

Title **'Hybrid Hotchpotch' negatively impacting UK workers**
From Landsec
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- *Almost eight out of ten UK workers consider a strong hybrid arrangement an important factor when looking for new employment in the UK (79%)*
- *Over one in four UK workers are unsatisfied with their employer's current hybrid working approach (29%)*
- *Seven in ten employees said their mental health is better when working part of their time in the office (70%)*

New research published today by Landsec has revealed a distinct lack of clarity around what 'hybrid' working means, with less than one in five UK workers agreeing on a definition. This hybrid 'hotchpotch' is having a negative impact on bosses' relationships with their teams.

The research, commissioned in partnership with Censuswide, polled over 800 UK employees across legal, technology, energy and finance firms to understand how employees see the value of the office. Despite hybrid working being the most common working pattern of British office workers today, with the number of hybrid workers almost doubling in just three months earlier this year¹, over a quarter of respondents (29%) said they were 'not very satisfied' or 'not satisfied at all' with their employer's current hybrid working approach. This increases to over half when focused on graduate and entry level employees (52%). As the economy looks for growth, the 'hotchpotch' reality of hybrid working is having a negative impact on UK workers.

Nearly eight in ten workers (79%) identify a strong hybrid working approach as an either somewhat or extremely important factor when choosing an employer. In today's widespread war for talent, businesses have an opportunity to more clearly define what hybrid means as a competitive advantage. The polling revealed that when an office works well it can benefit employee development and connection between colleagues:

- 51% of workers feel more comfortable asking for support in the office, vs 36% working remotely
- 50% feel more confident they have greater career development opportunities in the office, vs 38% working remotely
- 55% noted stronger connection with colleagues, vs 34% working remotely

¹ ONS – Is hybrid working here to stay (2022)

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/ishybridworkingheretostay/2022-05-23#:~:text=Since%20then%2C%20the%20proportion%20of,future%20of%20homeworking%20look%20like%3F>



Research also highlighted the vital role the office has to play in supporting employee wellbeing, with 70% of employees finding it easier to protect their mental health when working some of their time in the office and some of their time at home, compared to all of their time at home.

Oli Knight, Head of Offices at Landsec, said: *“There is no doubt the pandemic accelerated the rise of hybrid working. In this new world, businesses of all shapes and size are having to adapt at pace with few sources of inspiration as to what success looks like – and today’s research reveals that hybrid working is poorly defined as a result. This has led to a myriad of different approaches, not all of which are working.*

“This naturally raises the question: is this flexible approach to hybrid wrong? At Landsec, we don’t believe so; but we do believe businesses must let their culture define what hybrid means for them. As landlords, we work in close partnerships with our customers to deliver tailored workplace solutions that are as unique as the businesses themselves. This is no doubt a challenge – but not one businesses have to face alone.”

Harriet Minter, a hybrid work consultant and author of *WFH, How to Build a Career You Love when You’re Not in the Office*, said: *“Expectations around what work looks like have drastically changed over the last few years, leaving both employers and employees uncertain about what hybrid really means.*

“Being bold about what hybrid means for your business and offering a workplace that is set up to support that approach, whether through integrated technology solutions or a tailored selection of different spaces within the workplace, is a sure-fire way to keep your business ahead in the war for talent. Without this, employers will find themselves losing out as current employees become disengaged and potential candidates lean towards employers with a clearer definition of hybrid and an office which brings them closer to company culture and adds clear value to both their work experience and their work-life balance.”

To help untangle this hybrid hotchpotch, Landsec has today published *‘The Future Office: Rising expectations in a hybrid world’* – a guide to help businesses navigate what hybrid means for them.

Ends

About Landsec

At Landsec, we build and invest in buildings, spaces and partnerships to create sustainable places, connect communities and realise potential. We are one of the largest real estate companies in Europe, with a £12 billion portfolio of retail, leisure, workspace and residential hubs. Landsec is shaping a better future by leading our industry on environmental and social sustainability while delivering value for our shareholders, great experiences for our guests and positive change for our communities.



About Landsec Offices

Whatever your needs, moving into a Landsec office means enjoying sustainable and healthy spaces, dynamic surroundings and building a lasting relationship with a trusted partner who can provide for any stage in your business's journey.

Businesses all need exceptional quality and exceptional service to create productive and engaging workplaces. Our buildings are always developed by an expert team that understands the importance of making offices healthy, sustainable and inspiring – creating places where people want to come to work.

Our three office offerings deliver options for customers depending on their scale, business stage and individual needs:

- **Blank Canvas:** spaces that are ready for businesses to personalise and transform to suit their brand and needs.
- **Customised:** hassle-free dedicated space with direct access to design experts to transform Blank Canvas spaces into fully furnished offices, ready to occupy, with ongoing managed services.
- **Myo:** Design-led flexible workspace offering shared meeting rooms and breakout spaces with private offices that business can personalise and 'Make Your Own' with the support of a dedicated on-site concierge team.

Find out more about Landsec's office offerings, here: <https://landsec.com/aboutoffice-space/our-products>

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