

WFH VS IN-OFFICE TRENDS

RETURN-TO-OFFICE MOMENTUM

- Companies are increasingly adopting structured hybrid policies, with many requiring 2–4 days in-office.
- Leadership cites collaboration, culture, and innovation as the primary drivers for return-to-office initiatives.
- While occupancy remains below pre-2020 levels, current office attendance reflects a permanent shift toward hybrid work.
- Many organizations are redesigning their physical spaces for team-based collaboration rather than individual tasks.

HYBRID WORK: THE MIDDLE GROUND

- Hybrid models are now the dominant workplace structure across many professional industries.
- Employees value in-person connection while maintaining the ability to focus remotely.
- While hybrid strategies offer a path to balance, achieving true organizational alignment remains a challenge.
- A growing expectation gap is forming as many employers re-emphasize the value of physical presence.

REMOTE WORK: EVOLVING EXPECTATIONS

- Candidates are increasingly seeking personal connection and opportunities for intentional, in-person collaboration.
- Organizations are shifting away from fully remote models toward more structured hybrid or in-office approaches.
- Employers are reassessing role requirements, evaluating where in-person presence drives the most impact.
- Remote roles still attract high interest, but the market is finding a new equilibrium between flexibility and physical presence.

WHAT THE DATA SHOWS

- Hybrid models have transitioned from a temporary perk to a fundamental pillar of the modern employee value proposition.
- Employers are leveraging this versatility as a strategic advantage to secure high-quality candidates.
- Companies with these adaptive policies are seeing significantly stronger talent attraction and higher retention outcomes.
- High performance is sustained in these environments through a focus on accountability and clear communication.

KEY INSIGHTS

- The future of work isn't one-size-fits-all, it's intentional.
- Organizations that align flexibility with business needs and clearly communicate expectations will have a measurable advantage in attracting and retaining talent.
- Overly restrictive policies without clear rationale may limit access to top talent, while thoughtful, role-based approaches are emerging as best practice.

