



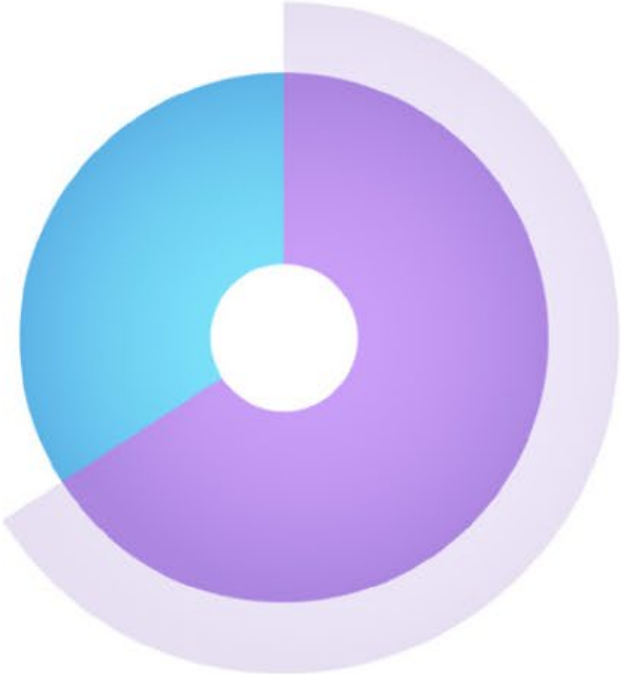
To Thrive in Hybrid Work, Build a Culture of Trust and Flexibility

James Collins, General Manager,
State and Government Local



Hybrid work is inevitable

Business leaders are on the brink of major changes to accommodate what employees want: the best of both worlds.



66%

of leaders say their company is considering redesigning office space for hybrid work



