

# Hybrid Management

Friday, May 07, 2021

**309**

**Total Responses**

Date Created: Monday, May 03, 2021

Complete Responses: 309

# Q1: My work is primarily which of the following?

Answered: 307 Skipped: 2



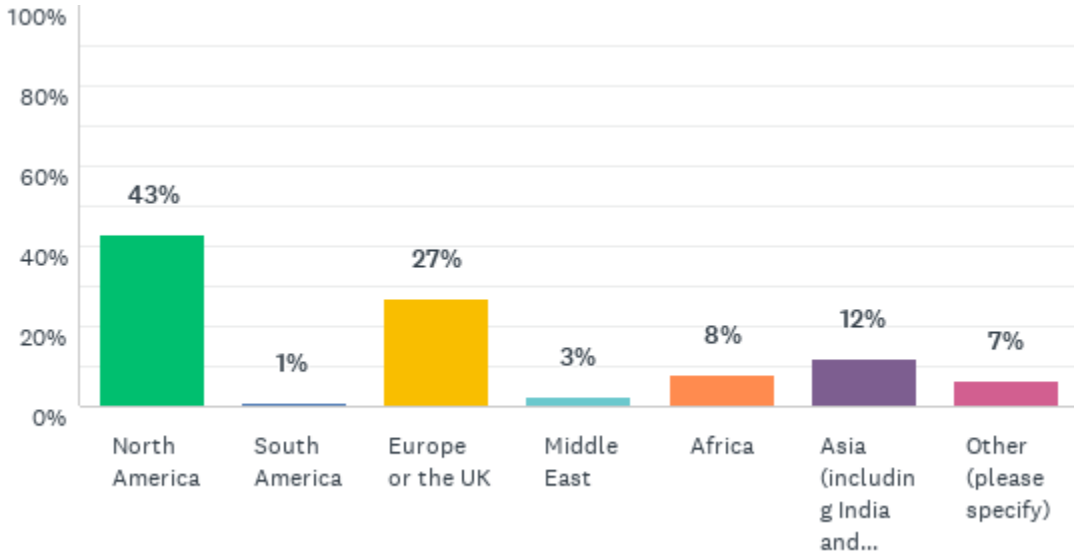
# Q1: My work is primarily which of the following?

Answered: 307 Skipped: 2

ANSWER CHOICES	RESPONSES	
I am a manager/team leader of a work group.	59%	180
I am a professional who is a member of a team.	29%	88
I am an independent professional.	13%	39
TOTAL		307

## Q2: My location is in which of the following?

Answered: 306 Skipped: 3



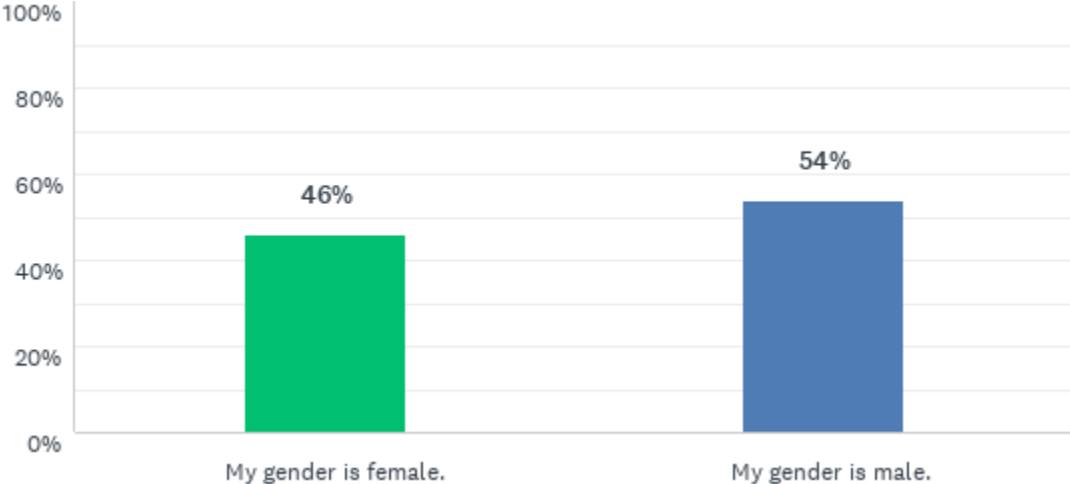
## Q2: My location is in which of the following?

Answered: 306 Skipped: 3

ANSWER CHOICES	RESPONSES	
North America	43%	132
South America	1%	3
Europe or the UK	27%	82
Middle East	3%	8
Africa	8%	25
Asia (including India and Pakistan)	12%	36
Other (please specify)	7%	20
TOTAL		306

### Q3: To help us understand responses based on demographic differences would you tell us your gender?

Answered: 304 Skipped: 5



### Q3: To help us understand responses based on demographic differences would you tell us your gender?

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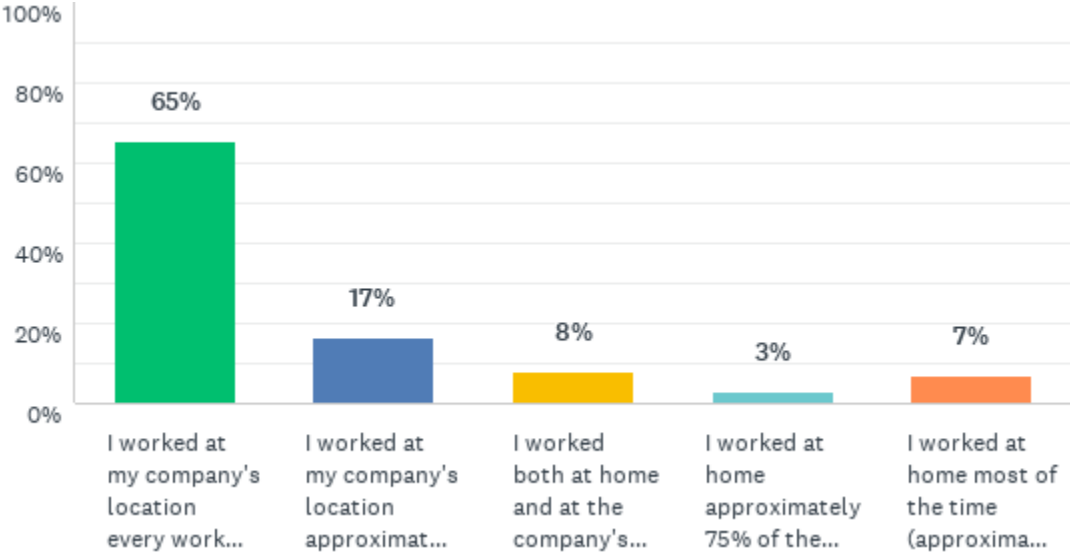
Answered: 304 Skipped: 5

ANSWER CHOICES	RESPONSES	
My gender is female.	46%	140
My gender is male.	54%	164
TOTAL		304



### Q4: Prior to Covid 19 (before March 2020) which of the following statements was most true regarding your work arrangement?

Answered: 306 Skipped: 3



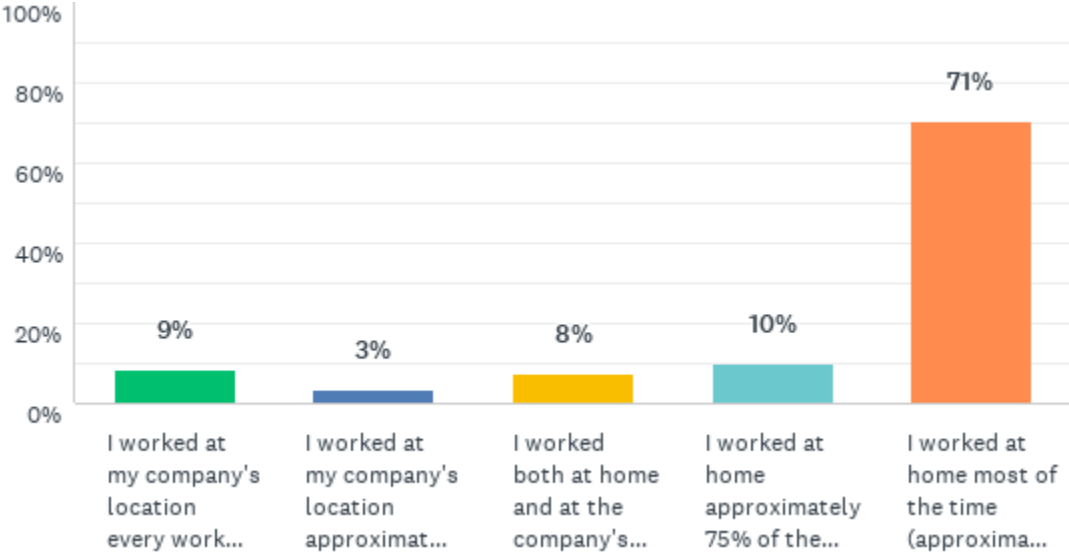
#### Q4: Prior to Covid 19 (before March 2020) which of the following statements was most true regarding your work arrangement?

Answered: 306 Skipped: 3

ANSWER CHOICES	RESPONSES	
I worked at my company's location every work day.	65%	200
I worked at my company's location approximately 75% of work days.	17%	51
I worked both at home and at the company's location approximately 50% of the time.	8%	24
I worked at home approximately 75% of the time.	3%	9
I worked at home most of the time (approximately 100%).	7%	22
TOTAL		306

# Q5: During the height of the pandemic, last year, which of the following statements best describes your work arrangement?

Answered: 304 Skipped: 5



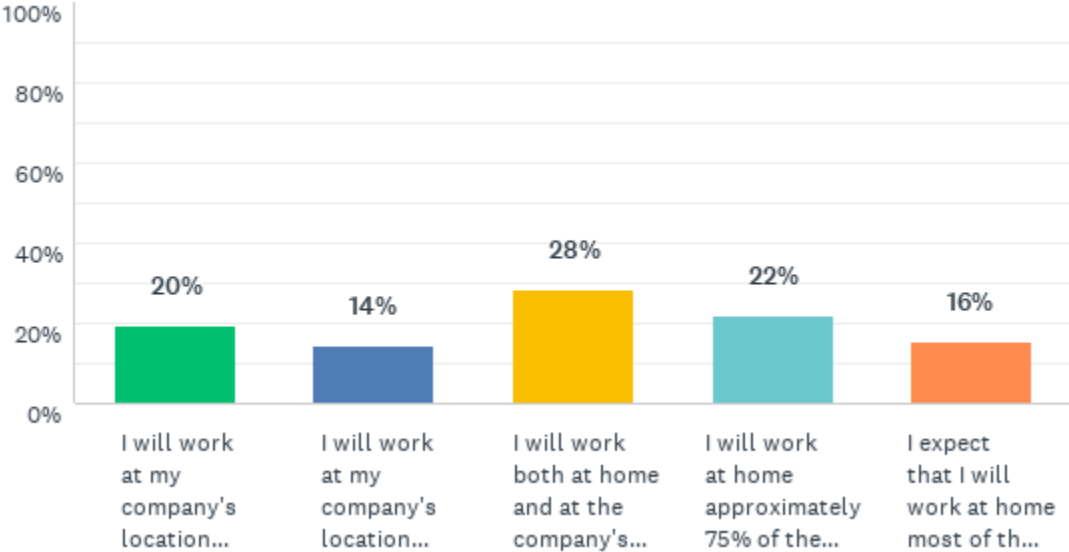
## Q5: During the height of the pandemic, last year, which of the following statements best describes your work arrangement?

