

IWFM Q4 Research - The 'New Monday' return to the office

Research results

Before the pandemic, how often did you work from the office/workplace?

- Work from the office all of the time 62%
- Work from the office 3-4 days per week 18%
- Work from the office 1-2 days per week 6%
- Work from the home/remotely all of the time 14%

How often do you work from the office/workplace now?

- Work from the office all of the time 49%
- Work from the office 3-4 days per week 21%
- Work from the office 1-2 days per week 16%
- Work from the home/ remotely all of the time 14%

When will your first day back at work be after the Christmas break?

- Before Tuesday 4 January 22%
- Tuesday 4 January 31%
- Wednesday 5 January 13%
- Thursday 6 January 4%
- Friday 7 January 3%
- During the week of 10 January 6%
- After the week of 10 January 2%
- I don't know/not sure 6%
- NA – I am not taking a break from work over Christmas 13%

What do you expect your weekly working patterns to be in 2022?

- Fully at the Workplace (5 days) 60%
- Majority office - at least three days in the workplace 23%
- Majority home working – at least three days at home 15%
- Fully at Home (5 days) 1%

How do you expect to feel about the first day back at work after the Christmas break?

- I'm excited - 15%

I'm quite looking forward to it - 21%

Neutral - 37%

I'm not looking forward to it - 18%

I'm dreading it - 9%

Which of the following match your views on the first day back after the Christmas break? Please select all that apply.

Dread the commuting experience 15%

Dread the cost of commuting 13%

Hate the early start 28%

Relish the escape from the family 10%

Seeing my colleagues again 24%

Stressed about the volume of work 16%

Worried about facing challenging situations 14%

Looking forward to wearing work clothes 7%

Glad to be getting back into a work routine 22%

Worried about catching COVID-19 19%

Pleased to be saving on energy costs 10%

Looking forward to office perks e.g. free refreshments, social events 8%

Thinking about what your employer has provided you for working from home and working in the office, do you feel they have provided the right equipment for you to be able to do the following?

Work from home productively

They provided me with more than enough equipment to do this 16%

They provided me with enough equipment to do this 30%

They didn't provide me with enough equipment to do this 12%

They didn't provide me with any equipment to do this 21%

Don't know 21%

Work from home comfortably

They provided me with more than enough equipment to do this 15%

They provided me with enough equipment to do this 29%

They didn't provide me with enough equipment to do this 14%

They didn't provide me with any equipment to do this 22%

Don't know 21%

Work productively in the office

They provided me with more than enough equipment to do this 28%

They provided me with enough equipment to do this 43%

They didn't provide me with enough equipment to do this 11%

They didn't provide me with any equipment to do this 6%

Don't know 12%

Work comfortably in the office

They provided me with more than enough equipment to do this 28%

They provided me with enough equipment to do this 44%

They didn't provide me with enough equipment to do this 12%

They didn't provide me with any equipment to do this 5%

Don't know 12%

Work safely in the office

They provided me with more than enough equipment to do this 29%

They provided me with enough equipment to do this 44%

They didn't provide me with enough equipment to do this 10%

They didn't provide me with any equipment to do this 6%

Don't know 11%

Which workplace parameters do you think you will struggle with in the office/work environment in your first week back from the Christmas break? Please select all that apply.

Poor ventilation 17%

Safety measures e.g. mask-wearing 16%

Artificial lighting 17%

Lack of natural light 16%

Noisy workplace 16%

Cramped workspace 9%

Inadequate social distancing 15%

Lack of meeting and breakout places 9%

Lack of quiet areas 13%

Uncomfortable temperature (too hot or too cold) 17%

Poor IT equipment 8%

Lack of refreshments e.g. tea, coffee 7%

- Poor desks and chairs 11%
- Potential future lockdowns 15%
- Lack of a designated workspace 6%
- Insufficient workplace hygiene 8%
- Other (please specify) 1%
- N/A – I do not expect to struggle with anything 30%

Over the last year, which of the following have got better or worse?

