

The background image shows a bright, modern office space. A long, light-colored wooden conference table is the central focus, surrounded by colorful chairs in shades of blue, orange, and purple. The room has a high ceiling with exposed pipes and several large, dome-shaped pendant lights hanging over the table. On the left wall, there are several framed abstract art pieces. On the right, there are large glass windows that look out onto a city street, with a small bookshelf filled with books placed along the base of the windows. The overall atmosphere is professional yet creative and open.

Mindspace Global Survey 2022: Employee Insights

MINDSPACE®

Overview

At Mindspace we are always interested in learning more about how people prefer to work. To satisfy our curiosity we commissioned a global survey (in partnership with OnePoll) to find out more.

Read on for valuable insights into employee work preferences, levels of engagement and the benefits workers appreciate the most.

1

Demographic

Employed, aged between 21 and 56, and from a range of industries.

2

Sample size

1470

3

Geography

UK, US, Germany, Poland, Romania, Netherlands and Israel



Key Insights

- The 9 to 5 job is a dying phenomenon and the hybrid model is here to stay - with **employee flexibility** (work hours and location) being critical factors in **employee satisfaction**.
- The majority of workers enjoy the **social aspects** of coming into the office - the place where they feel the **most productive**.
- While regular company events are not at the forefront of worklife anymore, **worker engagement** is still high.
- Design features are important for **employee wellbeing** and so is **work-life balance**.
- The good news is that almost **half of the workforce is happy at work** and not looking for a new job. The bad news is that the other half are either unhappy or actively looking for a new place to work. So the emphasis is on employers to maintain a competitive and rewarding **employee experience**..



What employees want - in snapshot....

92%

consider flexible work
hours important

69%

like going to
the office

51%

like the change of
atmosphere they get from
going into the office

44%

value working from the location of
their choice as their most important
work perk (equal to a financial bonus)

46%

say natural sunlight in their
office environment would
positively impact their mental
health

51%

feel most productive
in an office
environment

Today's employee is a hybrid worker

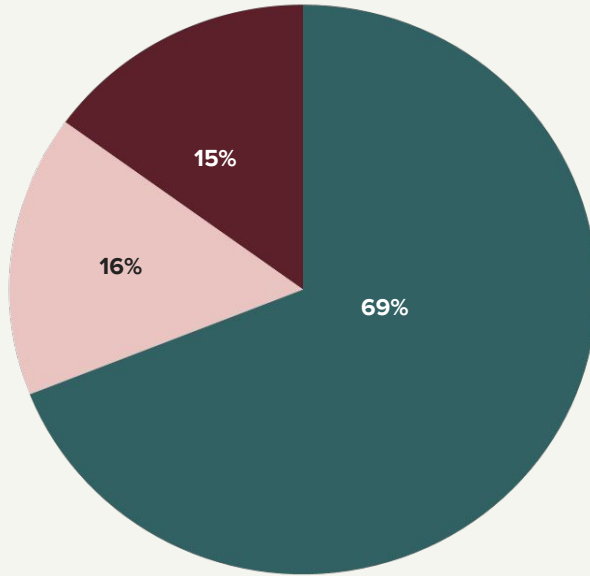
Employees today spend an average of **3.7 days in the office** every week.

Only a third work 5 or more days in the office and a fifth only 1 or 2 days.

Almost three quarters (74%) say their working day (in terms of time management) is **flexible**



