



# CHOICE MATTERS

XSF INSTANT INSIGHT

# Employees Value Flexible Schedules Even More Than Flexibility in Where They Work



Company RTO conversations tend to focus on the “where” instead of the “when” to work, overlooking the importance of schedule flexibility to employees

94%

A large teal circle containing the white text '94%'. This circle is part of a series of three data points illustrating employee preferences for flexible schedules.

Of employees want  
flexible hours

79%

A large teal circle containing the white text '79%'. This circle is part of a series of three data points illustrating employee preferences for flexible schedules.

Of employees  
want location flexibility

2.6x

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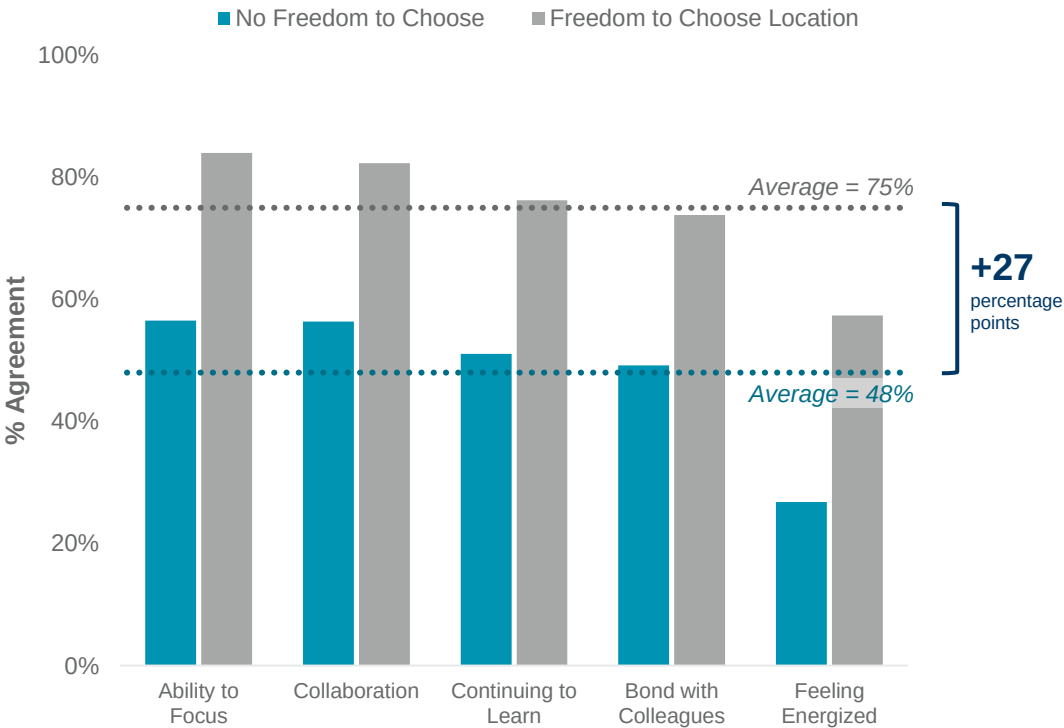
Employees who are  
unsatisfied with their level of  
schedule flexibility are nearly  
three times more likely to  
look for a new job

