



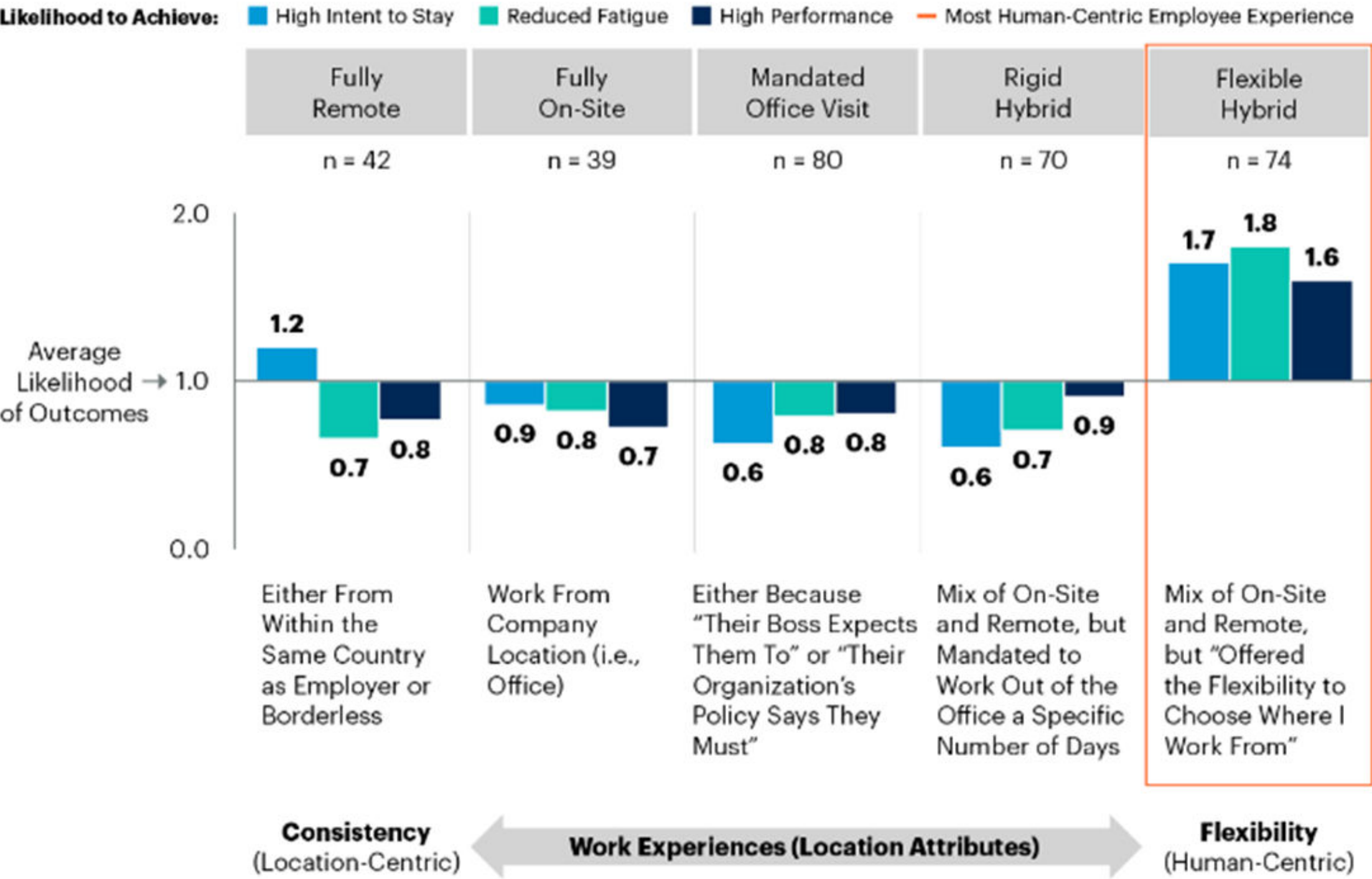
SUMMARY OF RESULTS: Hybrid Work Benchmark Survey

DECEMBER 2022



BRAND NEW RESEARCH FROM GARTNER

Effect on Employees of Work Experience (Location) Attributes



"Employees who operate in human-centric work models – where they are seen as people, not just resources – are **3.8 times** more likely to be high performing, according to a survey by Gartner, Inc."

