

Work@Home Pulse Survey 2021

Response Distribution Report

Prepared for: Sample Company



Best Companies Group >>>

	OVERALL	JOB ROLE			PRE-SOCIAL DISTANCING DIRECTIVES WORK SITUATION					WORK EXPERIENCE DURING PANDEMIC				CURRENT WORK SITUATION			
	% of Respondents	Executive Leadership	Manager or Supervisor	Staff	Always Worked From Home	Worked From Home Most Of The Time	Worked From Home Some Of The Time	Never Worked From Home	Hired After Social Distancing Directives Implemented	Work From Home All Of The Time	Work From Home Most Of The Time	Work At Office/Worksite Half Or More Of The Time	Work At Office/Worksite All Of The Time	Working from home all of the time	Working from home most of the time and at an office/worksite occasionally	Working at an office/worksite half or more of the time and at home occasionally	Working at an office/worksite all of the time
Base	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Base		6%	10%	84%	4%	14%	32%	40%	9%	47%	32%	9%	11%	46%	22%	19%	13%
COMMUNICATIONS/CONFIDENCE																	
My organization responded to the Coronavirus (COVID-19) outbreak in a timely manner																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Disagree Strongly	2%	0%	2%	0%	0%	2%	4%	0%	0%	2%	0%	0%	15%	0%	0%	0%	13%
Disagree Somewhat	2%	13%	7%	1%	0%	5%	2%	2%	0%	4%	3%	0%	0%	3%	7%	0%	0%
Neutral	3%	13%	0%	3%	0%	0%	0%	4%	15%	0%	0%	0%	0%	0%	0%	0%	0%
Agree Somewhat	8%	0%	7%	9%	0%	0%	11%	9%	8%	5%	8%	9%	23%	10%	7%	8%	0%
Agree Strongly	85%	75%	79%	86%	100%	95%	84%	82%	77%	86%	89%	91%	62%	86%	86%	92%	88%
Prefer not to answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
My organization responded to the Coronavirus (COVID-19) outbreak in a way that demonstrates care for its employees' well-being																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Disagree Strongly	1%	0%	7%	1%	0%	0%	2%	2%	0%	2%	0%	0%	8%	0%	0%	0%	13%
Disagree Somewhat	3%	13%	6%	3%	0%	0%	2%	4%	8%	2%	0%	0%	15%	3%	0%	0%	0%
Neutral	3%	0%	0%	4%	0%	0%	5%	2%	15%	0%	8%	0%	0%	0%	14%	0%	0%
Agree Somewhat	13%	0%	0%	3%	0%	5%	11%	9%	15%	13%	3%	18%	8%	14%	0%	8%	13%
Agree Strongly	82%	86%	86%	80%	100%	95%	80%	84%	62%	84%	89%	82%	69%	83%	86%	92%	75%
Prefer not to answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
