# A Case for Going Back to the Office

*June 9, 2020*

We hope you are safe, healthy, and working well from home.  However, if you are like us, you may be excited to get back to the office. While remote working has been better than expected for many in the short-term, the benefits of a healthy office environment are critical for the long-term growth and success of companies and their employees. For example:
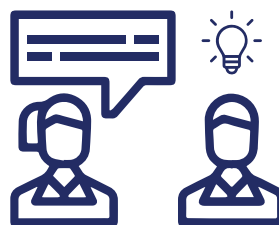
**1. Maintaining culture:** Company shared beliefs and values are better communicated and strengthened in person.  >50% of workers feel less connected to their organizations as remote workers.  This is a key finding given that 65% of millennials value company culture more than salary.  This group represents 38% of the US workforce; by 2025, they will constitute 75%.[1,2,3]

**Culture**          **Salary**

**2. Higher productivity and engagement:**  67% of employees who work remotely always or very often aren't engaged.[4]  Lower productivity is caused by:

**Kids**          **Pets**          **Poor Internet Connection**          **TV / Media Streaming**          **Sleeping In / Naps**

**3. Value creation and innovation:** "Creativity comes from spontaneous meetings, from random discussions.  You run into someone, you ask what they're doing, you say 'Wow,' and soon you're cooking up all sorts of ideas." – Steve Jobs[5]

*Sources:*
*1 2 3 4 5 6 7 8 9*

**4. Safety of information:** > 1/3 of senior technology executives say that cybersecurity risks have increased since remote working began in March.[6]



**5. Employee well-being:** Social interaction is critical for mental and physical health; for example, 41% of remote workers have high stress levels compared to just 25% of office workers.[7,8]



**6. Employee loyalty and growth:** The office provides better career advancement, networking opportunities, mentorship and employee loyalty. 25% of millennials are worried their remote work may cause them to miss out on career opportunities. Moreover, office workers are 5.6x more likely to stay at their companies their entire careers compared to remote employees.[4,9]



*Once it's safe to do so, we will get out of our sweatpants, cut our hair, put down the banana bread, turn off Ozark, and head to the office – it is where personal and organizational success is found.*

*Sources:*
*1 2 3 4 5 6 7 8 9*

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