Most people enjoy going into the office



- Like going in to the office
- Neutral
- Dislike going into the office



Flexibility is now the number one benefit

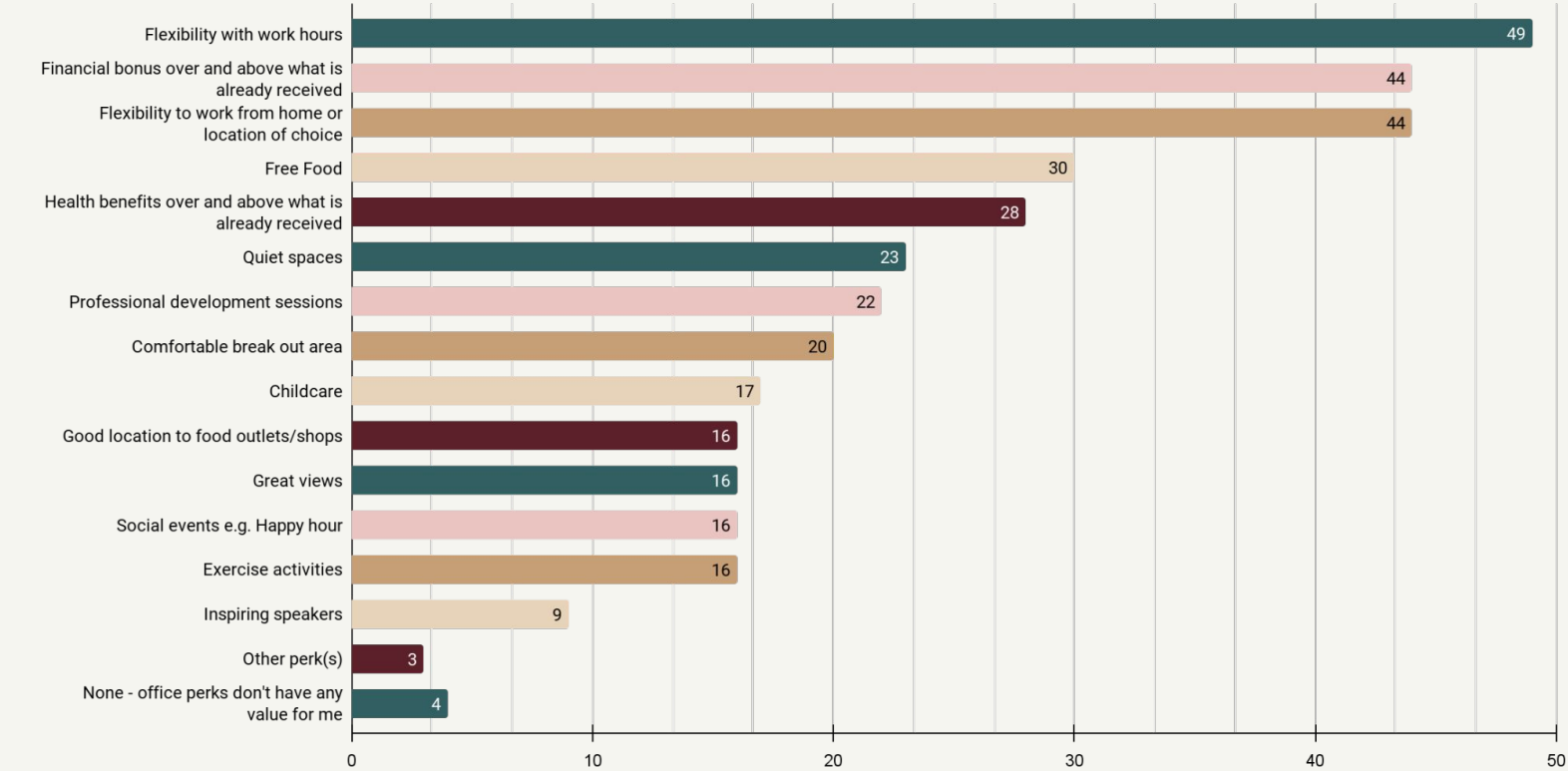
Over 9 out of 10 (92%) consider **flexibility** in the workplace to be **important** to them. More than half (52%) say it's very important.

Employees want to **manage their own time**. They value this **flexibility more than any other perk**, including a pay rise, free food and health benefits.

In joint second place was **flexibility re work location** - of equal importance to workers as their financial bonus.



Most valued office perks by employees



Feeling connected

Interestingly, remote working doesn't compromise people's sense of company culture, although most people do enjoy the social aspects and change of scene when they go into the office.

- When working from home, 85% feel **connected** to their company's culture and two fifths (40%) feel **very connected**
- 12% feel **somewhat disconnected** to the company culture
- While 3% feel **very disconnected**





Social benefits of the office

Three fifths (60%) enjoy the **social aspect** of going into the office.