Answered: 304 Skipped: 5

ANSWER CHOICES	RESPONSES	
I worked at my company's location every work day.	9%	26
I worked at my company's location approximately 75% of work days.	3%	10
I worked both at home and at the company's location approximately 50% of the time.	8%	23
I worked at home approximately 75% of the time.	10%	30
I worked at home most of the time (approximately 100%).	71%	215
TOTAL		304

**Q6: We are in a transition period now and we are anticipating the "post-Covid" workplace arrangements. Between six months and a year from now, assuming that the pandemic is under control, which of the following do you believe will be most true?**

Answered: 306 Skipped: 3



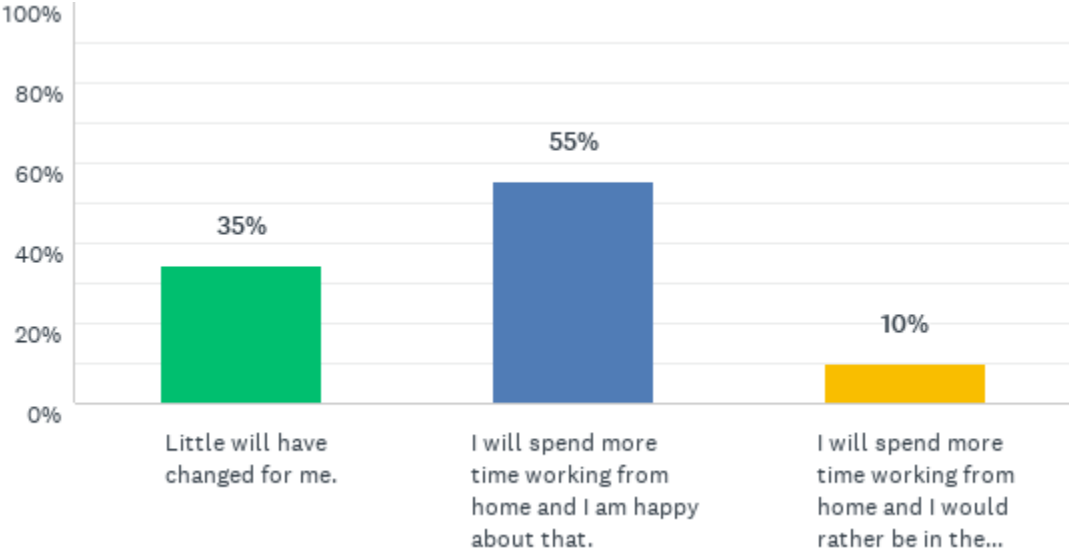
Q6. We are in a transition period now and we are anticipating the "post-Covid" workplace arrangements. Between six months and a year from now, assuming that the pandemic is under control, which of the following do you believe will be most true?

Answered: 306 Skipped: 3

ANSWER CHOICES	RESPONSES	
I will work at my company's location every work day.	20%	60
I will work at my company's location approximately 75% of work days.	14%	44
I will work both at home and at the company's location approximately 50% of the time.	28%	87
I will work at home approximately 75% of the time.	22%	67
I expect that I will work at home most of the time (approximately 100%).	16%	48
TOTAL		306

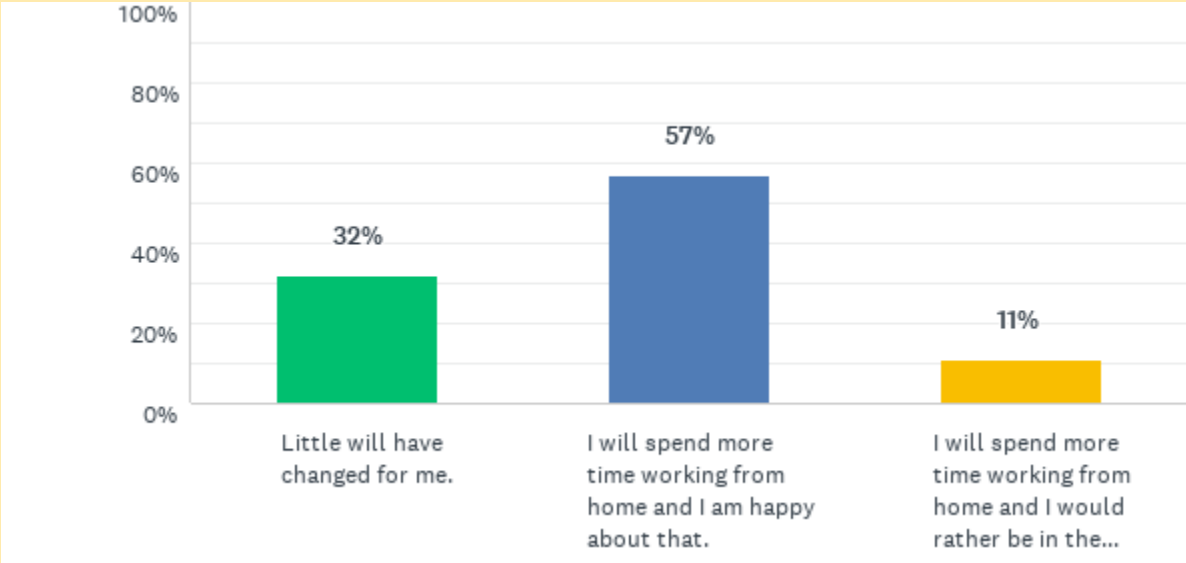
# Q7: How do you feel about the anticipated post-Covid arrangement compared to the pre-Covid work arrangement?

Answered: 303 Skipped: 6



# Q7: (Women Only) How do you feel about the anticipated post-Covid arrangement compared to the pre-Covid work arrangement?

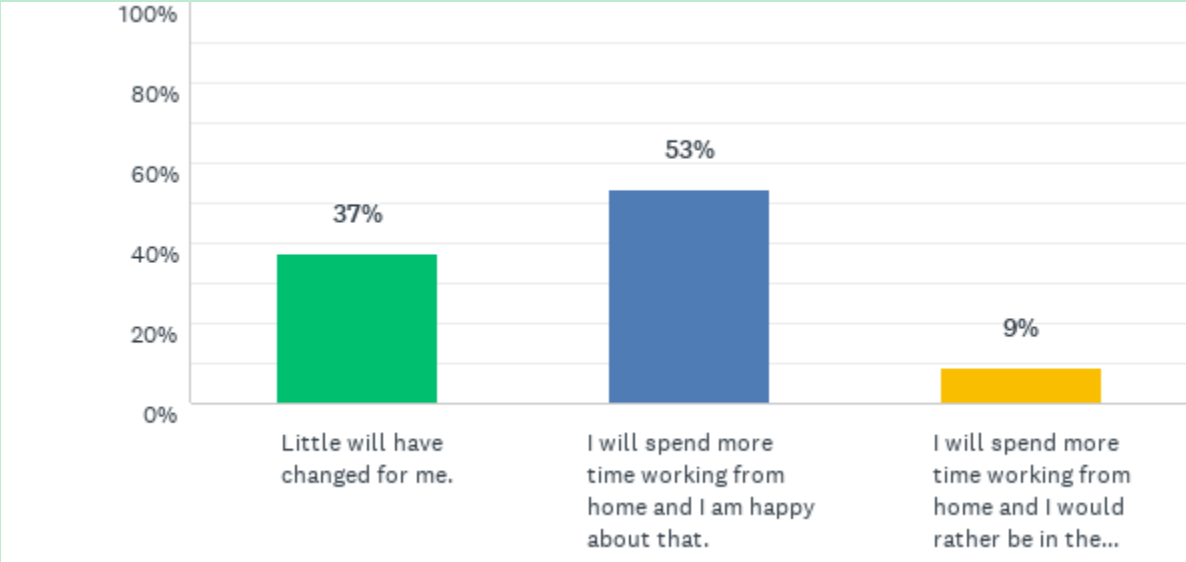
Answered: 138 Skipped: 2





# Q7: How do you feel about the anticipated post-Covid arrangement compared to the pre-Covid work arrangement?

Answered: 163 Skipped: 1



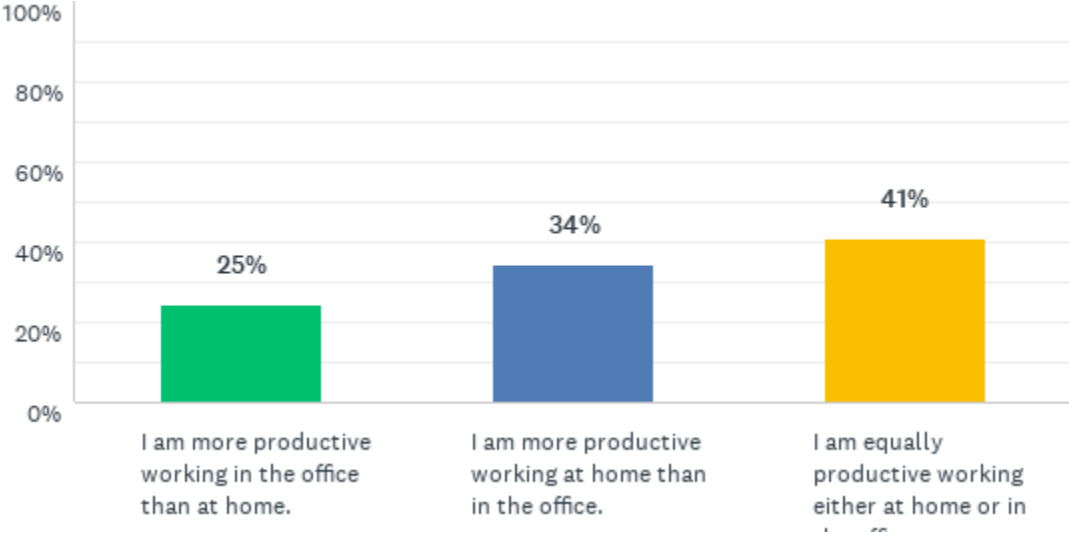
# Q7: How do you feel about the anticipated post-Covid arrangement compared to the pre-Covid work arrangement?

