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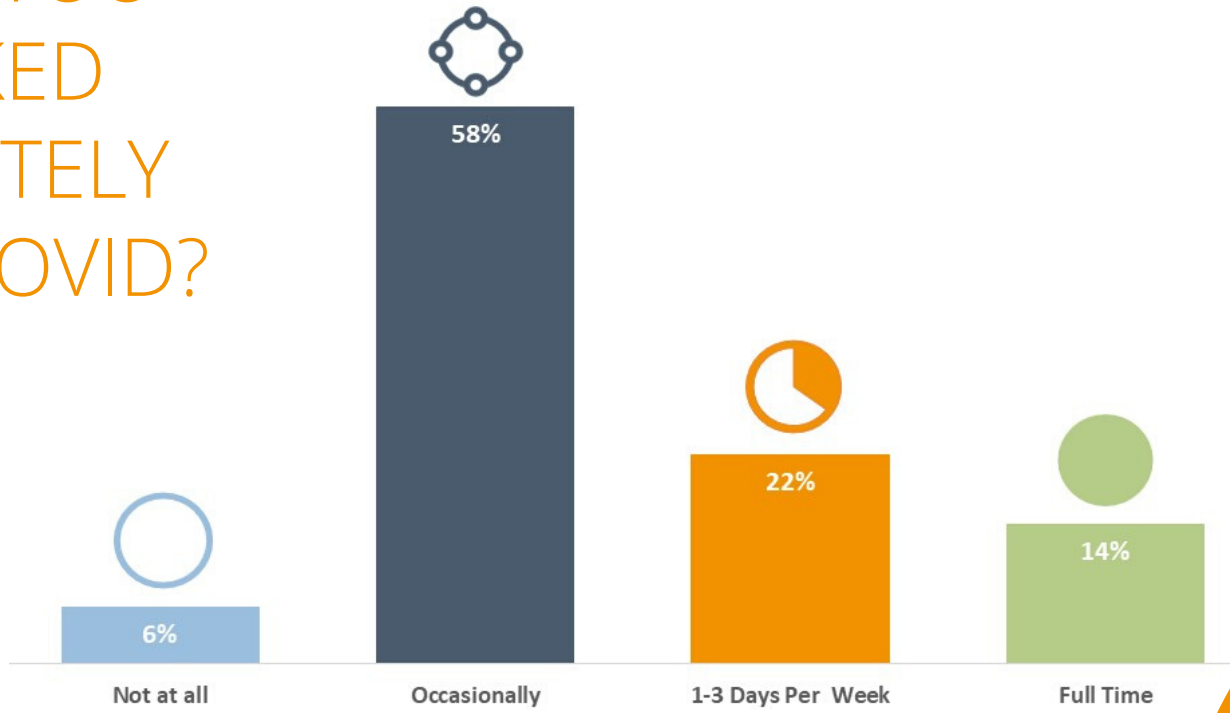# ADDRESSING THE BIG RETURN-TO-WORK QUESTION: WHY?

