

evolution



Personal and Corporate Development

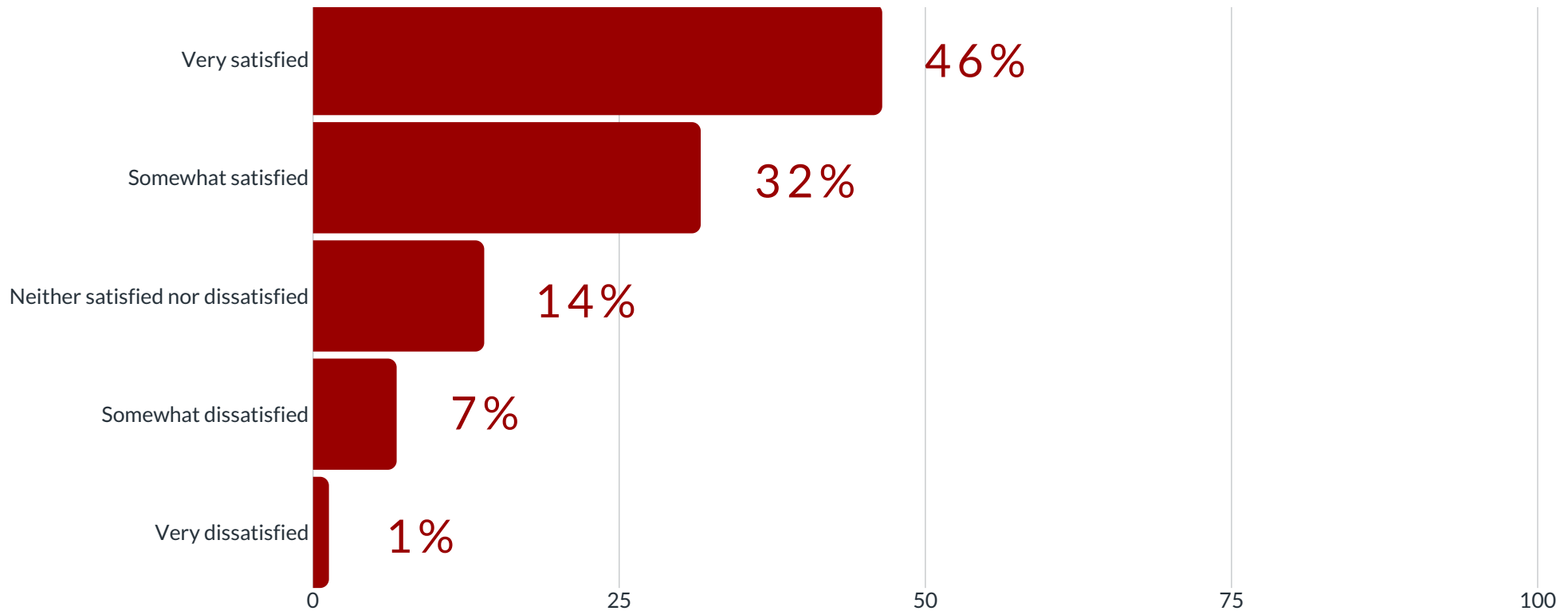
REMOTE & FLEXIBLE WORKING SURVEY

MAY 2020

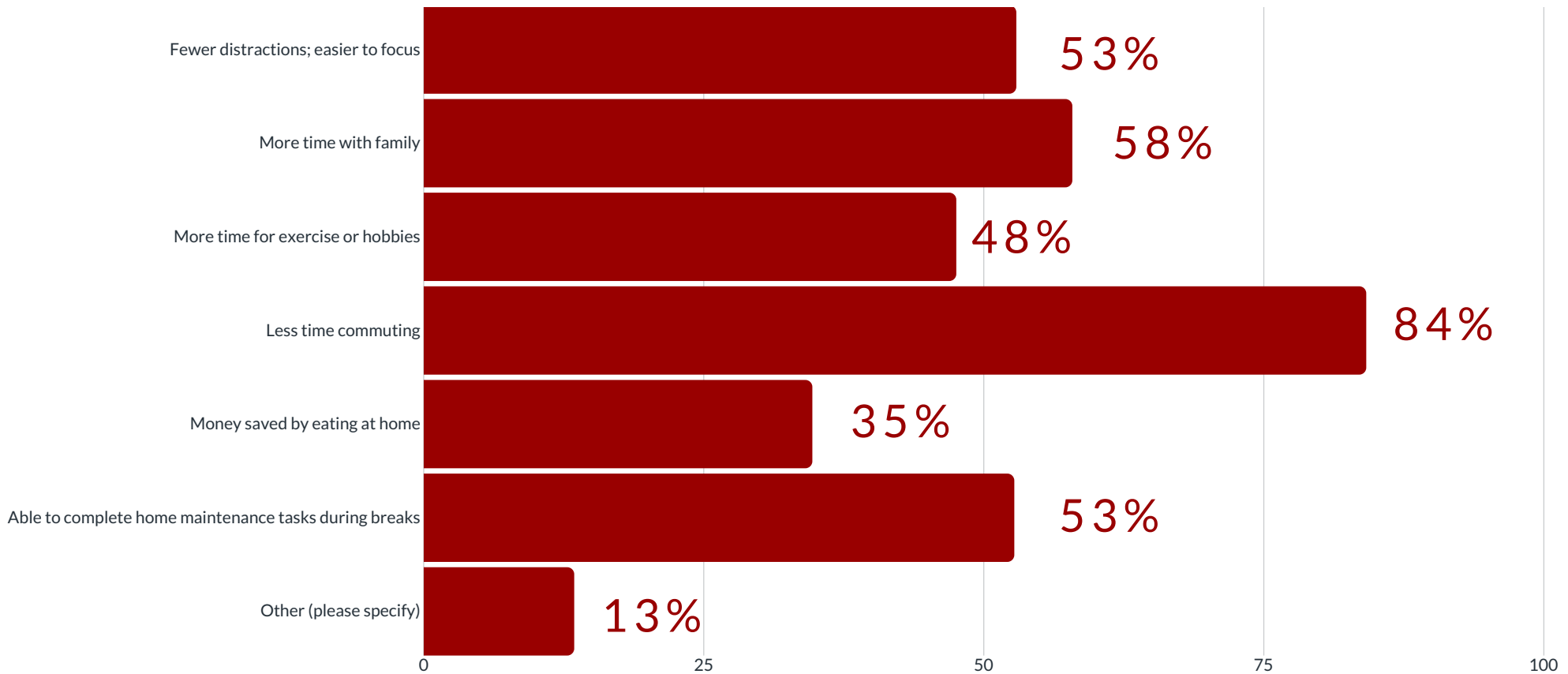
How has the COVID-19 pandemic changed the way we work?

EVOLUTION-DEVELOPMENT.COM

Q1. On a scale of 1-5, how positive do you feel about working from home?



Q2. What are the benefits you've found while working from home? (Tick all that apply)



Q2. Comments

Feeling much calmer than when in the office and can start earlier and finish earlier, get up from my kitchen table desk and walk into the garden

Control over sounds to work to ie music and podcasts. Not just office chatter!

Improved communication with colleagues as more video calls. Quicker decisions and less time in lengthy meetings.

Can do domestic duty during down time rather than just stay sitting, so feel better

