

- ▶ Connection Meter
  - Age and Geographic Demographics

# The Remote Working Survey

May 2020

- ▶ Connection Meter
  - Age Demographics

# All Respondents Scores

May 2020

# Key Findings

- **Connection = 58%**
  - Collaboration = 71%
  - Leadership = 80%
  - Practicality = 67%
  - Stress = 64%

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- **We're at a tipping point**
  - 58% feel connected, this means that 42% don't
- **Leaders are doing the right thing, but:**
  - Need to be more flexible
  - Need to meet the needs and concerns of people
  - Need to create more opportunities for team collaboration
- **Leaders provide management support and are accessible, but:**
  - Need to build connection with people within their team
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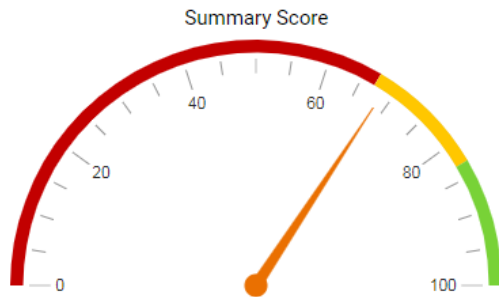
# Key Findings

- **People aged 35 to 55 have the highest levels of stress**
  - Distractions and stress working from home
  - Cultural complexities need to be considered
  - Family and financial concerns are pressure points
- **People aged 55 to 64 have high concerns around**
  - Personal Health
  - Personal Financial Stability
- **Leaders need to be consciously aware of:**
  - Cultural Complexities
  - Triggers of Stress
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# All Respondents Scores

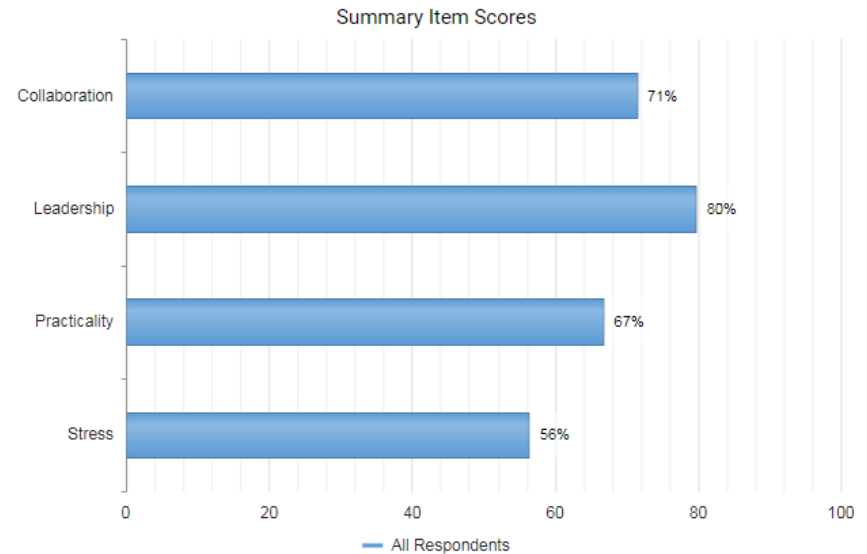
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All Respondents (N = 55)

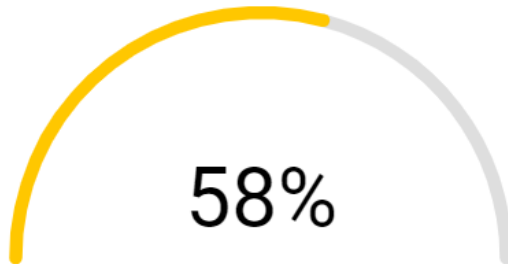


# All Respondents Scores

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This gauge shows the percentage of your people who currently feel strongly connected to the organisation and each other.



