

State of Hybrid Work 2023

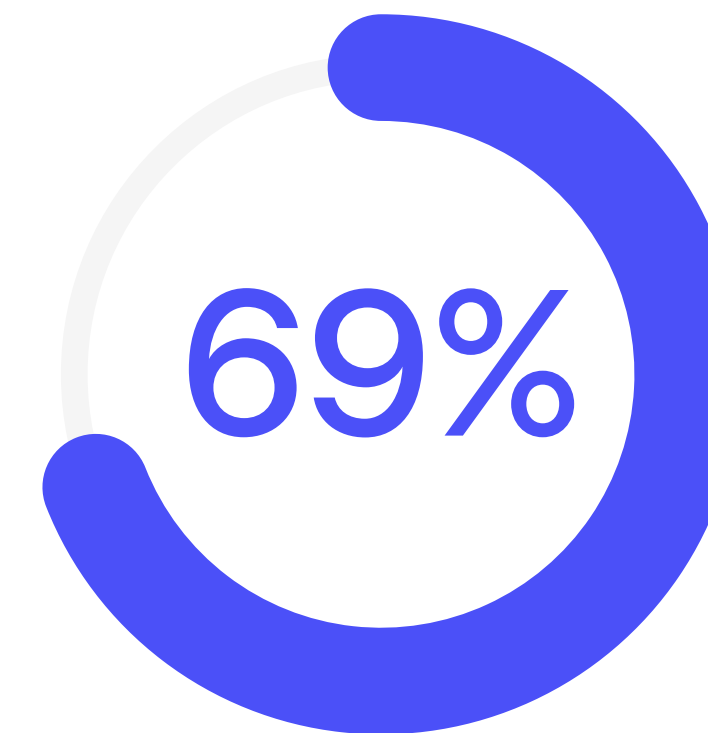
UNITED STATES

Our seventh edition dives into new data and trends around the current state of work including in-office, hybrid, and remote, and insights into navigating the workplace in 2023 and beyond.

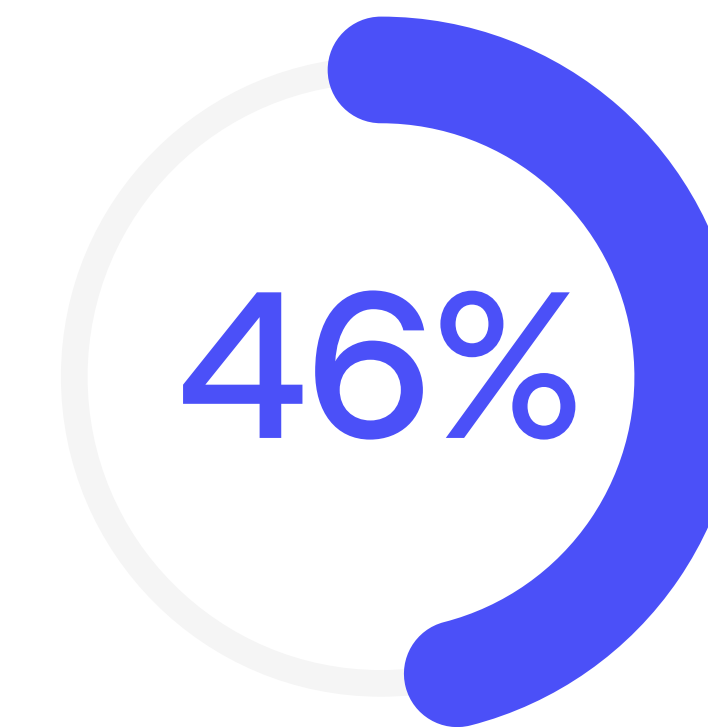
The current state of affairs

The way we work is changing, but the norms surrounding how we work are slower to adapt. These data points provide us with insights into what the current landscape looks like for workers in the U.S.

- 69% of respondents believe that their company is requiring them to work from the office because of traditional work expectations
- 23% of employees changed companies in 2023, and this was more common among full-time office workers (26%) than hybrid/remote workers (17%)
- 1 in 3 workers (33%) spend 31-45 minutes commuting one-way
- Almost half (46%) of workers have a side hustle or additional job, and a further 36% plan on starting one in the future



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Welcome to the workplace modernization era

The rise of remote work has caused many employees to reevaluate what matters to them. Employees may have adapted to this new era of work, but employers need to invest in the right technology if they want their organizations to adapt too.

- More than half (58%) of hybrid employees “coffee badge” - also known as showing face at the office and then leaving
- 54% of workers believe that business trips in their organization have returned to pre-pandemic levels
- 1 in 4 workers (25%) would be willing to sacrifice 15% of their annual salary for flexible working hours
- If no longer able to work remotely, 29% of hybrid and remote workers would expect a pay increase to make up for additional costs
- 44% of workers said generative AI will help them do their job faster and more effectively in the next five years
- 94% of workers say they could be convinced to come to the office



1 in 4

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What’s keeping employers up at night?

Adapting to these new ways of working has been difficult for employees and employers alike. These are some of the key insights we found that worry employers the most.

- 68% of managers believe that their hybrid/remote working employees are missing out on impromptu or in-formal feedback
- 56% of workers said that their level of work-related stress has increased since last year
- Only 37% of employers have upgraded their video meeting technology in 2023
- 80% of workers experience lost time due to technical difficulties during online/hybrid meetings
- 64% of respondents feel that their company uses too many communications platforms



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Our main takeaway from this year's State of Hybrid Work Report can be summarized with one word: flexibility. It's overwhelmingly what employees want and something companies can offer effectively if executed with intention.

Read the full report at owllabs.com/state-of-hybrid-work/2023