Money saved by not commuting

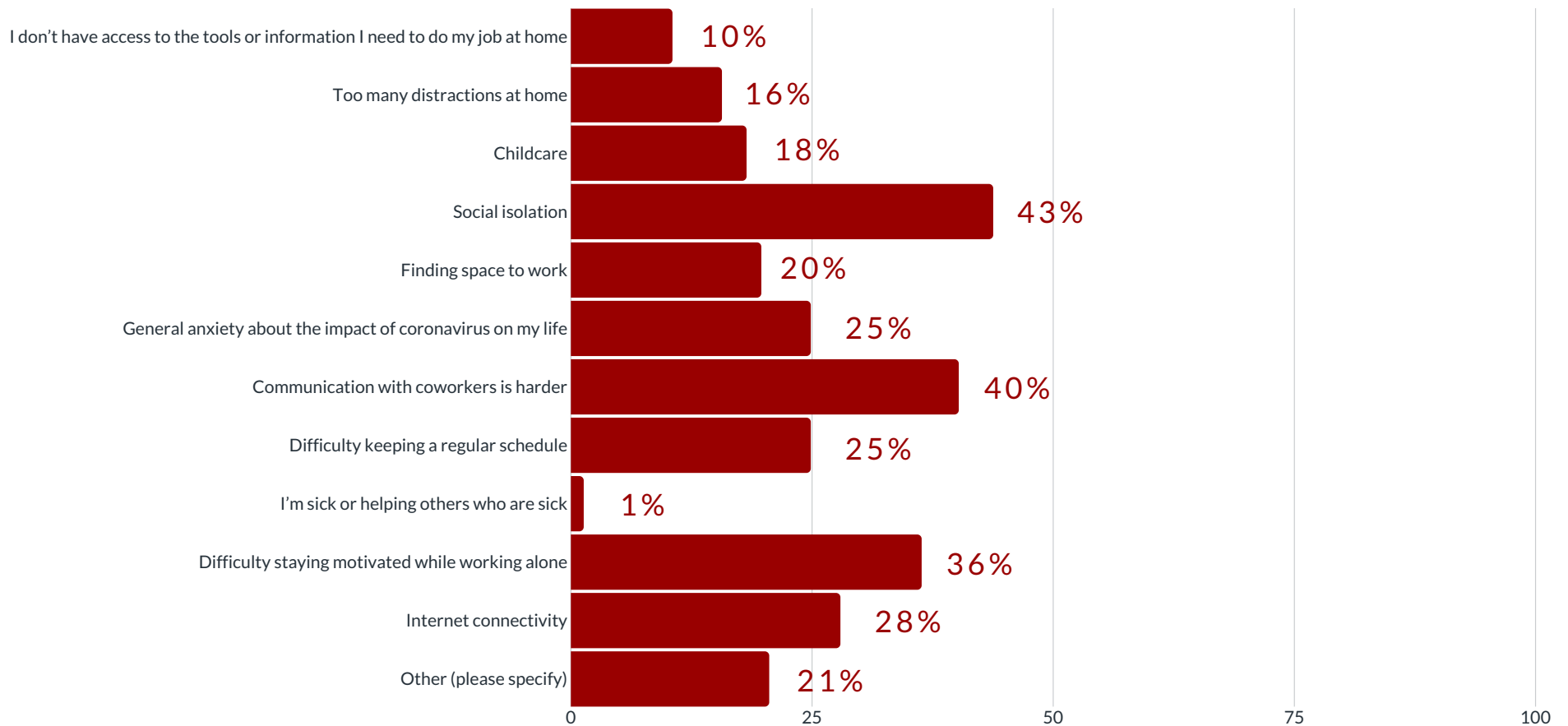
Less stressful (reduced travel, more flexible timescales) so feel more relaxed and happier

I already work 100% from home

Focus on building new work

Much less stress from rushing around so much less

Q3. What challenges have you faced working from home? (Tick all that apply)



Q3. Comments

IT infrastructure at company end - rather than my internet connectivity

I miss the face to face communication. Body language and being able to look people in their eyes