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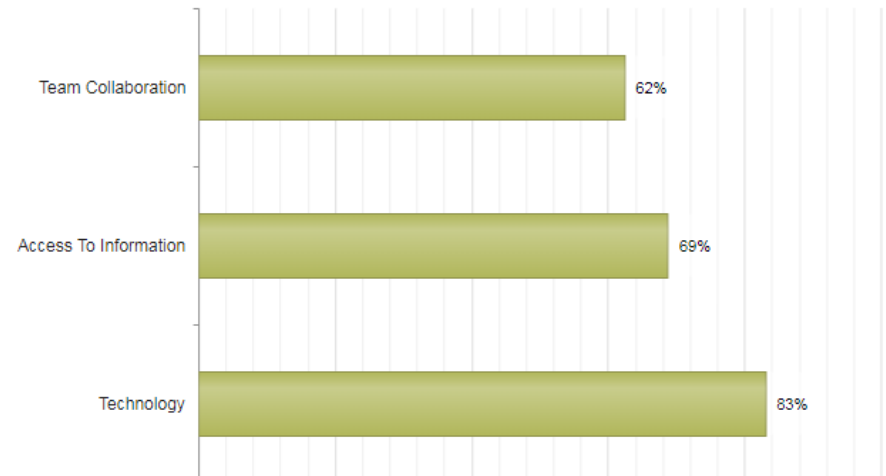
## How well are we collaborating?

These measures look at how effectively people feel they can collaborate with their teams and access information, as well as looking at how useful the collaborative technology available is.

All Respondents (N = 55)



Collaboration Item Scores



Key	Question Text
Team Collaboration	What impact has remote working had on your team's ability to collaborate when needed to produce outcomes?
Access To Information	How easy is it for you to get information from your colleagues when you need it whilst working remotely?
Technology	How easy is it for you to communicate with your colleagues through virtual processes such as Teams, Slack, Zoom, Skype etc?



# All Respondents Scores

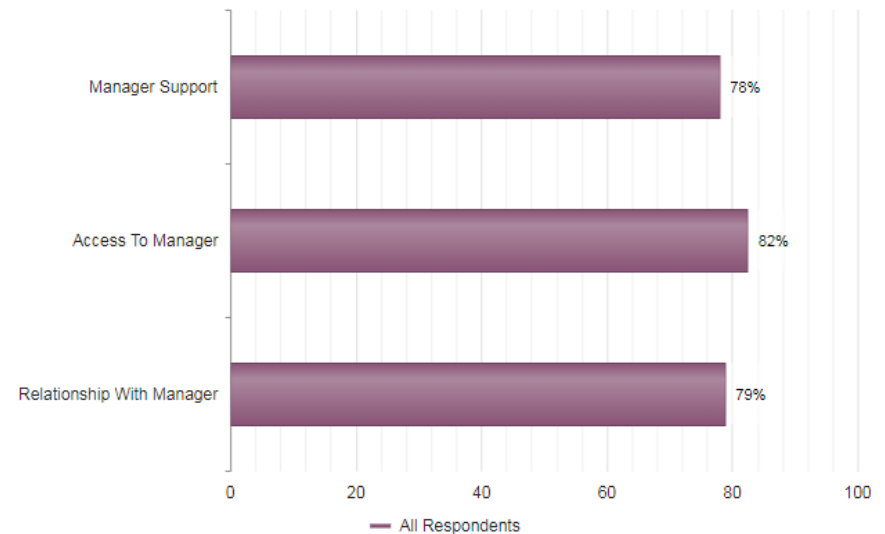
## What is the quality of our remote leadership?

These measures look at how well supported people feel they are by their manager, how accessible their manager is and how their relationship with their manager has changed as a result of working remotely.

