

Vector Talent Resources Workforce Sentiment Survey

How often are you currently working remotely?

		Response percent	Response total
Never		0%	0
Less than once a week		0%	0
Once a week		0%	0
2-3 times a week		5%	1
4+ times a week		95%	19




Statistics based on **20** respondents;

How productive do you feel when working remotely compared to in an office?

		Response percent	Response total
Less productive		5%	1
About the same		20%	4
More productive		75%	15

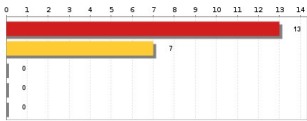
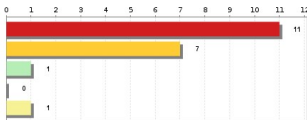
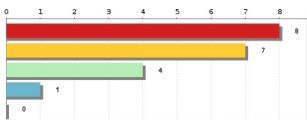
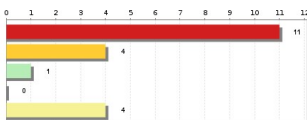
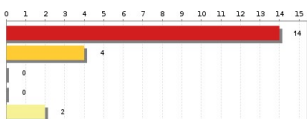
Statistics based on **20** respondents;

How effective is your manager in managing/leading a remote team?

		Response percent	Response total
Very Effective		55%	11
Effective		40%	8
Ineffective		0%	0
Very Ineffective		5%	1











Statistics based on **20** respondents;

When working remotely, how connected do you feel to...

	Very connected ■	Connected ■	Disconnected ■	Very disconnected ■	Does not apply ■		Response total
Your team	65% (13)	35% (7)	0% (0)	0% (0)	0% (0)		20
Your manager/supervisor	55% (11)	35% (7)	5% (1)	0% (0)	5% (1)		20
Your colleagues outside of your team	40% (8)	35% (7)	20% (4)	5% (1)	0% (0)		20
Your clients/external partners/vendors/suppliers	55% (11)	20% (4)	5% (1)	0% (0)	20% (4)		20
Your company's mission, vision and values	70% (14)	20% (4)	0% (0)	0% (0)	10% (2)		20

Statistics based on **20** respondents;

What are the **biggest benefits** you realize from working remotely? SELECT ALL THAT APPLY.

		Response percent	Response total
More flexible work hours		40%	8
Not commuting		95%	19
Fewer distractions and interruptions		70%	14
Choice of where I work		40%	8
Virtual collaboration with colleagues		60%	12
Team connection (e.g., team coffees, happy hours, etc.)		10%	2
Saving money		95%	19
More time for family and/or friends		45%	9
Choice of what I wear		45%	9
None of the above		10%	2

Statistics based on **20** respondents;

What are the **biggest challenges** you encounter while working remotely?

SELECT ALL THAT APPLY

		Response percent	Response total
Work/life balance		25%	5
Distractions or interruptions		5%	1
Technology issues		45%	9
Home office set-up (furniture and/or equipment)		40%	8
Career development opportunities		0%	0
Team protocols and manager expectations		0%	0
Connection to colleagues and/or manager		10%	2
Ability to share knowledge/information		5%	1
Child and/or elder care support		0%	0
Social isolation		35%	7
None of the above		20%	4

Statistics based on **20** respondents;






Which of the following would be helpful to you and/or your team to improve the remote work experience?

SELECT ALL THAT APPLY

		Response percent	Response total
Training on use of collaboration tools and technologies		5%	1
Suggestions on how to balance personal and professional obligations		15%	3
Resources for managing physical or mental wellbeing		15%	3
Clear HR policy or guidelines		5%	1
Team protocols and manager expectations		0%	0
Financial support or stipend for home office set-up		35%	7
None of the above		40%	8
Other		20%	4



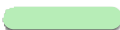

Statistics based on **20** respondents;

Prior to COVID-19, how often did you work remotely?

		Response percent	Response total
Never		50%	10
Less than once a week		15%	3
Once a week		10%	2
2-3 times a week		15%	3
4+ times a week		10%	2

Statistics based on **20** respondents;











Prior to COVID-19, how much did you enjoy working in your office environment?

		Response percent	Response total
Very Much Enjoyed		20%	4
Enjoyed		60%	12
Disliked		15%	3
Very Much Disliked		5%	1

Statistics based on **20** respondents;




Prior to COVID-19, what challenges did you encounter when working in the office?

SELECT ALL THAT APPLY

		Response percent	Response total
Distractions or interruptions		55%	11
Access to meeting spaces		5%	1
Quality of your work space		25%	5
Technology issues (hardware or software)		20%	4
Connection to colleagues and/or manager		10%	2
Work/life balance		25%	5
Commuting		75%	15
Parking		20%	4
None of the above		10%	2
Other		20%	4

Statistics based on **20** respondents;










In a post-COVID world, where would you prefer to work?

		Response percent	Response total
Fully remote		45%	9
Mostly remote (3+ days/week)		35%	7
Equal mix of both (2-3 days/week of each)		0%	0
Mostly at the office (3+ days/week)		20%	4
Fully at the office		0%	0

Statistics based on 20 respondents;



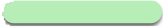

In a post-COVID world, what are the **primary reasons** you would come to the office?

