

# REENTRY INTO THE WORKPLACE



JULY 2020  
SURVEY RESULTS

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# The Future of the Workplace

*We surveyed hundreds of people from all different industries to understand their opinions on returning to the office.*

Having employees safely return to the workplace during and after the pandemic is not as easy as simply unlocking the front doors. Our survey participants have voiced their concerns, and the results have shown what it will take to have employees feel safe and successfully reenter the office. This survey has confirmed that although the details of each company's reentry strategy will be unique, there are 3 key factors all businesses need to prioritize:

**FLEXIBLE SOCIAL SPACES**  
**EMPLOYEE-CENTRIC PLANNING**  
**WORKPLACE SAFETY**

**FLEXIBLE  
SOCIAL  
SPACES**

**EMPLOYEE-  
CENTRIC  
PLANNING**



**WORKPLACE  
SAFETY**



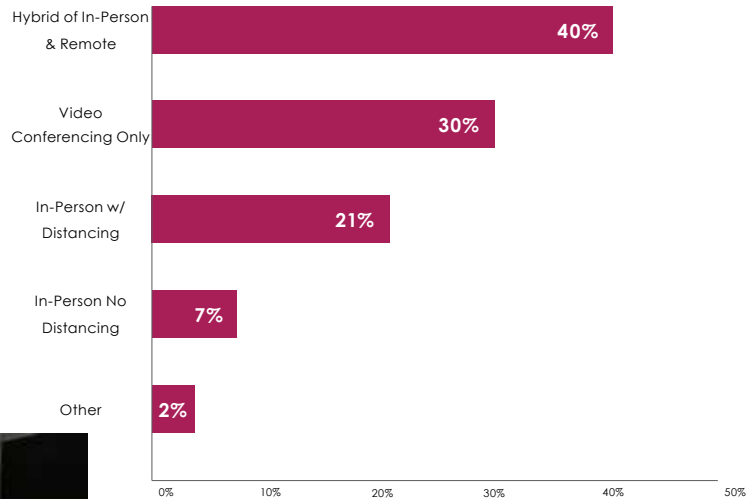
## Flexible Social Spaces

73% OF ALL SURVEY RESPONDENTS WANT TO RETURN TO THE WORKPLACE

The survey results show that what employees miss the most is each other. Remote working and lay-offs have disrupted the camaraderie amongst coworkers. However, the cultural and social habits they used to have are gone. Provide your employees with the ability and time to socialize in a safe environment as this is still desired.

- GIVE EMPLOYEES THE CHOICE TO ATTEND MEETINGS VIRTUALLY OR IN-PERSON.
- AN IMPORTANT PART OF A SUCCESSFUL ORGANIZATION IS HOW PEOPLE WORK TOGETHER. THIS SHOULD BE NURTURED AS THEY RETURN.
- CREATE A FLEXIBLE WORKSPACE TO SUPPORT THE KIND OF INTERACTION THAT CANNOT HAPPEN REMOTELY.

### Internal Meeting Preferences:



*"Connection is a basic human need and some of my colleagues are also my friends. Leadership should provide us with technology that allows us to work and socialize together."*

- Survey Participant

## Employee-Centric Planning



"I think that everyone has very different feelings in a time like this, so we all need to respect one another's comfort level in order to make the workplace a safe space."

- Survey Participant

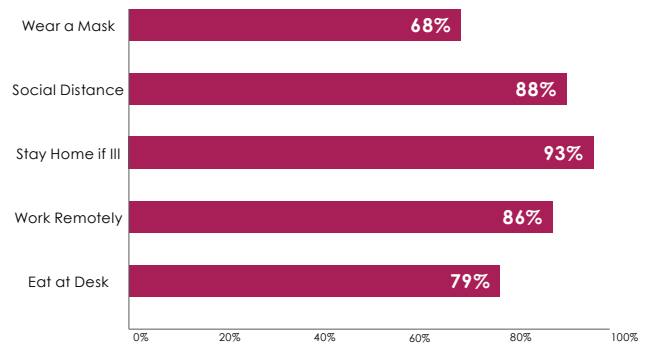
# 40%

When asked what the most important factor to a successful reentry would be, 40% of survey participants said a clear and thoughtful company plan.

# 80%

Survey respondents were concerned about autonomy and want flexibility on when and where they work. 80% listed this as a priority for them returning to the office.

### Willingness to Comply Results:



- **TRANSPARENCY IS CRITICAL. CREATE A DETAILED PLAN & COMMUNICATE OFTEN TO BUILD CONFIDENCE AND TRUST.**
- **MODIFY GUIDELINES TO REFLECT THE NEW NORMAL. RELAX ATTENDANCE, BREAK TIMES, AND TIME-OFF POLICIES.**
- **RESPOND TO REMOTE WORK REQUESTS AND UPDATE TECHNOLOGY TO SUPPORT VIRTUAL WORKERS.**



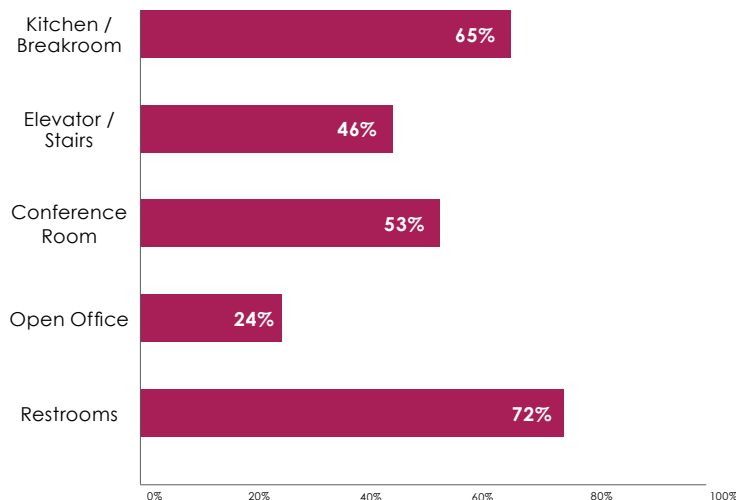
## Workplace Safety

ONLY 3% OF THOSE SURVEYED WERE NOT CONCERNED ABOUT INFECTION PREVENTION MEASURES



The results of the survey have helped us gain clarity on employee readiness and how this is directly affected by **workplace** readiness. The physical aspect of reopening the office is a main concern for those surveyed. Social Distancing concerns ranked #1 on our participants' minds with hand sanitizer stations as a close second. Although there is not a one-size-fits-all blueprint for reopening the office, it is imperative that we mitigate Covid-19 risk with requirements, considerations, and constraints. This is not only for safety, but to show compassion and empathy for employees' concerns, which will improve their confidence and result in better productivity.

### Office Areas of Concern:



*"I am excited to re-enter the workplace and trust my colleagues will be mindful of social distancing and sanitization methods so that those with compromised immunity will remain safe and well! "*

- Survey Participant

- **SPACE PLAN YOUR BUILDING, ENSURE SOCIAL DISTANCING, & CREATE PHYSICAL BARRIERS IN THE OFFICE.**
- **INCREASE YOUR CLEANING SERVICE'S FREQUENCY & DUTIES AND PROVIDE EMPLOYEES WITH PPE.**
- **SUPPORT AND ENCOURAGE HEALTHY WORKPLACE BEHAVIORS.**