

Head Office - Survey Results

Working from Home

Dear All,

Thank you for your participation in the head office survey and the honest responses. After analysing the results, a couple of key points have been highlighted:

- The results indicate that 47% of you can get into the office without using public transport
- While 70% of you have experienced some form of working from home before Covid-19, 95% of you are willing to continue remote working after the head office reopens.
- Most of you say you would want to continue working at least 3 days a week from home.
- 45% of you are having issues with the setup of your working environment at home specifically the equipment needed for home working.

There have been many references to improved work life balance, particularly due to reduced commute time. Further, many people have indicated that they are more productive or are better able to concentrate at home compared to being in the office. However, we are also aware that there are downsides to working from home: many people say they find it difficult to switch off or are missing face to face social interaction, particularly the impromptu social interactions that come with being in an office that can spark creative ideas or *in the flow* actions.

With this insightful feedback in mind, if we are to make a success of truly flexible working as the new norm, which is clearly something that you would like, we need to find sustainable solutions to the key barriers to success.

The Future Scope project team is currently looking at these solutions but to ensure we do not make any assumptions when creating proposals, we would like to fully explore your feedback. We are therefore looking to set up several focus groups to discuss the following key areas:

- **Ways of working** – how do we keep the benefits from remote work as we begin to open the office?
- **Wellbeing** – how do we look after our mental and physical wellbeing while we work from home?
- **Communication and engagement** – how do we maintain and improve connectivity (mental, physical and emotional) throughout Colart when we see more fluidity in attendance at the office?

Please email **Felicity Hullah** by **Monday 15 June** if you would like to be involved in any of these focus groups. We will plan our first Teams meetings on the subject from next week.

Thanks for your support

Regards,
The Head Office Future Scope Team