I can trust what my organization tells me about the impact the Coronavirus (COVID-19) is having on our business																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Disagree Strongly	1%	0%	7%	1%	0%	0%	4%	0%	0%	0%	0%	0%	15%	0%	0%	0%	0%
Disagree Somewhat	1%	0%	0%	1%	0%	0%	2%	0%	0%	2%	0%	0%	0%	0%	0%	0%	13%
Neutral	6%	0%	0%	7%	0%	0%	14%	2%	8%	5%	8%	9%	0%	7%	21%	0%	13%
Agree Somewhat	19%	13%	7%	21%	0%	16%	18%	22%	23%	16%	21%	27%	23%	17%	21%	17%	13%
Agree Strongly	73%	88%	86%	70%	100%	84%	66%	73%	69%	77%	71%	64%	62%	76%	57%	83%	63%
Prefer not to answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
My organization's return-to-work efforts demonstrate care for its employees' health																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Disagree Strongly	2%	0%	0%	3%	0%	0%	5%	2%	0%	2%	3%	0%	8%	0%	7%	0%	13%
Disagree Somewhat	1%	0%	0%	1%	0%	0%	2%	0%	0%	0%	0%	9%	0%	3%	0%	0%	0%
Neutral	10%	13%	7%	10%	0%	5%	14%	11%	8%	11%	8%	0%	31%	10%	29%	0%	0%
Agree Somewhat	12%	13%	0%	13%	0%	11%	9%	16%	8%	11%	11%	18%	23%	10%	7%	8%	13%
Agree Strongly	74%	75%	93%	71%	100%	84%	68%	69%	85%	73%	79%	73%	38%	76%	57%	92%	63%
Prefer not to answer	1%	0%	0%	2%	0%	0%	2%	2%	0%	4%	0%	0%	0%	0%	0%	0%	13%
WORK ENVIRONMENT																	
I am able to perform my job working from home as well as if I were in the office																	
Base: Total Responding	55	2	6	47	0	19	36	0	0	23	24	6	2	29	14	12	0
Disagree Strongly	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Disagree Somewhat	4%	x	0%	4%	0%	0%	6%	0%	0%	0%	4%	17%	x	0%	0%	17%	0%
Neutral	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Agree Somewhat	18%	x	17%	19%	0%	11%	22%	0%	0%	17%	21%	17%	x	14%	14%	33%	0%
Agree Strongly	78%	x	83%	77%	0%	89%	72%	0%	0%	83%	75%	67%	x	86%	86%	50%	0%
Prefer not to answer	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
I have the technology necessary to do my job working from home																	
Base: Total Responding	55	2	6	47	0	19	36	0	0	23	24	6	2	29	14	12	0
Disagree Strongly	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Disagree Somewhat	2%	x	0%	2%	0%	0%	3%	0%	0%	0%	0%	17%	x	0%	0%	8%	0%
Neutral	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%