<p>Your performance</p> <p>Much better 8%</p> <p>Slightly better 22%</p> <p>No change 51%</p> <p>Slightly worse 9%</p> <p>Much worse 3%</p> <p>Don't know 3%</p>	<p>Your productivity</p> <p>Much better 9%</p> <p>Slightly better 20%</p> <p>No change 50%</p> <p>Slightly worse 12%</p> <p>Much worse 3%</p> <p>Don't know 3%</p>
<p>Your absenteeism (i.e. number of sick days taken)</p> <p>Much better 8%</p> <p>Slightly better 13%</p> <p>No change 55%</p> <p>Slightly worse 8%</p> <p>Much worse 5%</p> <p>Don't know 4%</p>	<p>Reduction in staff numbers</p> <p>Much better 7%</p> <p>Slightly better 11%</p> <p>No change 48%</p> <p>Slightly worse 15%</p> <p>Much worse 25%</p> <p>Don't know 5%</p>
<p>Sense of being part of a 'team'</p> <p>Much better 8%</p> <p>Slightly better 19%</p> <p>No change 47%</p> <p>Slightly worse 11%</p> <p>Much worse 8%</p> <p>Don't know 3%</p>	<p>Your opportunities for career development</p> <p>Much better 8%</p> <p>Slightly better 16%</p> <p>No change 51%</p> <p>Slightly worse 11%</p> <p>Much worse 6%</p> <p>Don't know 3%</p>
<p>Your office/workplace environment</p> <p>Much better 8%</p>	<p>Flexible hours and working practices</p> <p>Much better 10%</p>

<p>Slightly better 16%</p> <p>No change 51%</p> <p>Slightly worse 12%</p> <p>Much worse 4%</p> <p>Don't know 4%</p>	<p>Slightly better 21%</p> <p>No change 44%</p> <p>Slightly worse 9%</p> <p>Much worse 5%</p> <p>Don't know 4%</p>
<p>Flexible working areas in the office</p> <p>Much better 9%</p> <p>Slightly better 17%</p> <p>No change 50%</p> <p>Slightly worse 8%</p> <p>Much worse 4%</p> <p>Don't know 4%</p>	<p>Job shares</p> <p>Much better 7%</p> <p>Slightly better 11%</p> <p>No change 52%</p> <p>Slightly worse 7%</p> <p>Much worse 4%</p> <p>Don't know 6%</p>
<p>Wellbeing initiatives</p> <p>Much better 8%</p> <p>Slightly better 21%</p> <p>No change 48%</p> <p>Slightly worse 9%</p> <p>Much worse 5%</p> <p>Don't know 4%</p>	<p>Staff resourcing</p> <p>Much better 7%</p> <p>Slightly better 15%</p> <p>No change 46%</p> <p>Slightly worse 14%</p> <p>Much worse 8%</p> <p>Don't know 5%</p>
<p>Training</p> <p>Much better 8%</p> <p>Slightly better 16%</p> <p>No change 47%</p> <p>Slightly worse 14%</p> <p>Much worse 6%</p> <p>Don't know 4%</p>	<p>Diversity and Inclusion</p> <p>Much better 8%</p> <p>Slightly better 14%</p> <p>No change 56%</p> <p>Slightly worse 8%</p> <p>Much worse 4%</p> <p>Don't know 5%</p>
<p>Experiences with managers</p> <p>Much better 8%</p> <p>Slightly better 17%</p> <p>No change 50%</p> <p>Slightly worse 11%</p>	<p>Company leadership</p> <p>Much better 8%</p> <p>Slightly better 15%</p> <p>No change 50%</p> <p>Slightly worse 12%</p>

<p>Much worse 7%</p> <p>Don't know 4%</p>	<p>Much worse 6%</p> <p>Don't know 5%</p>
<p>Office culture</p> <p>Much better 7%</p> <p>Slightly better 15%</p> <p>No change 50%</p> <p>Slightly worse 12%</p> <p>Much worse 6%</p> <p>Don't know 5%</p>	

Generally speaking, would you say your overall well-being (physical and mental) has improved or gotten worse over the last 12 months due to changed working practices (e.g. hybrid working) or has it had no impact?

It's gotten much better 9%

It's gotten a little bit better 22%

It's not had an impact 49%

It's gotten a little bit worse 16%

It's gotten much worse 5%

What changes would you like to see your employer make to the office environment to improve your wellbeing in 2022? Please select all that apply.

Improvements in office culture and atmosphere 17%

Better lighting 18%

More desk space and chairs 12%

More meeting rooms 8%

More breakout spaces 14%

Quiet places 18%

Better IT equipment 15%

Better heating and air-con 22%

Music 16%

Plants 19%

Healthy food and drink options 20%

Other (please specify) 1%

N/A - I don't want any changes made to my office environment 25%

How likely would you be to consider leaving your employer if the office environment did not improve over the next 12 months?

Much more likely 9%

A bit more likely 22%

It would make no difference 50%

A bit less likely 4%

Much less likely 5%

Don't know 10%