

# RESEARCH HIGHLIGHTS

FEBRUARY 2023

Given the shift to remote and hybrid working, we wanted to understand how connected people feel to their colleagues, their work and their organisations. Here are seven key highlights from our survey.

## About the survey:

Our online survey asked 40 core questions based on the 8 dimensions of our Human Connection Framework: Flexibility, Value, Joy, Place & Space, Trust, Dependability, Communication, and Clarity. These represent eight ways to optimise human connection at work, in order to build happy, healthy high-performing teams.

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## FLEXIBLE WORKING IS STARTING TO WORK

- 83% feel they can discuss flexible working with their manager
- 70% feel they can choose the places at which they do their best work
- 65% feel they can choose the times at which they do their best work

## BUT THE BALANCE ISN'T QUITE RIGHT

- Only 58% feel they spend the right amount of time working face-to-face with colleagues
- Only 58% feel they spend the right amount of time on digital channels with colleagues

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## PEOPLE ARE ENJOYING WORK BUT THEY'RE NOT FEELING ENERGISED

- 85% look forward to working with their co-workers each day and 83% feel comfortable being themselves at work, but only 59% agree to feeling energised at work

## TRUST AND DEPENDABILITY IS LOW

- Overall, 68% say they not afraid to fail or make mistakes in front of their co-workers. This drops to 64% for women and 55% for people who hold non-management positions.
- Only 53% feel their co-workers usually come to meetings fully prepared

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## AND THERE'S A BIG GAP BETWEEN MANAGERS AND NON-MANAGERS

- 91% of people-managers feel they can discuss flexible working with their own manager. This drops to 70% for non-managers.
- 74% of people-managers say can choose the places at which they do their best work. This drops to 64% for non-managers.
- 68% of people-managers agree they feel energised at work. This drops to 44% for non-managers

## THERE'S A GENDER GAP AROUND VALUE & REWARD

- 76% of men feel they get appropriate financial reward for the work they do. This drops to 66% for women.
- The reverse is true for professional development. 72% of women feel this is valued and supported in their workplace, as opposed to 60% of men.

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## AND IT SEEMS THAT AGE MATTERS

- Only 10% of people aged 25-44 spend 4 or 5 days in the office. This rises to 24% for those aged 45-64.
- 64% of those aged 25-44 feel they have the right balance of workplace/remote working. This leaps to 80% for those aged 45-64.
- 78% of those aged 25-44 feel their professional development is valued and supported. This drops to 57% for those aged 45-64.