"In addition to increased performance, the Gartner survey revealed other benefits of employees operating in human-centric work models, including:

- **3.2 times** more likely to enjoy high intent to stay
- **3.1 times** more likely to see low levels of fatigue"

SOURCE: Gartner. (2022 Dec 7). Gartner Research Shows Human-Centric Work Models Boosts Employee Performance and Other Key Talent Outcomes [Press Release]. <https://www.gartner.com/en/newsroom/press-releases/12-06-22-gartner-research-shows-human-centric-work-models-boosts-employee-performance-and-other-key-talent-outcomes>

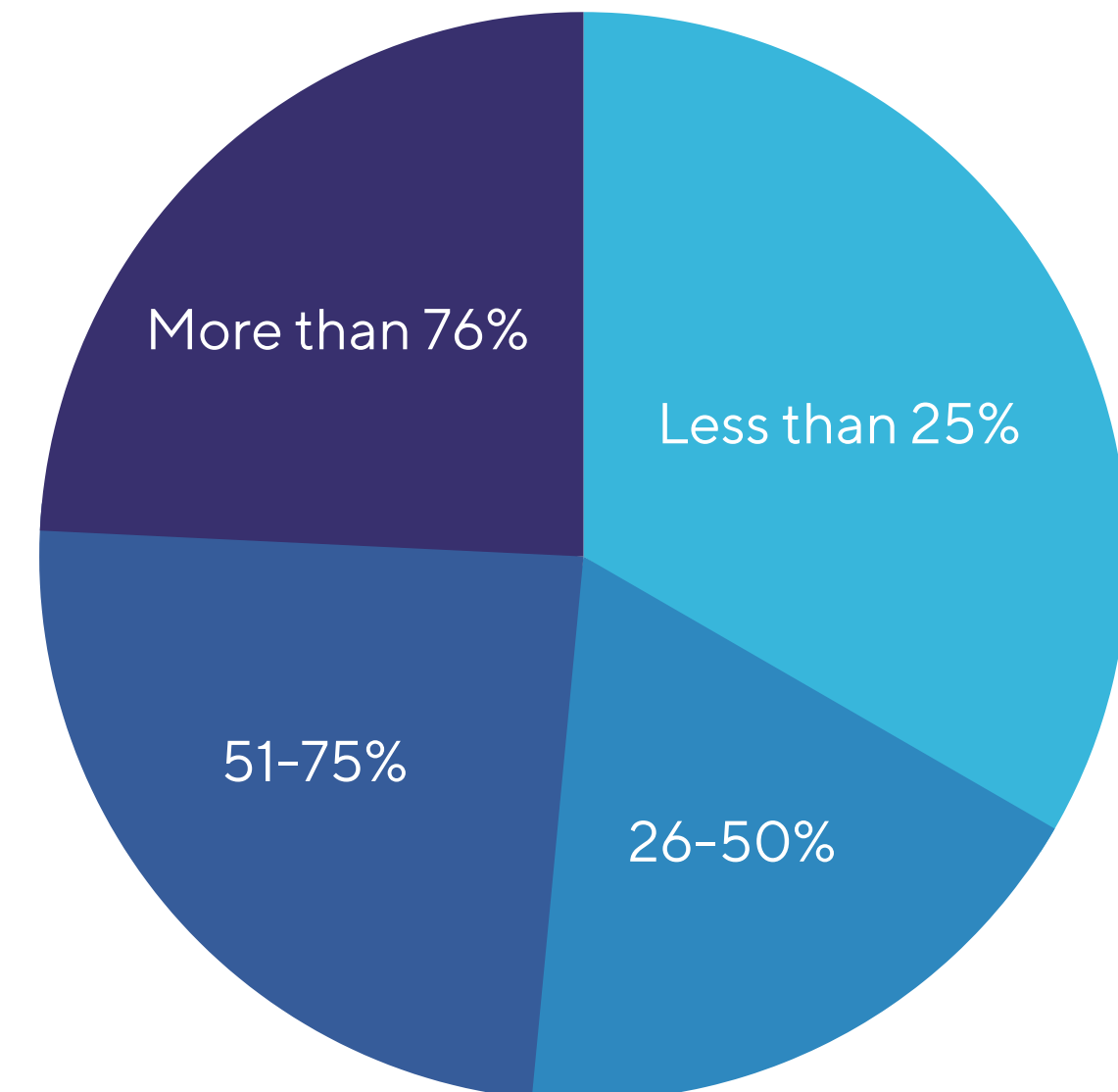


Input From Your Peers on Today's Call

TOP CHALLENGES

ENCOURAGING IN-PERSON
CULTURE + CONNECTIVITY
COLLABORATION + COMMUNICATION
BUDGETING FOR IRL
FAIRNESS + EQUITY
RETENTION + ENGAGEMENT

What percentage of your workforce
has access to a physical office space?