HOME VS OFFICE 30 SEC SURVEY RESPONSES

We surveyed 150 people to find out what they really thought about returning to the office after weeks of working virtually from home.
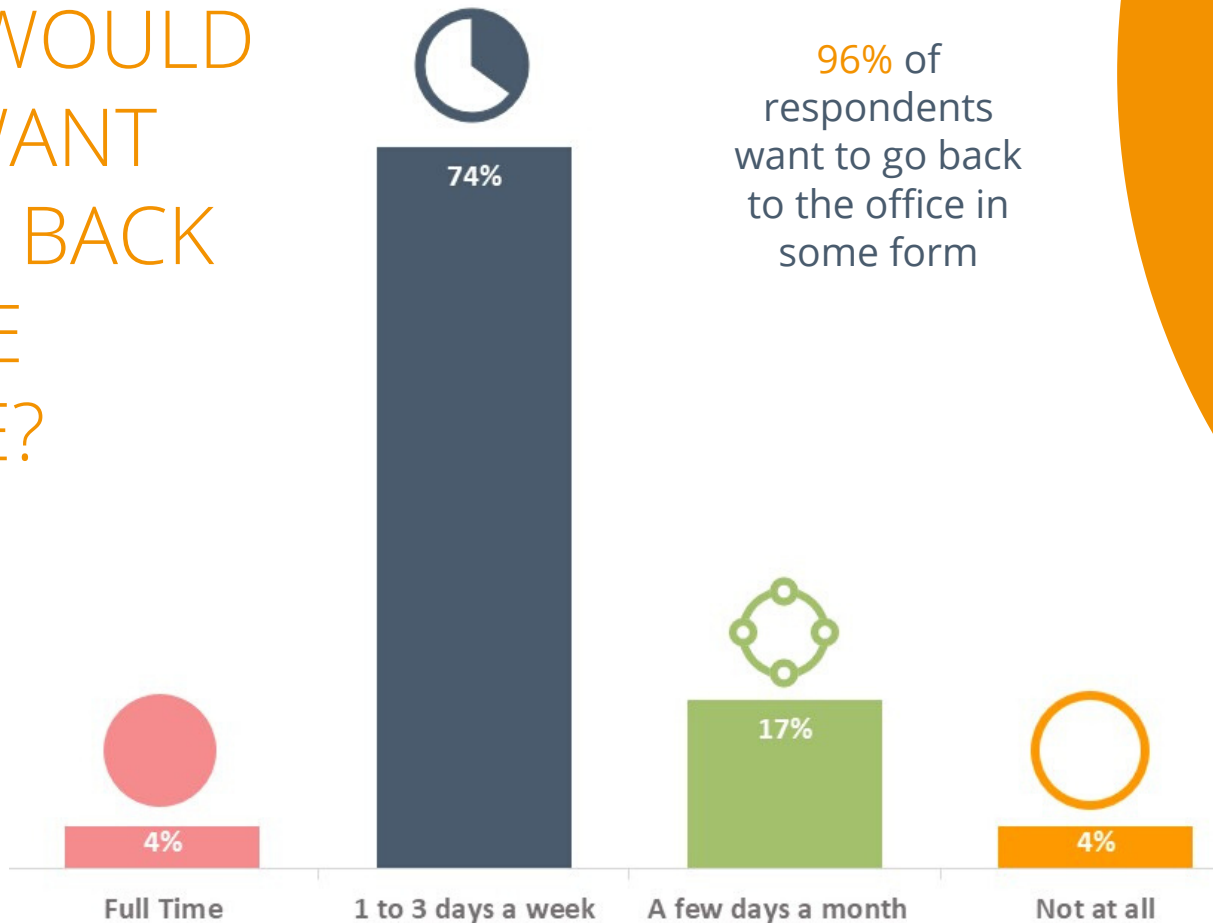
As we emerge into the post COVID world, leaders will face new challenges that they haven't previously had to consider. Returning to the workplace is just one example of what's to come and the new thinking that will be required to deal with these situations.

