

		May-20		Apr-21	
Q1	Nature of business	Finance	29%	Finance	25%
		Drinks	10%	Architecture & Design	15%
		Real Estate	8%	Real Estate	9%
		Architecture/Design	7%	Surveying	9%
Q2	How many employees	1 to 9	7%	1 to 9	9%
		10 to 99	25%	10 to 99	40%
		100 to 999	25%	100 to 999	9%
		1000 +	43%	1000 +	42%
Q3	Location	Edinburgh	74%	Edinburgh	65%
		Glasgow	6%	Glasgow	15%
		Newcastle	5%	London	8%
Q4	Position	Manager	30%	Director	25%
		Director	14%	Associate	15%
		Analyst	8%	Designer	15%
		Designer	6%	Manager	15%
Q5	Age	18 to 24	5%	18 to 24	5%
		25 to 34	28%	25 to 34	31%
		35 to 44	24%	35 to 44	26%
		45+	43%	45+	38%
Q6	Dedicated workspace?	Yes	62%	Yes	81%
		No	38%	No	19%
Q7	Adequate technology?	Yes	95%	Yes	99%
		No	5%	No	1%

		May-20		Apr-21	
Q8	At which do you work?	Desk	53%	Desk	73%
		Multi purpose table	35%	Multi purpose table	29%
		Other	12%	Other	5%
Q9	Task chair?	Yes	52%	Yes	71%
		No	48%	No	29%
Q10	Adequate lighting?	Yes	85%	Yes	87%
		No	15%	No	13%
Q11	Natural ventilation?	Yes	99%	Yes	96%
		No	1%	No	4%
Q12	Sharing home office?	Yes	54%	Yes	36%
		No	46%	No	64%
Q13	Greatest benefit?	No commute time	56%	No commute time	46%
		Flexible hours	22%	Flexible hours	28%
		Inc time with partner/fam/pet	15%	Better work/life balance	17%
		Better work/life balance	12%	Ability to focus	14%
		Ability to focus	12%	Inc time with partner/fam/pet	12%
		More time	9%	No commute cost	11%
	(new for 2021)	No commute cost	9%	Better ventilation	1%
				More privacy for VC	1%
				Control over environment	1%
Q14	Previously have dedicated wfh days?	Yes	36%	Yes	17%
		No	64%	No	83%

		May-20		Apr-21	
Q15	Which one change would bring greatest benefit?	Designated space	30%	None	22%
		Task chair	16%	Designated space	20%
		Desk	14%	Additional screen	8%
		No interruptions	14%	No interruptions	8%
		Additional screen	9%	Reduction in Teams/Zoom calls	8%
		Better wifi/vid conf	8%	Increased home internet speeds	7%
				Remote systems improvement	6%
			More space	3%	
Q16	Optimal wfh days	0	4%	0	4%
		1	14%	1	17%
		2	45%	2	53%
		3	30%	3	35%
		4	12%	4	5%
		5	4%	5	3%
Q17	Most miss	People interactions - social	88%	People interactions - social	78%
		People interactions - work	30%	People interactions - work	44%
		Nothing	3%	Nothing	6%
Q18	Biggest challenge	Taking a break/not eating/switching off	23%	Taking a break/not eating/switching off	25%
		Keeping up to date/comms	15%	Noise from others/distractions	14%
		Staying focused	14%	Staying focused	11%
		Motivation	14%	Keeping up to date/comms	9%
		Noise from others/distractions	11%	Isolation	8%
		Childcare & home schooling	8%	Remote collaboration	14%
				Lack of client contact	4%
				Trying to retain company culture	3%