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Base	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Agree Somewhat	9%	x	0%	11%	0%	0%	14%	0%	0%	4%	17%	0%	x	3%	7%	25%	0%
Agree Strongly	89%	x	100%	87%	0%	100%	83%	0%	0%	96%	83%	83%	x	97%	93%	67%	0%
Prefer not to answer	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
I am able to do my job while working from home with minimal distractions																	
Base: Total Responding	55	2	6	47	0	19	36	0	0	23	24	6	2	29	14	12	0
Disagree Strongly	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Disagree Somewhat	2%	x	0%	2%	0%	0%	3%	0%	0%	0%	4%	0%	x	0%	0%	8%	0%
Neutral	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Agree Somewhat	18%	x	17%	19%	0%	16%	19%	0%	0%	13%	25%	17%	x	10%	14%	42%	0%
Agree Strongly	80%	x	83%	79%	0%	84%	78%	0%	0%	87%	71%	83%	x	90%	86%	50%	0%
Prefer not to answer	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
I feel connected to my colleagues even while working from home																	
Base: Total Responding	55	2	6	47	0	19	36	0	0	23	24	6	2	29	14	12	0
Disagree Strongly	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Disagree Somewhat	9%	x	0%	11%	0%	11%	8%	0%	0%	0%	17%	17%	x	3%	21%	8%	0%
Neutral	4%	x	0%	4%	0%	0%	6%	0%	0%	4%	4%	0%	x	3%	7%	0%	0%
Agree Somewhat	29%	x	17%	30%	0%	21%	33%	0%	0%	36%	29%	17%	x	28%	14%	50%	0%
Agree Strongly	58%	x	83%	55%	0%	68%	53%	0%	0%	61%	50%	67%	x	66%	57%	42%	0%
Prefer not to answer	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
I have successfully adapted to the work at home environment																	
Base: Total Responding	55	2	6	47	0	19	36	0	0	23	24	6	2	29	14	12	0
Disagree Strongly	2%	x	0%	2%	0%	0%	3%	0%	0%	0%	4%	0%	x	0%	0%	8%	0%
Disagree Somewhat	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
Neutral	2%	x	0%	2%	0%	0%	3%	0%	0%	0%	0%	17%	x	0%	0%	8%	0%
Agree Somewhat	13%	x	0%	15%	0%	0%	19%	0%	0%	9%	17%	17%	x	7%	7%	33%	0%
Agree Strongly	84%	x	100%	81%	0%	100%	75%	0%	0%	91%	79%	67%	x	93%	93%	50%	0%
Prefer not to answer	0%	x	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	x	0%	0%	0%	0%
My organization understands the additional flexibility I now need to manage personal responsibilities																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Disagree Strongly	1%	0%	0%	1%	0%	0%	2%	0%	0%	2%	0%	0%	0%	0%	0%	0%	13%
Disagree Somewhat	4%	0%	0%	4%	0%	11%	2%	8%	0%	0%	3%	9%	15%	7%	7%	0%	0%
Neutral	7%	13%	7%	7%	0%	0%	5%	13%	8%	7%	8%	0%	15%	7%	0%	0%	0%
Agree Somewhat	17%	38%	0%	17%	17%	0%	14%	27%	8%	18%	13%	27%	23%	3%	14%	8%	25%
Agree Strongly	71%	50%	86%	70%	83%	89%	77%	56%	77%	73%	76%	64%	38%	83%	79%	92%	63%
Prefer not to answer	1%	0%	7%	0%	0%	0%	2%	0%	0%	0%	0%	0%	8%	0%	0%	0%	0%
Which of the following best represents your desire?																	
Base: Total Responding	107	6	11	90	0	19	44	44	0	56	38	11	2	29	14	12	8
I would like to work from home all of the time	41%	83%	18%	41%	0%	63%	30%	43%	0%	57%	24%	9%	x	62%	36%	0%	25%
I would like to work from home most of the time	28%	17%	18%	28%	0%	32%	23%	27%	0%	21%	37%	18%	x	24%	50%	17%	0%
I would like to work from home some of the time	26%	0%	36%	27%	0%	5%	41%	20%	0%	20%	29%	55%	x	14%	7%	83%	50%
I do not want to work from home	7%	0%	27%	4%	0%	0%	7%	9%	0%	2%	11%	18%	x	0%	7%	0%	25%
What concerns will you have/had you had when your organization begins the process of having its employees return to the workplace/since returning to the workplace/while working at your office during the Coronavirus (COVID-19) outbreak? (SELECT ALL THAT APPLY)																	
Base: Total Responding	88	4	12	72	0	19	44	25	0	26	38	11	13	29	14	12	8
No concerns	50%	x	58%	49%	0%	53%	48%	52%	0%	38%	61%	45%	46%	38%	50%	75%	50%
Possible exposure to the Coronavirus (COVID-19)	40%	x	33%	40%	0%	32%	43%	40%	0%	58%	26%	45%	38%	55%	21%	25%	38%
A lack of confidence that the office will be regularly disinfected	14%	x	0%	17%	0%	5%	18%	12%	0%	12%	13%	18%	15%	10%	14%	8%	38%