Answered: 303 Skipped: 6

ANSWER CHOICES	RESPONSES	
Little will have changed for me.	35%	105
I will spend more time working from home and I am happy about that.	55%	168
I will spend more time working from home and I would rather be in the office.	10%	30
TOTAL		303

# Q8: Regarding your own productivity, which of the following is most true?

Answered: 305 Skipped: 4



## Q8: Regarding your own productivity, which of the following is most true?

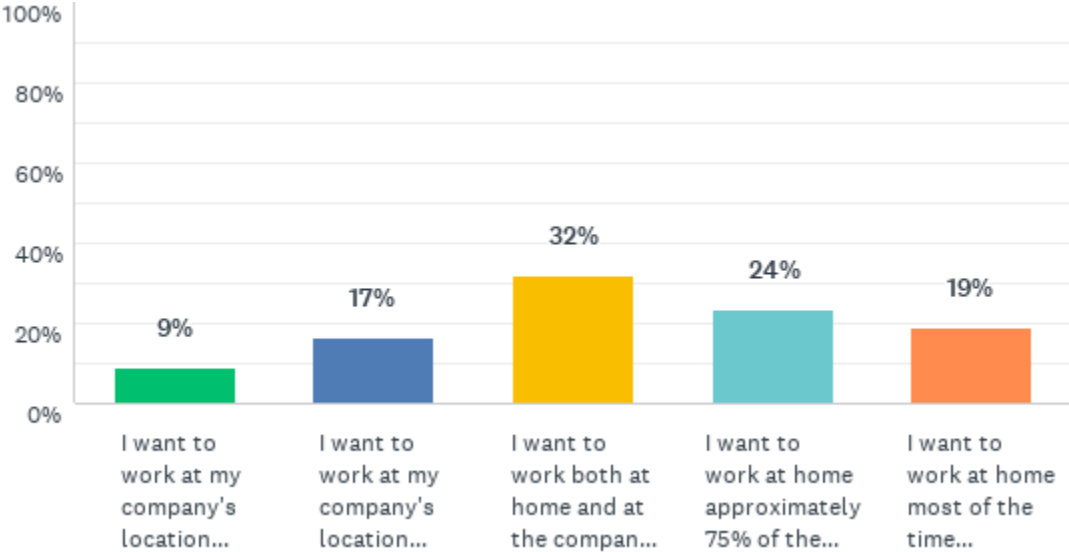
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Answered: 305 Skipped: 4

ANSWER CHOICES	RESPONSES	
I am more productive working in the office than at home.	25%	75
I am more productive working at home than in the office.	34%	105
I am equally productive working either at home or in the office.	41%	125
TOTAL		305

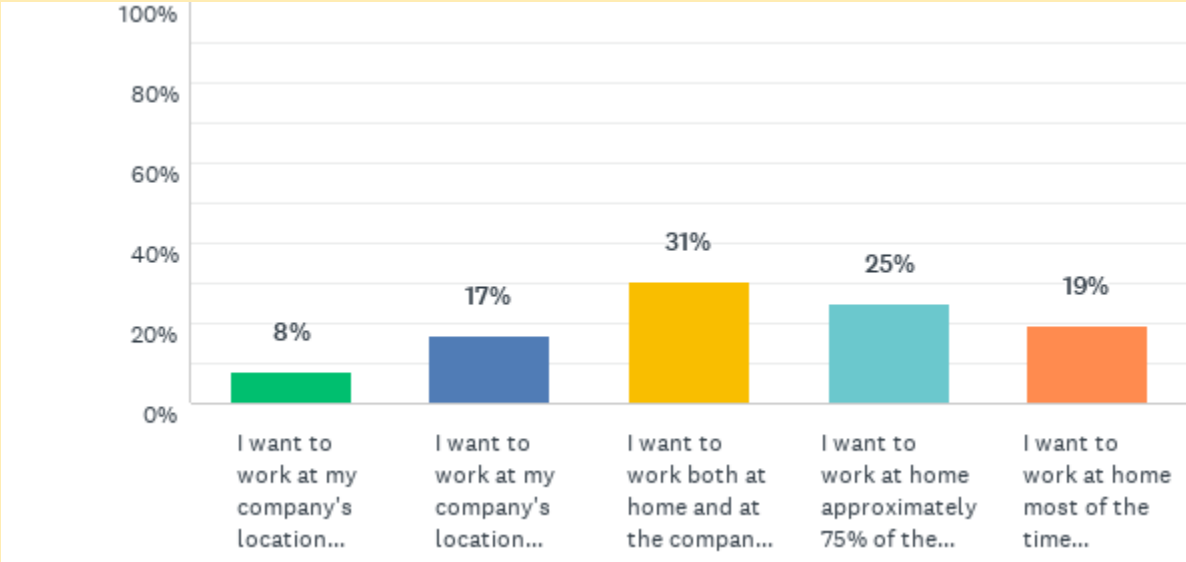
# Q9: Purely from the standpoint of your personal work satisfaction, which would you most like to be the future case?

Answered: 305 Skipped: 4



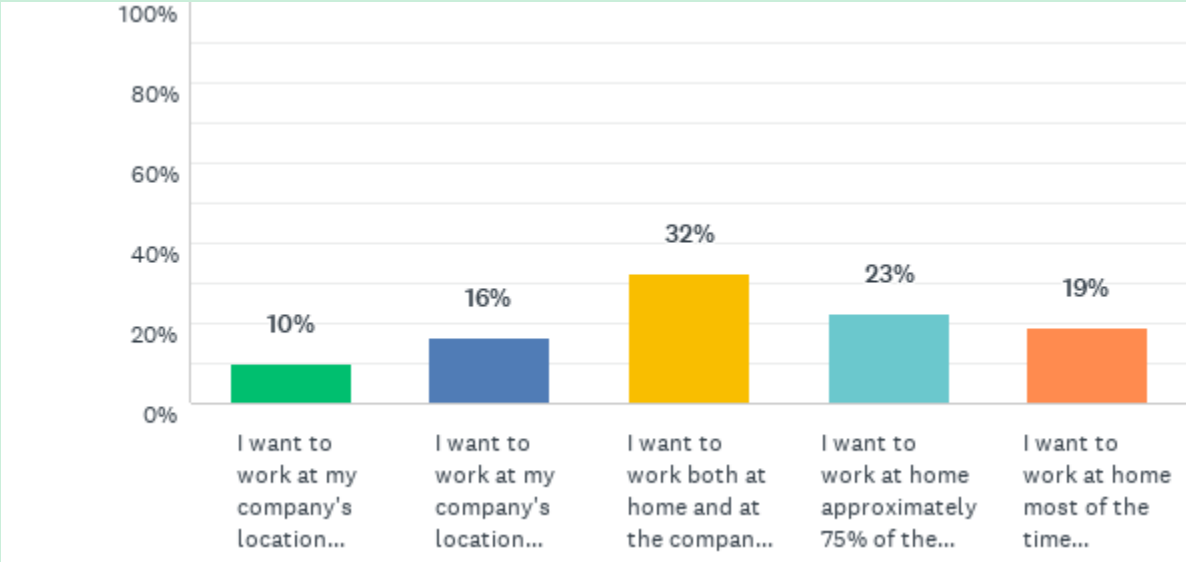
# Q9: (Women only) Purely from the standpoint of your personal work satisfaction, which would you most like to be the future case?

Answered: 140 Skipped: 0



# Q9: (Men only) Purely from the standpoint of your personal work satisfaction, which would you most like to be the future case?

Answered: 164 Skipped: 0



## Q9: Purely from the standpoint of your personal work satisfaction, which would you most like to be the future case?

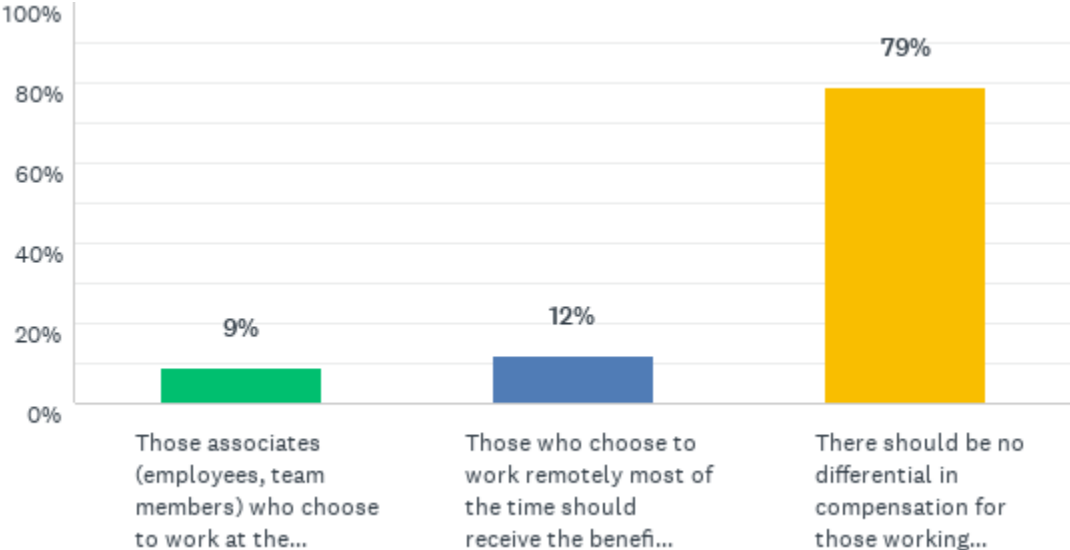
Answered: 305 Skipped: 4

ANSWER CHOICES	RESPONSES	
I want to work at my company's location every work day.	9%	27
I want to work at my company's location approximately 75% of work days.	17%	51
I want to work both at home and at the company's location approximately 50% of the time.	32%	97
I want to work at home approximately 75% of the time.	24%	72
I want to work at home most of the time (approximately 100%).	19%	58
TOTAL		305



# Q10: Regarding compensation or incentives, which do you believe should be true in the future?

Answered: 303 Skipped: 6



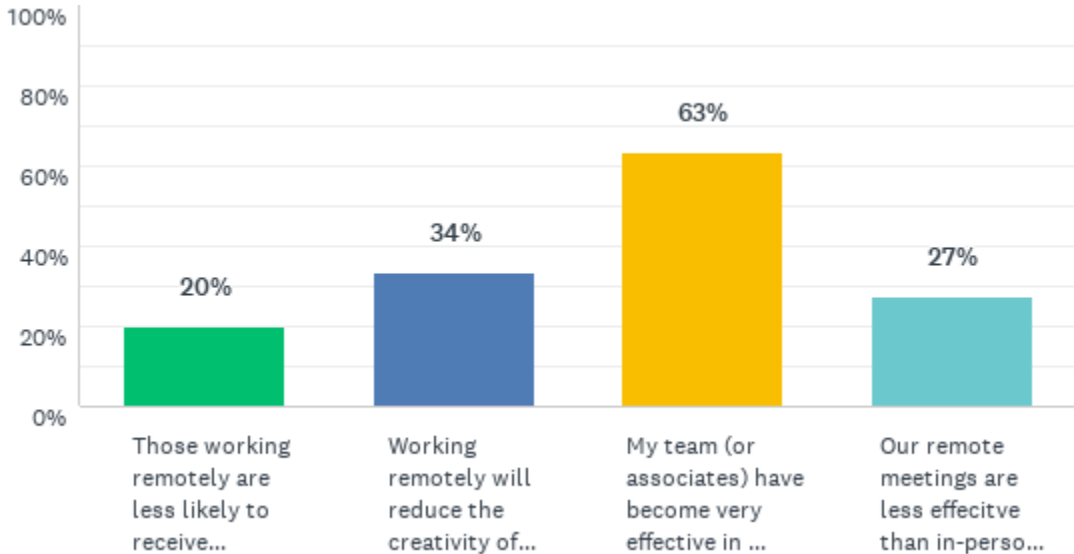
# Q10: Regarding compensation or incentives, which do you believe should be true in the future?