Over 100 — 67%

51 to 100 — 20%

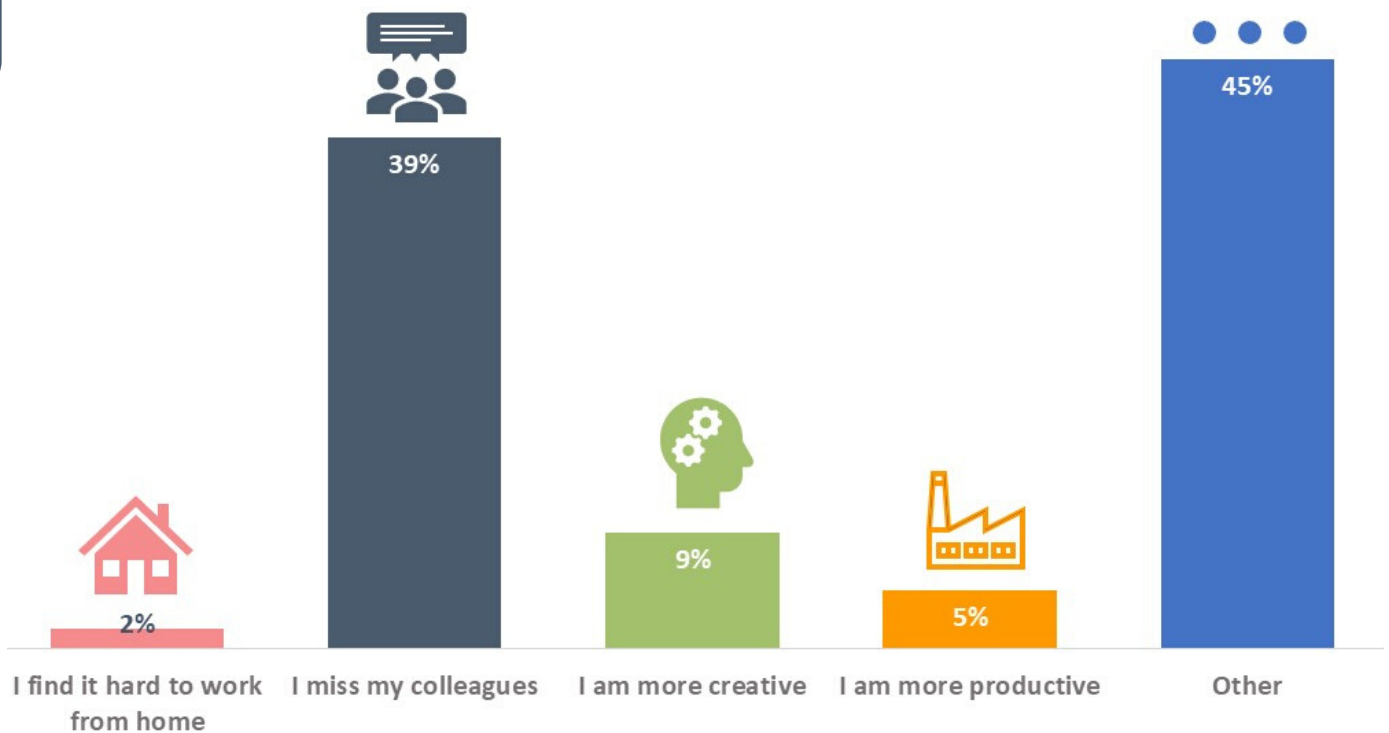11 to 50 — 7%

1 to 10 — 6%

RESPONDENT ORGANISATION SIZE

HAVE YOU WORKED REMOTELY PRE-COVID?

Not at all	Occasionally	1-3 Days Per Week	Full Time
6%	58%	22%	14%

HOW MANY DAYS WOULD YOU WANT TO GO BACK TO THE OFFICE?

96% of respondents want to go back to the office in some form

Full Time	1 to 3 days a week	A few days a month	Not at all
4%	74%	17%	4%

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WHAT IS THE MOST COMPELLING REASON FOR WORKING IN THE OFFICE?

I find it hard to work from home	I miss my colleagues	I am more creative	I am more productive	Other
2%	39%	9%	5%	45%

Over 45% of respondents stated that other factors were the main driver for returning to the office including:

Collaboration

Corridor Conversations

Engagement & Motivation

Connection to the team

Visability as a leader

Innovation

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WHAT RESPONDENTS ARE SAYING

> Many of my larger teams are at low grades, and respond better to personal interaction but are doing well online. My more independent senior staff can work from anywhere but there is an element of synergy we get from being together on a regular (monthly) basis.

> Across our business, output, productivity and engagement have all gone up and absenteeism presenteeism is down...completely opposite to what many leaders expected

> Leadership requires frequent, direct, face to face engagement. Also meeting customers is best done in person.