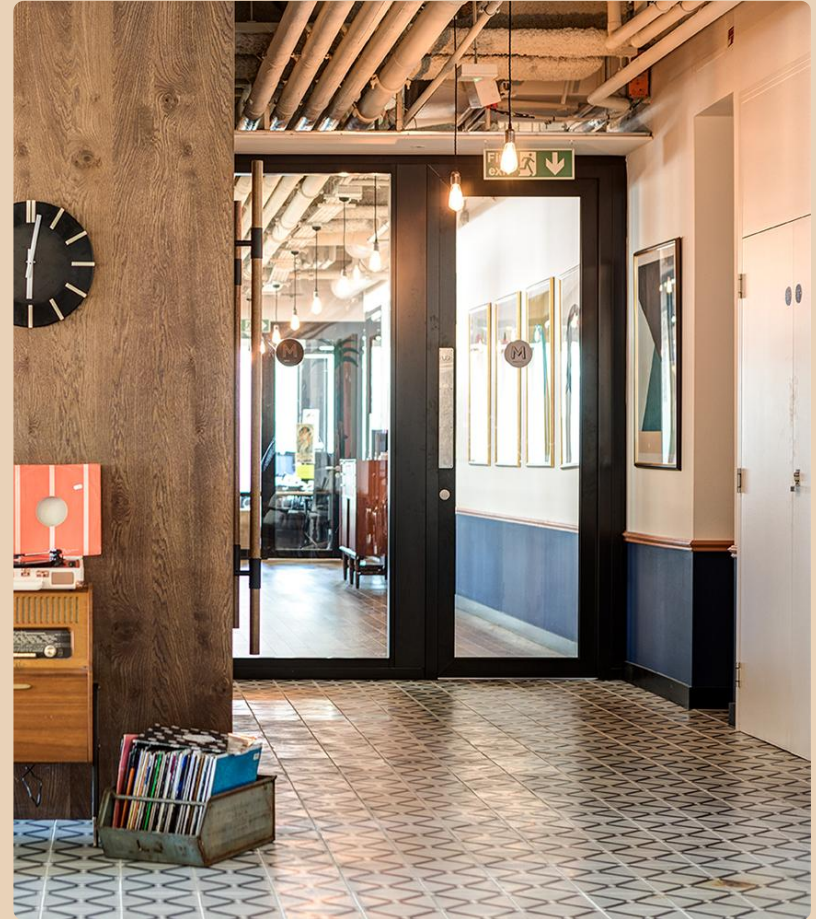
- Over half (51%) like the **change of atmosphere** that going into the office brings
- While 47% like having a **sense of belonging** to a team or company

Being productive

More people work the **most productively from the office** (43%) than from home, with only 29% stating the latter as their preference of place for getting things done.

Overall from a global outlook, there was little difference in productivity based on office layout..

- 16% work most productively from a **private office**
- 14% work best from a **desk in an open space office**, with interaction with colleagues
- 13% say they are most productive at a **small shared office**



Healthy design matters



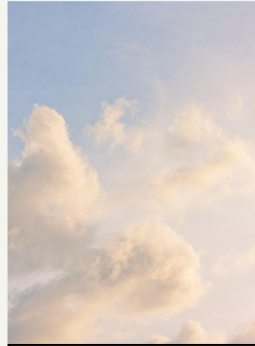
46%

Natural sunlight



44%

Greenery -
plants, trees



41%

Good air
quality with no
smoking



39%

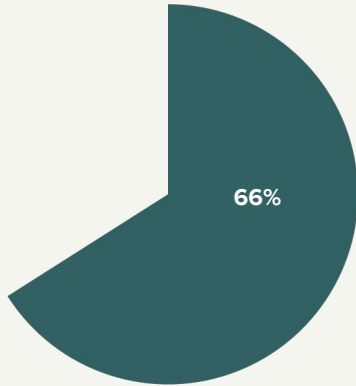
Healthier furniture
such as ergonomic
seating