# Employee Flexibility to Choose Where, and Especially When, to Work Drives Great Experiences

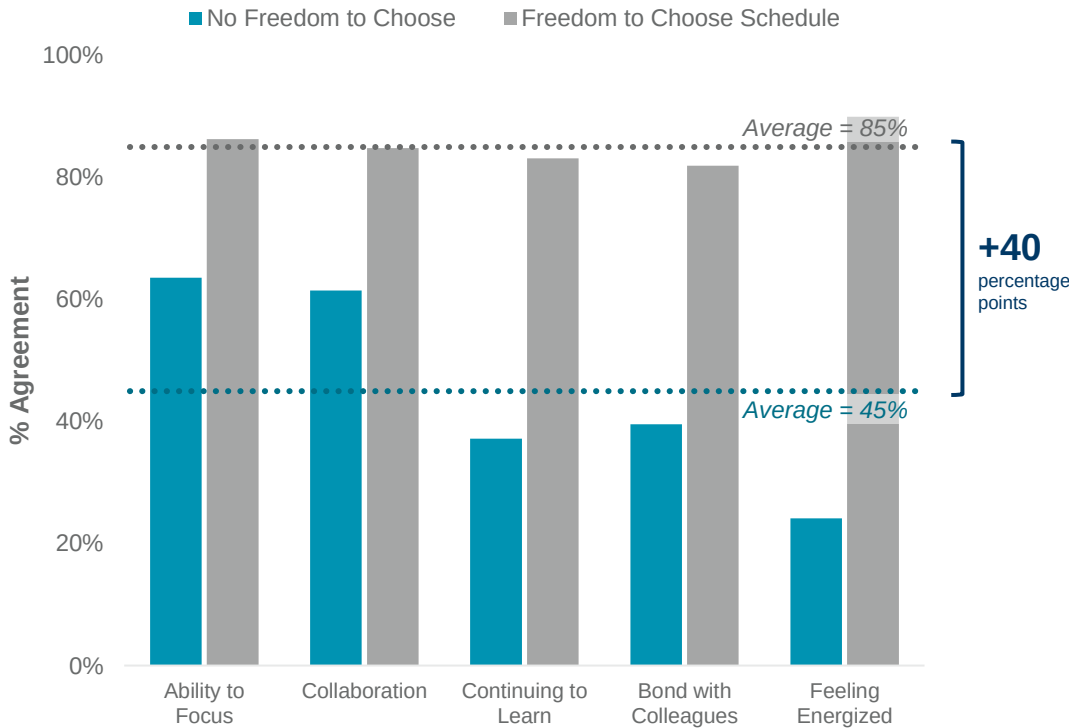


Employees with choice & control over where or when they work report better experiences than those without choice, but choice in work schedule leads to the best outcomes