All Respondents (N = 55)



Leadership Item Scores



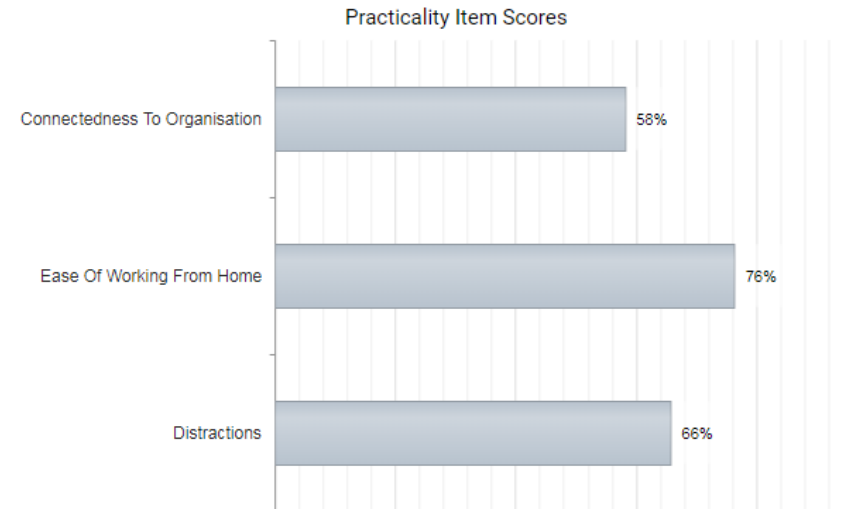
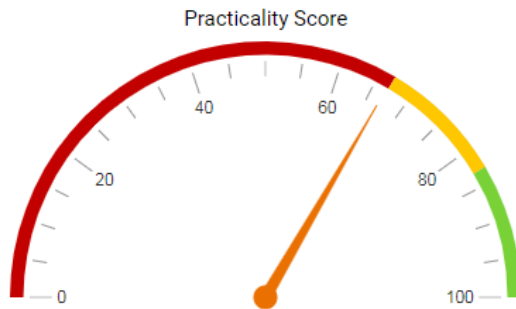
Key	Question Text
Manager Support	How would you rate the level of support you are getting from your manager/team leader whilst working remotely?
Access To Manager	How easy is it for you to get in contact with your direct manager/team leader when you need to whilst working remotely?
Relationship With Manager	How would you rate the quality of your relationship with your manager / team leader whilst working remotely?

# All Respondents Scores

## Is it practical for us to work remotely?

These measures look at how practical it is for your people to work from home, is it easy for them, is their environment free of distractions and do they still feel connected to the organisation?

All Respondents (N = 55)



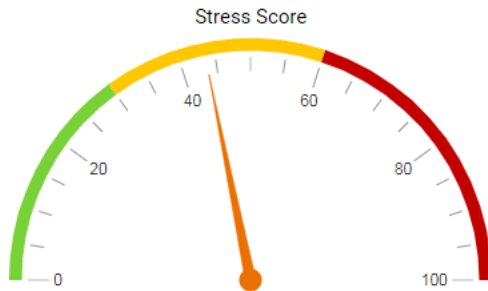
Key	Question Text
Connectedness To Organisation	As a result of working remotely, how connected to your organisation do you feel?
Ease Of Working From Home	How easy is it for you to focus on work whilst at home and ignore the usual distractions?
Distractions	Given your current home environment, how easy is it for you to work from home?

# All Respondents Scores

## How stressed are our people at the moment?

With the ongoing uncertainty and societal fear it is important to monitor your people's current mental state and stress levels. This page looks at overall stress levels as well as the key stressors for those reporting high levels of stress.

All Respondents (N = 55)



Key	Question Text
Stress Level	How would you rate your stress level at present?
Stress Factor	You rated your stress level as high or very high, what is the main factor contributing to your current stress level?

