



From The Office To Home Working:
A Six-Month Evaluation

Background



Why?

How?

Who?

General Trends



General Trends

Cognitive performance



% Improvement Home Working vs Office

Working Memory

16%

Decision Making

9%

Distractibility

4%

Mental Wellbeing



Physical Wellbeing



Employee Experience



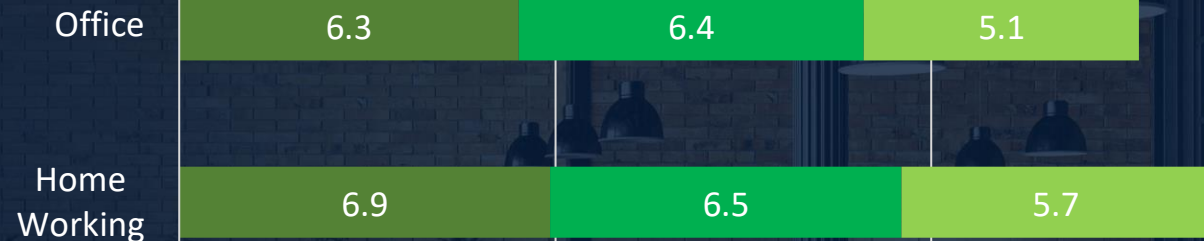
Over **87%** of participants performed better across the 3 cognitive tasks during home working vs office