SELECT ALL THAT APPLY

		Response percent	Response total
For team connection and community		50%	10
For physical boundaries between work and home		25%	5
To focus and be productive		5%	1
For access to tools, technologies, or spaces that are only available at the office		30%	6
To collaborate face-to-face		25%	5
For a better physical set-up (ergonomics, furniture, etc.) that is optimal for my job		20%	4
To utilize amenities and services		25%	5
None of the above		25%	5
Other		5%	1



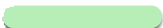
Statistics based on 20 respondents;

In a post-COVID world, how often would you consider working at a company provided location closer to your home (e.g., coworking space, satellite office) instead of your current office?

		Response percent	Response total
Never		25%	5
Sometimes (1-2 times/month)		50%	10
Frequently (1-2 times/week)		20%	4
Always		5%	1

Statistics based on 20 respondents;

In a post-COVID world, how supportive do you think your leadership and/or company will be of remote working?

		Response percent	Response total
Very Supportive		40%	8
Supportive		40%	8
Unsupportive		20%	4
Very Unsupportive		0%	0

Statistics based on 20 respondents;

A few last things...

Please select your primary office location.

		Response percent	Response total
Location 1		0%	0
Location 2		0%	0
Location 3		0%	0

Statistics based on 0 respondents;

Where do you currently live?

		Response percent	Response total
In a city center (e.g., urban location)		25%	5
Outside of a city (e.g., suburban location)		75%	15

Statistics based on 20 respondents;

What is the typical one-way commute time to your primary office?

		Response percent	Response total
0-15 minutes		5%	1
15-30 minutes		20%	4
30-45 minutes		15%	3
45-60 minutes		25%	5
60+ minutes		35%	7

Statistics based on **20** respondents;

Post-COVID, how will you primarily commute to the office?

		Response percent	Response total
Car		50%	10
Public transportation (bus, train, etc.)		40%	8
Rideshare		0%	0
Bike or Walk		0%	0
Other		10%	2

Statistics based on **20** respondents;

Please select your department.

		Response percent	Response total
Department 1		0%	0
Department 2		0%	0
Department 3		0%	0




Statistics based on **0** respondents;

Which of the following defines your current role?

		Response percent	Response total
Individual Contributor		75%	15
Leader of Individual Contributors		25%	5
Leader of Leaders		0%	0






Statistics based on **20** respondents;

Please select your generation.

		Response percent	Response total
Born 1995 or after		0%	0
Born 1981-1994		20%	4
Born 1965-1980		30%	6
Born before 1965		50%	10

Statistics based on 20 respondents;



How long have you worked for your company?

		Response percent	Response total
Less than 1 year		15%	3
1-2 years		5%	1
3-5 years		40%	8
6-10 years		20%	4
10+ years		20%	4

Statistics based on 20 respondents;


Because you are a leader of individual contributors or leader of leaders, we have a few last questions for you.

How supportive would you be if your team(s) indicated a desire to work remotely more often in the future?

		Response percent	Response total
Very supportive		80%	4
Supportive		20%	1
Unsupportive		0%	0
Very Unsupportive		0%	0

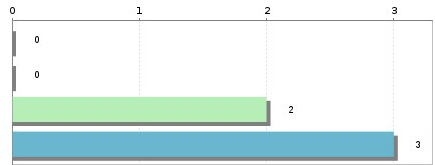
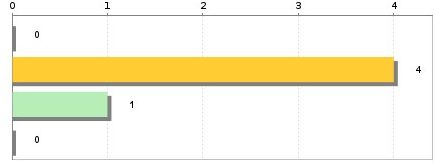
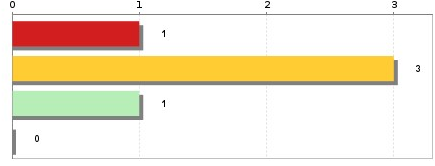
Statistics based on 5 respondents;

How effectively do you feel you are able to manage/lead your remote team(s)?

		Response percent	Response total
Very Effectively		80%	4
Effectively		20%	1
Ineffectively		0%	0
Very Ineffectively		0%	0
Does not apply		0%	0




Statistics based on 5 respondents;

As a people manager, please rank the following scenarios.

	Not Acceptable ■	Acceptable ■	Preferred ■	Most Preferred ■		Response total
Full team working remotely full-time	0% (0)	0% (0)	40% (2)	60% (3)		5
Full team working in the office	60% (3)	40% (2)	0% (0)	0% (0)		5
Hybrid: Part of the team working remotely full-time	0% (0)	80% (4)	20% (1)	0% (0)		5
Hybrid: Full team working remotely part of the time	20% (1)	60% (3)	20% (1)	0% (0)		5



Statistics based on **5** respondents;

What do you perceive to be the most challenging aspects about leading and managing remote teams? SELECT ALL THAT APPLY

		Response percent	Response total
Managing performance		0%	0
Communication		0%	0
Team engagement		0%	0
Creating team culture		60%	3
Building trust		20%	1
None of the above		20%	1

Statistics based on **5** respondents;

During the COVID-19 pandemic, overall how productive do you think your team(s) was compared to before?

		Response percent	Response total
Less productive		0%	0
About the same		40%	2
More productive		60%	3

Statistics based on **5** respondents;