73%

of employees want flexible remote work options to stay

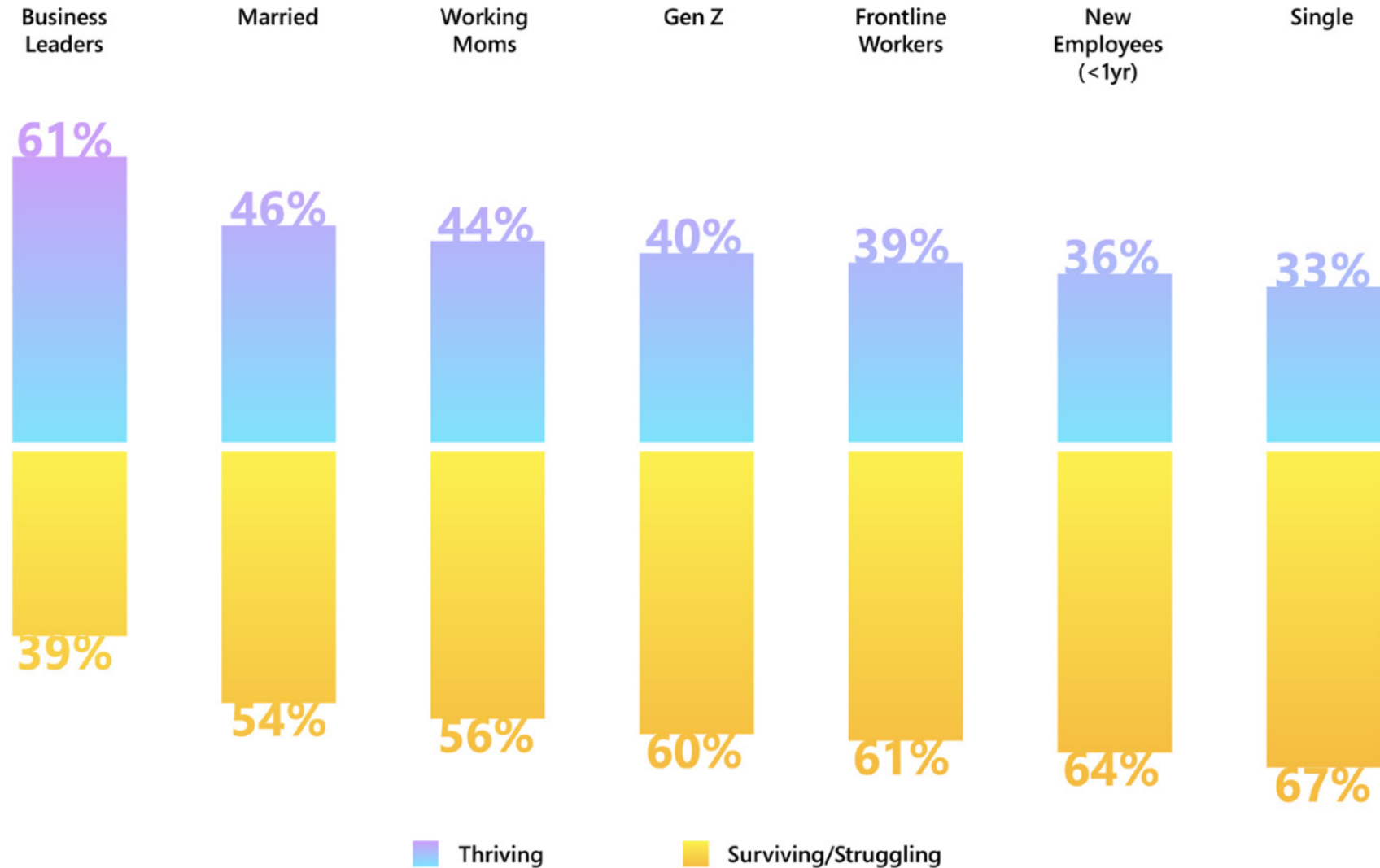


67%

of employees want more in-person work or collaboration post-pandemic

Business leaders are faring better than their employees

Most leaders in our study were male information workers with an established career — the near opposite of those struggling most.



Digital overload is real and climbing

One year in, time spent in meetings and chats sent per person each week continues to climb.