General Trends



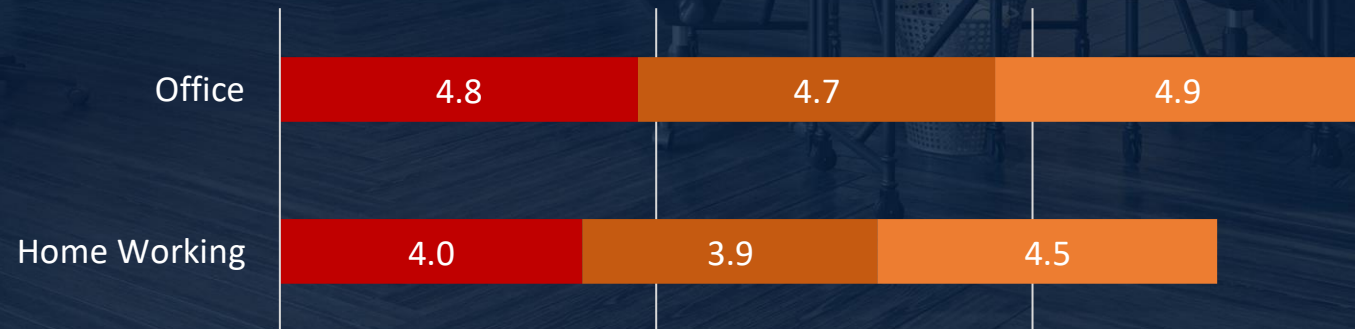
Positive Moods

■ Happiness ■ Energy ■ Relaxed



Negative Moods

■ Anxiety ■ Worry ■ Stress



General Trends

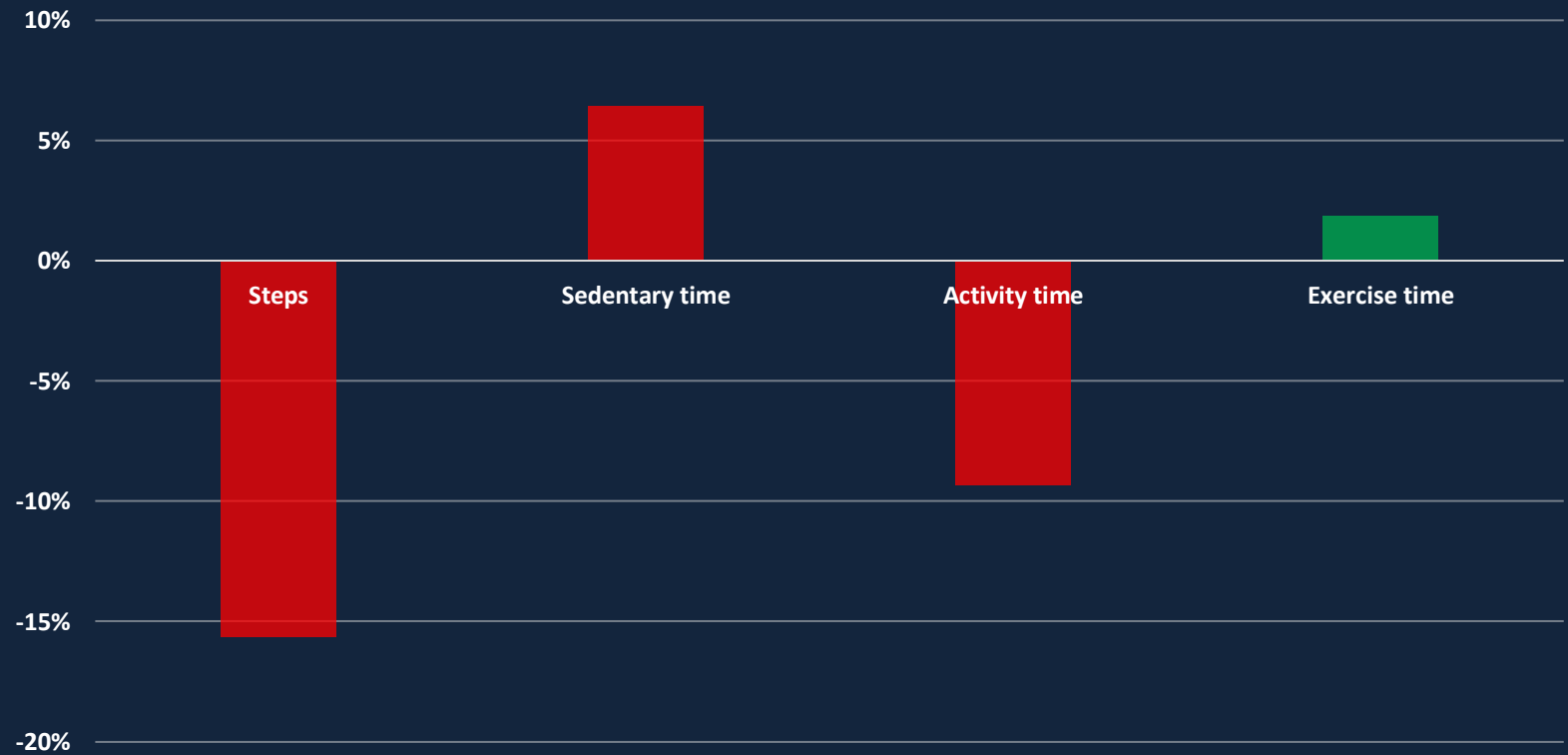
Physical Wellbeing



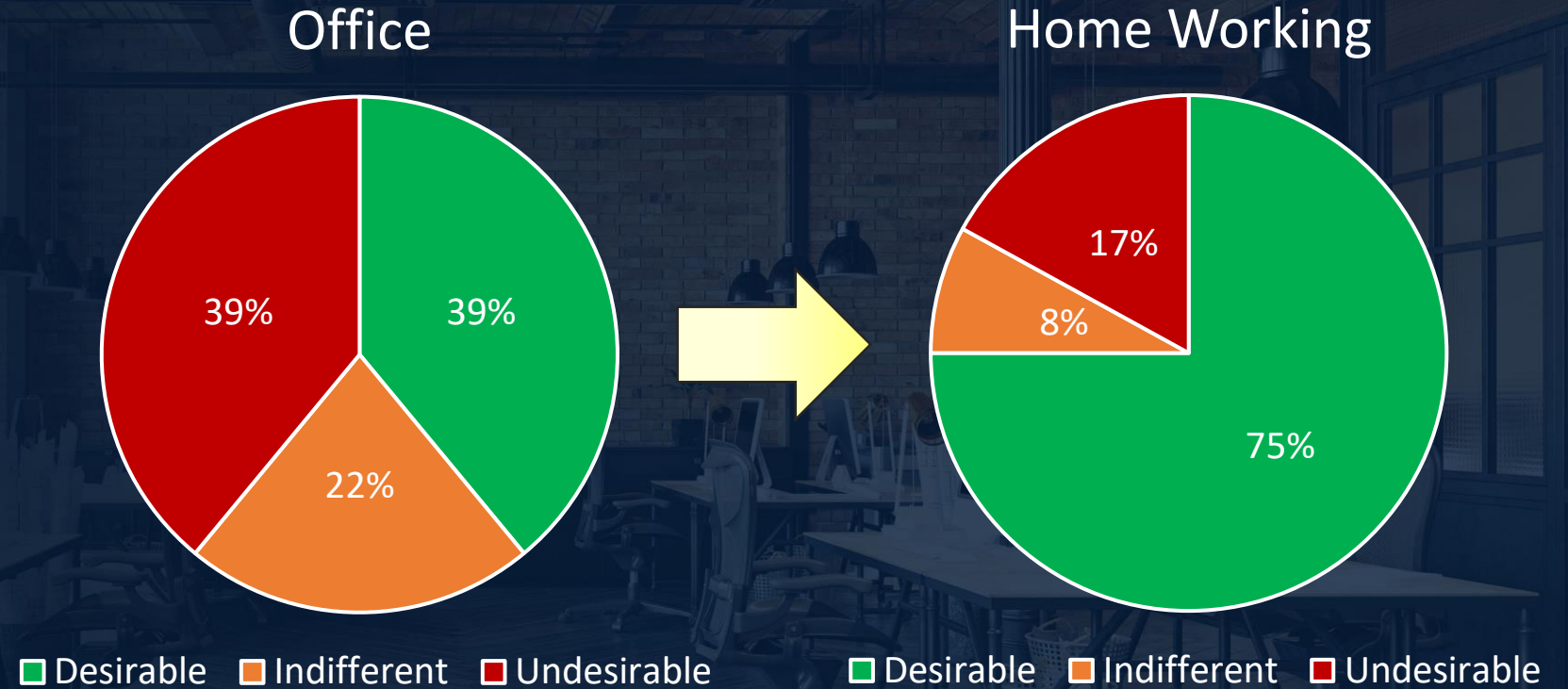
Employee Experience



Physical Activity Changes – Home Working vs Office



General Trends

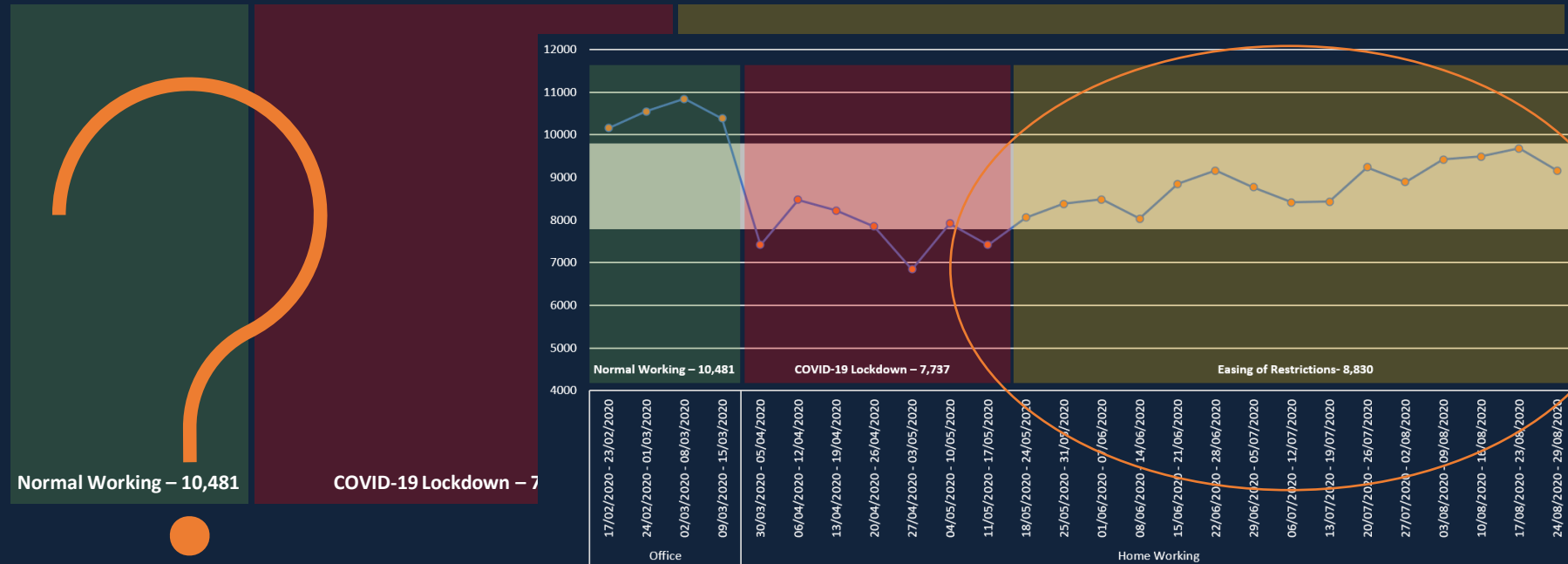


The majority of respondents reported their workplace as **more desirable** during home working when compared to the office.

Individual Responses



Changes Over Time



Drivers of Performance



The Future of Work

Multiple workplaces



“About **25-30%** of the workforce will be **working remotely**, for several days a week, by the end of 2021”

Kate Lister, President of Global Workplace Analytics

Digital Tools & Technology



How best to facilitate ongoing **collaboration/creativity** from different locations to suit needs of **multiple job types/personas**

Workforce Wellbeing



Our data shows that **~10 million** UK employees could be failing to meet minimum government guidelines for sleep & physical activity, **negatively impacting wellbeing & performance** when WFH

The Future of Workplace Wellbeing

Holistic

Understand and support all pillars of wellbeing

1. Simple steps
2. One behaviour at a time
3. Remove barriers for employee

Personalised

Try to cater for the needs of as many employees as possible most of the time

1. Feel & perform at their best
2. What do they need?
3. What can you effect?

Joint Responsibility

Don't assume that business is solely responsible for enhancing employee wellbeing

1. Empower employee
2. Provide tools/resources
3. Sharing of success & ideas

Thanks for Listening

We would love to hear from you...



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