



## How Professionals Feel About Their Current Work Style

# 2022 Hybrid Work Insights.

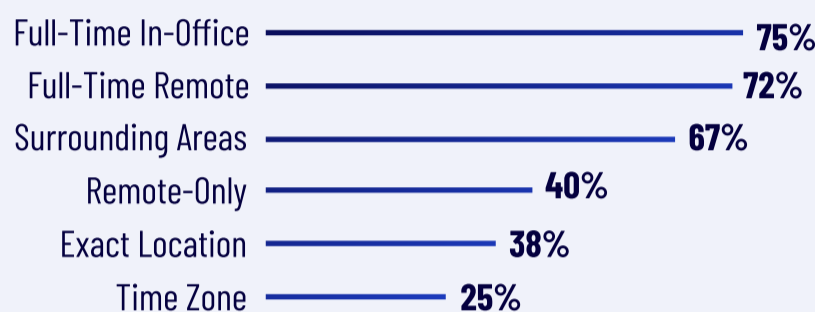
Work Preferences Have Changed, Employers Must Adapt



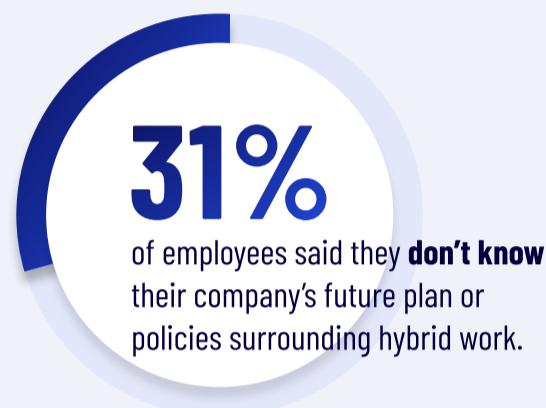
66% Positive 25% Mixed 9% Negative

## How Professionals Factor Location Into Their Job Search

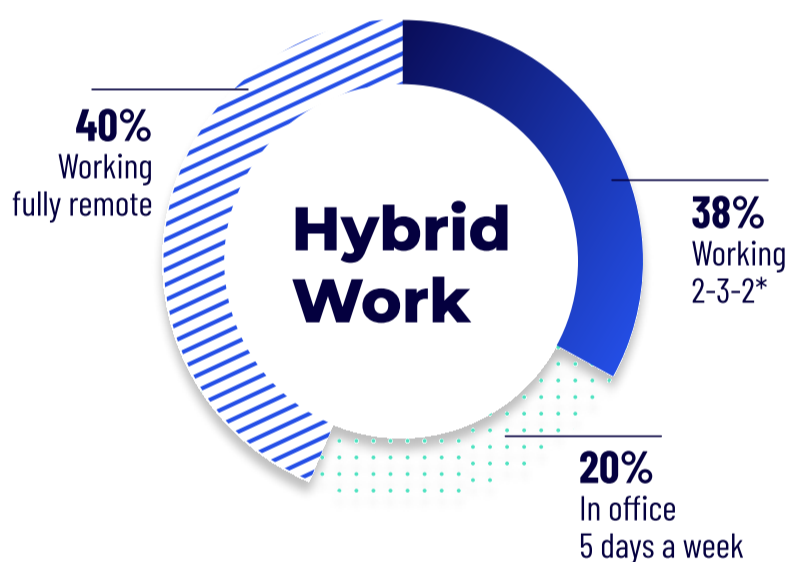
### Search by location



## Unclear Expectations and Policies



## The Current Workforce & Their Views on Hybrid Work



\*2-3-2 corresponds to working 2 days remotely, 3 days in-person and having a 2-day weekend

**ONE OUT OF FIVE** that are **currently in office** full-time **want hybrid work.**

**30%** of those **age 18-24** **prioritize hybrid work** in their job search

**51%** of those **age 25-52+** **prioritize hybrid work** in their job search

## The 5 Biggest Hybrid Work Challenges Talent Experiences



**57%** Keeping teams aligned



**49%** Streamlining communications



**45%** Scheduling



**35%** Tech used for meetings



**30%** Company Culture



## Best Practices To Optimize Hybrid Work

- Define options & expectations** around the business's hybrid policy
- Make flexible working hours** part of the culture & prioritize asynchronous work & communication
- Audit communication & workflow tools** to ensure efficient distributed work
- Train managers to identify biases** in performance reviews of remote workers so distributed staff aren't disadvantaged
- Survey employees** to discover their preferred remote & in-office perks
- Establish a culture that is connected** & treats remote staff as equals despite the distance