148%

Meetings

Weekly meeting time has more than doubled for Teams users and is still rising

40.6B

Email

Increase in number of emails delivered in February 2021 vs. February 2020

45%

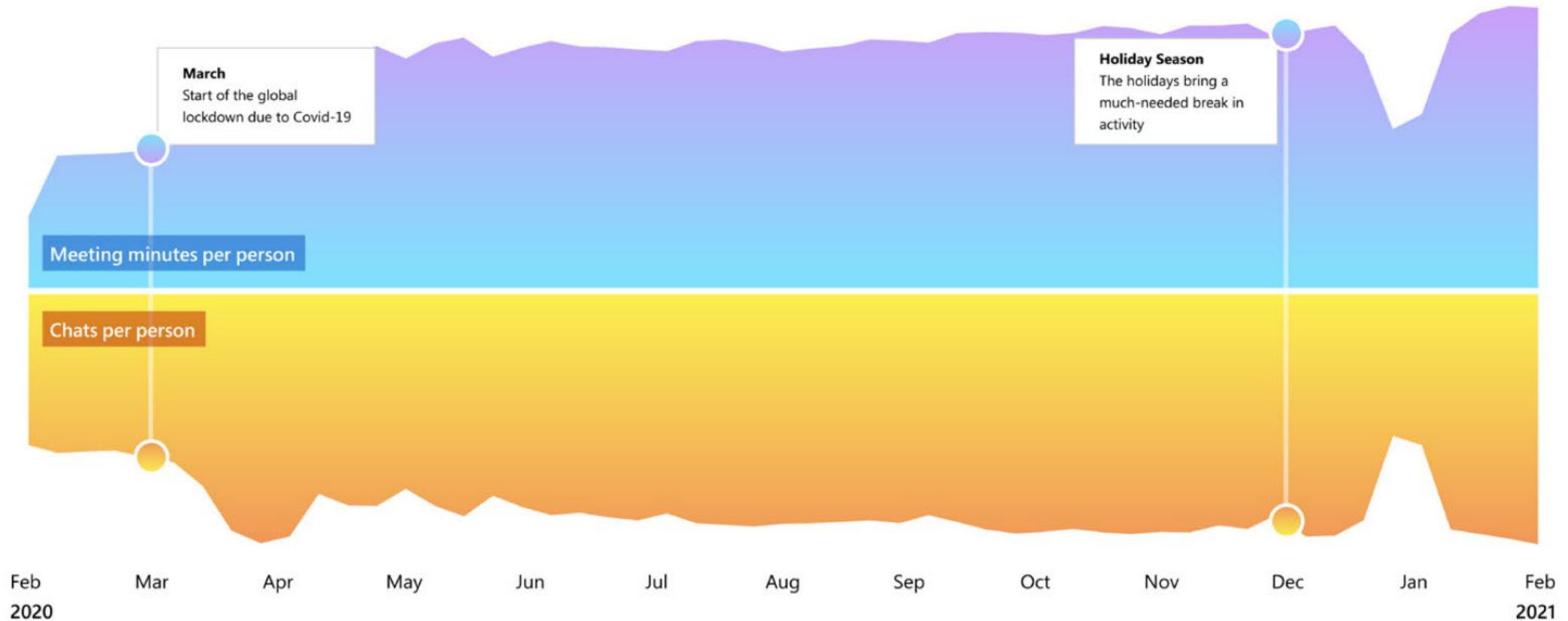
Chat

Weekly Teams chats per-person are up 45% and still rising

66%

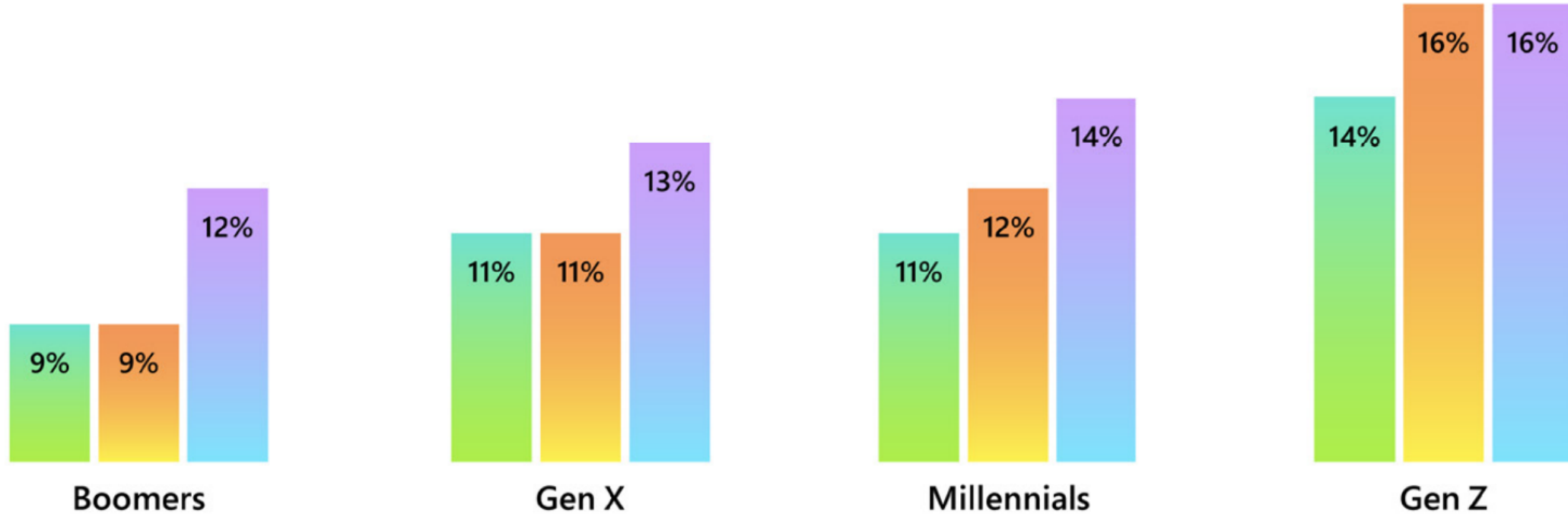
Docs

Number of people working on Office documents is up 66% year over year



Gen Z is struggling more than other generations

The last year has been more challenging for Gen Z in many ways — from bringing new ideas to the table, to feeling engaged or excited about work.