Office furniture ergonomics missed sorely. leading to neck and shoulder problems

Not always feeling productive

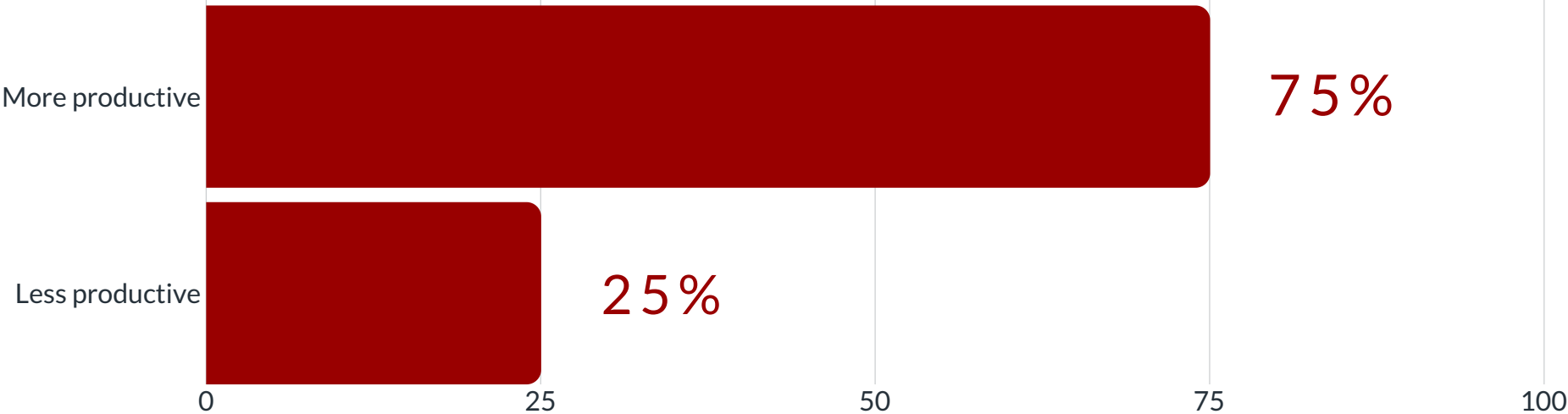
I miss the humour and sense of team in the office

Team communication is very good, but cross team comms really reduced. Also reluctance to contact people, not knowing their schedule, miss the ability to 'see' when people have time. Miss the ability to wonder around the workspace and have incidental conversations and check-ins across whole business and easy access to gathering a group spontaneously

