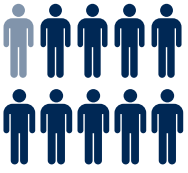


# COVID-19 HAS TAKEN FLEXIBILITY MAINSTREAM

Not just for working mums – people don't want to go back to business as usual.

**97%** OF PEOPLE WANT TO RETAIN THE FREEDOM TO WORK FLEXIBLY WHEN COVID-19 RESTRICTIONS ARE OVER.



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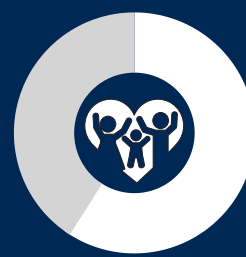
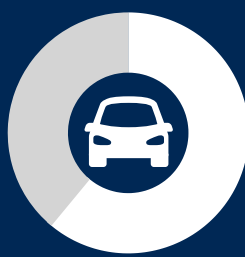
59% of people want to keep having more time with family.



84% of people want to keep a mix of working from home and in the workplace.



82% of people said COVID-19 has changed how they want to work.



The top 3 flex trends people want to retain from their COVID-19 experience: a mix of WFH and in the office (84%), no commute (61%), more time with my family (59%).

## MANAGERS ARE CRITICAL TO MAKING FLEXIBILITY WORK

**54%**

54% of people say their managers are not equipped to lead a flexible team.

**56%**

56% of people have received underwhelming, limited or moderate support from their manager during COVID-19.

**68%**

68% of people said the flexibility they have is dependent on who their manager is.

## JOB DESIGN IS CRITICAL TO EFFECTIVE FLEXIBLE WORK, BUT IS LARGELY ABSENT



Almost 1 in 2 people (44%) want to be able to reduce their hours if needed.



Almost as many people want to choose WHEN they work, as WHERE they work (78% vs 86%).



72% of people whose hours were reduced said their workload had stayed the same.

**53%**

53% of respondents' partners have played a more active role at home, giving more understanding of what needs to get done outside work.

**52%**

52% of partners want to continue playing a more active role ongoing, evening up the scales on the home front.

SURVEY CONDUCTED BY

circle in



JUNE 2020