BACK TO OFFICE TRENDS

Snap Survey
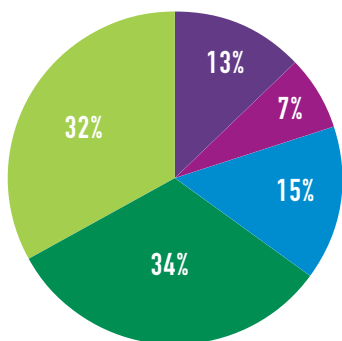
FALL 2023

855 respondents from 42 states, UAE, Canada, and South Africa

25%	61%	11%	3%

- ■ MANAGEMENT COMPANY EXECUTIVE
- ■ COMMUNITY MANAGERS AND/OR MANAGEMENT COMPANY EMPLOYERS
- ■ BUSINESS PARTNER OWNER/EXECUTIVE
- ■ BUSINESS PARTNER EMPLOYEE
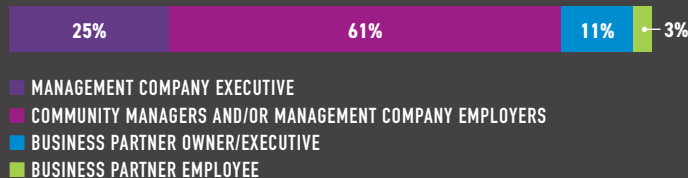
MANAGEMENT COMPANIES AND BUSINESS PARTNERS

What is your current requirement for employees?

13% 7% 15% 34% 32%

- ■ WORK REMOTELY INDEFINITELY
- ■ WORK FROM THE OFFICE ONE OR TWO DAYS A WEEK (DAYS SPECIFIED BY MANAGEMENT)
- ■ WORK FROM THE OFFICE ONE OR TWO DAYS A WEEK (DAYS SELECTED BY EMPLOYEE)
- ■ WORK FROM THE OFFICE THREE OR MORE DAYS PER WEEK
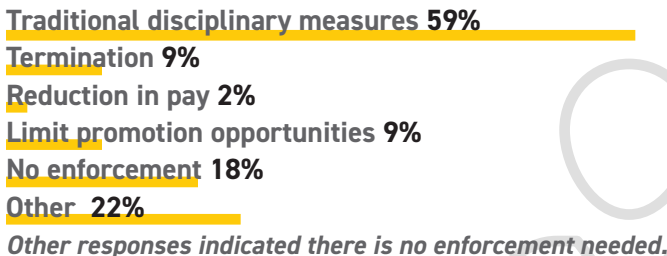- ■ OTHER

Other responses indicated different requirements for different positions (admin vs managers), five days per way, work wherever you like as long as work is getting done, and never moved to a remote option.

When was your current office attendance requirement implemented?

35%	25%	17%	23%
2021	2022	2023	Other

Other responses indicated there was never a change in office attendance.

How do you or do you plan to enforce employee compliance with office attendance policies? (check all that apply)

Traditional disciplinary measures **59%**
Termination **9%**
Reduction in pay **2%**
Limit promotion opportunities **9%**
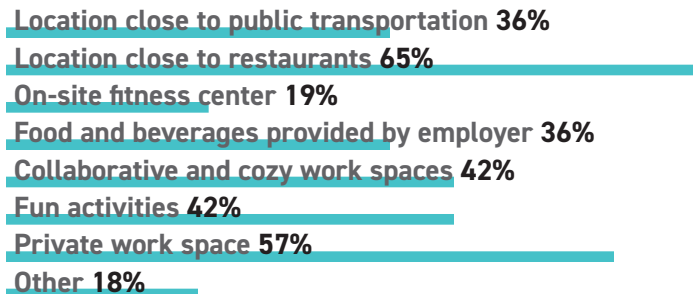No enforcement **18%**
Other **22%**

Other responses indicated there is no enforcement needed.

What are your key reasons for requiring employees in the office? (check all that apply)

None of the above **12%**
Improving **PRODUCTIVITY** **47%**
Improving **EMPLOYEE RELATIONSHIPS** **59%**
Improving **FOCUS** **31%**
Improving **COLLABORATION** **65%**
Improving **EMPLOYEE MENTAL HEALTH** **21%**
Improving **ACCOUNTABILITY** **47%**
Other **23%**

Other responses indicated corporate culture, company morale, and training opportunities.

What amenities do you offer your employees? (check all that apply)

Location close to public transportation **36%**
Location close to restaurants **65%**
On-site fitness center **19%**
Food and beverages provided by employer **36%**
Collaborative and cozy work spaces **42%**
Fun activities **42%**
Private work space **57%**
Other **18%**

Other responses indicated massage, happy hours, other special events

Do you have a current COVID vaccination requirement for employees?

Nearly 90% reported there are no COVID vaccine requirements.