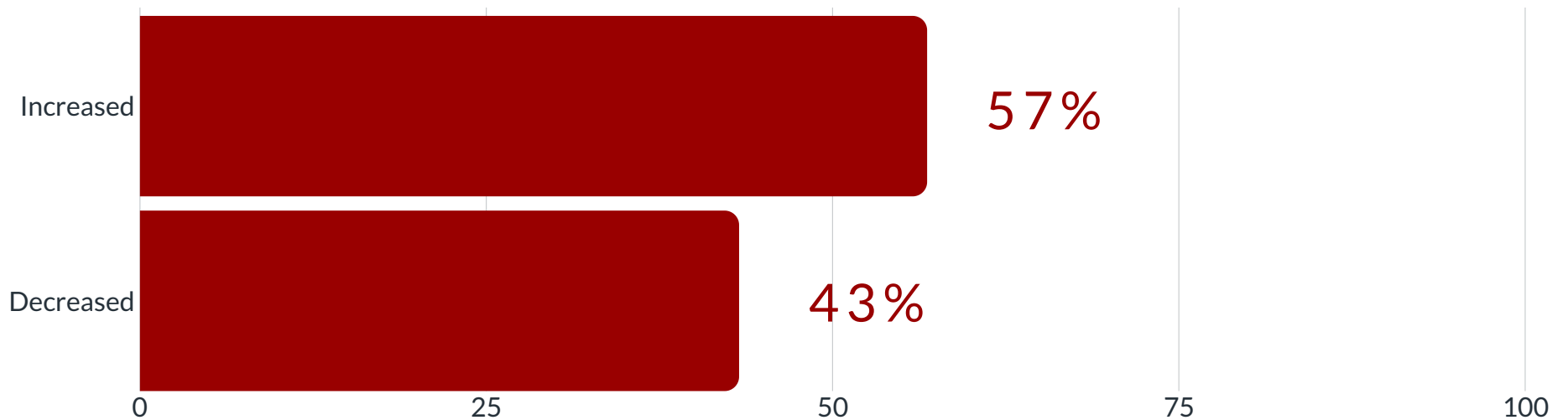
You question if you've done enough work

Office ergonomics. physical discomfort

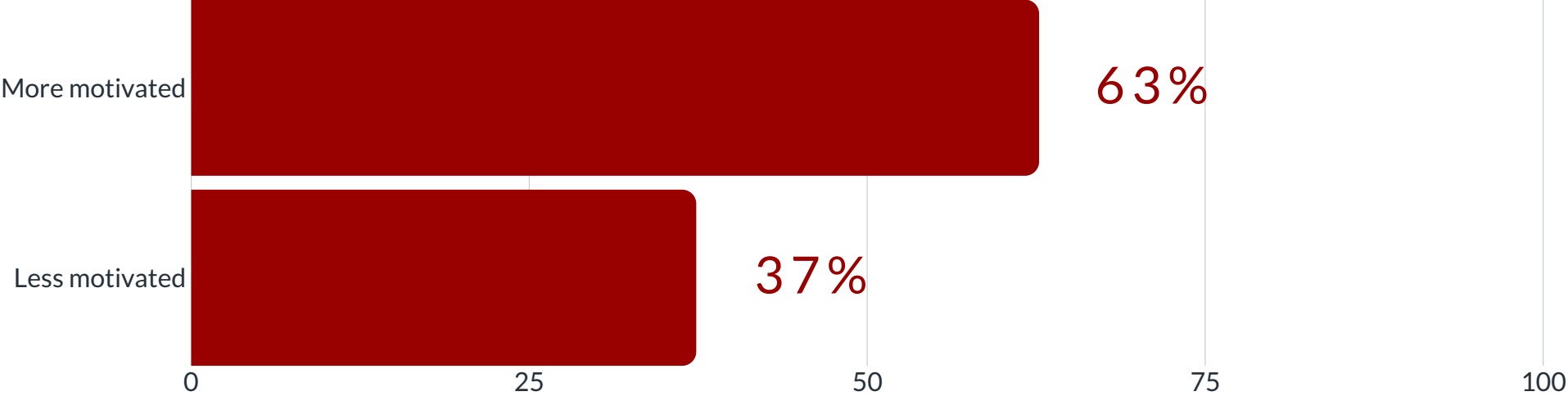
Q4. Do you feel that working from home makes you more productive, or less?



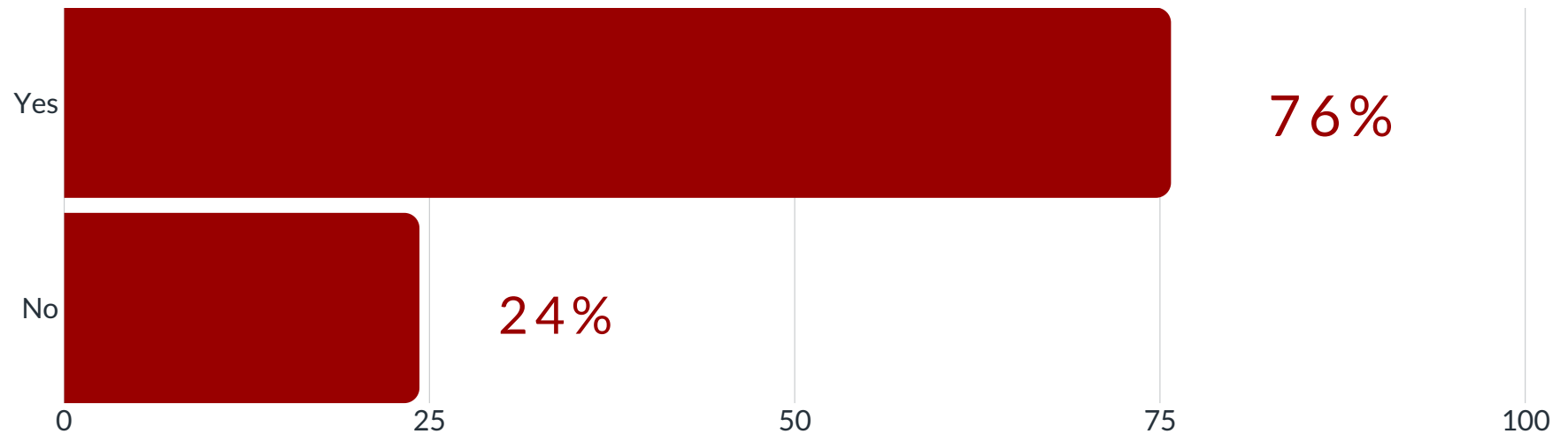
Q5. Does working from home increase or decrease your job satisfaction?



