

# Work from Home Survey

New Normal Series

*Actionable Insights Across People, Process and Place*

Now that millions of employees are working from home, Leesman has mobilized the Home Working Experience assessment to give immediate feedback on the impact of work from home.

PDR has partnered with Leesman to deploy and analyze the Home Working Survey to provide you with actionable recommendations across people, process and place for the short-term, near-term and long-term.

	SHORT-TERM	NEAR-TERM	LONG-TERM
<b>HR</b>  <b>PEOPLE</b> <i>Human Resources</i>	<ul style="list-style-type: none"> <li>Determine the work from home impact on perception of productivity, collaboration, access to team, and well-being</li> <li>Identify how well work activities are supported at home</li> <li>Identify who to prioritize in immediate support</li> <li>Identify employee support program for greatest impact</li> <li>Prioritize significant connection-building methods</li> </ul>	<ul style="list-style-type: none"> <li>Identify who to prioritize in initial re-occupancy</li> <li>Identify policies and protocols to adjust prior to re-occupancy</li> <li>Develop a communication plan that targets employee needs and concerns</li> </ul>	<ul style="list-style-type: none"> <li>Identify percentage of workforce who are good candidates for future home working</li> <li>Update work from home policies</li> <li>Identify employee types that are optimal fits for remote working</li> </ul>
<b>T</b>  <b>PROCESS</b> <i>Information Technology</i>	<ul style="list-style-type: none"> <li>Evaluate the effectiveness of home technology setup</li> <li>Prioritize actions to help employees improve their work from home hardware, software, and accessories</li> <li>Identify immediate technology needs for critical business functions</li> </ul>	<ul style="list-style-type: none"> <li>Determine the work from home impact on perception of access to team and tools</li> <li>Develop communication platform use protocols</li> <li>Identify topics for trainings and communications on remote work platforms</li> </ul>	<ul style="list-style-type: none"> <li>Identify what long term technology strategies are needed to support both home and office working</li> </ul>
<b>RE</b>  <b>PLACE</b> <i>Real Estate</i>	<ul style="list-style-type: none"> <li>Evaluate the effectiveness of home workspace features</li> <li>Prioritize actions to help employees improve their work from home experience</li> </ul>	<ul style="list-style-type: none"> <li>Identify impact of work from home on department/role ability to work effectively</li> <li>Leverage insight to create phasing strategies for re-occupancy</li> <li>Identify number of people associated with those departments/roles for re-occupancy</li> <li>Identify space needed for re-occupancy</li> </ul>	<ul style="list-style-type: none"> <li>Identify percentage of workforce who are good candidates for working from home in the future</li> <li>Determine future occupancy and growth strategies</li> <li>Identify what space types are priority to support activities in the office</li> <li>Identify areas of impact for updating business continuity plans</li> <li>Develop business case for the office vs. the home office</li> </ul>