ■ Partially In-Office ■ Primarily Remote ■ Other



Prior to the pandemic, **81%** of respondents worked in an office either full or part-time.

## CURRENT WORKPLACE

■ Full Time Remote ■ Part-time Remote ■ No change ■ Shut down ■ Other



Now, **81%** are working remotely either full or part-time.

Most office workers (**55%**) are hoping to continue to work from home after Covid-19 is no longer a concern. Many prefer a hybrid approach with some office days and some remote days. Long term studies have shown remote workers save businesses approximately \$10,000 a year per employee (Global Analytics Report), have higher productivity and job satisfaction which leads to less turnover.

39% of respondents reported the transition to remote work has been difficult, citing technology, quiet workspace and familial distractions as the top concerns. While the average American works 47 hours a week, 26% claim to work outside of normal business hours and struggle with “being on” all the time in this new remote landscape. The fear of burnout is real.

***“Trying to help my kids with virtual school, work around my husband and maintain stability at work has been a lot!”***



Finding work-life balance has never been simple, but seems even more difficult in a remote world. These tips can help lead to success:

- ◆ Setting boundaries is critical, with hard start and stop times if necessary. Adjusting schedules that work for both employer and employee all come from open and honest dialogues.
- ◆ Understanding work styles and schedules can lead to less stress. For example, you may have a manager that will send emails at all hours, but that doesn't mean they need or want an immediate response.
- ◆ Having the physical tools to work remotely is also incredible important, upgrades may need to be made to laptops, software, wifi bandwidth, etc.
- ◆ Maintaining respect and grace can go a long way

Many businesses are not ready to let go of a bricks and mortar office, citing concerns over collaboration, employee efficiency, project management and more. While study after study shows remote work has many benefits, getting it right takes a commitment by the employer and employee.

A great place to start is by establishing or re-assessing the **corporate culture**. True organizational culture is based on the mission and values that unify a workforce, and the most effective methods for building unity are soft skills like communication, empathy, and trust.

**Engaging employees** for team building and collaboration should be built into your culture and values. Communication is much more than words we say and hear. Story telling and problem solving using multimodal avenues allow leaders and workers to interact even if only virtual.

Additionally, creating a **results-oriented environment** is key because it allows you to empower yet hold employees accountable to do their best work with less distractions. Understanding work styles, resources and potential support needs is critical. Setting clear objectives and having key performance indicators (KPIs) ensures each person is 100% accountable and 100% autonomous.

**Feedback and recognition** with employees is hugely important. It ensures everyone is working toward common goals, enhances engagement, collaboration, productivity which ultimately impacts the bottom line.



42% of respondents reported they have attempted and or hired a new team member since the pandemic began. Building a remote team will build diversity, extend the talent pipeline and save businesses money.



Some remote hiring tips include:

- ◆ Incorporate the corporate culture at every stage of the hiring process—showcasing business environment, current employee experiences, opportunities, etc
  - ◆ Define what the ideal candidate brings to the organization and design interview questions around these characteristics. Utilize online quizzes for quick screenings, ask more in-depth questions when further in the process, use verbal and written examples
  - ◆ Use technology, like Zoom or other interactive applications for interviews
  - ◆ In the final stages, do virtual meet and greets or round robin style with others in the office
- ◆ Offer a paid work trial with specific goals and measurements
  - ◆ Onboarding remotely can be trying and time consuming but is hugely important.

**Getting remote work right can help companies keep employees engaged, broaden the talent pool, increase diversity, reduce real estate costs and positively impact bottom lines. When workers are empowered to work in any location, massive socioeconomic benefits result, like environmental sustainability and economic development.**

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