

## Executive summary

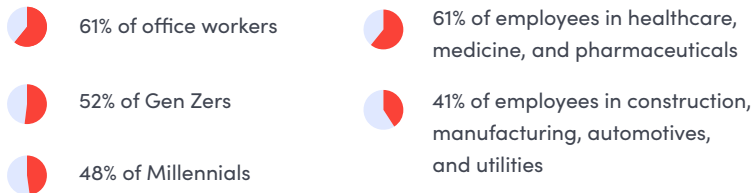
# Envoy return to the workplace report

With an end to the pandemic in sight, many companies are planning their return to work. As they do, a new survey of 1,000 workers in the U.S. presents a strong business case for hybrid work and investments in workplace safety.

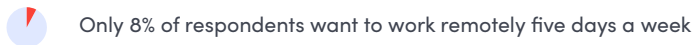


## The workplace is here to stay

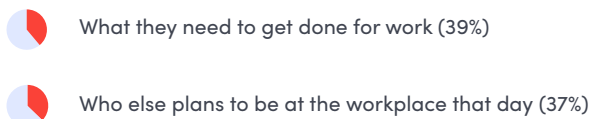
There's a demand for hybrid work across age, industry, and company size. Nearly half of respondents (48%) say they want the flexibility to work remotely during some of the work week. Here are some other employee demographics calling for a hybrid model:



Fewer than one-tenth of employees want a fully remote workweek, indicating that the office will remain a critical part of their work experience.



Employees say some work is better suited for a collaborative environment. When asked what influences their decision to go into the workplace, respondents say the top factors include:



### QUESTION

Once COVID-19 restrictions are lifted, what would be the ideal number of days in a typical workweek you would like to work on-site?

● 5 days on-site ● 1-4 days on-site ● 5 days remote

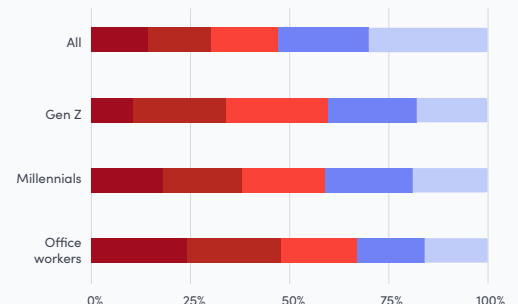


1 out of 2 workers want a hybrid work model

### QUESTION

After COVID-19, how likely would you be to look for another job if your employer didn't offer a hybrid work model?

● Definitely would ● Somewhat likely ● Not at all likely  
● Very likely ● Not too likely



## Employees remain concerned about returning to the workplace

Overall, 66% of people say they are concerned about going back into the workplace. Nearly the same number of people (62%) think employers should require people to get vaccinated to work on site. These are the employee demographics that are most concerned about returning:

● Extremely worried   ● Very worried   ● Somewhat worried   ● Not too worried   ● Not worried at all



All respondents



Office workers



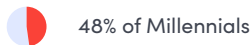
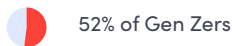
Gen Zers



People of color

## Companies must adapt or risk losing half of their workforce

There's a lot at stake for companies that don't offer flexible work options. Nearly half (47%) of people surveyed say they'd look for a new job if their employer didn't offer hybrid work. Here's a look at which employees would hit the job boards:



2 out of 5 respondents say they'd take a lower salary to have a flexible work environment.

## The bottom line

The data is clear; companies must meet the needs of employees or risk losing new and existing talent to employers that do. Most employees don't want to return to the traditional work setup. Employers should use this moment to think long-term and build a work model that attracts talent now and in the future. As they do, they should remember that for many employees safety and flexibility are non-negotiable.

### ABOUT THIS SURVEY

Envoy partnered with Wakefield Research to survey 1,000 full and part-time employees over the age of 18 in the United States. Survey responses were collected between February 8 and February 16, 2021, using an email invitation and an online survey. The data was weighted to ensure an accurate representation of full-time and part-time employees. Want to see the full report? Head over to [Envoy's website](#).