## Location Flexibility



## Schedule Flexibility

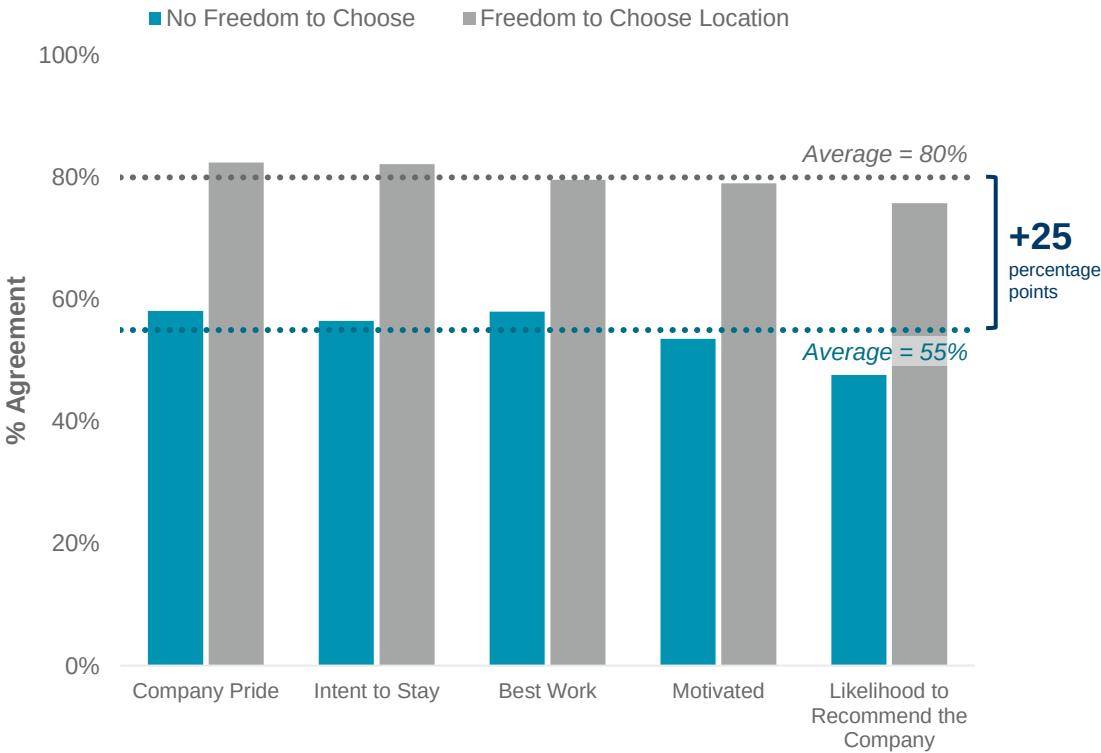


# Both Types of Flexibility Boost Engagement

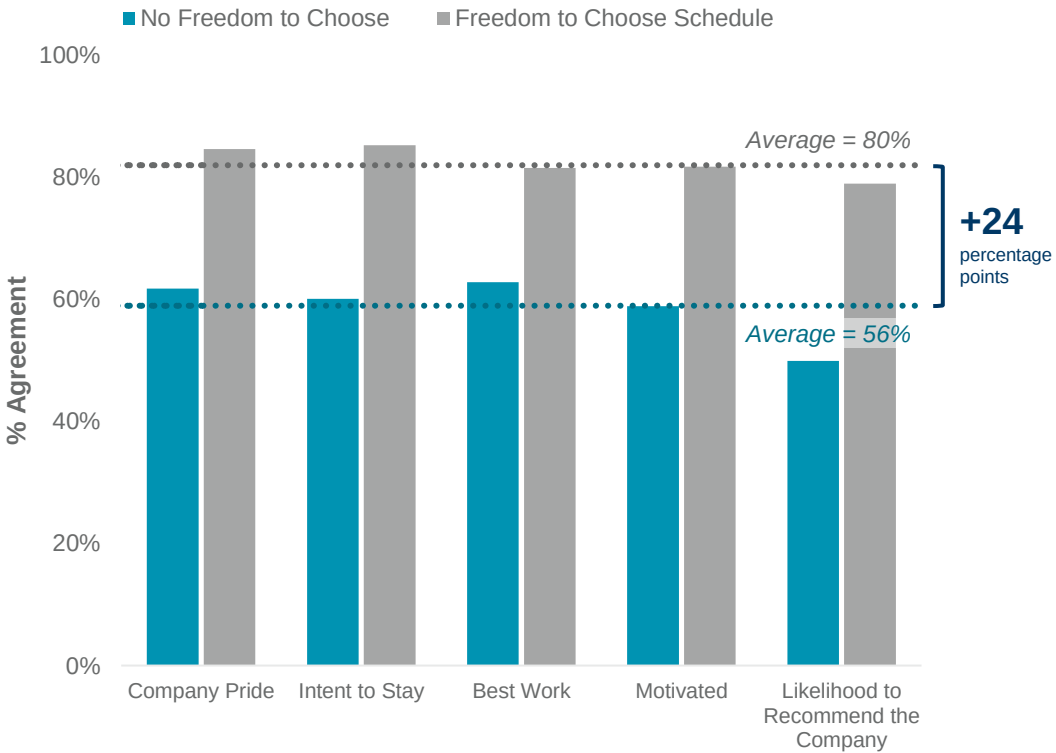


Employees with choice & control over where or when they work report higher engagement than those without choice

## Location Flexibility



## Schedule Flexibility



Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – May 13, 2022, n=34,695



# KEY CONTACTS:



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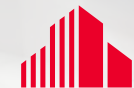
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