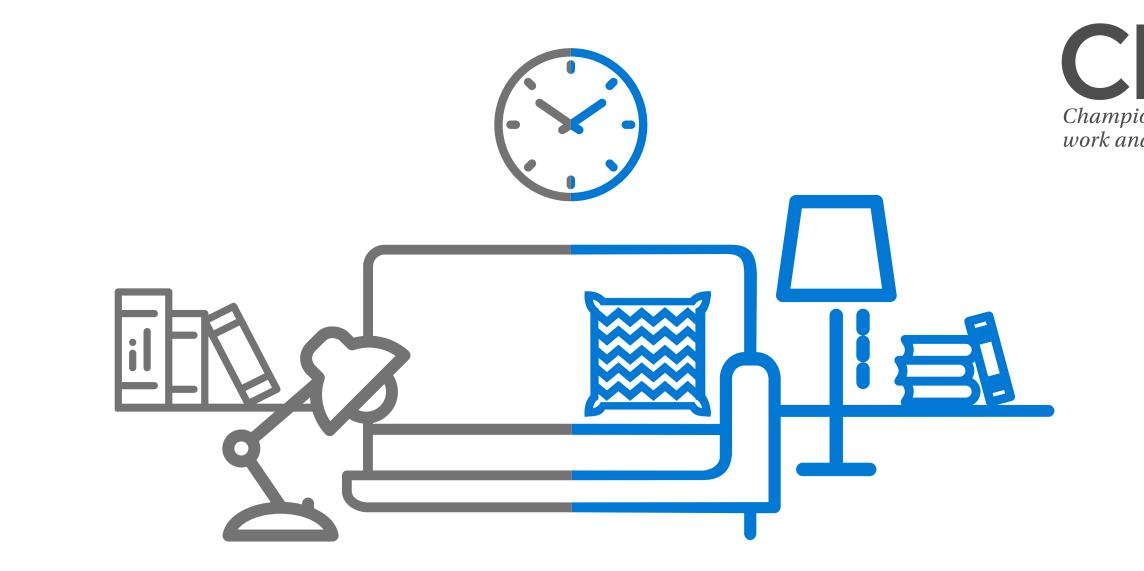
Work Smarter to Live Better

Understanding the new expectations of the UK workforce when it comes to hybrid working



Out of necessity, **UK organisations have accelerated their** modernisation journeys to support remote operations

of businesses have adapted to hybrid working

We know that staff perceive their home environments as happier places to work, but also feel under increased pressure as a result of this change 30%

report an increase in their hours whilst working from home

Yet only 29% of organisations have introduced additional resources to support employees' physical and mental wellbeing

60% report feeling less connected to teams connected to teams and colleagues

Equipping the UK workforce for hybrid



have recently updated or adapted an existing work from home policy

Those whose organisations have a formal work from home policy

63%

disagree they feel pressure to work from the office, even if guidelines allowed them to

41%

of employees have chosen not to go into the office since the start of the first lockdown

49%

that work in an office and work from home said their organisation has upgraded or introduced new communication tools

65%

agree that their organisation has provided them with everything they need to work effectively from home

73%

agree that their organisation's security measures make them feel that their devices are well-protected when they work from home

Amongst business leaders there was not a clear consensus on how secure their remote workforces are, suggesting a disconnect between the confidence of staff and senior leadership

Working at home has made us happier

44%

are working the same

number of hours that

they did before, but to

a different pattern



33%

report the change has

allowed them to better

pursue their hobbies



use their lunch break to focus on their personal life

55%

As a result

56%

report an increase in their happiness levels when they work from home

But, we're also under more pressure:

48%

and interests



of employees at these companies feel they need to communicate more to demonstrate their value

36% 流 said it was harder to make

an impact when working

Almost One Third

worry "out of sight" means

"out of mind" when it comes



to promotions remotely It's also the younger generation who are more worried about

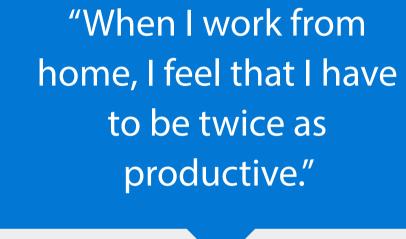
feel they have to be twice as productive when they work at home agreed that they are working longer hours and

taking fewer breaks 42% agreed that not having to commute to and from work

means they work longer hours

missing career opportunities when working from home: 35% of under 35's feel this way compared to 14% of those aged 55 and over

We must avoid the emergence of a two-tier workforce







of males agree

home, I work longer hours and take fewer breaks."

"When I work from



50%

of males

agree



"When I work from home, I feel that I have to be available at all times."



57% of females agree

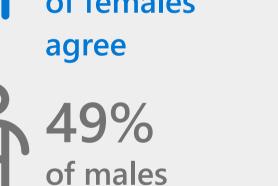


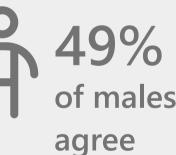
"When I work from home, I feel that I must communicate more to demonstrate my value."













agree

How to prepare for the future of work:





Business must adopt a new mindset – the future is hybrid



This requires balance and organisations must foster a culture where people and performance can both thrive

Technology is expected to reinforce healthy digital habits



Ensuring we all Work Smarter to Live Better

Address critical questions about resilience and workplace culture



Support hybrid workers through good people management

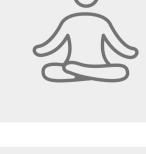


Help employees mindfully disconnect at the end of the work day



front and centre

Put health and wellbeing



Foster a culture where people and performance can both thrive



Ensure fairness of opportunity



Help employees remain flexible with devices that can seamlessly integrate from the desktop one minute, to being just as productive when on the go the next



Offer a range of broader flexible working options



Accelerate your hybrid work journey today with Microsoft Surface and discover the right hardware for your workers



Microsoft Surveyed over 4,000 UK office workers via a YouGov survey. Total sample size was 4282 employees surveyed that work in an office, of which there were 2683 that work in an office and work from home. Unless otherwise