

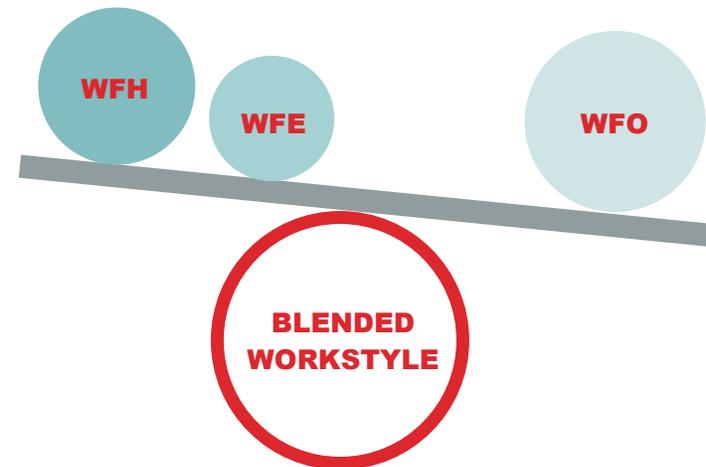
Q6

What should companies consider to support their employees to work from home or locations other than the office?

If organisations choose to identify and benefit from their own Blended Workstyle, they will need to support their employees to work effectively from home, as well as from the office and other locations.

When it comes to physical space and technology, consider setting up functional home settings (or third spaces) that are conducive to productivity, ergonomic, and easy to use without intruding on their activity-based living settings. Support employees in finding out how they can include a variety of work activities in their activity-based living and what can be adjusted to facilitate greater productivity and engagement. Then, the home or a third location can also be a work setting that people can exercise choice to use according to the activity they need to do.

Organisations may also choose to offer rewards and incentives to help employees work effectively from home. For example, if a team agrees to do more individual focus/deep work activities remotely (home or other) and go to the office to engage in creative problem solving and collaborate with others, then the organisation could consider how they can support for that deeper individual work to be carried out at home or another location, such as the right lighting, IT tools, workspace, supplies, etc.



WFH - Work from home, WFE - Work from everywhere, WFO - Work from office

In Summary:

Adopting a Blended way of working will also require the right cultural conditions to facilitate awareness around diverse workstyles, the inclusion of all team members and voices, trust between team members, clarity around the 'why' of each project and their roles and responsibilities; but also the opportunities for growth and learning, and an ongoing deliberate nurturing of connection between all team members. Companies that lack these cultural conditions will struggle to achieve high levels of engagement and performance while working in a distributed way. Indeed, lacking these cultural conditions would be detrimental also in a more traditional way of working, with everyone collocated and close to each other at all times.