BENCHMARK RESPONSES



1,725

UNIQUE COMPANIES IN
THE FULL FLEX INDEX

24%

PUBLIC COMPANIES

20,595

AVERAGE EMPLOYEE COUNT



The Circle
BY FOUNDERS CIRCLE CAPITAL

73

UNIQUE COMPANIES
FROM THE CIRCLE

86%

PRIVATE COMPANIES

1,364

AVERAGE EMPLOYEE COUNT

Terms + Definitions



Fully Remote: Organization does not have offices; all employees work remotely.

Employee's Choice: Each employee can choose how often (or whether) to come to the office.

Fully Flexible: Combination of Fully Remote + Employee's Choice.

Minimum Days / Week: There is a minimum number of days employees must come to the office each week.

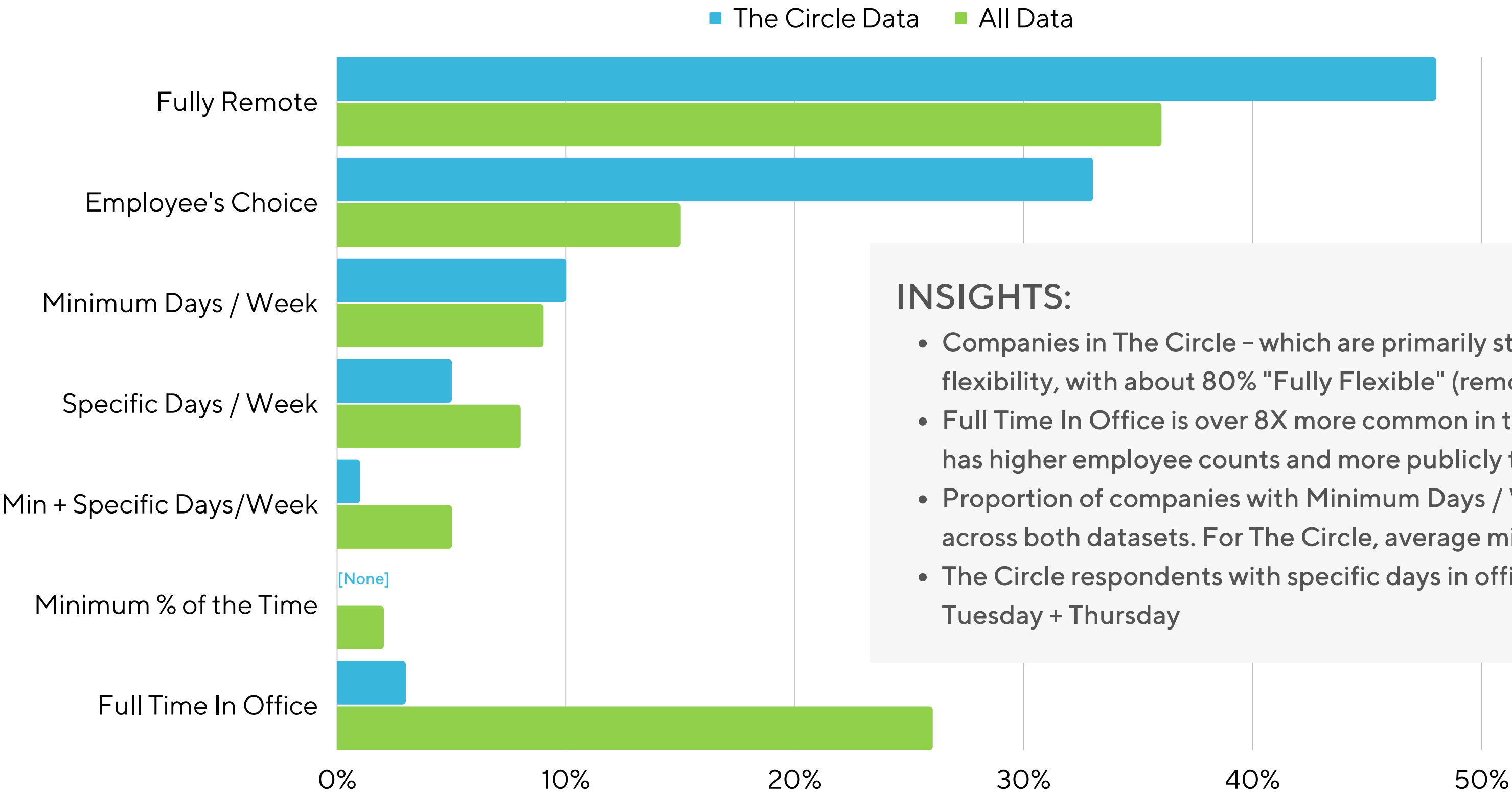
Specific Days / Week: There are specific days of the week employees must come to the office.

