Want to See Colleagues, But Also Want Schedule Flexibility

- Let people work from home, at least some of the time
- Offer perks that help employees maintain healthy habits
- Acknowledge the post-traumatic stress your teams have endured
- Make masks mandatory at work
- Rearrange desk/office areas to allow for social distancing
- Provide healthy snacks or meals
- Ensure proper sanitization of the workplace
- Ensure everyone is vaccinated before returning to the office
- Allow hybrid work schedule, if feasible

Formed and Strengthened Relationships

- 69% of married employees said they are more in love than before
- 34% of married employees gained weight

Developed Healthy Habits

- 61% napped more
- 27% started a romantic relationship
- 54% got COVID-19

Advanced Their Careers

- 35% read more for professional growth
- 29% continued their education
- 34% took online courses for career development

Acquired Bad Habits

- 17% started drinking more
- 23% became more sedentary

1,500 professionals who worked remotely in the past year:

- 59% were actually able to work from home more than 50% of the time—
- 36% of workers said they were better focused on their work from home than they were at the office
- 1-in-3 felt both their overall performance and quality of work was better than the year prior
- 1-in-3 kept their jobs while working at home
- 98% said they would prefer to stay remote
- 81% would prefer not to go back to the office at all or have a hybrid schedule going forward
- 51% are uncomfortable going back
- 61% expect social distancing—
- 54% have conditions before they go back

Most Professionals Excelled While Working from Home

- 41% were more productive
- 48% felt more satisfied with their job
- 44% worked from home more than half the time
- 40% were better able to balance work and personal life
- 39% spent more time with their loved ones
- 30% spent more time with friends, mostly online
- 29% worked more closely with co-workers, even while remote

Developed Bad Habits

- 10% were unable to say goodbye to loved ones
- 15% had a loved one die not of COVID-19
- 22% had a loved one who got sick with COVID-19—sometimes
- 23% were unable to travel
- 24% bathed less
- 25% burned out professionally
- 26% drank more
- 27% used recreational drugs
- 28% got sick with COVID-19
- 29% felt more stressed
- 30% gained weight (10+ lbs.)
- 31% were unable to help their children
- 32% fell behind in career development
- 34% were unable to socialize with co-workers
- 35% were unable to go on vacation

Tips to Help Business Leaders Support New Lifestyles

- Acknowledge the post-traumatic stress your teams have endured
- Ensure proper sanitization of the workplace
- Rearrange desk/office areas to allow for social distancing
- Provide healthy snacks or meals
- Make masks mandatory at work
- Encourage outdoor meetings and fresh air breaks
- Allow for social distancing
- On-site fresh air breaks
- Rearrange desk/office areas to allow for social distancing
- Make masks mandatory at work
- Ensure everyone is vaccinated before returning to the office
- Allow hybrid work schedule, if feasible

For more information, graphics, and tips for business leaders, go to online.hbs.edu/wfh

Based on a March 2021 Harvard Business School Online and City Square Associates survey of 1,500 professionals who worked remotely at least part of the time (March 2020-March 2021)