

## Work Smarter to Live Better

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



Out of necessity, <b>UK organisations have accelerated their modernisation</b> journeys to support remote operations	<b>87%</b> of businesses have adapted to hybrid working
We know that staff perceive their <b>home environments as happier places to work</b> , but also feel under <b>increased pressure</b> as a result of this change	<b>30%</b> report an increase in their hours whilst working from home
Yet only <b>29% of organisations have introduced additional resources to support employees'</b> physical and mental wellbeing	<b>60%</b> report feeling less connected to teams and colleagues

### Equipping the UK workforce for hybrid

**30%** 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

**73%** agree that their organisation's security measures make them feel that their devices are well-protected when they work from home

**65%** agree that their organisation has provided them with everything they need to work effectively 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 and interests

**55%** use their lunch break to focus on their personal life

As a result **56%** report an increase in their happiness levels when they work from home

### But, we're also under more pressure:

**48%** of employees at these companies feel they need to communicate more to demonstrate their value

**36%** said it was harder to make an impact when working remotely

Almost **One Third** worry "out of sight" means "out of mind" when it comes to promotions

It's also the younger generation who are more worried about missing career opportunities when working from home: **35%** of under 35's feel this way compared to **14%** of those aged 55 and over

**31%** feel they have to be twice as productive when they work at home

**52%** 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

### We must avoid the emergence of a two-tier workforce

**"When I work from home, I feel that I have to be twice as productive."**

**38%** of females agree

**25%** of males agree

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

**55%** of females agree

**50%** of males agree

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

**57%** of females agree

**49%** of males agree

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

**52%** of females agree

**44%** of males agree

### How to prepare for the future of work:

- 1** Business must adopt a new mindset – the future is hybrid
- 2** This requires balance and organisations must foster a culture where people and performance can both thrive
- 3** Technology is expected to reinforce healthy digital habits

## Ensuring we all Work Smarter to Live Better

Address critical questions about <b>resilience and workplace culture</b>	Support hybrid workers through good people management
Help employees <b>mindfully disconnect</b> at the end of the work day	Put health and wellbeing front and centre
Foster a <b>culture where people and performance can both thrive</b>	Ensure fairness of opportunity
Help employees remain flexible with <b>devices that can seamlessly integrate from the desktop</b> one minute, <b>to</b> 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