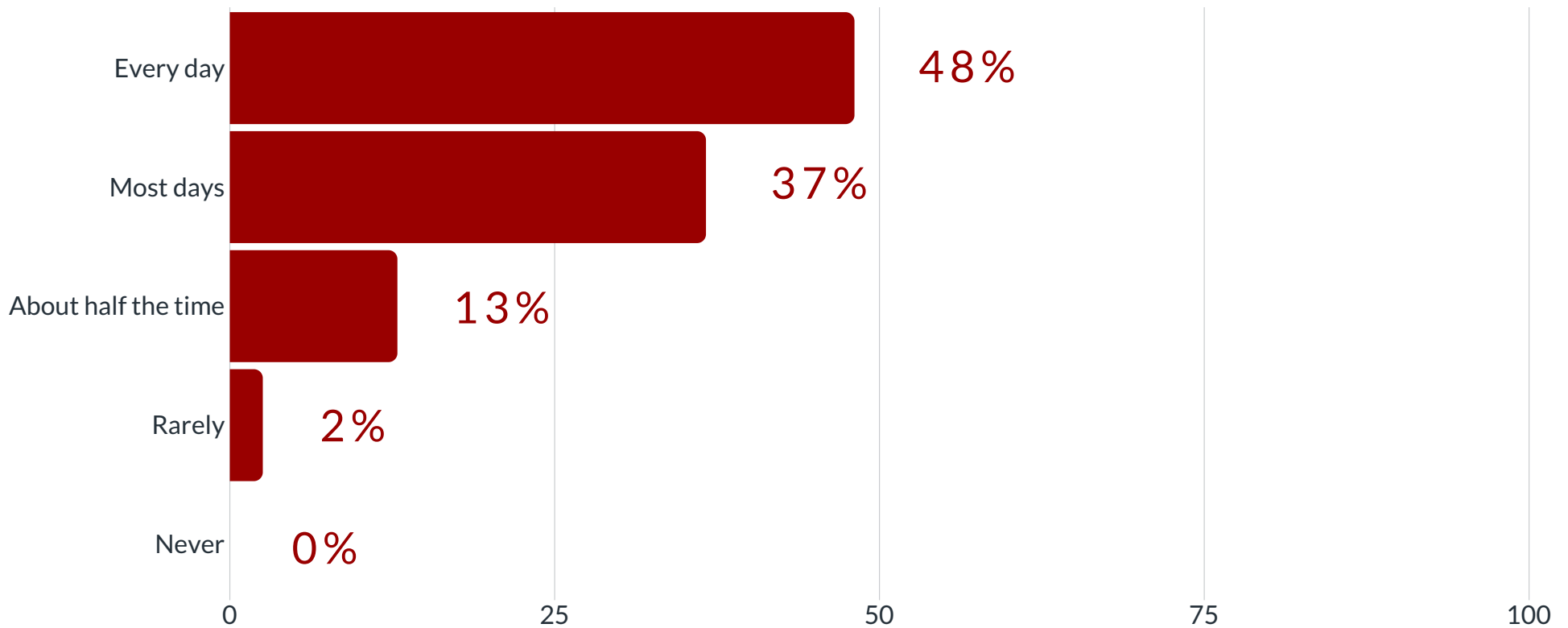
Q6. Do you feel more or less motivated to start your day while working from home?



