

Executive summary

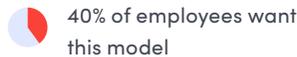
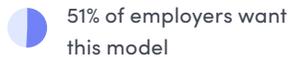
How companies and employees differ over the return-to-office

Even before the pandemic, employer-employee alignment was important for business success. But now it's more critical than ever. With more companies reopening their workplaces, many employers worry about a mass employee exodus if they mishandle the return. So we wanted to know: when it comes to heading back to the workplace, how aligned are organizations and their people? To find out, we partnered with Wakefield Research to conduct two surveys, one of employers and one of employees. Take a look at the key survey findings below.

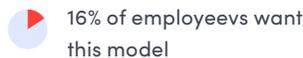
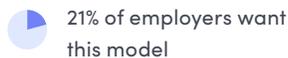
Employers and employees are on the same page when it comes to wanting hybrid work.

We asked employers which work arrangement their company plans to adopt. 79% said they'll adopt a hybrid work model. None of the respondents want a fully remote work week. As for employees, 71% said they prefer a hybrid work model. Only 12% of employees would prefer to work remotely every day.

Preference for a hybrid work model that requires employees to be on-site **most of the week**:

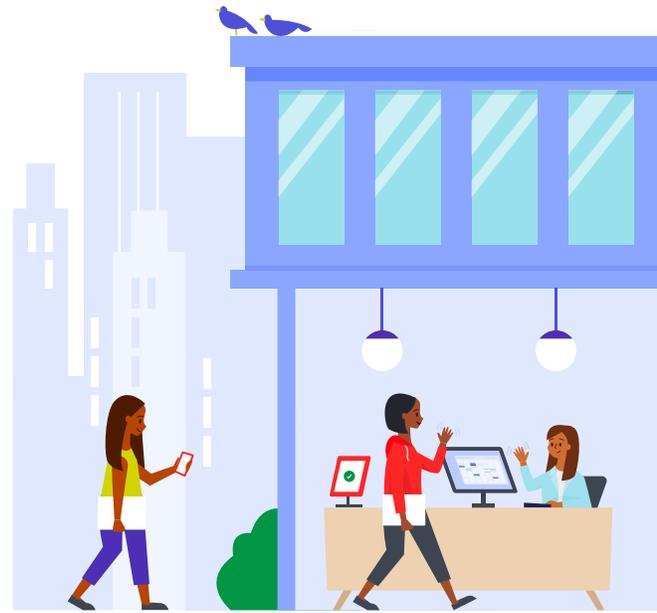


Preference for a hybrid work model that requires employees to be on-site the **entire week**:



Fear of a mass exodus is a key factor driving employers' decisions to adopt hybrid work. More than half of employers (57%) worry their people will look for new opportunities if their organizations don't provide more flexibility.

These fears are valid. According to a survey we conducted in February 2021, 67% of employees said they would likely leave their company if their employer didn't offer flexible work options.



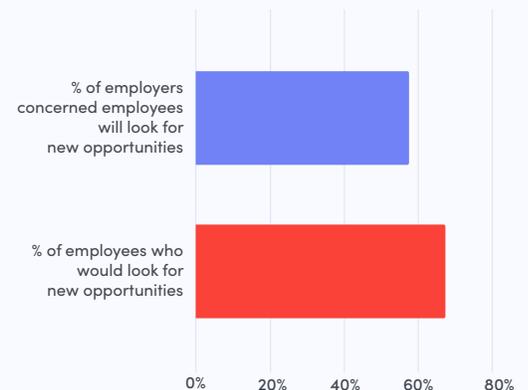
QUESTION

Which office work arrangement does your company plan to adopt? / Which work arrangement would you prefer most?



*graph above represents employer and employee preference for a hybrid work model

Employer concern vs. employee intent



They also agree on the importance of tech that supports health and safety in the workplace.

Workplace tech can make or break the on-site experience for employees. As more companies bring their people back to the workplace, we wanted to know: which technologies do employers plan to invest in over the next six months? And, for employees, which technologies would make their lives easier in the workplace?

Both groups said tech that supports health and safety in the workplace is key.

 49% of employers plan to invest in this tech

 44% of employees said this tech would make their lives easier

Employers and employees agree on some—but not all—workplace advantages.

We asked both groups about the advantages of working on-site. 46% of respondents said it separates home life from work life. An equal number of employers cited employees having face-time with their managers. Despite overall agreement, there are significant disparities between the two groups.

For example:

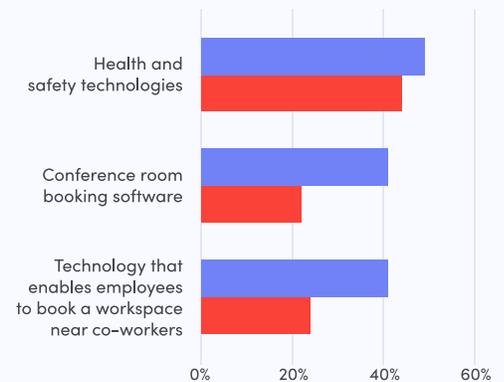
 44% of employers believe working on-site improves mental health; only 28% of employees agree

 43% of employers said employees benefit from learning and mentorship while working on-site; only 26% of employees agree

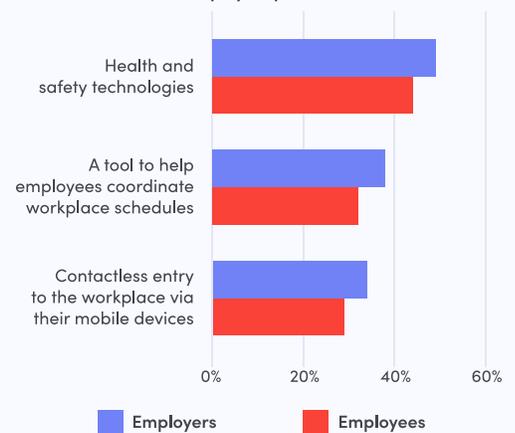
QUESTION

Which technologies do you plan to invest in over the next six months? / Which technologies would make your work life easier at the workplace?

Top technologies employers plan to invest in vs. What employees want



Top technologies employees want vs. What employers plan to invest in



The bottom line

Employees and employers agree: hybrid work is the best work model moving forward. They also see eye to eye on being in the workplace most of the week and the need for technologies that create a safe on-site environment. However, employers still have work to do when it comes to aligning their hybrid strategies with the needs of their people. Companies need to get clear on the advantages of the workplace according to their employees. Once they do, they can create a more enticing on-site experience for their people. That's the key to making hybrid work.

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ABOUT THIS SURVEY

Envoy partnered with Wakefield Research on two separate surveys. For one, we surveyed 250 executives in the United States at companies with 1,500 or more employees. Survey responses were collected between August 16 and August 22, 2021. For the other, we surveyed 1,000 full-time US workers over the age of 18 who have returned to the office. Survey responses were collected between August 6 and August 13, 2021. Both surveys used an email invitation and an online survey.