

MAY 2022

EVOLVING DRIVERS OF RETURN-TO-OFFICE

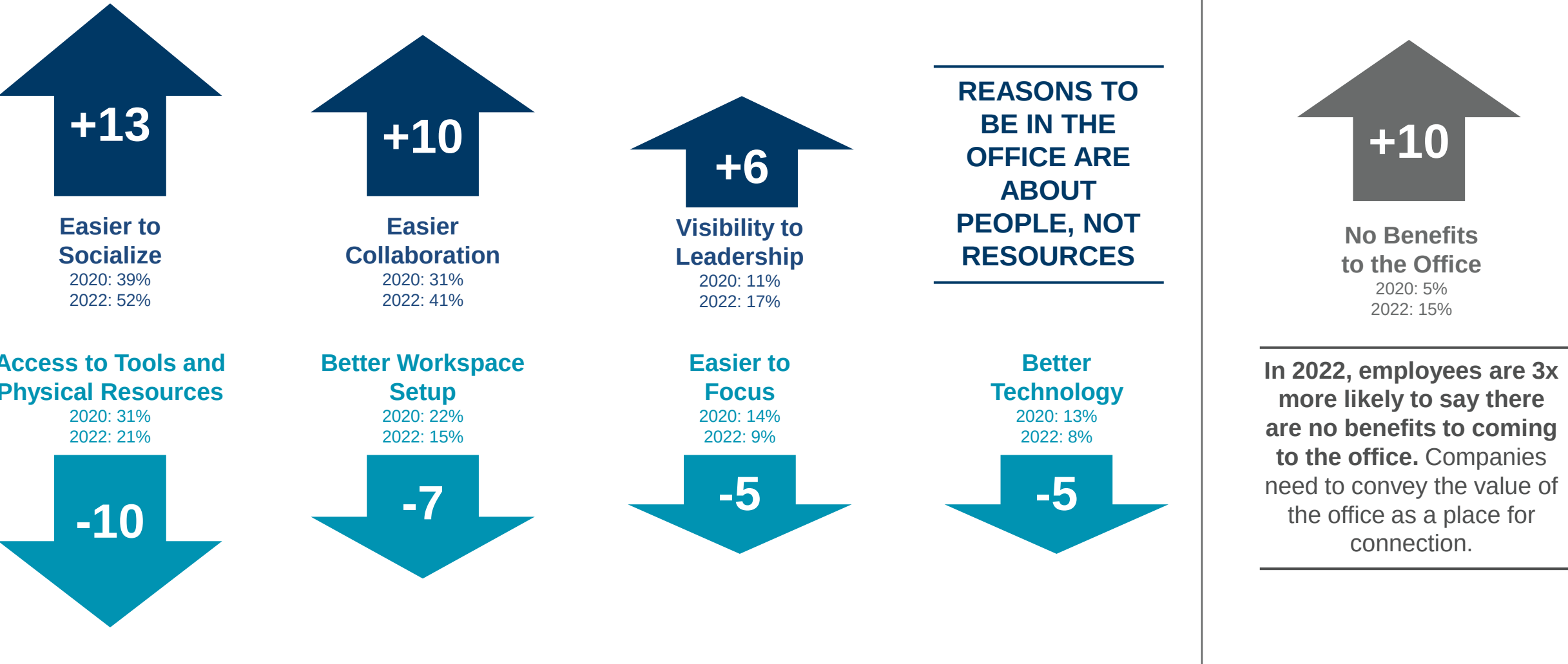
XSF INSTANT INSIGHT



CUSHMAN &
WAKEFIELD

Return-to-Office Drivers

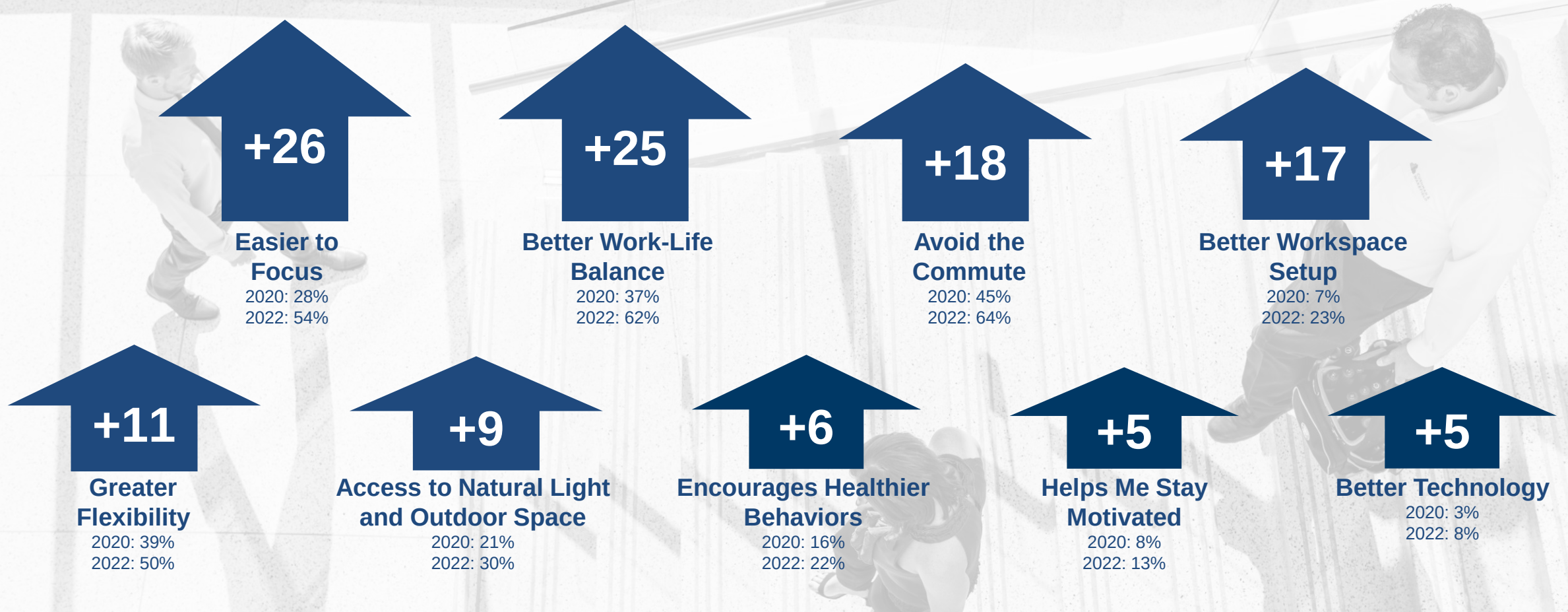
How have employees' reasons to go to the office shifted since 2020?



Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – May 13, 2022, n=34,695
Notes: Numbers in arrows indicate the percentage point change from 2020 data; only showing drivers that saw a 5 percentage-point change

Remote Work Drivers

How have employees' reasons for remote working shifted since 2020?



REMOTE WORK CONTINUES TO BE ABOUT WORK-LIFE BALANCE AND FOCUS.

Early Benefits of Office and Remote Work Reinforced, Expanded



Over time, more employees have come to view the office as a place for connection and rely less on it to access resources as they have created more effective workspaces at home. Employees continue to reinforce that remote work supports work-life balance and focus.

RTO Drivers

What do you like most about working in an office environment?	% of Respondents		Percentage Point Change
	2020	2022	
Easier to socialize with coworkers	39%	52%	+13
Easier collaboration	31%	41%	+10
There are no benefits to working in an office	5%	15%	+10
Visibility to leadership	11%	17%	+6
Encourages healthier behaviors	6%	8%	+2
Other	3%	5%	+2
More connected to leadership	11%	12%	+1
More connected to the company culture	16%	18%	+1
I like the commute	3%	4%	+1
More in tune with what's happening in the business	21%	22%	+1
