



Remote Work Survey  
August 2022

Executive Summary



# **CommonUnity Remote Work Survey | August 2020**

## **Executive Summary**

### **Introduction**

This survey aims to provide Snohomish County organizations with information to use when shaping their remote work policies to help acquire and retain employees. CommonUnity has sought to collect information about experiences and attitudes around remote work now and during the pandemic's peak.

### **Methodology**

Between July 19 and August 6, 2022, 60 respondents, primarily from Snohomish County, filled out an online survey to provide their viewpoints about remote work. The survey link was shared on social media and through key community partners, including government and non-profits.

Respondents were well distributed between ages 25 and 65+ and represented non-profit, private industry, government and public institutions. The number of employees at the responder organizations ranged from 1 to over 150,000.

This survey is not scientific as respondents opted in. We did not collect race and socioeconomic data. Results should be used to start the conversations necessary for shaping remote work policy.



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### Key Findings

When asked about the benefits of remote work, the list of responses is long. The top 3 benefits include no commute (40%), better work-life balance (38%) and flexibility, which is likely related to work schedule (38%).

The list of challenges related to remote work is shorter, but some consequential responses exist. The top challenges were disconnect from people (26%), boundaries related to home versus work (19%) and technology (15%).

Like remote workers, those who worked from their office/workpace called out disconnection with remote workers (29%) and technology (12%) as challenges. However, what is more concerning in their responses is resentment (17%) and perceived slacking (10%).

When asked about the thought process for allowing remote work, this comment summed up most others: "Can they manage their time, can the work be done effectively remotely, will they be okay with the social challenges remote working can present."

When asked if respondents were looking for a job today, what options would not be acceptable, 50% of respondents would not consider a full-time in-office job, and this points to how critical this topic of workplace versus remote is right now.



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#### Recommendation

Remote work during the pandemic has given us a new perspective on how work life can be different and better. If seeking a new job right now, half of the survey respondents indicated they would not consider working in an office full time. For Snohomish County organizations to attract and retain employees, returning to pre-pandemic onsite expectations is not an option.

The information in this report should be used as a starting point for exploring the needs and attitudes of your workplace. Every workplace has different dynamics, and your staffing needs and employee viewpoints may differ from those responding to this survey.

Organizations need to develop a remote work policy that allows employees to benefit from reduced commutes, better work-life balance and flexibility. In addition, challenges, including disconnection and technology, must be addressed, as should finding ways to give onsite staff some of the benefits remote workers have, such as flexibility.

None of these challenges are insurmountable, and CommonUnity can help you use what we've learned during these trying times to help you be competitive in attracting and retaining great workers.

Please schedule a free 30-minute [Let's Connect Meeting](#) to discuss how CommonUnity can help you develop and implement a remote work policy to attract and retain employees.