# Key Findings (Green Zone)

- At 80%, all respondents said that leadership create connection
- At 83%, all respondents said technology supports collaboration
- At 83, 35 to 44 year old's have high management support
- At 82%, all respondents said they have access to their manager
- At 81%, 65+ year old's most connected when WFH
- At 91%, 55 to 64 year old's found it easiest to WFH
- At 80%, Australian respondents found it easy to WFH
- At 86%, 65+ year old's had the least amount of distractions WFH

# Key Findings (Orange Zone)

- At 69%, all respondents said that of access to information
  - 35 to 54 year old's felt they had less access to others
  - 65+ year old's want to work more independently
- At 79%, all respondents had a relationship with their manager
  - Asia had the lowest score = 69%
- At 43%, all respondents felt stress whilst WFH
  - Family concerns for 35 to 44 year old's were high
  - Personal Financial Stability concerns for 35 to 44 year old's
  - Asia had the highest concern for Personal Financial Stability
  - Organisational Financial Stability concern by 35 to 44 year old's
  - Australia had highest concern for "other" types of stresses

# Key Findings (Red Zone)

- At 42%, 35 to 44 year old's felt least connected
- At 62%, team collaboration rated worst by all respondents
- At 57% all respondents felt disconnected when WFH
- At 64%, 35 to 54 year old's didn't find it easy to WFH
- At 58%, 35 to 54 year old's felt most distracted whilst WFH
- At 54%, Asia had the most amount of distractions when WFH
- Family concerns rated highly with 45 to 54 year old's
- Asia rated high concerns for both family and financial stress
- 45 to 54 year old's had the highest concern for "other" stresses

# Review and Summary

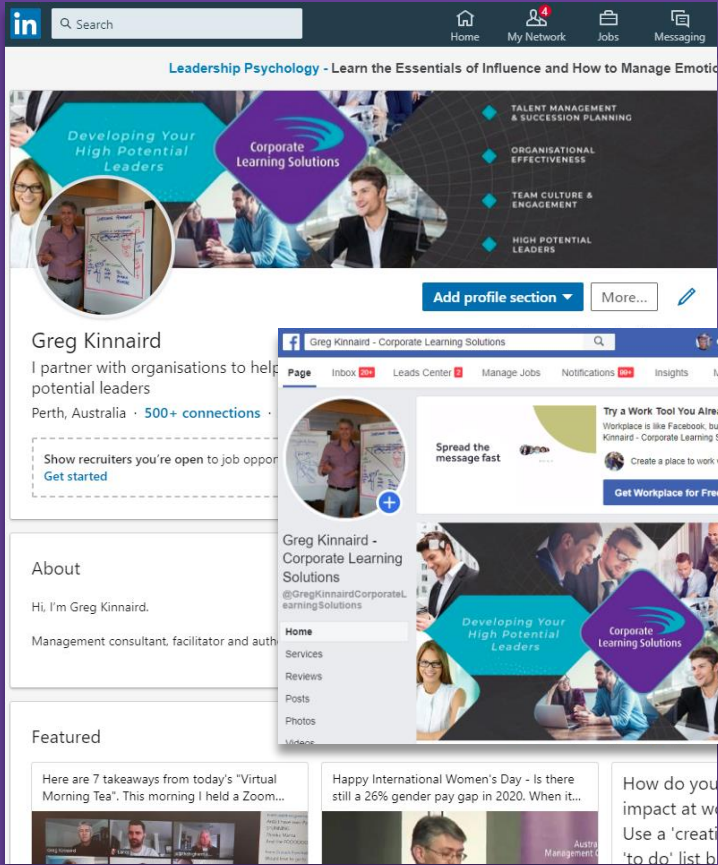
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# Questions





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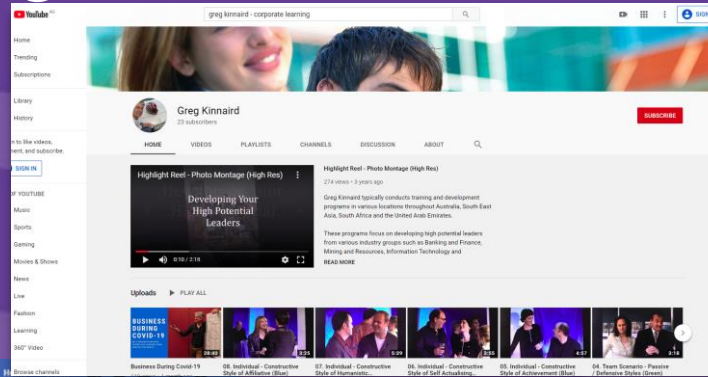
**GREG KINNAIRD**  
M: 0409 314 372 E: info@corplearn.com.au