Minimum Days / Week & Specific Days / Week: There are both specific days and a minimum number of days that employees must come to the office each week.

Minimum % of The Time: There is a minimum % of time that employees must be in the office.

Full Time In Office: Employees are expected to be in the office full time.

General Office Requirements



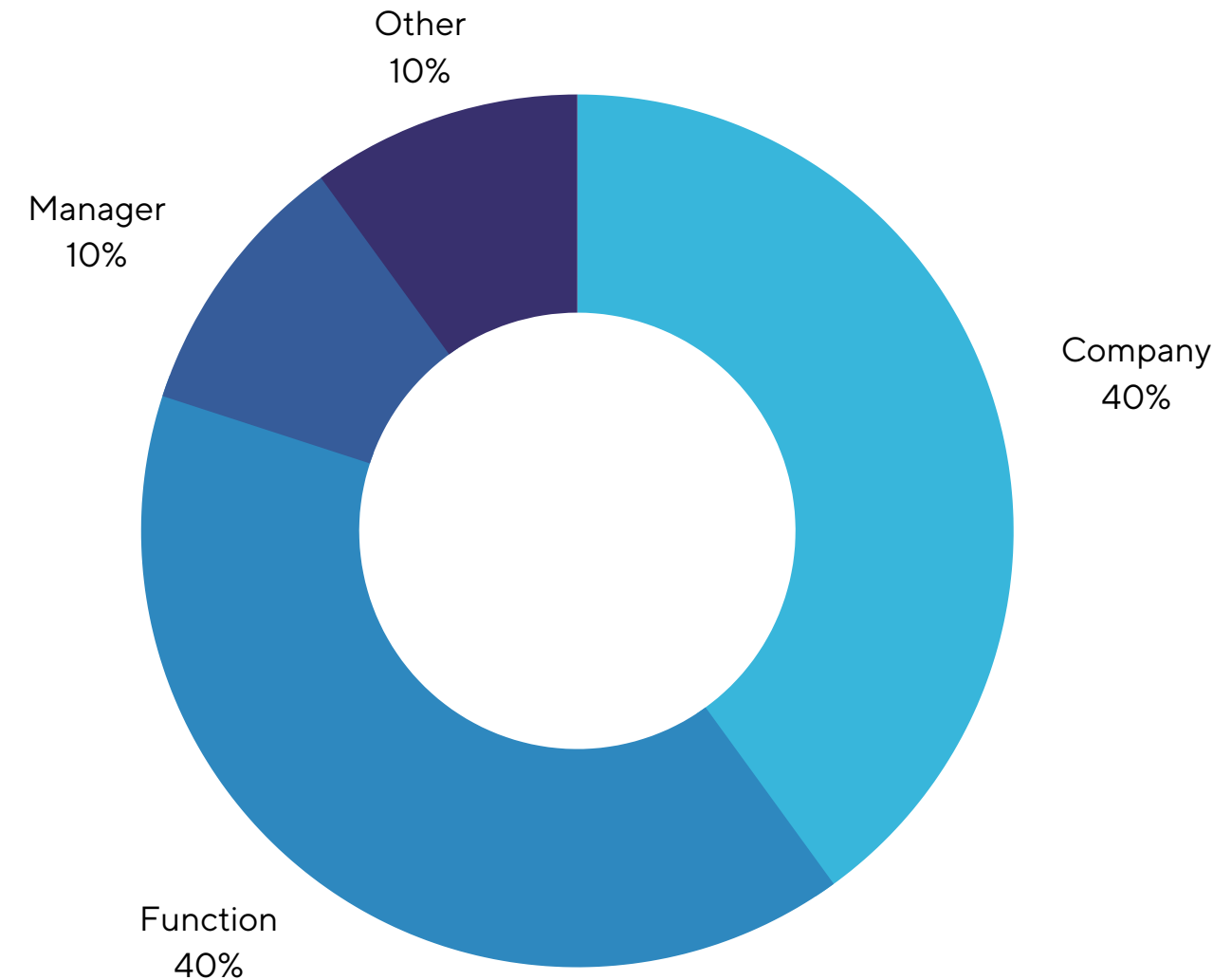
INSIGHTS:

