

HYBRID WORK:

ARE WE THERE YET?

The world we live in has changed: the places we work, the ways we collaborate, and the opportunities we take are not the same as before.

A recent survey from HP Inc. offers pertinent insight into the current state of play around hybrid working in 2022.

Hybrid work can feel different for everyone, and the advantages depend on career experience, age and background - revealing that we remain on a journey to ensure a truly equitable and collaborative future of work.

Global survey of 10,000 office workers commissioned by HP Inc., conducted by Toluna 10 - 19 August 2022 in Australia, France, Germany, India, Indonesia, Japan, Mexico, UAE, UK and US



Almost
70%
of UK workers feel that the status messages we use don't represent the way we work now



4X
more respondents believe that it is better to be in the office to be considered for promotion, compared to working remotely

18-29



18-29 year-olds are

5X

more likely to feel judged when facing remote meeting issues compared to 50+ year-olds and 10X more likely to feel ashamed

50+



Extroverts are
TWICE
as likely to purchase their own equipment after experiencing technical difficulties in the workplace than introverts



Employees with less than
2 YEARS
of experience are twice as likely to make up an excuse for technical issues in a meeting when compared to colleagues with double the years served

* This survey of 10,000 office-workers was commissioned by HP and conducted by Toluna from 10-19 August 2022



89%

of UK respondents agreed that Hybrid Work provides an opportunity to improve employee wellbeing and work-life balance