		May-20		Apr-21	
Q19	Preferred client comms	Telephone call	28%	Telephone call	21%
		Video call	35%	Video call	48%
		Email	25%	Email	26%
		Other	12%	Other	5%
Q20	Preferred colleague comms	Telephone call	24%	Telephone call	16%
		Video call	60%	Video call	67%
		Email	4%	Email	9%
		Other	12%	Other	8%
Q21	Time spent on collab	Less than 25%	38%	Less than 25%	20%
		25 to 50%	39%	25 to 50%	57%
		More than 50%	23%	More than 50%	23%
Q22	Hours worked	More hours wfh	38%	More hours wfh	51%
		Less hours wfh	16%	Less hours wfh	6%
		The same	46%	The same	43%
Q23	Which office facilities would benefit your wfh space?	Larger desk/monitor/space	43%	None	35%
		Printer/copier/scanner	30%	Larger desk/monitor/space	25%
		Better chair	18%	Printer/copier/scanner	24%
		None	17%	Better chair	11%
		Better internet/vid conf/telecoms	11%	Stand up desk	4%
				Additional lighting	3%
Q24	Productivity	More productive wfh	36%	More productive wfh	47%
		Less productive wfh	20%	Less productive wfh	23%
		Same	44%	Same	30%

		May-20		Apr-21	
Q25	Can you balance dependants?	Yes No n/a	38% 12% 51%	Yes No n/a	36% 8% 56%
Q26	On a scale of 1 (poor) to 5 (very good):	Weighted Average		Weighted Average	
	How do you feel when working from home?	3.79		3.77	
	How would you rate your physical wellbeing?	3.58		3.56	
	How would you rate your mental wellbeing?	3.57		3.6	
	Rate the culture of your organisation in its support of working from home	4.06		4.18	
	Rate your ability to 'switch off' from work, when at home	3.24		2.86	
	How is the inclusion with/connection to your work colleagues?	3.48		3.34	
Q27	Can you keep motivated?	Yes No	80% 20%	Yes No	89% 11%

		May-20		Apr-21	
Q28	What actions help motivation?	Take regular breaks	31%	Exercise/fresh air	36%
		Daily goals/action lists	24%	Take regular breaks	29%
		Exercise/fresh air	24%	Check in with others	13%
		Check in with others	17%	Daily goals/action lists	13%
				Go outdoors at lunchtime	10%
				Take a full hour off at lunchtime	9%
Q29	Looking forward to return?	Yes	78%	Yes	83%
		No	22%	No	17%
Q30	Specifically looking forward to?	Face to face contact & support/collab	69%	Face to face contact & support/collab	83%
		Separation of work/home	8%	Networking	9%
		Routine/normality	8%	Commuting (exercise & downtime)	6%
				Going for lunch/coffee	6%
				Separation of work/home	6%
				Routine/normality	6%
				Meeting colleagues/seeing office for new employees	5%
Q31	How do you feel about lack of F2F contact with colleagues?	Sad/miserable/miss it/difficult	49%	Sad/miserable/miss it/difficult	49%
		Vid conf ok, but not as good	28%	OK	25%
		OK	13%	Vid conf ok, but not as good	14%
				Difficult to build relationships	7%
Q32	Do you have concerns about return?	Yes	50%	Yes	38%
		No	50%	No	62%

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Q33	Particular concerns (for those 'Yes' to Q32)	Social distancing on commute	30%	Social distancing on commute	32%
		Social distancing in workplace	28%	Lack of focus compared to wfh	14%
		General H&S/hygiene in workplace	22%	Returning too soon (inc spread C19)	14%
				Catching C19	11%
				Loss of personal time/less freedom	14%
				Readjusting following time away	11%
Q34	Learned about yourself?	More independent/strong/productive than believed	28%	Need interaction with others	30%
		Different wfh/wfo ratio better for future	25%	More independent/strong/productive than believed	21%
		Content and motivated wfh	22%	Content and motivated wfh	15%
		Good at multi-tasking/flex working	18%	Need to focus/have routine/switch off	8%
		Need interaction with others	12%	Prefer wfh & additional time (for family)	7%
		Less stressed wfh	10%	Easier wfh	5%
				Enjoy wfh more than expected	5%
				Equally or more productive wfh	5%
		POSITIVE WFH COMMENTS	80%	POSITIVE WFH COMMENTS	70%
		NEGATIVE WFH COMMENTS	15%	NEGATIVE WFH COMMENTS	28%
		NEUTRAL WFH COMMENTS	5%	NEUTRAL WFH COMMENTS	2%

Notes:

Where % total more than 100, respondents were able to select more than one answer

Where % total less than 100, the most popular free text answers were selected for the summary