Answered: 303 Skipped: 6

ANSWER CHOICES	RESPONSES	
Those associates (employees, team members) who choose to work at the company location most of the time should receive the benefit of some greater compensation.	9%	28
Those who choose to work remotely most of the time should receive the benefit of some greater compensation.	12%	36
There should be no differential in compensation for those working remotely or in the office.	79%	239
TOTAL	303	

**Q11: Remote work includes both advantages and disadvantages. Assuming that during the pandemic and possibly post-pandemic, you have been and will spend more time working remotely, check the following statements that you agree with?**

Answered: 297 Skipped: 12



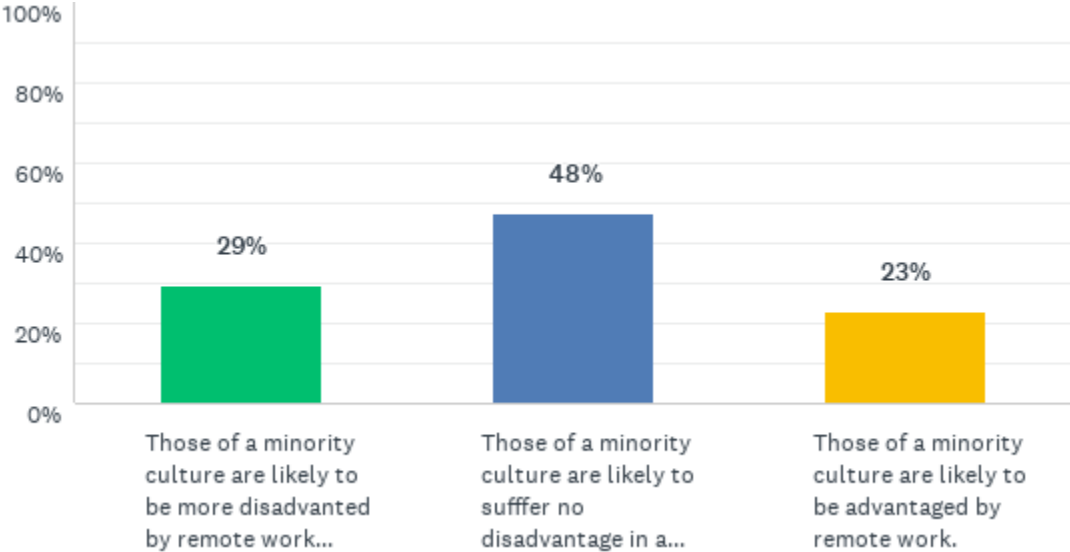
**Q11: Remote work includes both advantages and disadvantages. Assuming that during the pandemic and possibly post-pandemic, you have been and will spend more time working remotely, check the following statements that you agree with?**

Answered: 297 Skipped: 12

ANSWER CHOICES	RESPONSES	
Those working remotely are less likely to receive promotions in the future.	20%	60
Working remotely will reduce the creativity of myself or my team members due to less opportunities for conversation.	34%	100
My team (or associates) have become very effective in our remote (Zoom or other) meetings.	63%	188
Our remote meetings are less effective than in-person meetings and have reduced our ability to problem-solve or be creative.	27%	81
Total Respondents: 297		

# Q12: Diversity in culture and gender may be a factor in how different people respond to remote or hybrid work arrangements. Which do you believe to be true?

Answered: 292 Skipped: 17



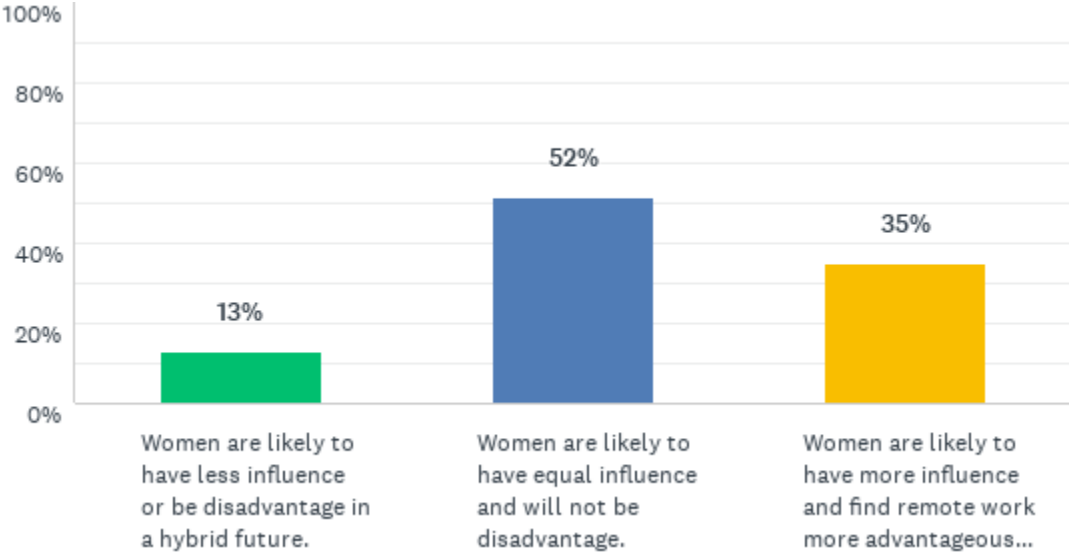
## Q12: Diversity in culture and gender may be a factor in how different people respond to remote or hybrid work arrangements. Which do you believe to be true?

Answered: 292 Skipped: 17

ANSWER CHOICES	RESPONSES	
Those of a minority culture are likely to be more disadvantaged by remote work arrangements.	29%	86
Those of a minority culture are likely to suffer no disadvantage in a future of remote work.	48%	139
Those of a minority culture are likely to be advantaged by remote work.	23%	67
TOTAL		292

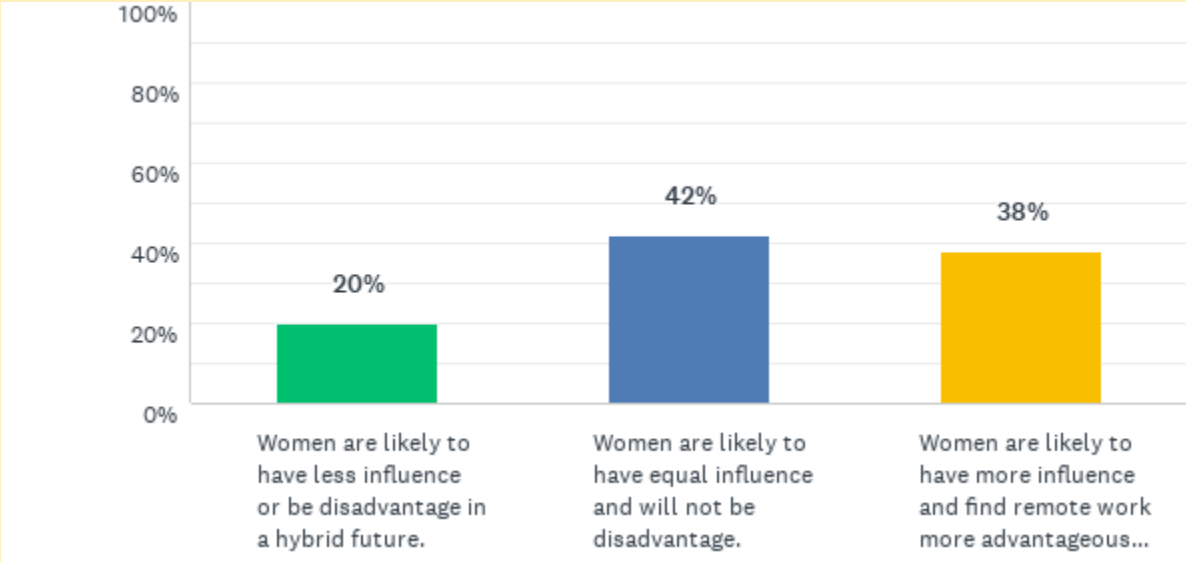
# Q13: Do you believe that gender will play a role in the future hybrid arrangement?

Answered: 298 Skipped: 11



# Q13: (Women only) Do you believe that gender will play a role in the future hybrid arrangement?

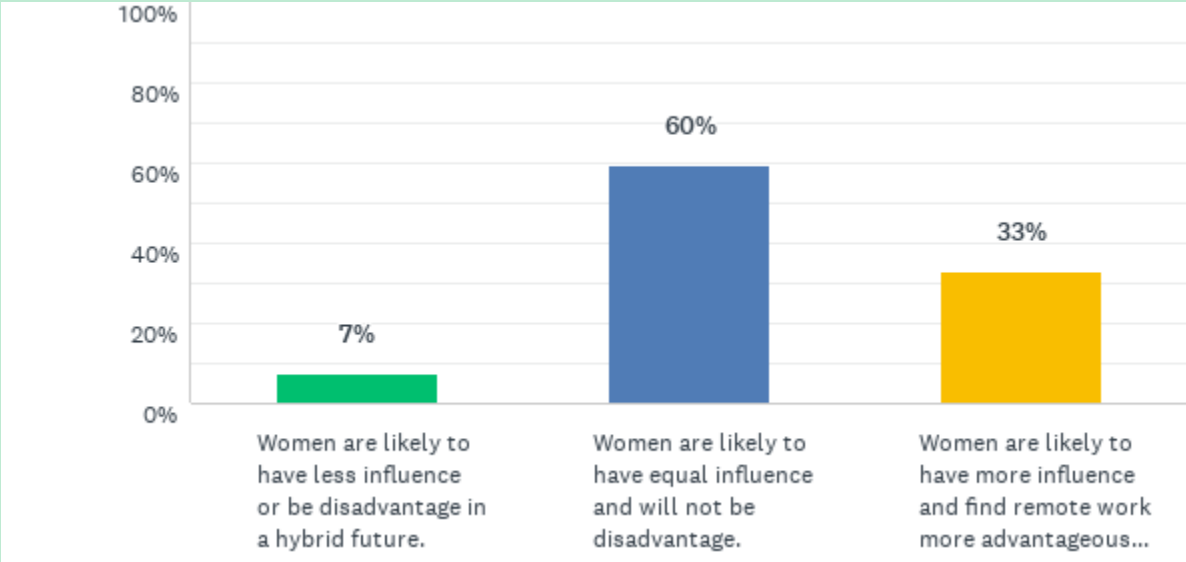
Answered: 136 Skipped: 4





# Q13: (Men only) Do you believe that gender will play a role in the future hybrid arrangement?

Answered: 161 Skipped: 3



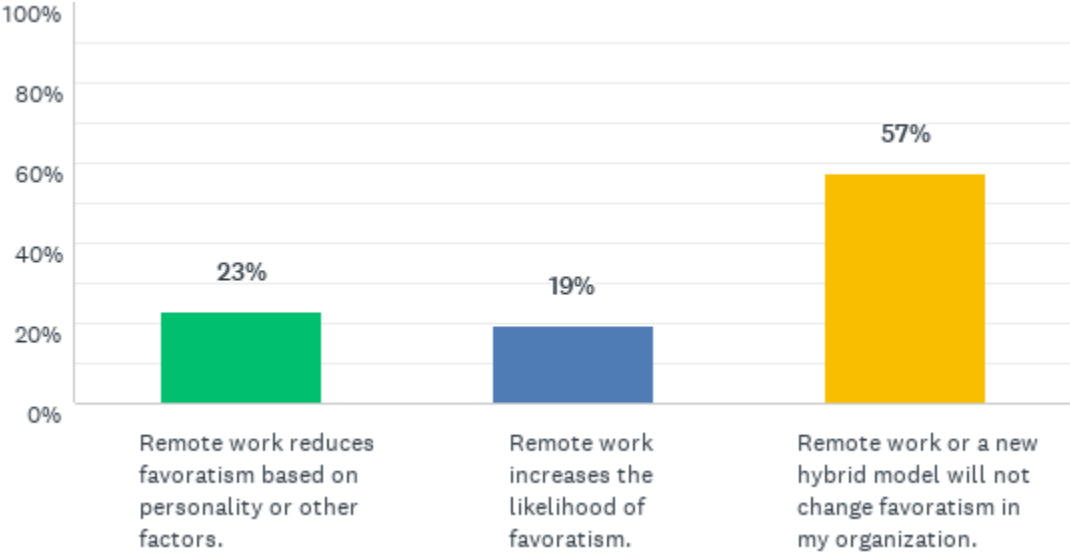
# Q13: Do you believe that gender will play a role in the future hybrid arrangement?