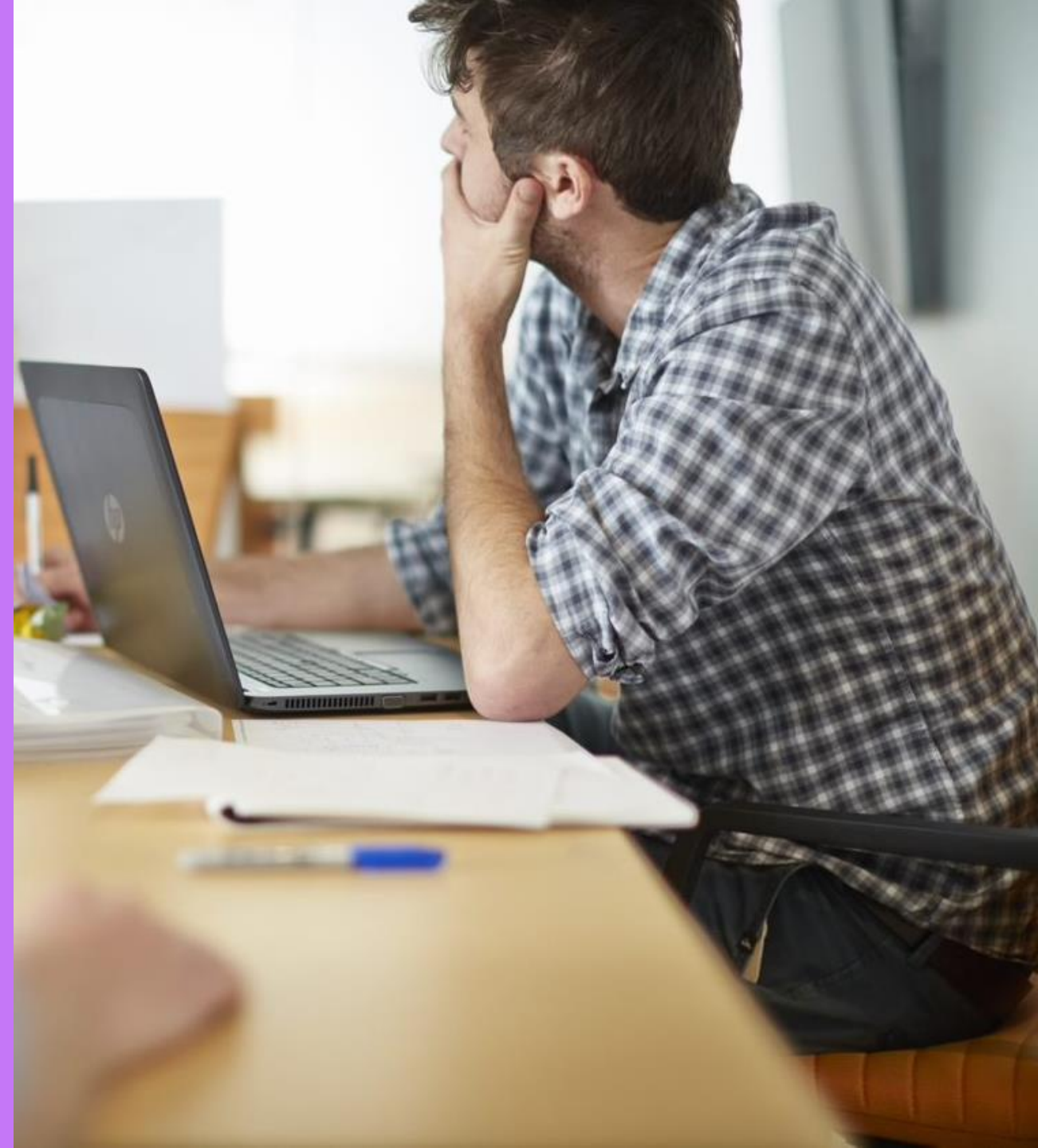


While working in a hybrid way offers us greater flexibility, and therefore the chance to prioritise wellbeing, its advantages fluctuate dependent on career experience, age, and background – highlighting how there is still much work to be done in ensuring a truly equitable and collaborative future of work.

The New Language of Hybrid Work

We now know that working in a hybrid manner means we don't always know where and how our teams are operating. Status messages in collaboration tools and apps have worked for a while, but it has become clear the language surrounding hybrid work no longer reflects the reality of our working day.

- Almost 70% of UK workers feel that the status messages we use don't represent the way we work now
- The majority of Brits think both 'Working from home' and 'Working from the office' would be useful status messages
- Over third said they'd welcome the clarity that a 'Ready to collaborate' status would give





Tech Shame

We've all been there - a bad Wi-Fi connection, the wrong audio settings, or a camera that just won't turn on. There's no escaping the awkwardness when a remote meeting doesn't go smoothly.

- 1 in 5 young office workers feel judged when experiencing tech issues, compared to just 1 in 25 of their more mature peers
- Young people are 10x more likely to feel shame in these scenarios when compared to their more mature peers

Younger Employees More Likely to Purchase their Own Tech After Remote Meeting Issues

When a remote meeting doesn't flow it's no fun for anyone, especially those with less experience. When faced with tech trouble in a hybrid meeting, it is young people who are taking the greatest hit professionally and financially.

- Extroverts are twice as likely as introverts to purchase their own equipment after experiencing technical difficulties in the workplace