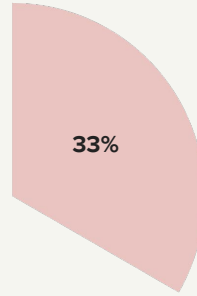
36%

Good lighting

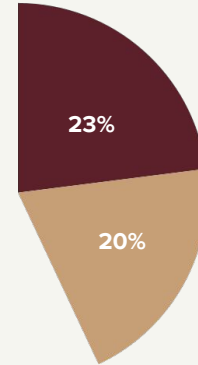
Work life is less eventful



66% of companies don't run regular in-person company events

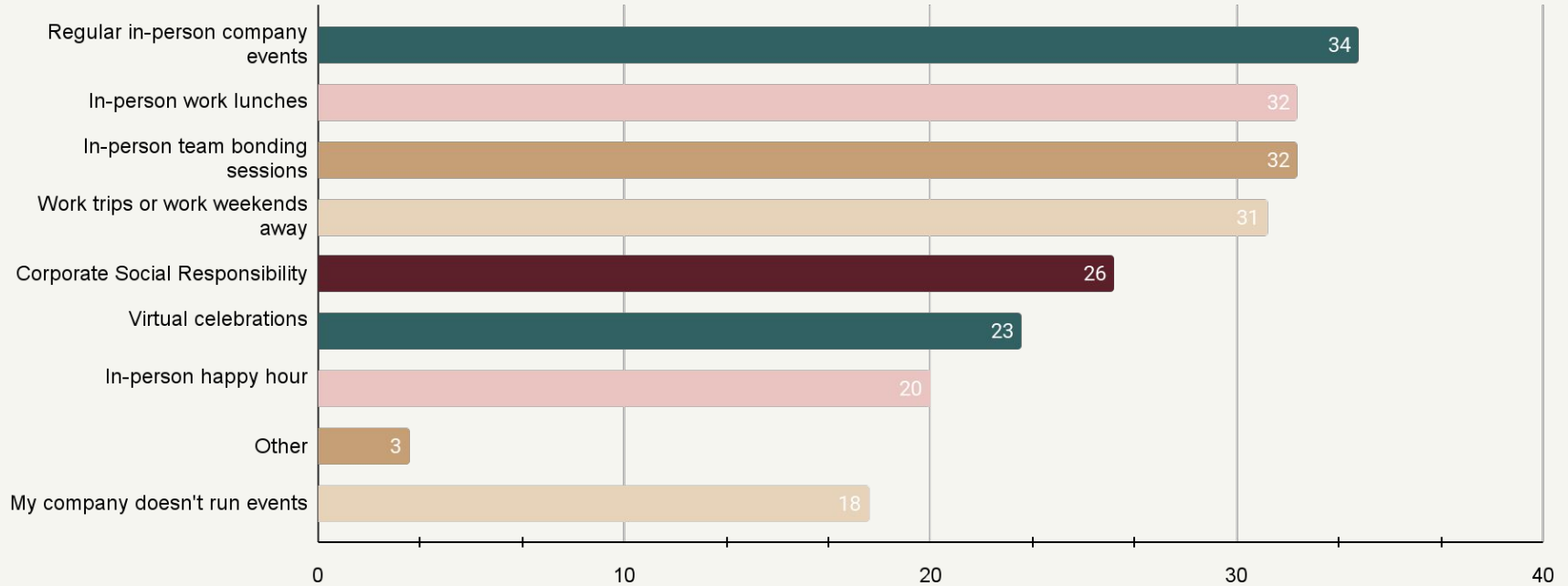


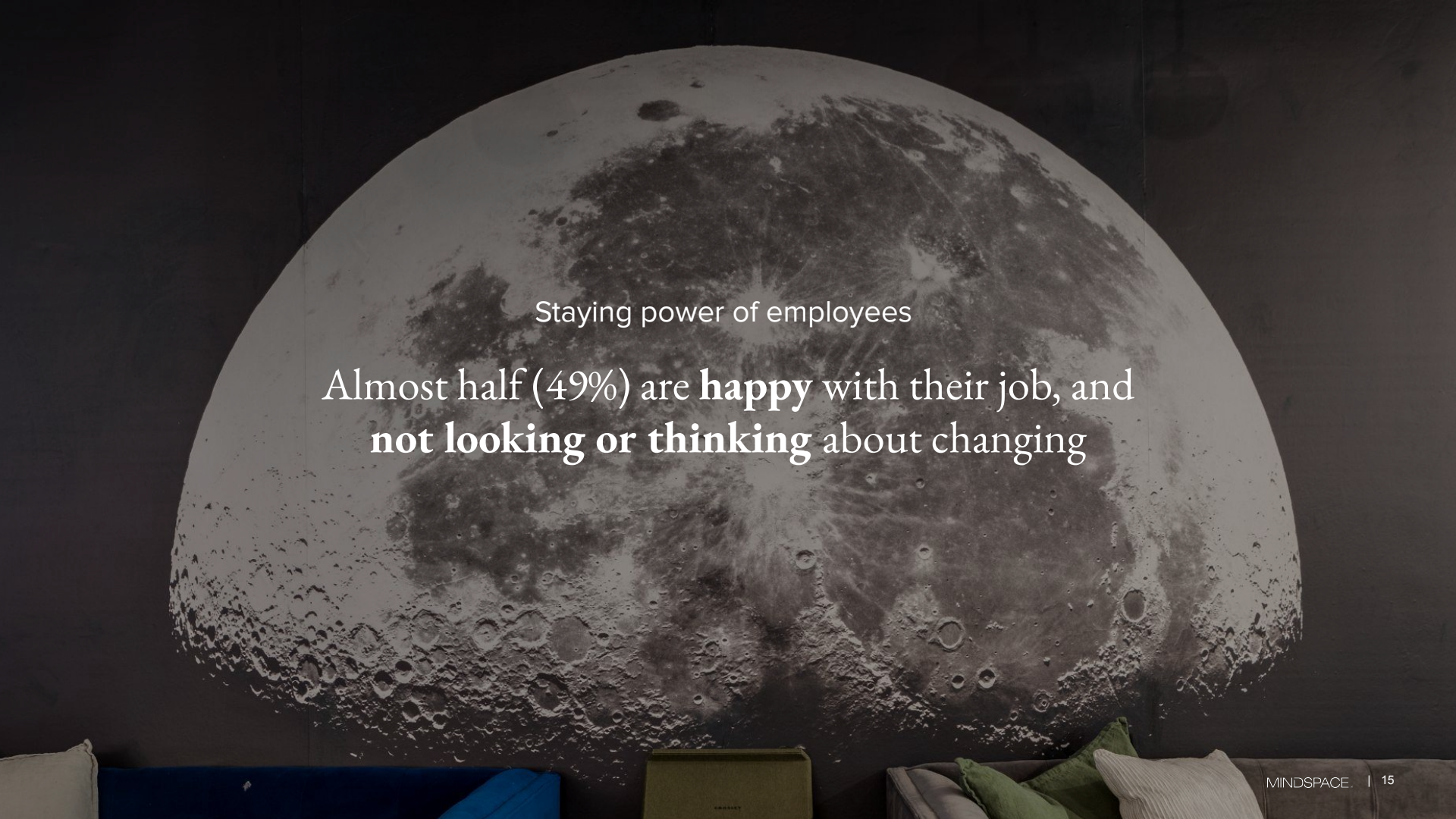
33% of companies offer work lunches, in-person team bonding sessions or work trips.



23% of people meet on zoom for drinks
20% of people meet for actual happy hours

Company Events

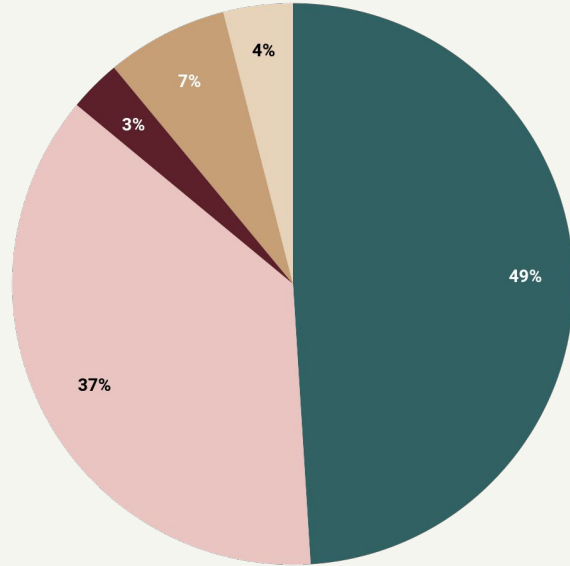




Staying power of employees

Almost half (49%) are **happy** with their job, and
not looking or thinking about changing

Employee retention snapshot



- I am happy with my job and not looking/thinking to change
- I am happy with my job, but actively looking/thinking to change
- I am not happy with my job, but not actively looking/thinking to change
- I am not happy with my job, and actively looking/thinking to change
- Not sure



Getting engagement right

The good news for employers is that most people (87%) feel engaged in their job, with almost a third (31%) feeling very engaged.

For those who didn't feel engaged (13%) - these are the main reasons why:

1 Salary (30%)

Not getting paid enough was the top reason for lack of employee engagement.

2 Appreciation (24%)

Employees who didn't feel heard or appreciated, cited this as a key factor in lack of engagement.

3 Work-life balance (22%)

Around 1 in 5 of disengaged workers attributed their disengagement to bad work-life balance, saying work takes a toll on their personal life.

4 Uninspiring work environment (22%)

The design or physical workplace environment was the joint third reason for lack of engagement at work.



Thank you!

Feel free to reach out
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