CREATING A HYBRID WORKPLACE:

A SOLUTION ON HOW TO DIVIDE YOUR TIME WORKING
AT HOME AND IN THE OFFICE

FOSTER A HYBRID CULTURE

When people are in the office, they can feel the energy of being together and experience a sense of common purpose. Accountability is key to an effective culture because it reminds people their work matters. Fairness is also important when you're nurturing a hybrid model, especially if you're looking to make work more fair and equitable.

RELATIONSHIPS MATTER

Remote work runs on existing relationships, according to a survey by Slack. Nearly 1 in 4 respondents (24%) reported unstable connectivity as a challenge. Other challenges include difficulty building and maintaining relationships. When the internet is the only way to communicate with outside world, having secure access is important for fostering these relationships.
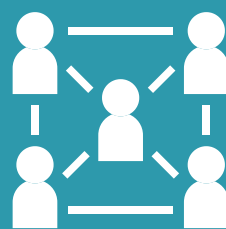
MAKE YOURSELF AVAILABLE

Leaders are perceived as effective when they are visible and accessible. Check in with team members regularly to keep them in mind. Encourage team members to have close relationships by pairing them on tasks and assigning collaborative projects, whether they're working at home or on-site.

FLEXIBILITY IS KEY

Make it a choice for your employees. Employees have been vying for more flexible work policies even prior to the global pandemic. More than 70% of employees still expect to work from home at least one day a week, according to a recent study conducted by Colliers.
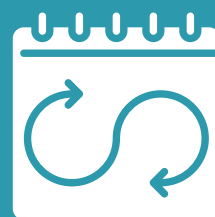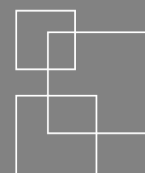
PROVIDE TOOLS AND RESOURCES

It takes time for employees to adapt to new ways of maintaining relationships and managing their physical environments. Companies can help speed up this learning curve by providing proper support, training and tools.
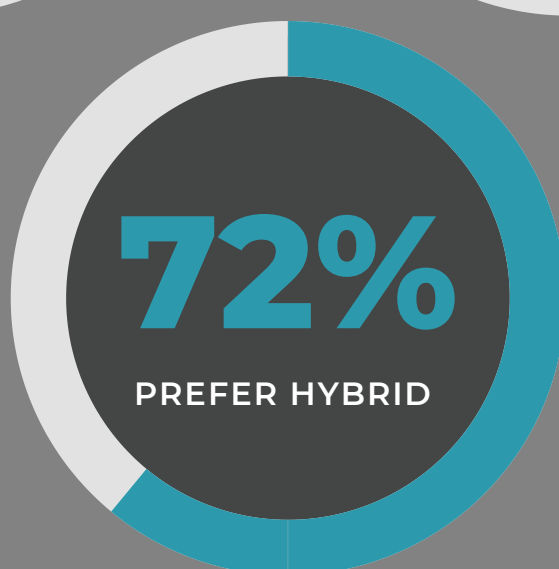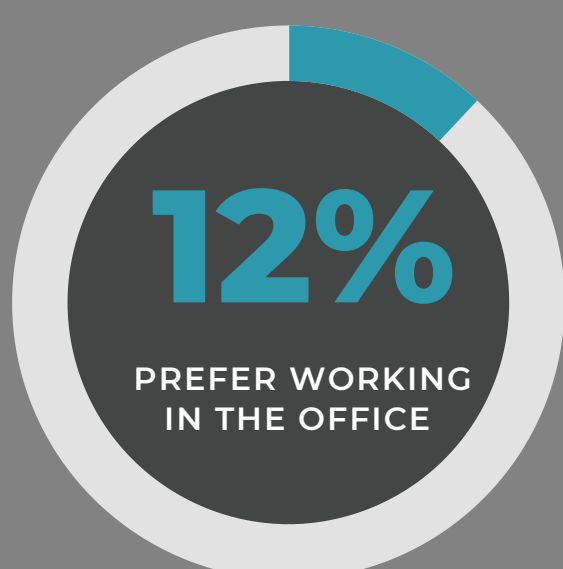
References

THE
RE/FRAME
GROUP

WHAT HAPPENS WHEN EVERYTHING RETURNS TO NORMAL?

According to a survey by Slack, most workers prefer a hybrid office-home model, providing an opportunity to try a new way of working.
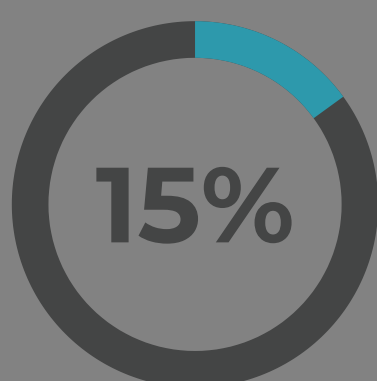
12%
PREFER WORKING IN THE OFFICE

13%
PREFER WORKING AT HOME

72%
PREFER HYBRID

Despite preferring a hybrid office-home model, physical aspects of an office are missed, according to a Linkedin poll.
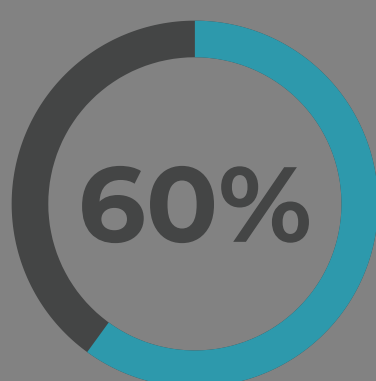
60%
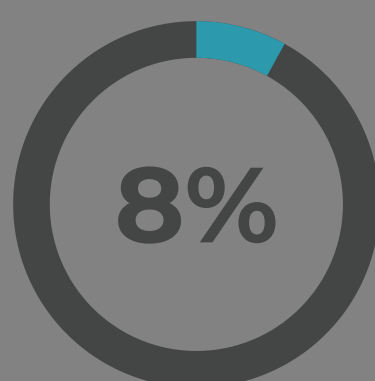MISS IN-PERSON COLLABORATIONS
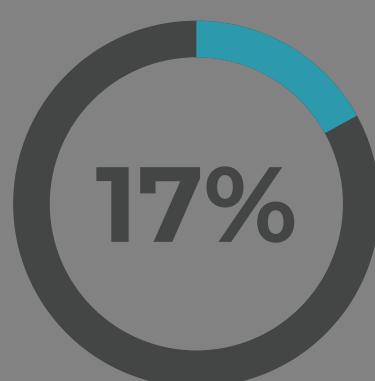
17%
DO NOT WORK IN AN OFFICE

15%
MISS A DEDICATED WORKSPACE

8%
MISS OFFICE GOSSIP