



FLEXIBILITY

What are employees thinking of?

HOW FLEXIBLE IS FLEXIBLE AND WHO DECIDES?



- Can I decide where to work from?
- Can I decide when and why to be in the office?
- Is this really a long term change or an experiment?
- Are there any unwritten 'rules' to look out for?



WILL I BE TREATED THE SAME AS MY ONSITE PEERS FOR GROWTH OPPORTUNITIES?

- Will I get as much visibility with decision makers?
- Will I get access to the same training & development opportunities?
- Will I have as much access to mentors & sponsors?
- Will I have equal opportunity to shine through stretch projects & assignments?
- Will I be able to grow/get promoted and advance as fast as my on-site colleagues?

WILL MY CONTRIBUTIONS BE RECOGNIZED EQUITABLY?



- Will my manager think I am just as engaged when I work remotely?
- Will I be paid the same for the same work?
- Will my work be valued the same or will it be discounted?



WILL REMOTE WORKING IMPACT MY WORK RELATIONSHIPS?

- Will my team make assumptions or stereotype me, my work, my commitment and contributions?
- Will they continue to be cognizant & inclusive of remote workers?
- Will they value my ideas and my voice as much?
- Will they judge me for lack of physical presence?
- We were productive at 100% remote work. Will it change when we are part remote, part on-site?