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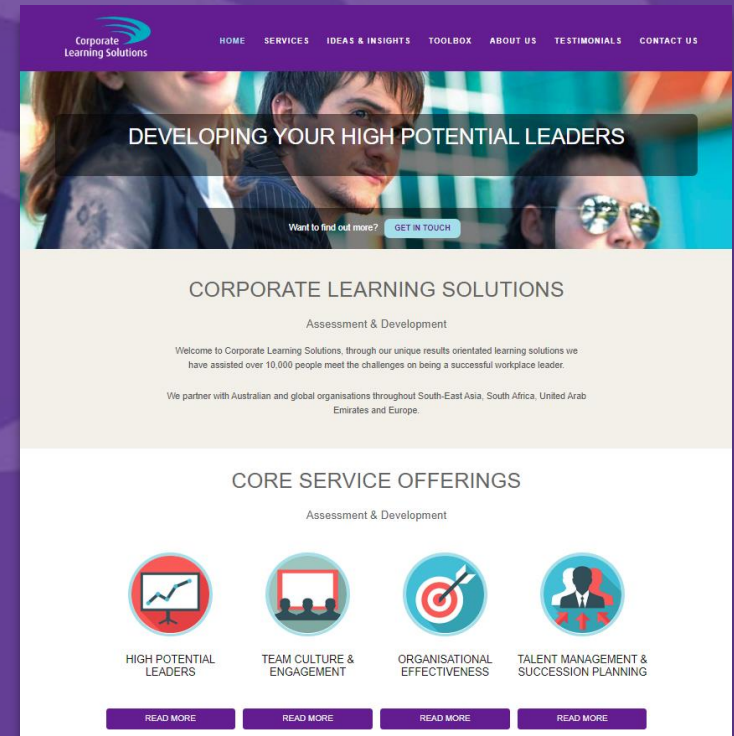
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- 06 Individual - Constructive State of Self Actualization...
- 05 Individual - Constructive State of Achievement (High)
- 04 Team Scenario - Passion / Performance State (Over)



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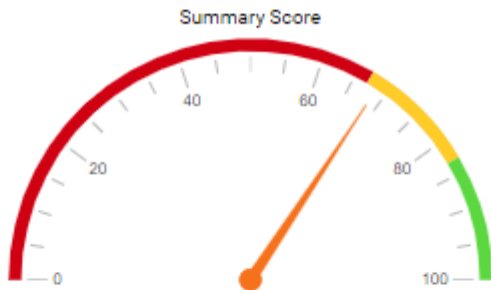
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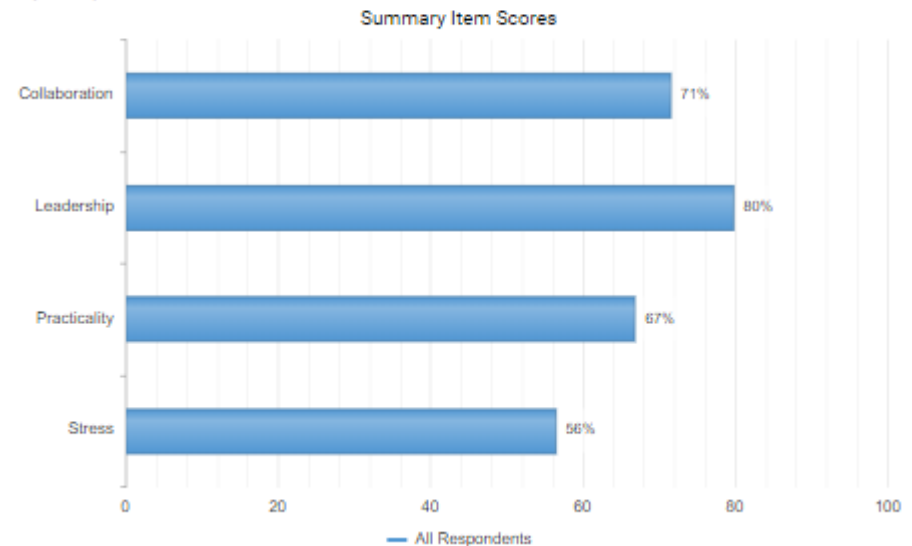
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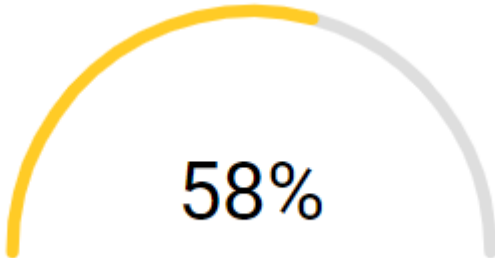