Answered: 298 Skipped: 11

ANSWER CHOICES	RESPONSES	
Women are likely to have less influence or be disadvantage in a hybrid future.	13%	39
Women are likely to have equal influence and will not be disadvantage.	52%	154
Women are likely to have more influence and find remote work more advantageous than men will.	35%	105
TOTAL		298

**Q14: Favoritism is often a concern at work just based on personality, appearance or background. Which of the following do you believe will be true?**

Answered: 303 Skipped: 6



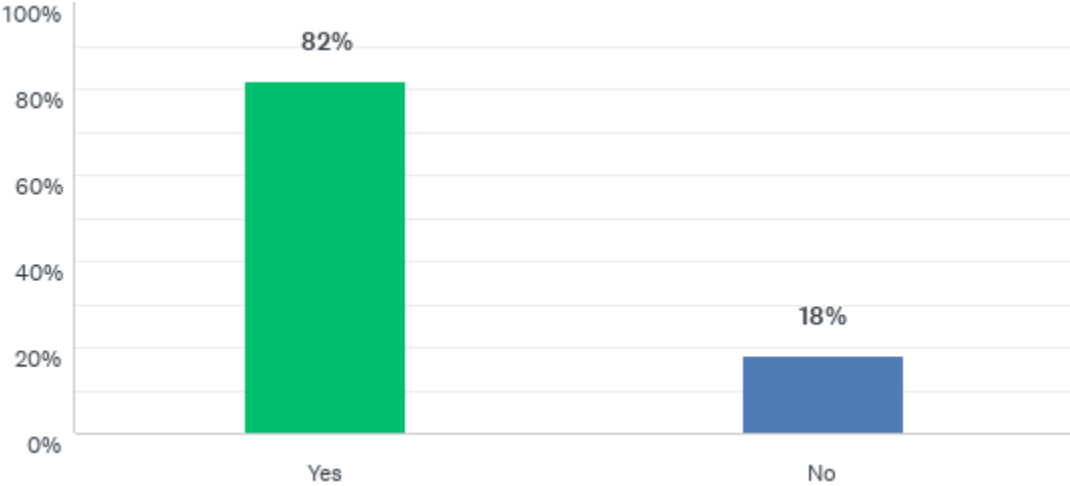
**Q14: Favoritism is often a concern at work just based on personality, appearance or background. Which of the following do you believe will be true?**

Answered: 303 Skipped: 6

ANSWER CHOICES	RESPONSES	
Remote work reduces favoritism based on personality or other factors.	23%	70
Remote work increases the likelihood of favoritism.	19%	59
Remote work or a new hybrid model will not change favoritism in my organization.	57%	174
TOTAL	303	

# Q15: Fair and equal treatment is always a concern. Do you feel that you are treated fairly relative to your associates if you are working remotely most of the time?

Answered: 302 Skipped: 7



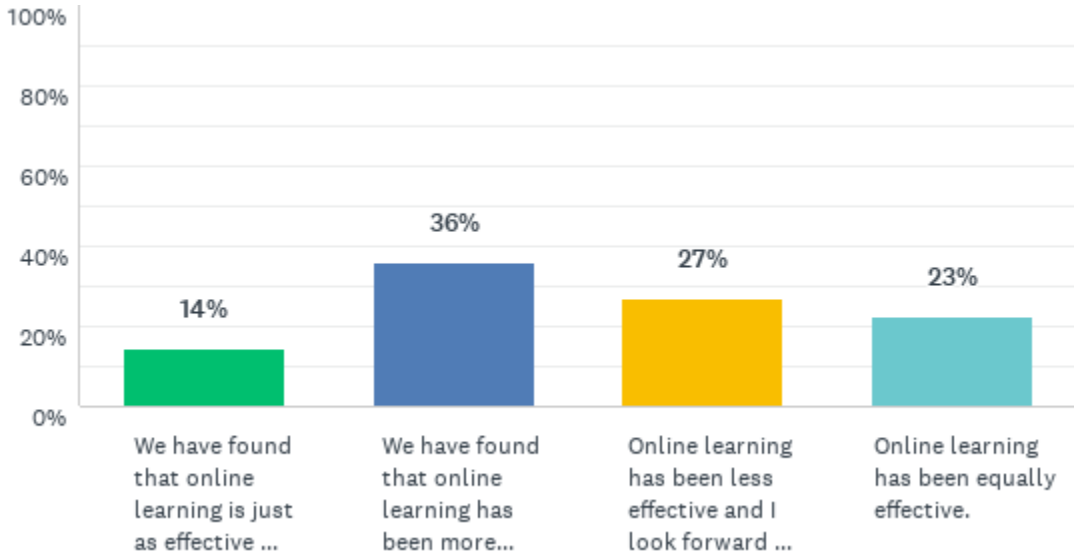
**Q15: Fair and equal treatment is always a concern. Do you feel that you are treated fairly relative to your associates if you are working remotely most of the time?**

Answered: 302 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	82%	247
No	18%	55
TOTAL	302	

**Q10. The nature of training and development is changing as a consequence of remote or hybrid work arrangements. Overall, online learning has increased during the pandemic period. In your opinion, which of the following is most true?**

Answered: 299 Skipped: 10



**Q10. The nature of training and development is changing as a consequence of remote or hybrid work arrangements. Overall, online learning has increased during the pandemic period. In your opinion, which of the following is most true?**

Answered: 299 Skipped: 10

ANSWER CHOICES	RESPONSES	
We have found that online learning is just as effective as traditional workshop training.	14%	43
We have found that online learning has been more effective due to the reduced costs and on-demand access.	36%	107
Online learning has been less effective and I look forward to in-person workshop training again.	27%	81
Online learning has been equally effective.	23%	68
TOTAL		299



# Q17: Which of the following is true concerning how you have employed on-line learning?

Answered: 296 Skipped: 13



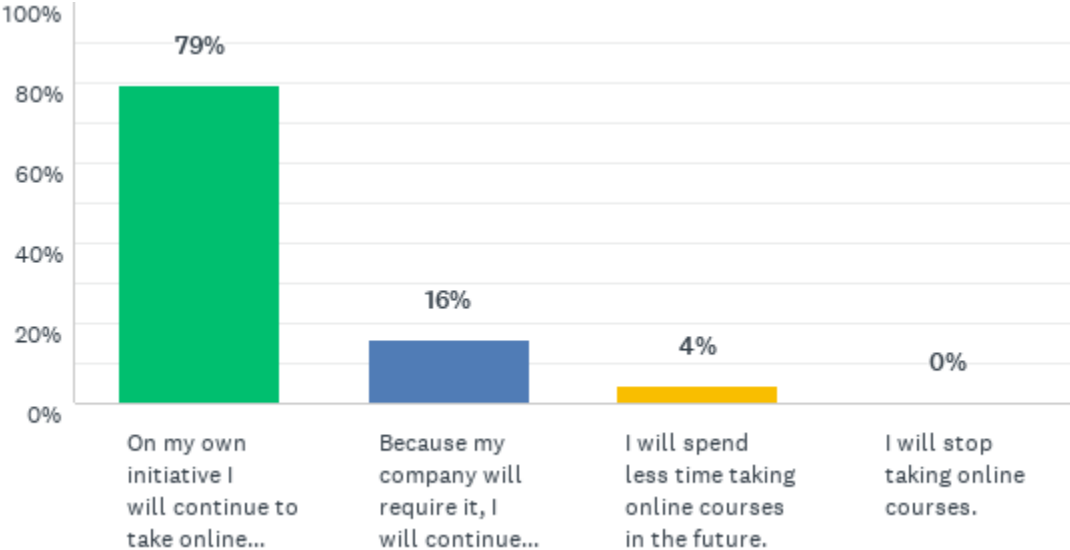
## Q17: Which of the following is true concerning how you have employed on-line learning?

Answered: 296 Skipped: 13

ANSWER CHOICES	RESPONSES	
We take online courses but there is no follow-up or accountability.	46%	137
We take online courses and there is follow-up to give us credit/recognition for completing courses.	30%	90
We take online courses and it is accompanied with team discussions and/or coaching follow-up.	23%	69
TOTAL		296

# Q18: Coming out of the pandemic how will your use of online learning change?

Answered: 299 Skipped: 10



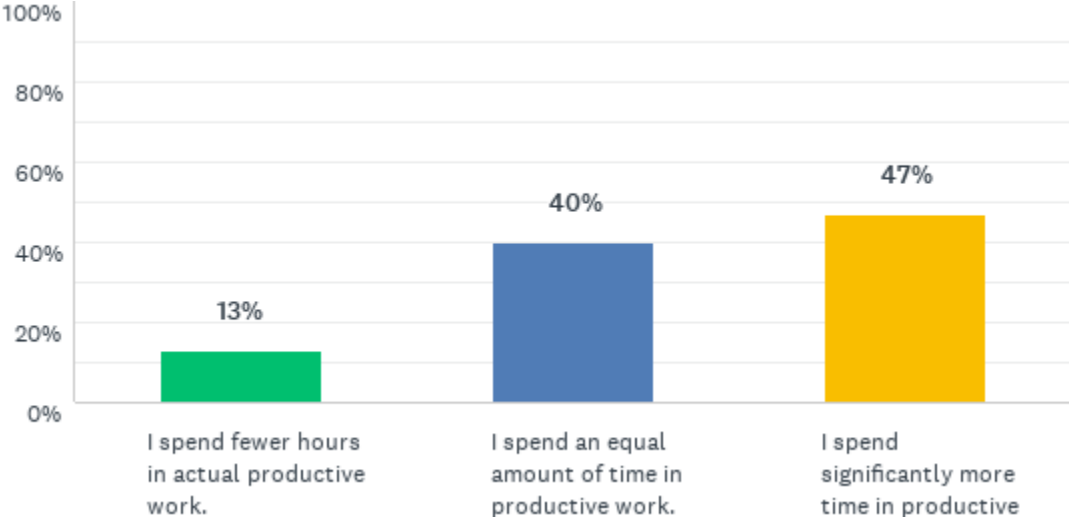
## Q18: Coming out of the pandemic how will your use of online learning change?

Answered: 299 Skipped: 10

ANSWER CHOICES	RESPONSES	
On my own initiative I will continue to take online courses.	79%	237
Because my company will require it, I will continue to take online courses.	16%	48
I will spend less time taking online courses in the future.	4%	13
I will stop taking online courses.	0%	1
TOTAL		299

# Q19: In terms of the total time you spend doing productive work, what has been the effect of working remotely versus working pre-covid?

Answered: 298 Skipped: 11



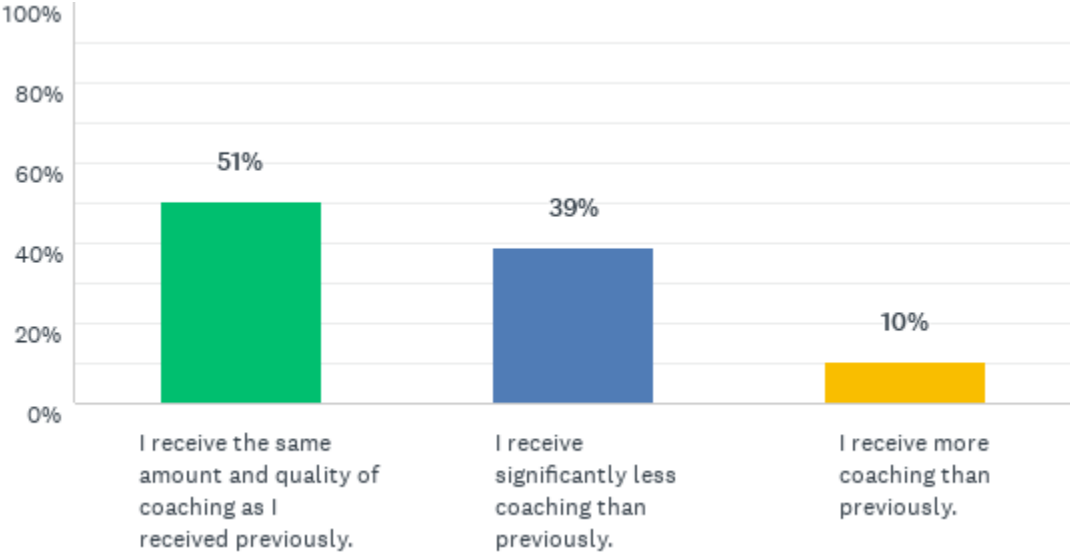
## Q19: In terms of the total time you spend doing productive work, what has been the effect of working remotely versus working pre-covid?

