

VIEWS ON RETURN TO WORK

The majority of U.S. workers agree that a push to return to work **makes no sense** without sufficient reason.

In my opinion, being required to work from an office makes no sense when work can be completed remotely.



Overall:
63%
 of respondents agree



42%
 of fully on-site workers agree

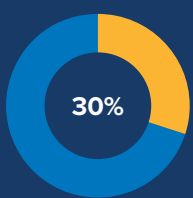
82%
 of fully remote workers agree

Companies need to use clear rationale when calling their employees to return to on-site working.

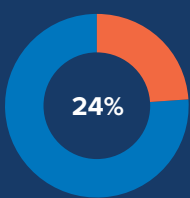
There is widespread belief that even though some jobs can be effectively done away from the office, employees are **missing out on key aspects** of the work experience.

However, these results show that many of these beliefs are unfounded (at least currently), as on-site workers report more negative views than remote workers on some key outcomes.

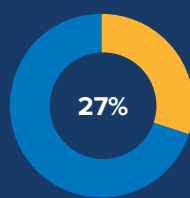
I often feel that...



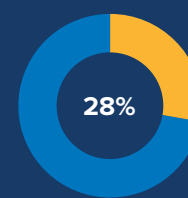
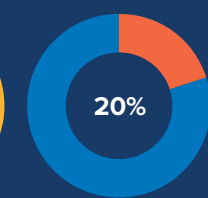
I'm passed over for promotions



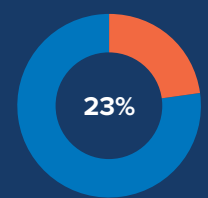
I'm excluded from opportunities at work



I don't fully understand my organization's culture



I'm not fully committed to my organization



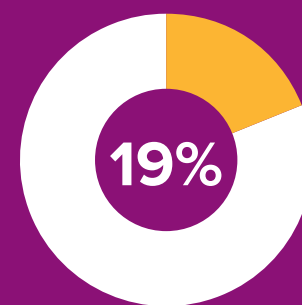
● Fully on-site ● Fully remote

Further, **both groups were equal** in their reports of feeling unable to form work relationships (19%), which again are not aligned with widespread beliefs about remote workers.



● Fully on-site

I'm unable to form valuable work relationships



● Fully remote

METHODOLOGY: 1,702 U.S. workers were surveyed using an existing vendor panel. The survey was administered in April 2022. Out of the 1,702 respondents, 457 were working fully remotely, 510 were working fully in person and 723 were working a hybrid schedule. Of those not working completely remote, 707 (57%) indicated that it would be possible to perform job while fully remote.