

REMOTE WORK IN 2020 AND BEYOND

Navigating the 'new normal' in a remote world



Since March 2020, at the start of the COVID-19 pandemic, people globally have found themselves navigating the world of remote work. While some companies are back to the office, others are facing indefinite remote work or allowing their employees the option to choose. As people balance the pros and cons of a remote work environment, individuals and organizations have important considerations to keep in mind as they adapt to their 'new normal.'

1 INTRO TO REMOTE WORK

Estimated **25-30%** of people will remain working from home at least a few days a week by the end of 2021.



2 PROS/CONS OF REMOTE WORK

PROS

Increased collaboration



Rise of the 30-minute meeting



- **22%** more meetings of 30 minutes or less
- **11%** fewer meetings of 1 hour or more
- **18%** increase in 1:1 meetings

CONS

Longer work days



Juggling personal and professional life



- Average of **4** hours added per work week
- Blurred lines when work starts and ends
- Managing childcare and household chores (laundry, cleaning, etc.)

3 INDIVIDUAL LEVEL

People with certain soft skills might thrive in a remote work environment



- Introverted
- Autonomous
- Value privacy
- Intrinsically motivated

While others might struggle

- Extroverted
- Need for guidance
- Team-oriented
- Relational
- Motivated by recognition



4 ORGANIZATIONAL LEVEL

As companies navigate through a new remote workforce, there are a few things keep in mind:

Culture

Develop a clear, inspiring vision, and communicate it often



Communication

Transparency is key - have consistent communication throughout the organization



Development

Have employee development plans in place that can flourish in the remote world



5 SOLUTIONS

Personalize **motivation** and **engagement**

Take **individual** needs into consideration



Understand your workforce by utilizing their **strengths** and assisting with their **weaknesses**



Hard skills are what got someone the job, but **soft skills** are what will make them successful



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SOURCES

- <https://www.forbes.com/sites/jackkelly/2020/05/24/the-work-from-home-r-evolution-is-quickly-gaining-momentum/#4858d0ce1848>
- <https://hbr.org/2020/07/microsoft-analyzed-data-on-its-newly-remote-workforce>
- <https://www.talentoday.com/en/our-science/myprint-questionnaire/>
- <https://hbr.org/2020/07/does-your-company-have-a-long-term-plan-for-remote-work>