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Base	137	8	14	115	6	19	44	65	13	56	38	11	13	29	14	12	8
Doubts about whether social distancing may be possible in our workplace	18%	x	8%	19%	0%	16%	23%	12%	0%	38%	13%	0%	8%	31%	21%	0%	13%
Concerns about possibly being required to wear a mask in our workplace	11%	x	17%	10%	0%	5%	18%	4%	0%	27%	5%	0%	8%	21%	14%	0%	13%
Potential childcare/school hardships for my family	7%	x	0%	8%	0%	11%	7%	4%	0%	8%	8%	0%	8%	14%	7%	0%	0%
Potential loss of flexibility to manage personal responsibilities	13%	x	0%	14%	0%	16%	16%	4%	0%	23%	3%	18%	15%	24%	7%	0%	25%
Other: (Please elaborate on the concerns above and/or explain additional concerns):	3%	x	8%	3%	0%	0%	2%	8%	0%	0%	0%	0%	23%	3%	0%	0%	0%
Since you've returned to the office/organization worksite, has anyone tested positive for COVID-19 or been exposed to persons who have tested positive for the virus?																	
Base: Total Responding	34	0	5	29	0	7	27	0	0	5	21	8	0	0	14	12	8
Yes	41%	0%	0%	48%	0%	29%	44%	0%	0%	40%	48%	25%	0%	0%	36%	58%	25%
No	38%	0%	80%	31%	0%	43%	37%	0%	0%	20%	33%	63%	0%	0%	36%	25%	63%
Don't Know	21%	0%	20%	21%	0%	29%	19%	0%	0%	40%	19%	13%	0%	0%	29%	17%	13%
What actions did your organization take in response to this? (SELECT ALL THAT APPLY)																	
Base: Total Responding	14	0	0	14	0	2	12	0	0	2	10	2	0	0	5	7	2
The employee self-quarantined for a specific number of days	71%	0%	0%	71%	0%	x	75%	0%	0%	x	80%	x	0%	0%	40%	100%	x
After self-quarantining, the employee had to test negative before being allowed to return to the workplace	36%	0%	0%	36%	0%	x	33%	0%	0%	x	30%	x	0%	0%	20%	57%	x
The organization alerted those who worked directly with the employee	64%	0%	0%	64%	0%	x	67%	0%	0%	x	60%	x	0%	0%	40%	86%	x
The organization tested those who worked directly with the employee	21%	0%	0%	21%	0%	x	25%	0%	0%	x	20%	x	0%	0%	0%	43%	x
The organization alerted all employees working at the same physical location as the employee	57%	0%	0%	57%	0%	x	58%	0%	0%	x	60%	x	0%	0%	40%	86%	x
The organization performed a deep-cleaning/sanitation procedure in ALL areas of the physical location where the employee was working	57%	0%	0%	57%	0%	x	58%	0%	0%	x	50%	x	0%	0%	20%	86%	x
The organization shut down the physical location where the employee was working for a specific number of days	50%	0%	0%	50%	0%	x	50%	0%	0%	x	40%	x	0%	0%	40%	57%	x
Other: (Please specify):	0%	0%	0%	0%	0%	x	0%	0%	0%	x	0%	x	0%	0%	0%	0%	x
None	0%	0%	0%	0%	0%	x	0%	0%	0%	x	0%	x	0%	0%	0%	0%	x
Don't Know	14%	0%	0%	14%	0%	x	17%	0%	0%	x	20%	x	0%	0%	40%	0%	x
What kinds of actions did your company take that have helped you be effective when you work/worked from home? (SELECT ALL THAT APPLY)																	
Base: Total Responding	34	2	5	27	0	13	21	0	0	26	5	1	2	29	1	1	3
Flexible work hours/flex time	53%	x	60%	48%	0%	38%	62%	0%	0%	54%	60%	x	x	55%	x	x	x
Provided software/access to software for meetings and organization computing systems	71%	x	60%	70%	0%	69%	71%	0%	0%	77%	40%	x	x	72%	x	x	x
Provided me with hardware and office equipment (e.g. printer, scanner, laptop, modem, mobile phone, other)	71%	x	80%	67%	0%	69%	71%	0%	0%	77%	80%	x	x	72%	x	x	x
Additional IT support	32%	x	20%	30%	0%	46%	24%	0%	0%	35%	40%	x	x	31%	x	x	x
Expanded/enhanced/improved its healthcare services	18%	x	0%	22%	0%	23%	14%	0%	0%	23%	0%	x	x	21%	x	x	x
Implemented regular staff meetings to track progress while working from home	50%	x	80%	44%	0%	62%	43%	0%	0%	54%	40%	x	x	55%	x	x	x
Provided Counseling services to help employees and families adjust to working from home	38%	x	20%	41%	0%	54%	29%	0%	0%	42%	40%	x	x	38%	x	x	x
Reimbursement for landline/cell phone usage	18%	x	60%	11%	0%	8%	24%	0%	0%	23%	0%	x	x	17%	x	x	x
Other: (Please specify):	3%	x	0%	4%	0%	0%	5%	0%	0%	4%	0%	x	x	3%	x	x	x
Nothing	6%	x	20%	4%	0%	15%	0%	0%	0%	4%	0%	x	x	7%	x	x	x
DEMOGRAPHICS																	
What is your current work situation?																	
Base: Total Responding	63	2	9	52	0	19	44	0	0	26	26	9	2	29	14	12	8
Working from home all of the time	46%	x	44%	44%	0%	63%	39%	0%	0%	81%	19%	11%	x	100%	0%	0%	0%