BACK TO OFFICE TRENDS

Snap Survey

FALL 2023
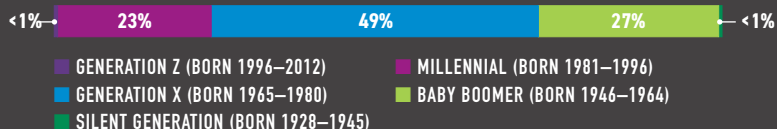
EMPLOYEE PERSPECTIVE

Do you like your current office attendance requirements?

- 68%
- 21%
- 11%

■ YES ■ NO ■ UNSURE
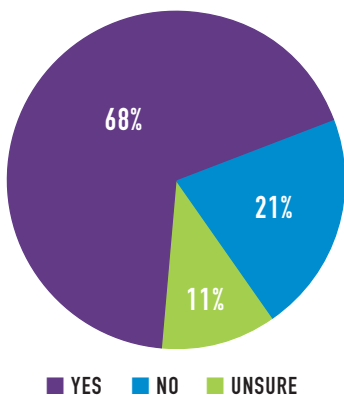
When looking for a new job, are you more likely to apply to a company with remote work options?

- 71%
- 14%
- 15%

■ YES ■ NO ■ UNSURE
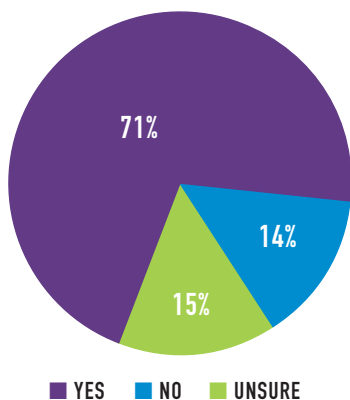
What concerns do you have regarding mandatory office attendance? (check all that apply)

- Negative impact on work/life balance **57%**
- Increased costs associated with commuting and food **61%**
- Concerns regarding care giving for aging family members and/or young children **31%**
- Increased stress **47%**
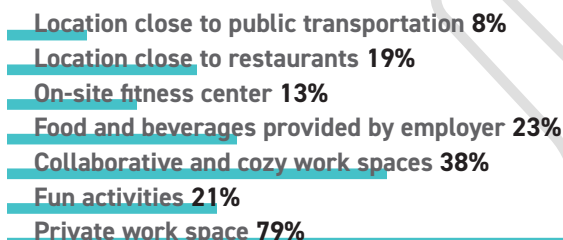- Dress code requirements **23%**
- Other (please specify) **32%**
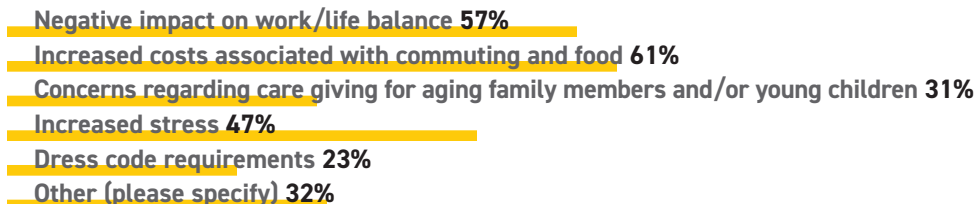
Other responses indicated overwhelmingly decrease of productivity when working in the office.

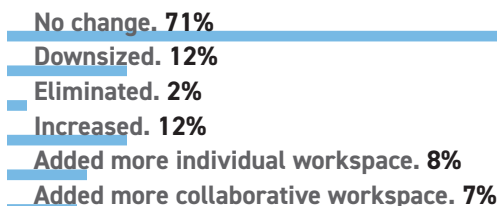**Which of the following have you experienced from being in the office with colleagues? (check all that apply)**

- None of the above **21%**
- Improving PRODUCTIVITY **33%**
- Improving EMPLOYEE RELATIONSHIPS **62%**
- Improving FOCUS **26%**
- Improving COLLABORATION **52%**
- Improving EMPLOYEE MENTAL HEALTH **24%**
- Improving ACCOUNTABILITY **38%**
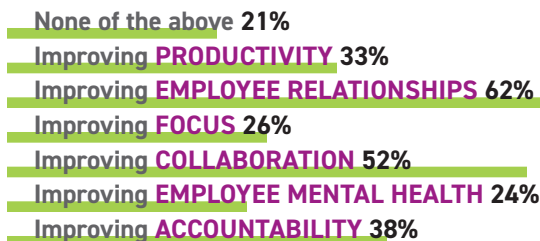
What amenities are important to you? (check all that apply)

- Location close to public transportation **8%**
- Location close to restaurants **19%**
- On-site fitness center **13%**
- Food and beverages provided by employer **23%**
- Collaborative and cozy work spaces **38%**
- Fun activities **21%**
- Private work space **79%**

Tell us about your office space/building changes since COVID (check all that apply).

- No change. **71%**
- Downsized. **12%**
- Eliminated. **2%**
- Increased. **12%**
- Added more individual workspace. **8%**
- Added more collaborative workspace. **7%**