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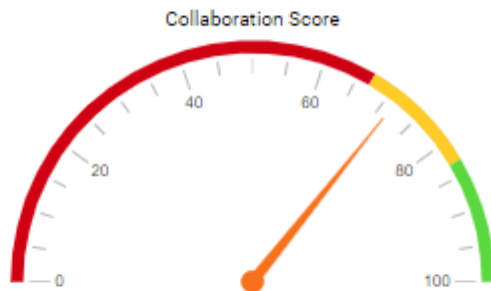
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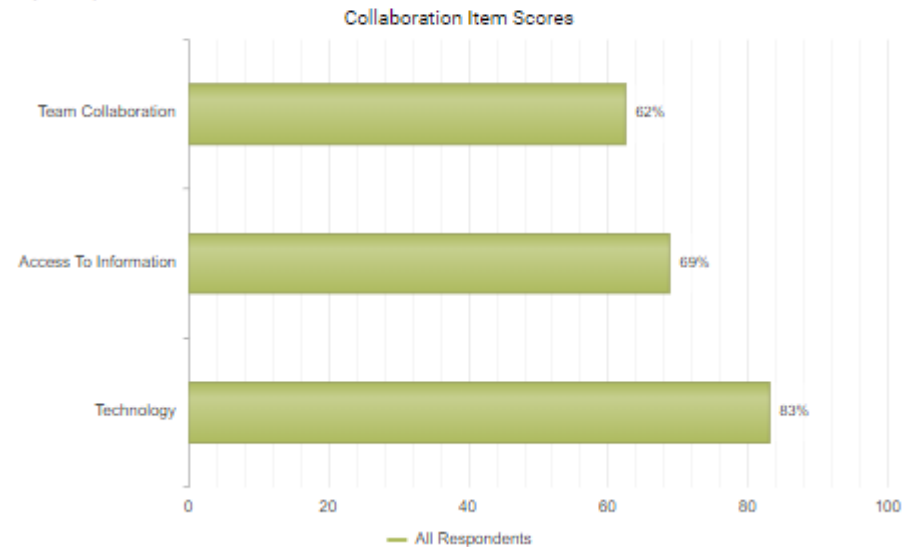
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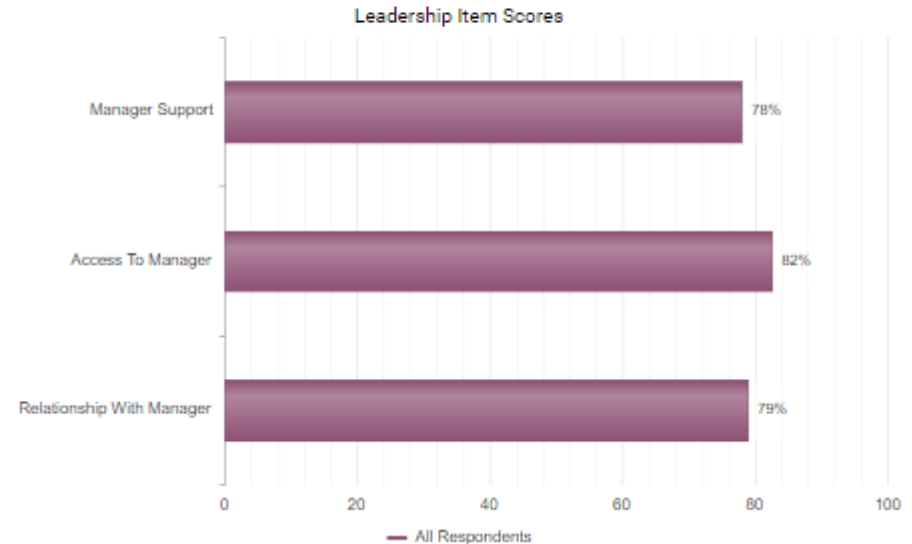
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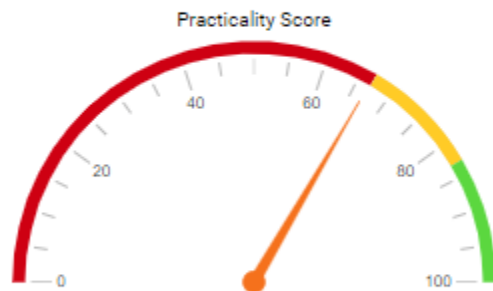