> ...I feel as though I can get more interaction from my team if we're all in a room together but virtual meetings have been a good interim measure.
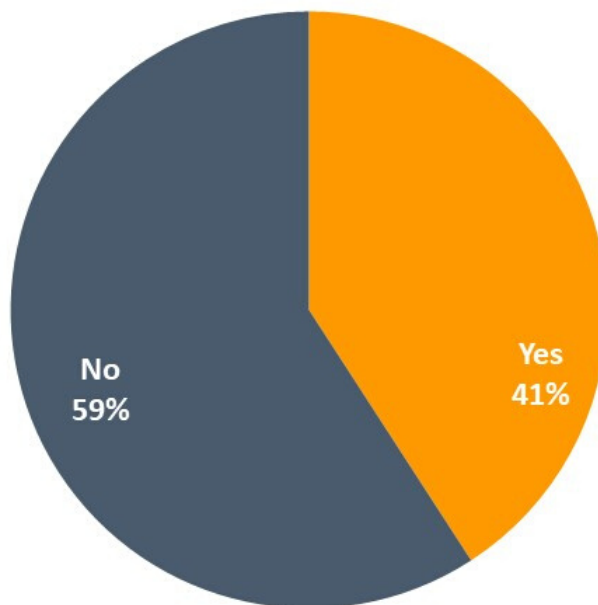
> It would be so easy to be socially disconnected working remotely and missing all the benefits of active learning in face to face team environments.
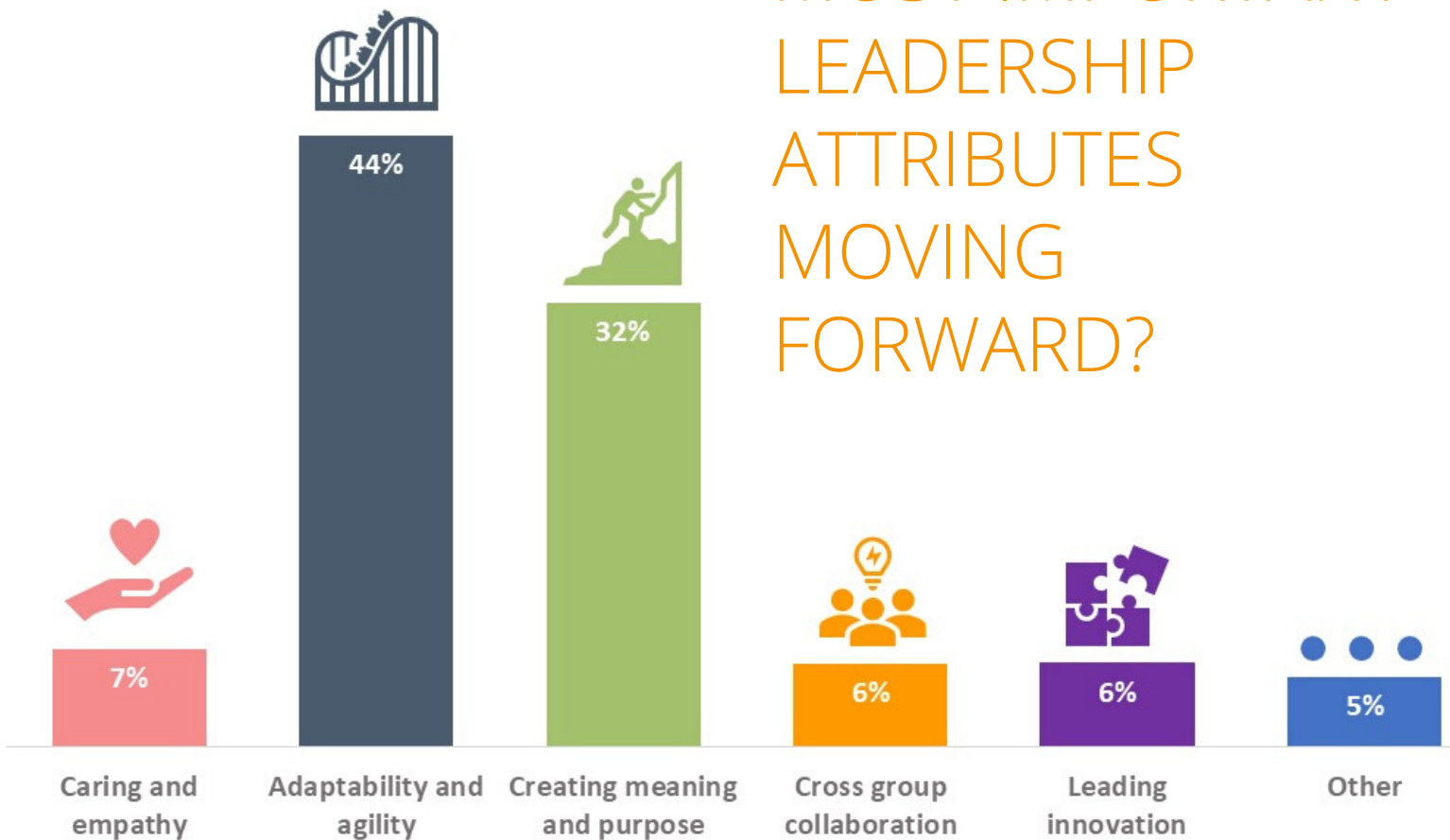
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DO YOU AGREE WITH THIS STATEMENT:

'IT IS EASIER TO LEAD A TEAM FROM THE OFFICE'

No
59%

Yes
41%

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WHAT ARE THE MOST IMPORTANT LEADERSHIP ATTRIBUTES MOVING FORWARD?

Caring and empathy	Adaptability and agility	Creating meaning and purpose	Cross group collaboration	Leading innovation	Other
7%	44%	32%	6%	6%	5%

Respondents identified *adaptability* and *agility* as the most needed leadership attributes moving forward

For more information on leadership development or coaching, email info@smgrp.com.au or phone 02 9950 2000.

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