Answered: 298 Skipped: 11

ANSWER CHOICES	RESPONSES	
I spend fewer hours in actual productive work.	13%	39
I spend an equal amount of time in productive work.	40%	119
I spend significantly more time in productive work.	47%	140
TOTAL		298

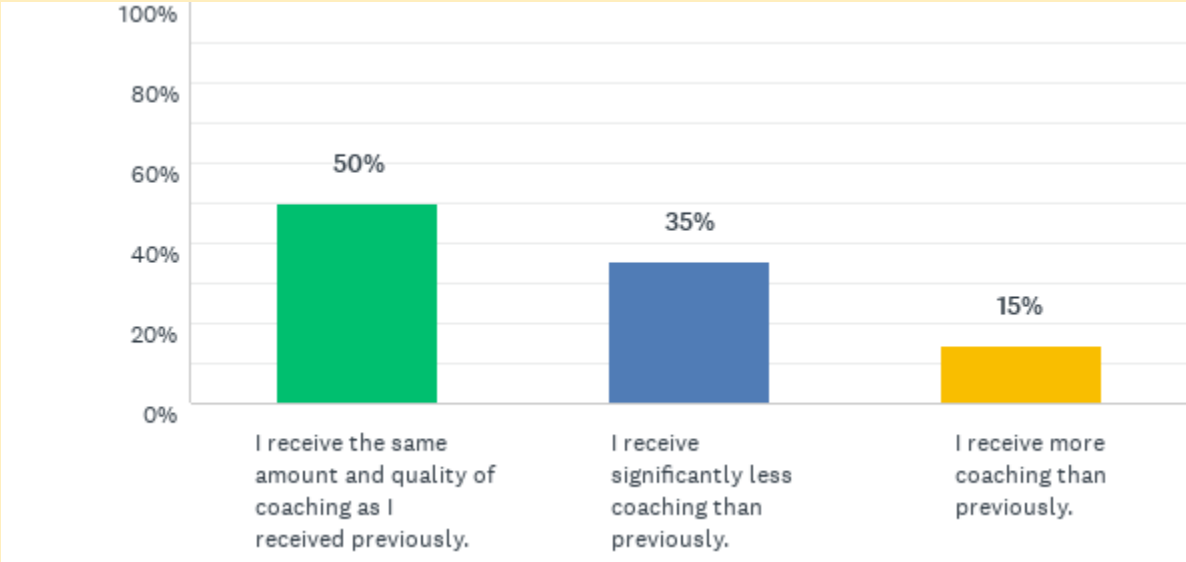
# Q20: One factor that impacts both our performance and our learning is the feedback and coaching we receive. How has remote work affected the coaching you receive?

Answered: 297 Skipped: 12



# Q20: (Women only) One factor that impacts both our performance and our learning is the feedback and coaching we receive. How has remote work affected the coaching you receive?

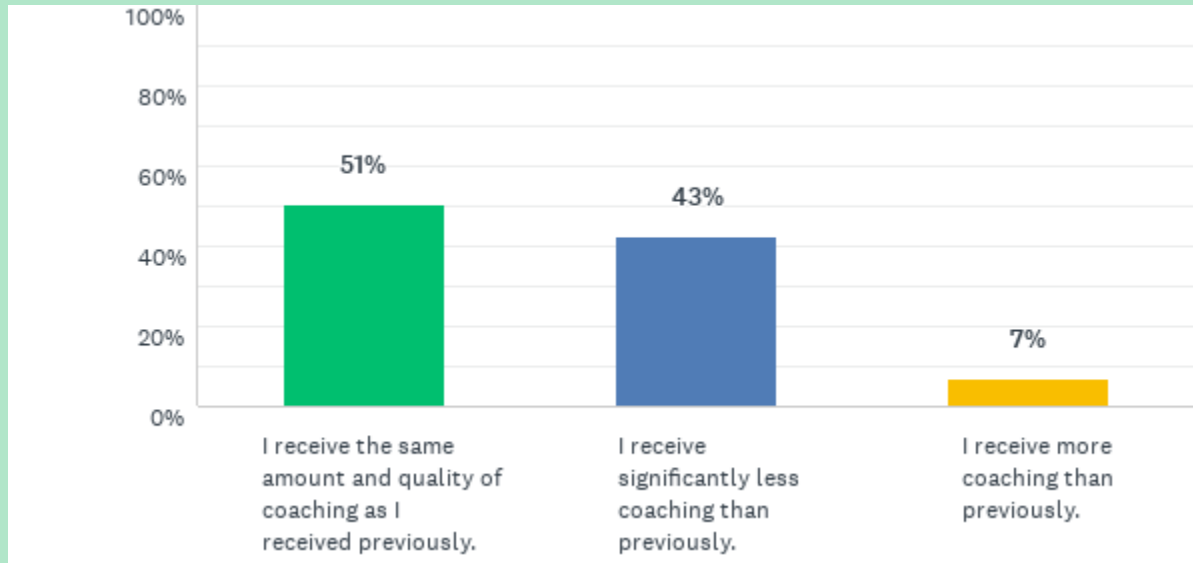
Answered: 136 Skipped: 4





## Q20: (men only) One factor that impacts both our performance and our learning is the feedback and coaching we receive. How has remote work affected the coaching you receive?

Answered: 160 Skipped: 4



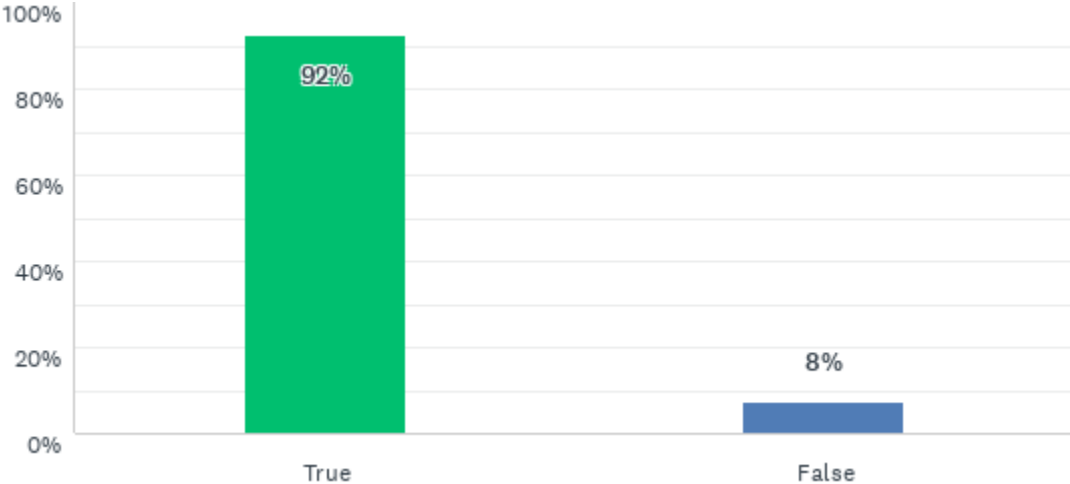
## Q20: One factor that impacts both our performance and our learning is the feedback and coaching we receive. How has remote work affected the coaching you receive?

Answered: 297 Skipped: 12

ANSWER CHOICES	RESPONSES	
I receive the same amount and quality of coaching as I received previously.	51%	150
I receive significantly less coaching than previously.	39%	116
I receive more coaching than previously.	10%	31
TOTAL		297

**Q21: For me, remote work has included team decision making and problem-solving using remote conferencing technology such as Zoom, MS Teams, etc. True or False?**

Answered: 302 Skipped: 7



**Q21: For me, remote work has included team decision making and problem-solving using remote conferencing technology such as Zoom, MS Teams, etc. True or False?**

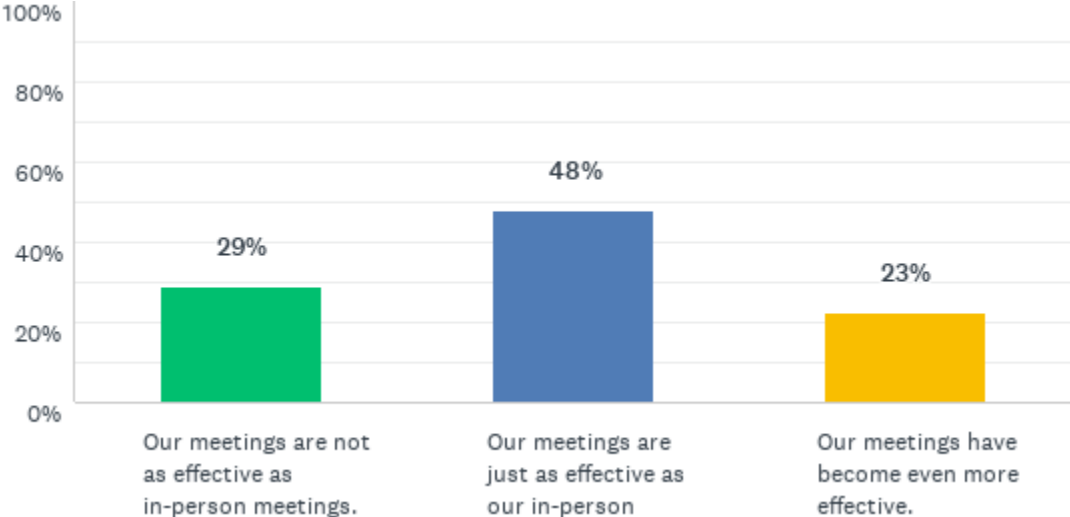
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Answered: 302 Skipped: 7