- Companies in The Circle - which are primarily startups - offer more location flexibility, with about 80% "Fully Flexible" (remote or employee choice)
- Full Time In Office is over 8X more common in the broader dataset, which has higher employee counts and more publicly traded companies
- Proportion of companies with Minimum Days / Week is fairly consistent across both datasets. For The Circle, average minimum days is 2.14.
- The Circle respondents with specific days in office most commonly selected Tuesday + Thursday

The Circle Responses Only

PRIMARY DECISION MAKERS

If hybrid and not employee choice, who most commonly decides office requirements?



INSIGHT: Policies around office requirements are commonly determined by the company or the function.

TRENDS BY COMPANY SIZE

Percentage of companies that are either fully remote OR employee's choice

82%

<1k Employees
Remote or employee choice

75%

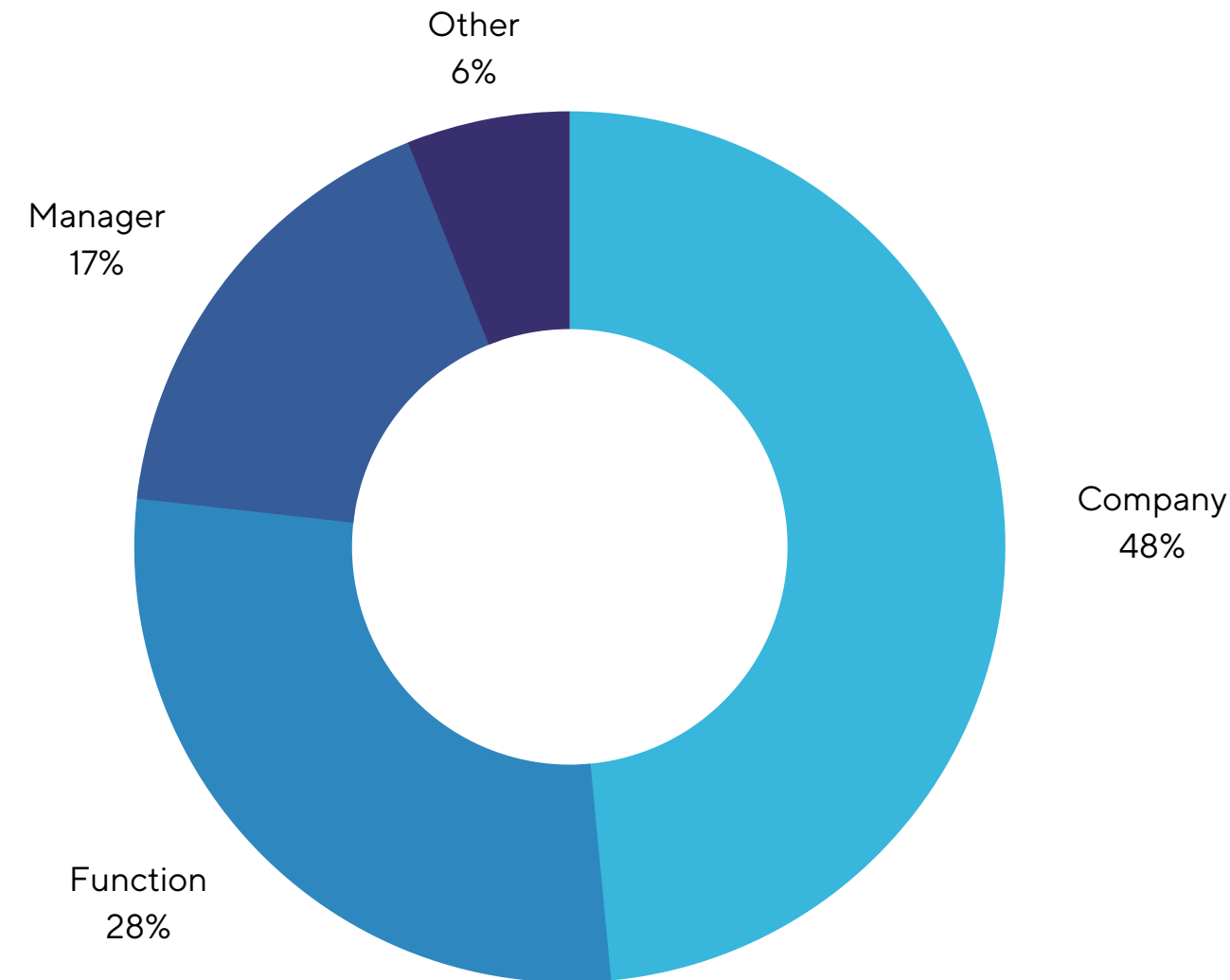
>1k Employees
Remote or employee choice

INSIGHT: "Fully Flexible" is less common for employers with 1k+ employees, though >1k is a smaller sample size in this dataset (16 companies).

All Responses

PRIMARY DECISION MAKERS

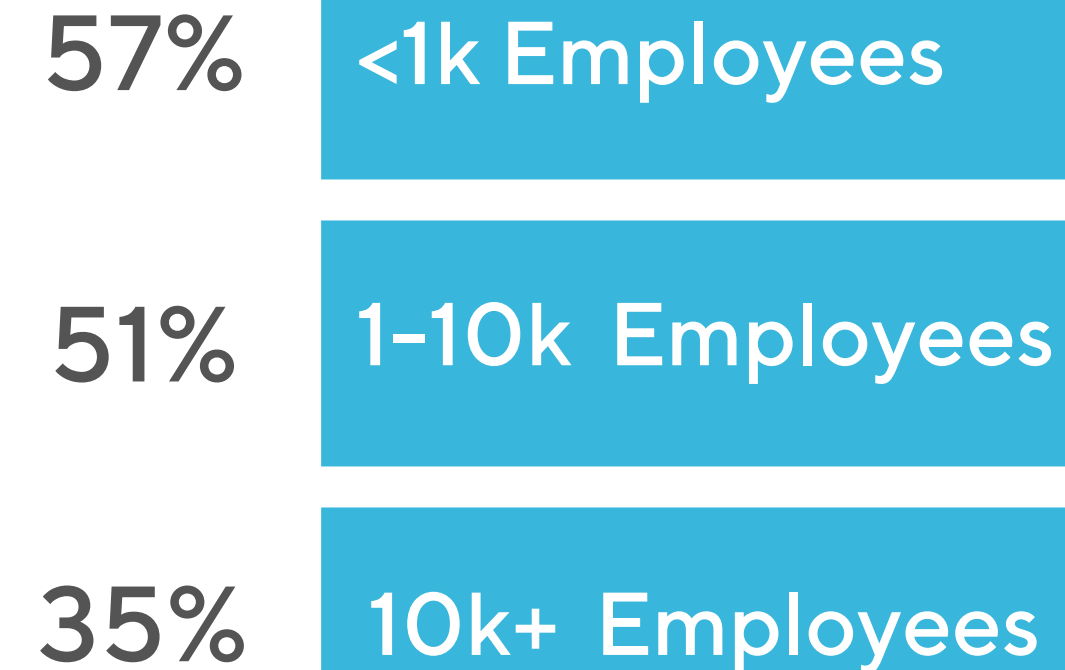
If hybrid and not employee choice, who most commonly decides office requirements?



INSIGHT: In the broader dataset, it's more common for the company to set policy. There are also more instances of managers setting policy.

TRENDS BY COMPANY SIZE

Percentage of companies that are either fully remote OR employee's choice



INSIGHT: Based on this data, larger companies tend to be less flexible.



scoop

Thank you for contributing
insights to your peers in the
The Circle Community