Access to natural light and outdoor space	4%	4%	+1
I feel safer	2%	2%	0
Better work-life balance	38%	38%	0
Helps me be innovative / creative	7%	6%	-1
Helps me stay motivated	13%	11%	-2
I prefer a business environment	9%	6%	-3
Easier to learn and develop	11%	8%	-3
Easier to manage my team	13%	9%	-4
Better technology	13%	8%	-5
Easier to focus	14%	9%	-5
Better workspace setup	22%	15%	-7
Better access to tools and physical resources	31%	21%	-10

Remote Drivers

What do you like most about working remotely?	% of Respondents		Percentage Point Change
	2020	2022	
Easier to focus	28%	54%	+26
Better work-life balance	37%	62%	+25
Avoid the commute	45%	64%	+18
Better workspace setup	7%	23%	+17
More flexibility on when I work	39%	50%	+11
Access to natural light and outdoor space	21%	30%	+9
Encourages healthier behaviors	16%	22%	+6
Helps me stay motivated	8%	13%	+5
Better technology	3%	8%	+5
I prefer a more casual environment	22%	25%	+4
Easier collaboration	2%	6%	+3
Helps me be innovative / creative	9%	13%	+3
Better access to tools and physical resources	1%	4%	+3
Easier to learn and develop	5%	6%	+1
More in tune with what's happening in the business	1%	2%	0
Easier to manage my team	2%	1%	0
More connected to leadership	1%	1%	0
Easier to socialize with coworkers	2%	1%	0
More connected to the company culture	1%	1%	0
Visibility to leadership	1%	1%	0
Other	6%	6%	0
There are no benefits to working remotely	6%	2%	-4
I feel safer	22%	17%	-5

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