Gen Z is More Likely to Say They're Struggling than Older Generations on These Aspects at Work

Being able to bring new ideas to the table

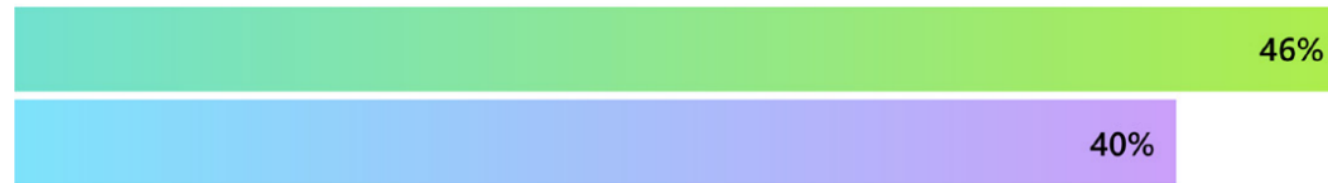
Getting a word in during conference calls / meetings

Feeling engaged or excited about work

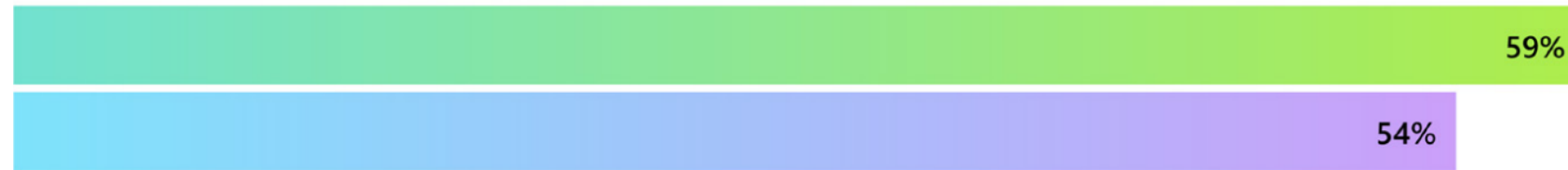
Remote opportunities are more attractive to diverse applicants

On LinkedIn, women, Gen Z, and those without a graduate degree, are more likely to apply for remote positions.