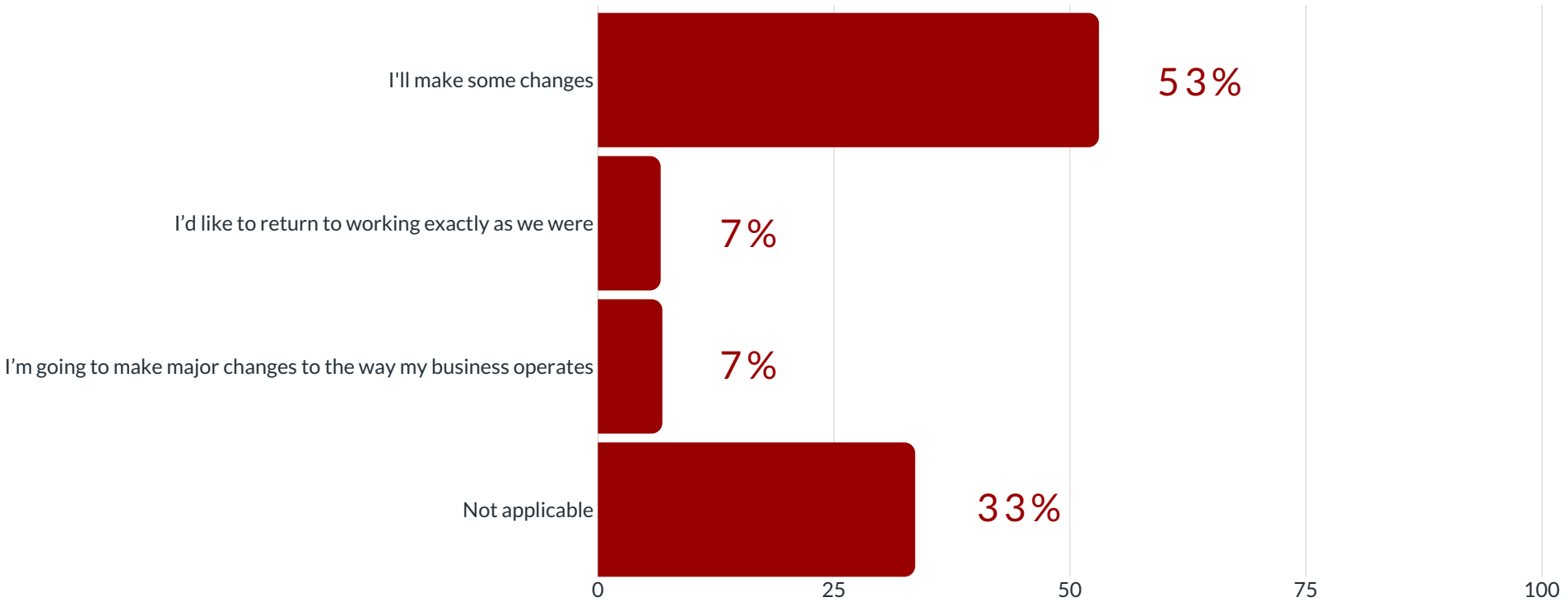
Q7. Do you have a dedicated workspace where you can work at home?