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Base	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
Working from home most of the time and at an office/worksite occasionally	22%	x	11%	25%	0%	37%	16%	0%	0%	4%	46%	11%	x	0%	100%	0%	0%
Working at an office/worksite half or more of the time and at home occasionally	19%	x	11%	21%	0%	0%	27%	0%	0%	4%	27%	44%	x	0%	0%	100%	0%
Working at an office/worksite all of the time	13%	x	33%	10%	0%	0%	18%	0%	0%	12%	8%	33%	x	0%	0%	0%	100%
After the Coronavirus (COVID-19) outbreak began, did your organization require you to:																	
Base: Total Responding	118	7	12	99	0	19	44	55	0	56	38	11	13	29	14	12	8
Work from home all of the time	47%	71%	42%	46%	0%	47%	39%	55%	0%	100%	0%	0%	0%	72%	7%	8%	38%
Work from home most of the time and at an office/worksite occasionally	32%	14%	33%	33%	0%	42%	41%	22%	0%	0%	100%	0%	0%	17%	86%	58%	25%
Work at an office/worksite half or more of the time and at home occasionally	9%	0%	17%	9%	0%	5%	18%	4%	0%	0%	0%	100%	0%	3%	7%	33%	38%
Work at an office/worksite all of the time	11%	14%	8%	11%	0%	5%	2%	20%	0%	0%	0%	0%	100%	7%	0%	0%	0%
Which of the following best describes your experience working from home for your current employer prior to any social distancing directives due to the Coronavirus (COVID-19)?																	
Base: Total Responding	137	8	14	115	6	19	44	55	13	56	38	11	13	29	14	12	8
I have always worked from home	4%	0%	7%	4%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
I worked from home most of the time	14%	13%	14%	14%	0%	100%	0%	0%	0%	16%	21%	9%	8%	41%	50%	0%	0%
I worked from home some of the time	32%	13%	50%	31%	0%	0%	100%	0%	0%	30%	47%	73%	8%	59%	50%	100%	100%
I have never worked from home	40%	63%	21%	41%	0%	0%	0%	100%	0%	54%	32%	18%	85%	0%	0%	0%	0%
I was hired after social distancing directives were implemented	9%	13%	7%	10%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
When did you return to work at an office/worksite for at least part of the time?																	
Base: Total Responding	5	0	1	4	0	1	4	0	0	5	0	0	0	0	1	1	3
May 2020 or earlier	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
June 2020	60%	0%	x	x	0%	x	x	0%	0%	60%	0%	0%	0%	0%	x	x	x
July 2020	40%	0%	x	x	0%	x	x	0%	0%	40%	0%	0%	0%	0%	x	x	x
August 2020	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
September 2020	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
October 2020	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
November 2020	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
December 2020	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x
January 2021	0%	0%	x	x	0%	x	x	0%	0%	0%	0%	0%	0%	0%	x	x	x

x - For confidentiality reasons, demographic categories with less than 5 responses are not included