Women



No Graduate Degree




Gen Z



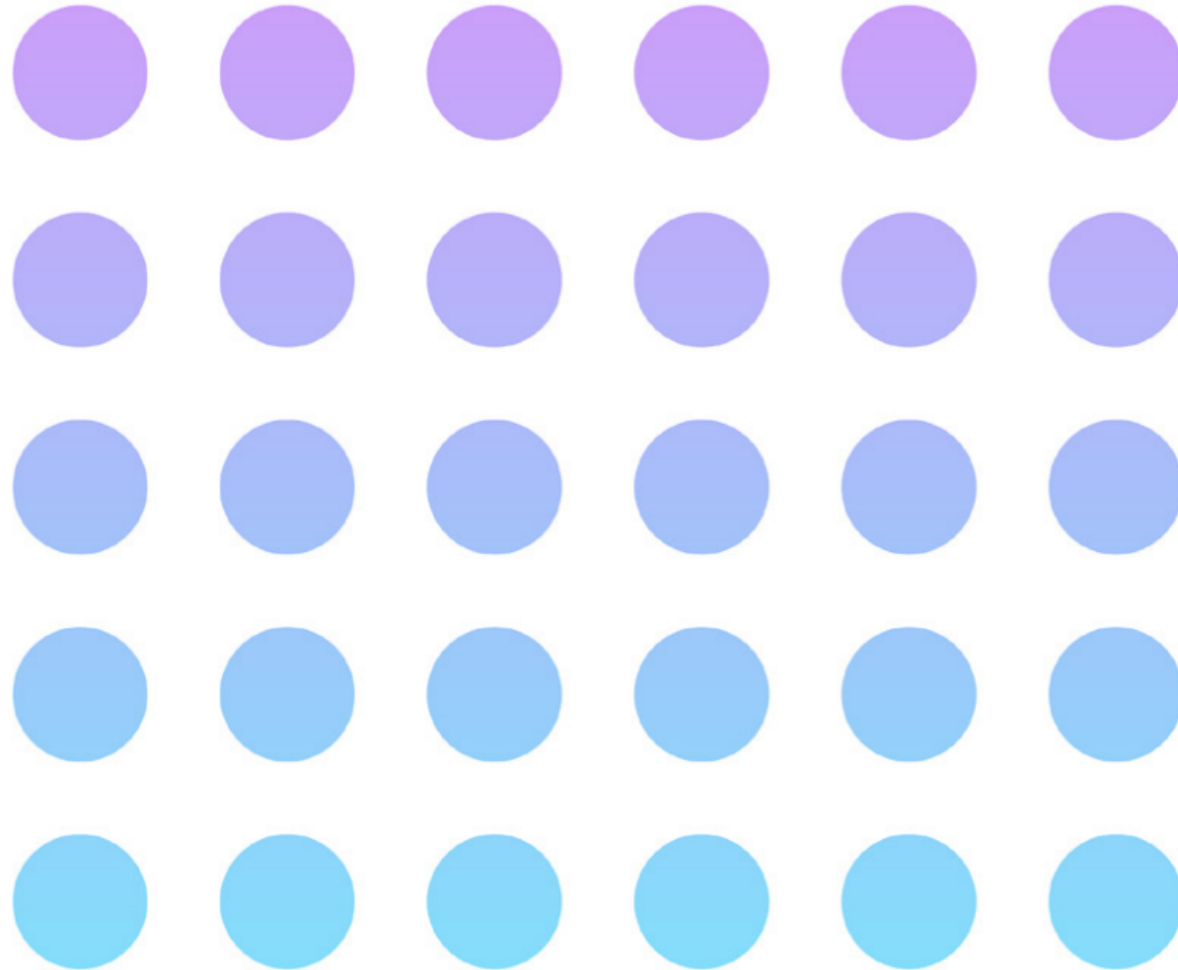
Certain groups are more likely to seek out remote work

 Remote applicants

 On-site applicants

Employees are at an inflection point

41% of employees are considering leaving their current employer this year and 46% say they're likely to move because they can now work remotely. Your approach to hybrid will impact who stays and who goes.



41%

of employees are
considering leaving
their current employer

About the Work Trends Index

The 2021 Work Trend Index provides data-driven insights to help people and organizations thrive in a rapidly changing world.

- We analyze **trillions of productivity and labor signals from across Microsoft 365 and LinkedIn** to derive powerful insights about how people work and collaborate.
- We combine this data with **surveys and interviews with information workers, frontline workers, and business leaders from across the globe**, as well as findings from Microsoft's Human Factors Lab, which looks at how virtual work impacts our brains.
- The Work Trend Index survey was conducted by Edelman Data x Intelligence, an independent research firm, among **31,092 full-time employed or self-employed workers across 31 markets and industries** between January 12, 2021 to January 25, 2021.

Taken together, this information creates a window into human interactions at work — a unique view that we can use to better understand how collaboration and productivity are changing over time.



<http://aka.ms/worklab>