

# Supporting People: Onsite and Offsite



Predictors of productivity and health for workers vary between remote environments and onsite locations.\*

I will feel more productive and healthy working onsite if...	I will feel more productive and healthy working remotely if...
I have strong social relationships at work.	I have greater autonomy in my job when offsite.
I've experienced burnout from working at home.	My organization operates with agility.
Onsite learning opportunities such as apprenticeships, mentoring and digital skilling interest me.	I experience a sense of strong life enhancement, meaning I get energy for my job outside of work.
I look to my leadership for support and guidance.	I have the freedom to pursue learning opportunities on my own time.
I have autonomy in my job when onsite.	I am less reliant on my leaders to support me.

**EMPLOYEES ARE 1.2x** as likely to feel productive working onsite when they feel connected to people at work.

**1 in 3** workers don't trust that their company's leaders have their best interest at heart.

## And demographics play a role as well

# 74%

of Gen Zs would like more opportunities to collaborate with colleagues in a face-to-face setting.

Who is more likely to feel productive and healthy working onsite?	Who is more likely to feel productive and healthy working remotely?
Gen Z / Younger millennials	Females
People living in large, urban areas	Gen X / Older millennials
People who work part-time, as contractors or on project-based opportunities	People living in farm / rural settings (could be due to commute)
People who worked onsite during the pandemic	People who have been with their company longer
People in smaller, localized organizations	People who work full-time

\*Results are based on regression analyses exploring future workforce productivity and health. Predictors are listed in order of predictive strength. n= 9,326 global workers.