Working Remotely Before, During and After COVID-19

HITS LIVE VIRTUAL EVENT – MAY 27, 2020
REMOTE WORKING IN THE TIME OF CORONAVIRUS
SUMMARY

• COMPANIES
  • 55+% fully ready, 39% partially ready
  • Many had some form or presence of remote work.
  • The average transition time was two weeks
  • Industry sector and job specialty were predictable at first but starting to see changes emerging

• PEOPLE
  • Expectation vs actual
  • Big swings within categories & weeks
    • 15 companies change 10 points up/down a week.
  • Position matters in how you feel
    • Biggest Positives: Engineering
    • Biggest Negatives: Sales, Product Management
  • Overall feeling about working from home and productivity are rising

• TOOLS
  • Zoom, Teradici, Signiant
REMOTE WORK

**What are you enjoying most about remote working?**

(Select up to 3)

- Flexibility: 33%
- Seeing more of my partner/family: 51%
- No commute: 47%
- Greater productivity & focus: 16%
- Being in my own space: 19%
- Saving money: 11%
- Less stress: 10%
- Using remote collaboration tools: 16%
- The sense of camaraderie with others: 19%
- Protecting my health/wellbeing: 6%
- None of these: 6%

**What are you enjoying least about remote working?**

(Select up to 3)

- Lack of structure/routine: 7%
- Combining work and personal obligations: 41%
- Interruptions: 26%
- Lower productivity & focus: 17%
- Lack of social interaction: 64%
- Not spending money: 3%
- Increased stress: 13%
- Using remote collaboration tools: 7%
- Disruptions to my business contacts: 30%
- Concern about my health/wellbeing: 6%
- None of these: 3%
When the pandemic has passed, to what extent do you think your company will rethink its working environments?

- Hugely: 12%
- Quite a lot: 48%
- A little: 26%
- Not at all: 10%
- Hard to say: 4%

Do you think the crisis will change the culture within your company?

- Yes: 41%
- Not sure: 41%
- No: 15%
- Prefer not to say: 3%

When the pandemic has passed, do you think the way your company does business overall will change?

- Yes, dramatically: 10%
- Yes, to an extent: 56%
- Initially, but it'll gradually return to how it was: 22%
- No, we'll immediately return to how it was: 6%
- Hard to say: 6%
HOW ARE YOU FEELING FROM A WORK POV?

Baseline

73.49

Week 1-5 Average

60.64
HOW ARE YOU FEELING FROM A WORK POV?

Weeks 1-5 Average vs Baseline

Baseline
73.49

Week 1-5 Average
60.64
HOW ARE YOU FEELING FROM A WORK POV?

Weeks 1-5 Average vs Baseline

Baseline
73.49

Week 1-5 Average
60.64
HOW ARE YOU FEELING FROM A WORK POV?

Weeks 1-5 Average vs Baseline

Baseline: 73.49

Week 1-5 Average: 60.64
HOW ARE YOU FEELING ABOUT WORK?

BUSINESS
HOW ARE YOU FEELING ABOUT WORK?

POSITION
HOW ARE YOU FEELING ABOUT WORK?

DEPARTMENT
HOW ARE YOU FEELING PERSONALLY?

BUSINESS
HOW ARE YOU FEELING PERSONALLY?

POSITION

C-LEVEL

INTERMEDIATE

AVERAGE
HOW ARE YOU FEELING PERSONALLY?

DEPARTMENT
Q6: HOW ARE YOU FEELING PERSONALLY?

DEPARTMENT
TAKE-AWAYS

• ACCELERATED NOT CHANGED

• WISH THEY WOULD HAVE KNOWN
  • Started sooner
  • Taken it more seriously

• ADVICE TO PEERS
  • Communication
  • Empathy
  • Family

• FORECAST
  • Some form of remote work here to stay
  • Expect to return to some form of past workflows
“We were fully capable of being out of the office. We just chose to be together because that was a cultural positive.”
WHAT’S NEXT?

• RETURN TO WORK
  • SAFETY
  • UNEMPLOYMENT
  • WORKFLOWS
  • CREATIVE OPPORTUNITIES
  • BUSINESS OPPORTUNITIES
  • TECHNOLOGY OPPORTUNITIES
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Lockdown: It’s Emotional

Just Below the Surface:
https://www.signiant.com/blog/just-below-the-surface/
MORE INFORMATION

https://www.signiant.com/tag/pandemic-series/?cc=homepage
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