ANSWER CHOICES	RESPONSES	
True	92%	279
False	8%	23
TOTAL	302	

## Q22: In regard to our remote team meetings, which is most true?

Answered: 299 Skipped: 10



## Q22: In regard to our remote team meetings, which is most true?

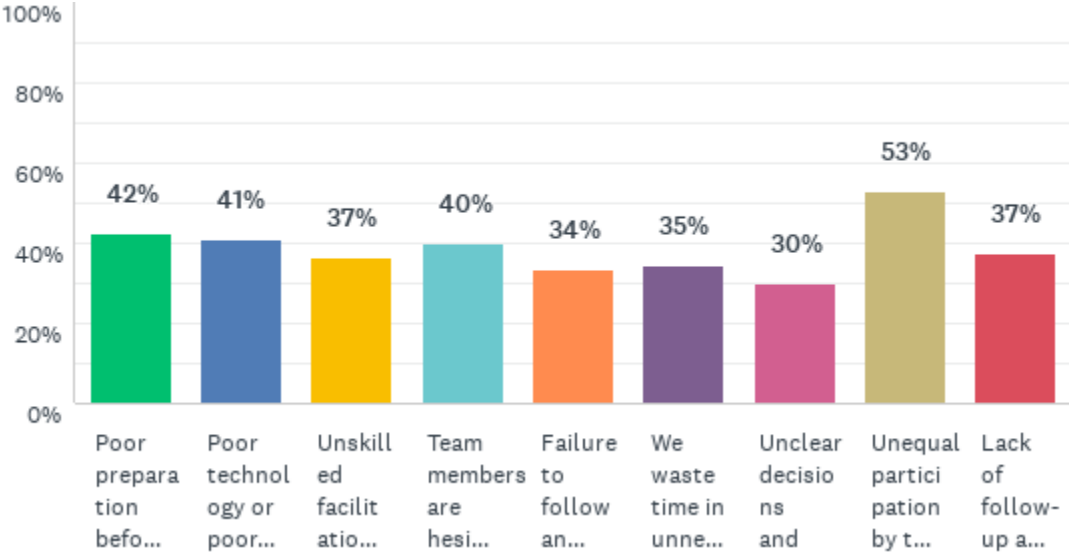
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Answered: 299 Skipped: 10

ANSWER CHOICES	RESPONSES	
Our meetings are not as effective as in-person meetings.	29%	87
Our meetings are just as effective as our in-person meetings	48%	144
Our meetings have become even more effective.	23%	68
TOTAL		299

# Q23: Which factors are hindering the effectiveness of your virtual team meetings? Check as many as are applicable.

Answered: 265 Skipped: 44



## Q23: Which factors are hindering the effectiveness of your virtual team meetings? Check as many as are applicable.

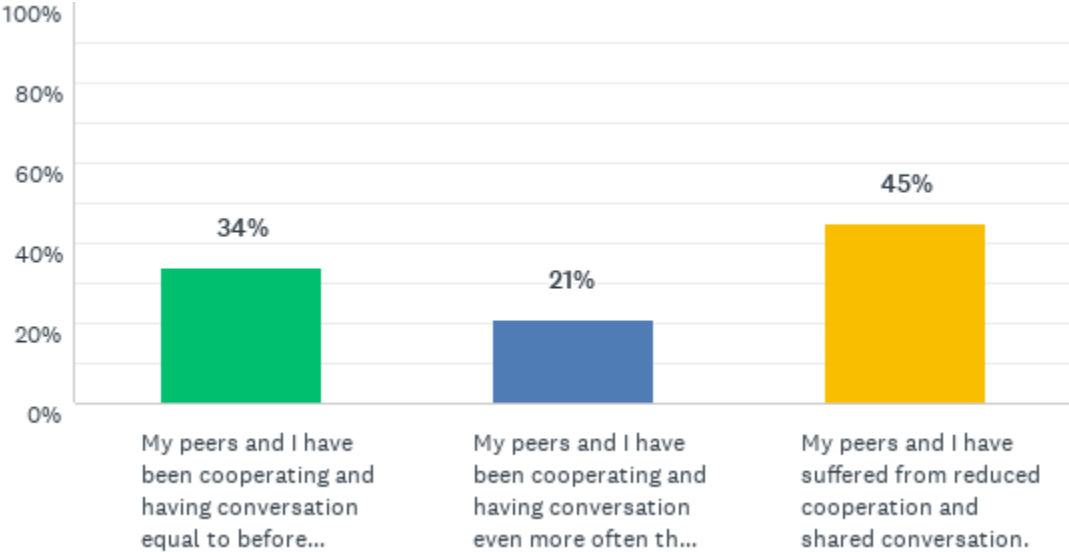
Answered: 265 Skipped: 44

ANSWER CHOICES	RESPONSES	
Poor preparation before meetings.	42%	112
Poor technology or poor use of technology.	41%	108
Unskilled facilitation to guide our conversations.	37%	97
Team members are hesitant to participate.	40%	106
Failure to follow an agenda and stay on topic.	34%	89
We waste time in unnecessary conversation.	35%	92
Unclear decisions and action plans.	30%	80
Unequal participation by team members.	53%	140
Lack of follow-up and accountability for action plans.	37%	99
Total Respondents: 265		



**Q24: An important factor in creativity and productivity is casual peer-to-peer conversation and cooperation. Which of the following best describes your experience during the period of remote work?**

Answered: 299 Skipped: 10



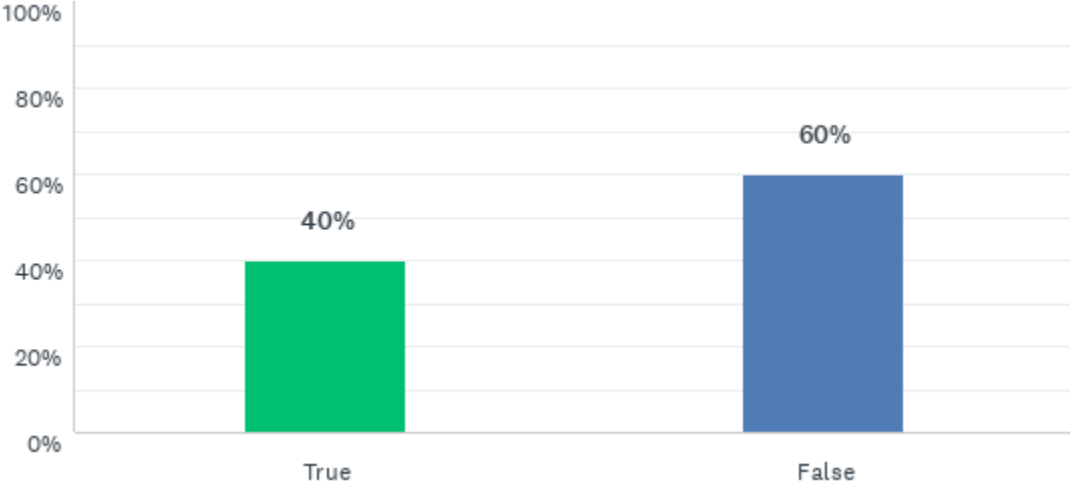
**Q24: An important factor in creativity and productivity is casual peer-to-peer conversation and cooperation. Which of the following best describes your experience during the period of remote work?**

Answered: 299 Skipped: 10

ANSWER CHOICES	RESPONSES	
My peers and I have been cooperating and having conversation equal to before Covid.	34%	101
My peers and I have been cooperating and having conversation even more often than before.	21%	63
My peers and I have suffered from reduced cooperation and shared conversation.	45%	135
TOTAL		299

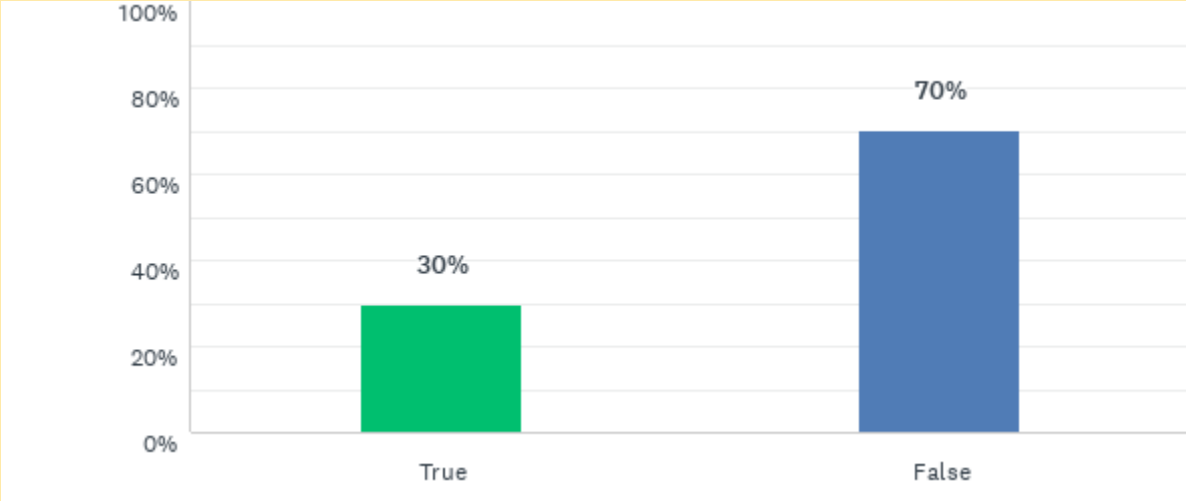
**Q25: Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.**

Answered: 303 Skipped: 6



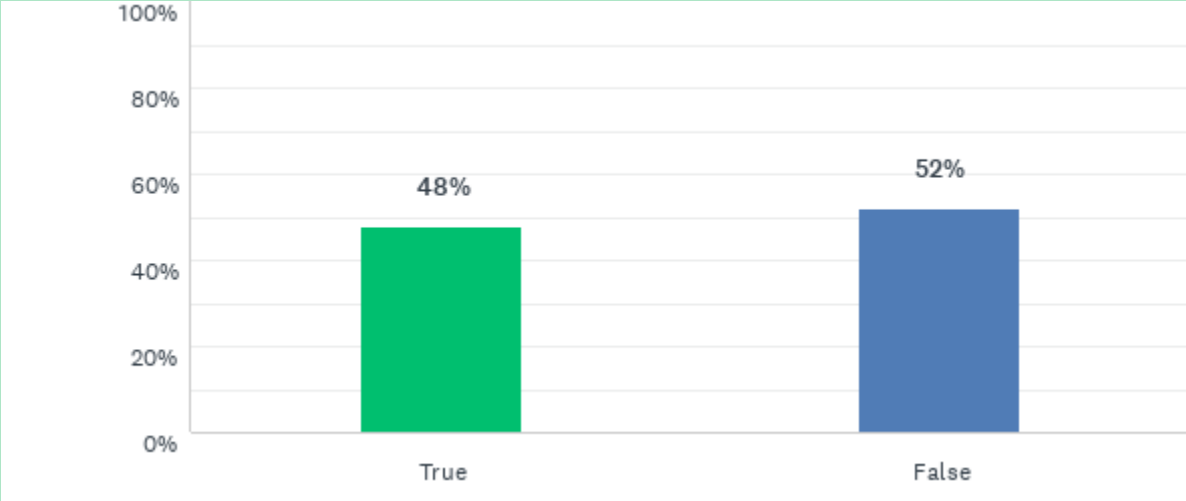
**Q25: (Women) Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.**

Answered: 138 Skipped: 2



# Q25: (men) Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.

Answered: 163 Skipped: 1



**Q25: Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.**

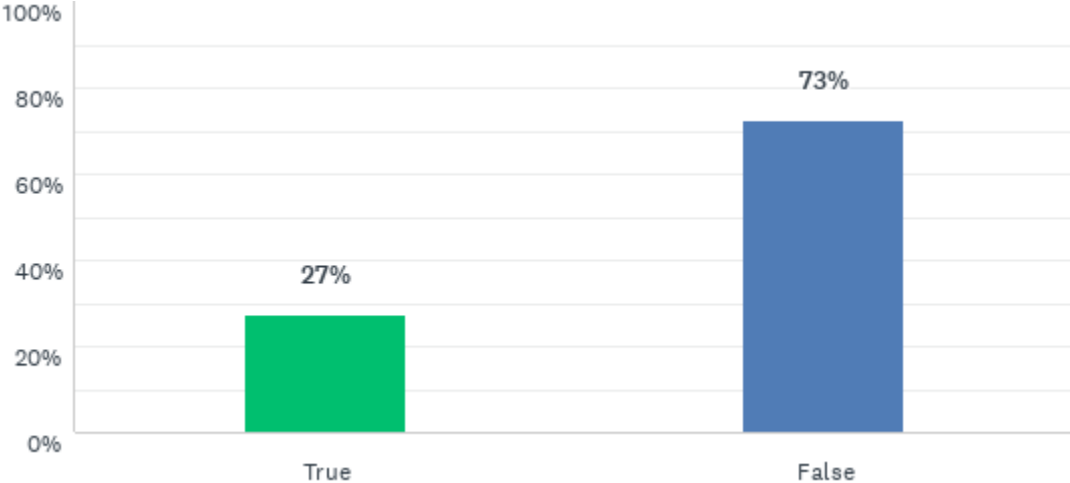
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Answered: 303 Skipped: 6