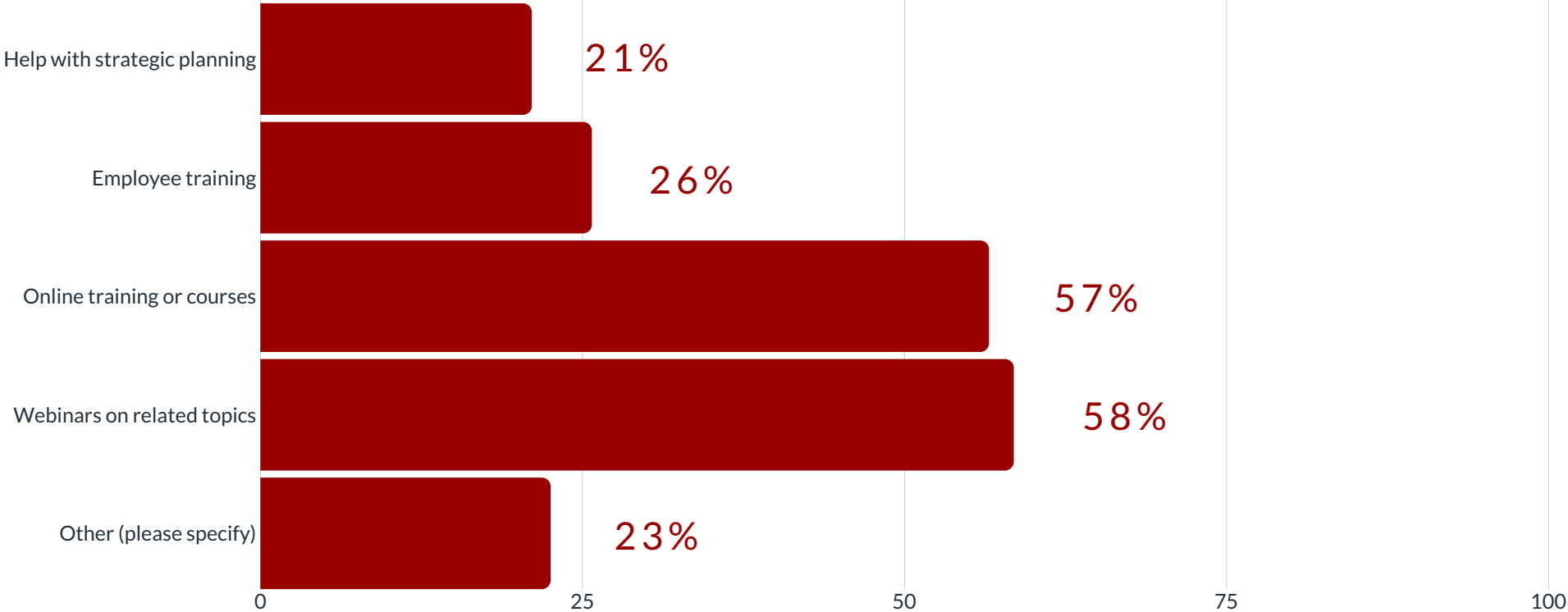
Q8. How often do you keep to a regular working schedule at home?



Q9. If you are a business owner or in a leadership position, how do you think the current changes to working life will affect the way your business operates?



Q10. What kind of resources would you find most useful in managing your own or your team's workload during remote working? (Tick all that apply)



Q10. Comments

Better internet

Training on getting the best out of communication and remote meeting apps

Tool to plan tactically and monitor work

E-learning modules for employees relevant to work

Automatic social scheduling in advance for virtual coffee talks and impromptu catch-up on business issues

Confidence/motivational skills

Webinars on how to use online platforms to their max

How to manage performance remotely. Setting and measuring goals by outcomes, not time spent or presenteeism. Good communication working remotely. Managing dispersed teams effectively. Mental health & wellbeing management. How to create those water cooler interactions

Q10. Comments (cont.)

IT connectivity (now resolved); guidance on top tips for using Teams, Skype, Zoom

The main concern I have is that despite most people working from home, it is still generally the women who end up 'responsible' for the childcare/ house. This is not training related, but where flexible/ home working is really vital for women and people living with health conditions or disabilities and has been campaigned for by these groups for years, there may be conclusions drawn from this time that are taken out of context. Women are more likely to be also looking after the children, shopping for those shielding, running community WhatsApp groups, checking in on school Facebook pages etc.etc (in general!) and so they may not be quite as focused as if the children were in school/ childcare. It seems precarious to me and maybe something to be aware of/ highlight in this topic.

Remote support for site activities/commissioning