Background Bombing

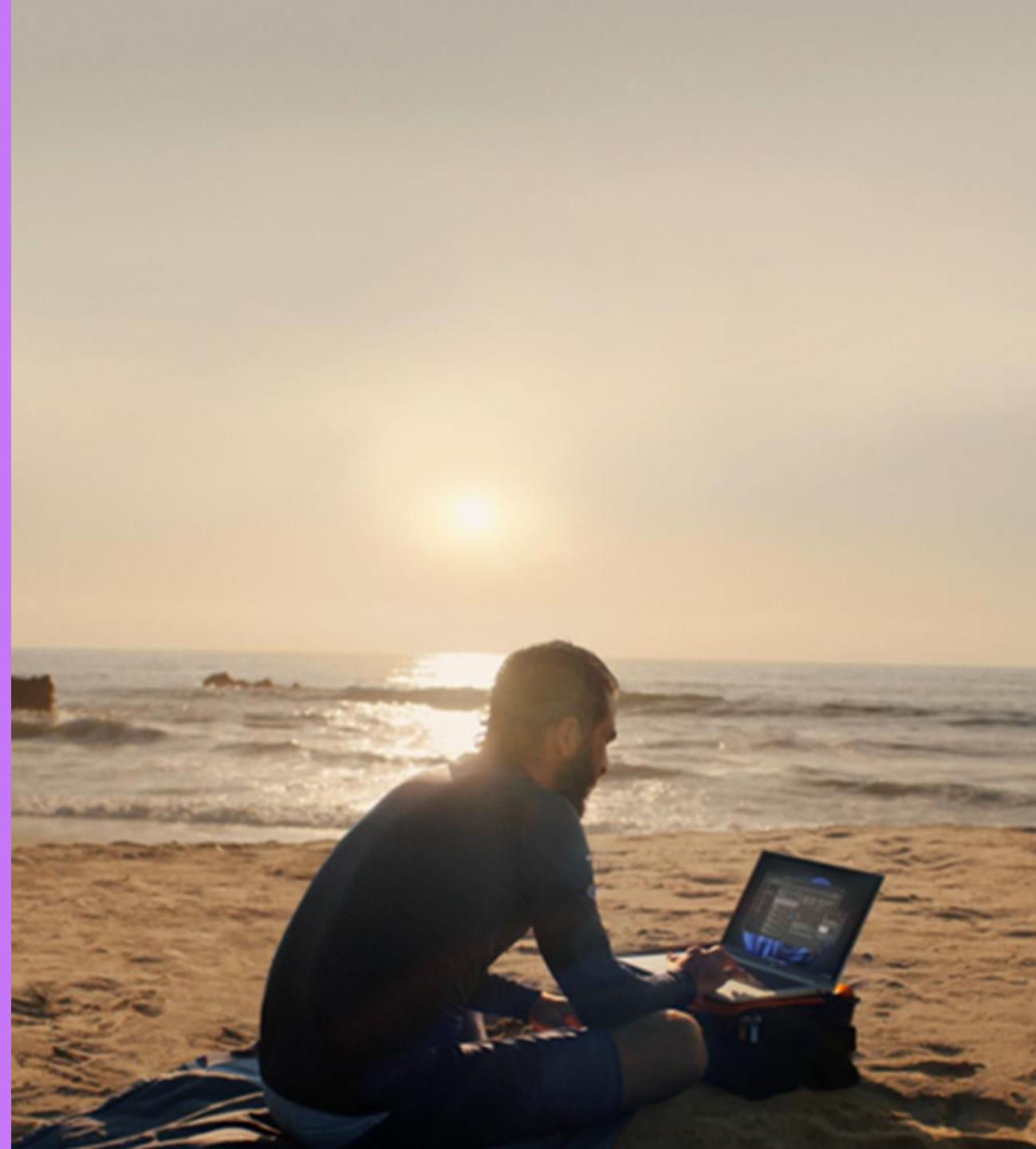
The environmental realities of hybrid work are just as likely to derail a productive meeting or prevent effective contribution. Housemates, children and pets have made frequent guest appearances into the backgrounds of remote meetings, while noise disruption has forced many to stay on mute – and the novelty has worn off.

- 77% of people reported people wandering into backgrounds as a disruptor to their remote meetings

Presenteeism is Not Dead

The shift to remote working meant people didn't need to be visible in the office to have a chance at promotion. As offices reopened and hybrid work became the norm, workers felt the pressure to be seen in the office again.

- 4x as many respondents (42%) believe it is better to be in the office to be considered for promotion, compared to working remotely (10%)





Healthier with Hybrid

While hybrid work has not solved all problems with office work, it has given many the chance to re-evaluate their work-life balance. Now, more employees have the freedom to plan work around their schedule and have the choice to be both remote and office-based.

- 3 out of 5 Brits agree that having a flexible work arrangement makes them more productive because they're able to focus better
- 45% of UK workers agree that hybrid work has had no impact on brainstorms or creativity
- 89% of respondents agreed that hybrid work provides an opportunity to improve employee wellbeing and work-life balance

See how HP are bringing new experiences to make hybrid work, work here:

<https://www.hp.com/uk-en/solutions/hybrid-work.html>

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