ANSWER CHOICES	RESPONSES	
True	40%	121
False	60%	182
TOTAL	303	

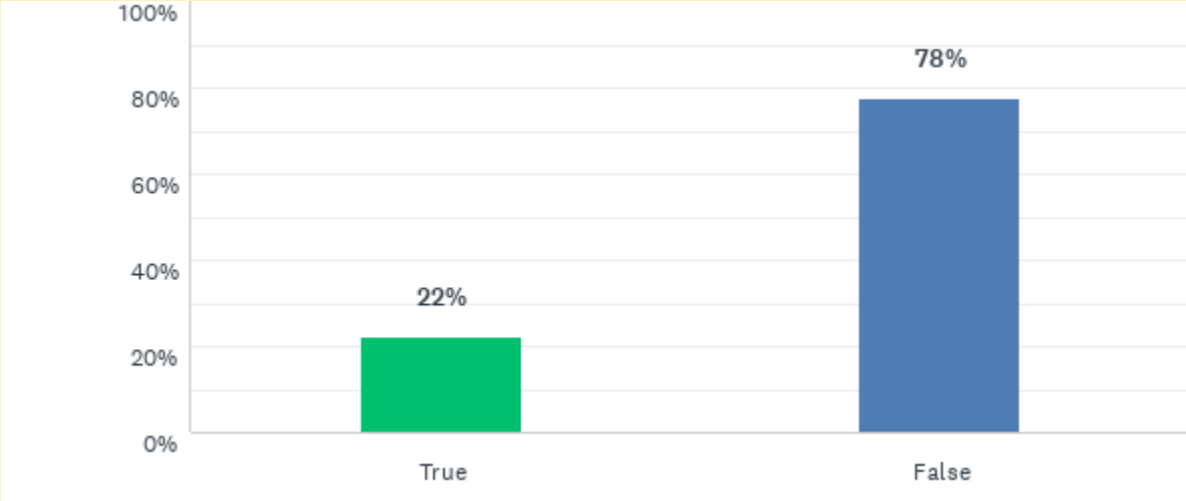
**Q26: Remote work arrangements have increased the probability that I will move my home to a new location in the near future. True or False.**

Answered: 301 Skipped: 8



**Q26: (Women) Remote work arrangements have increased the probability that I will move my home to a new location in the near future. True or False.**

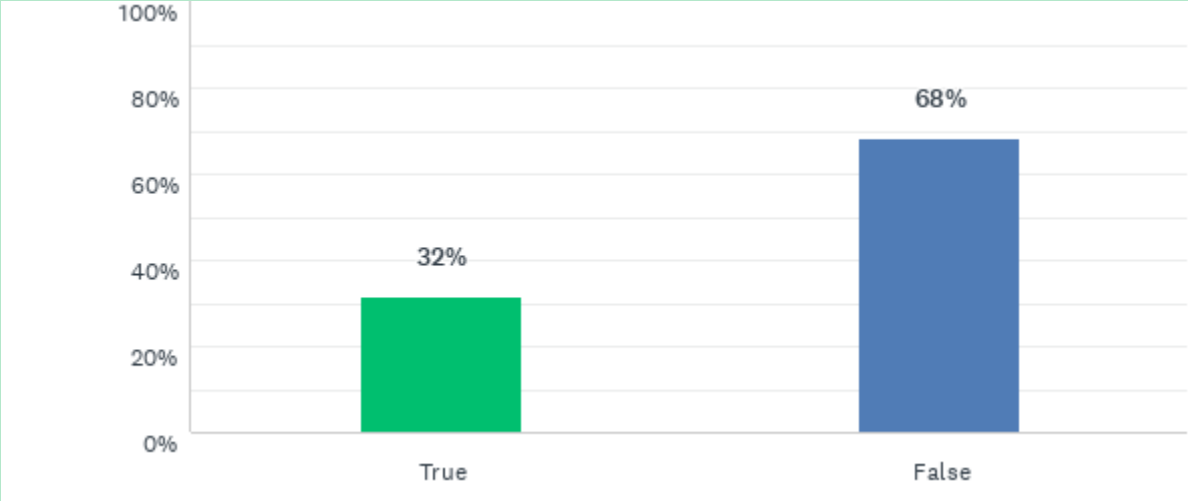
Answered: 138 Skipped: 2





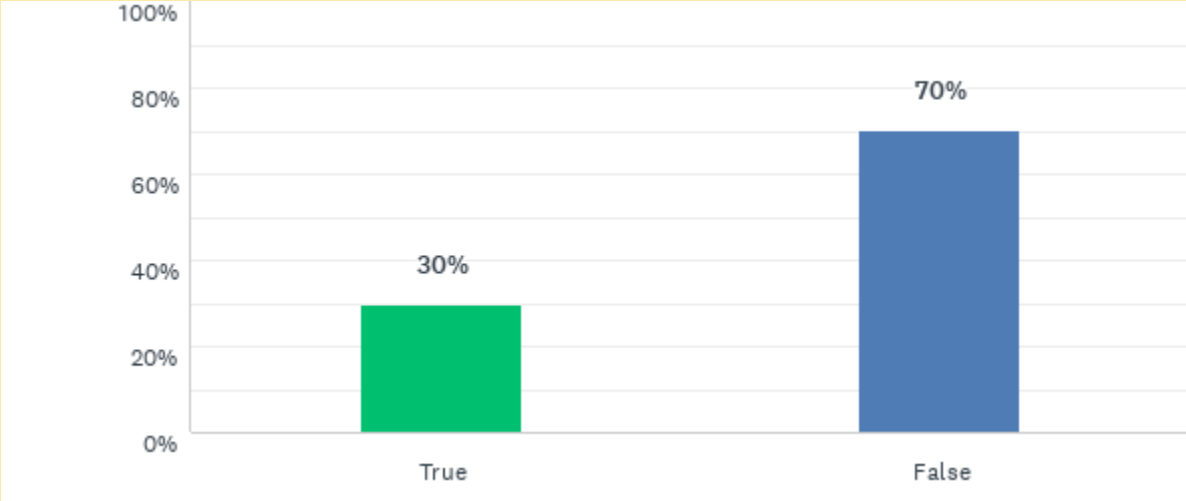
# Q26: Remote work arrangements have increased the probability that I will move my home to a new location in the near future. True or False.

Answered: 161 Skipped: 3



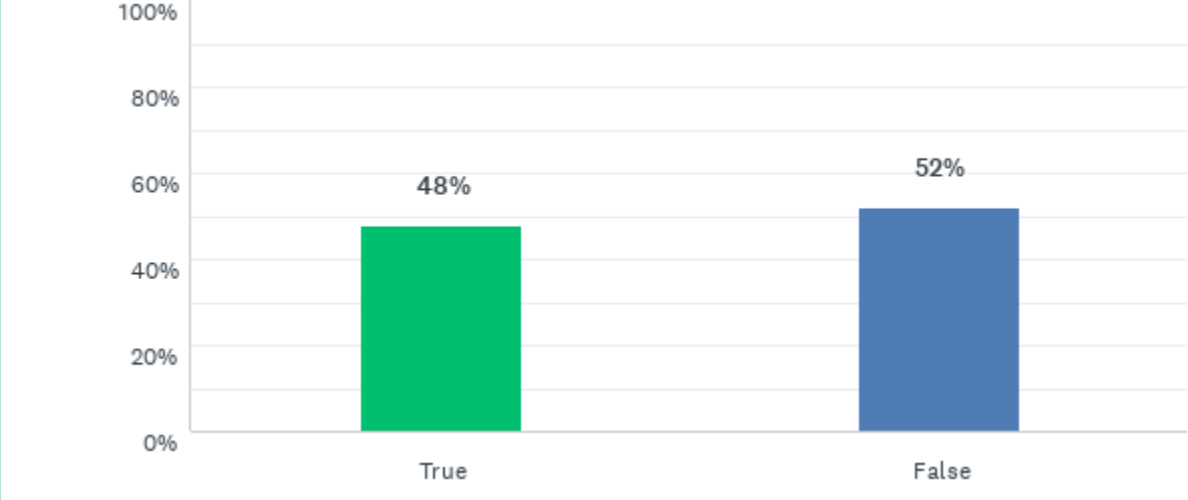
**Q25: (Women) Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.**

Answered: 138 Skipped: 2



**Q25: Remote work arrangements have or will increase the probability that I will change jobs in the near future. True or False.**

Answered: 163 Skipped: 1



**Q26: Remote work arrangements have increased the probability that I will move my home to a new location in the near future. True or False.**

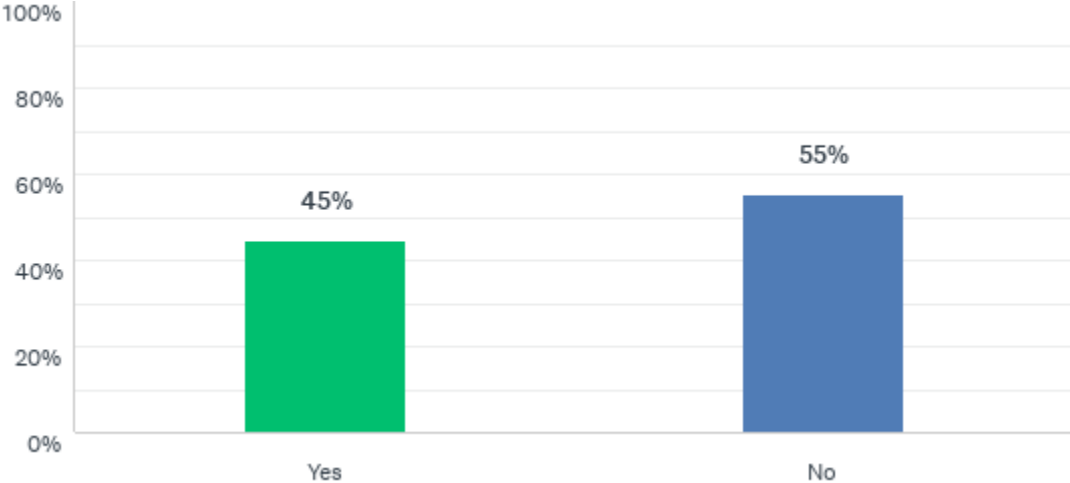
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Answered: 301 Skipped: 8

ANSWER CHOICES	RESPONSES	
True	27%	82
False	73%	219
TOTAL	301	

# Q27: Have you or your company created conversation hubs or "team rooms" for people doing similarly or connected work to facilitate sharing and peer learning? Yes or no.

Answered: 303 Skipped: 6



**Q27: Have you or your company created conversation hubs or "team rooms" for people doing similarly or connected work to facilitate sharing and peer learning? Yes or no.**

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Answered: 303 Skipped: 6

ANSWER CHOICES	RESPONSES	
Yes	45%	135
No	55%	168
TOTAL	303	