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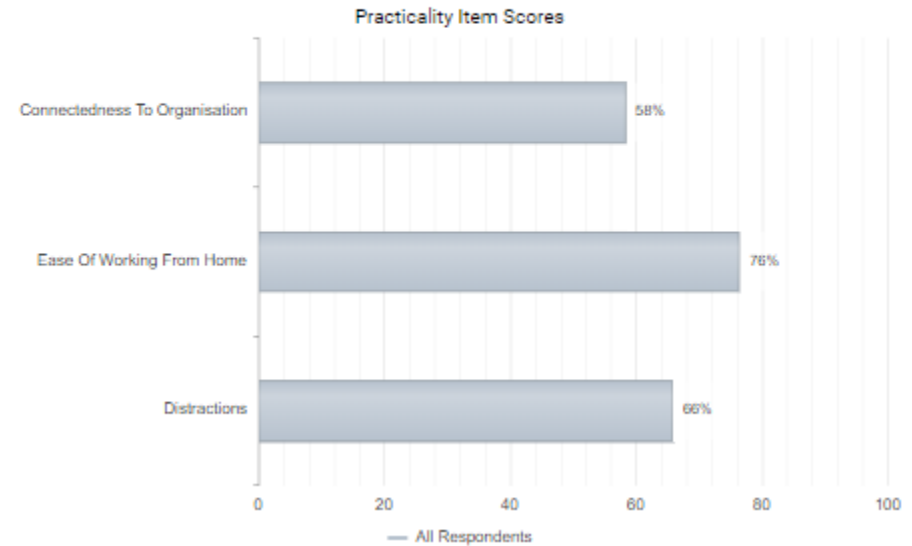
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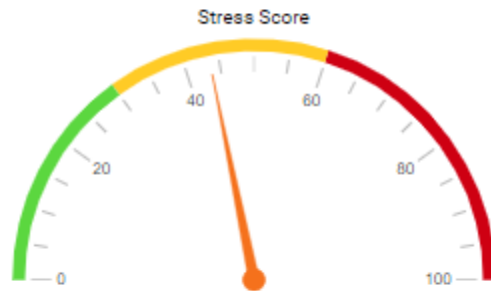
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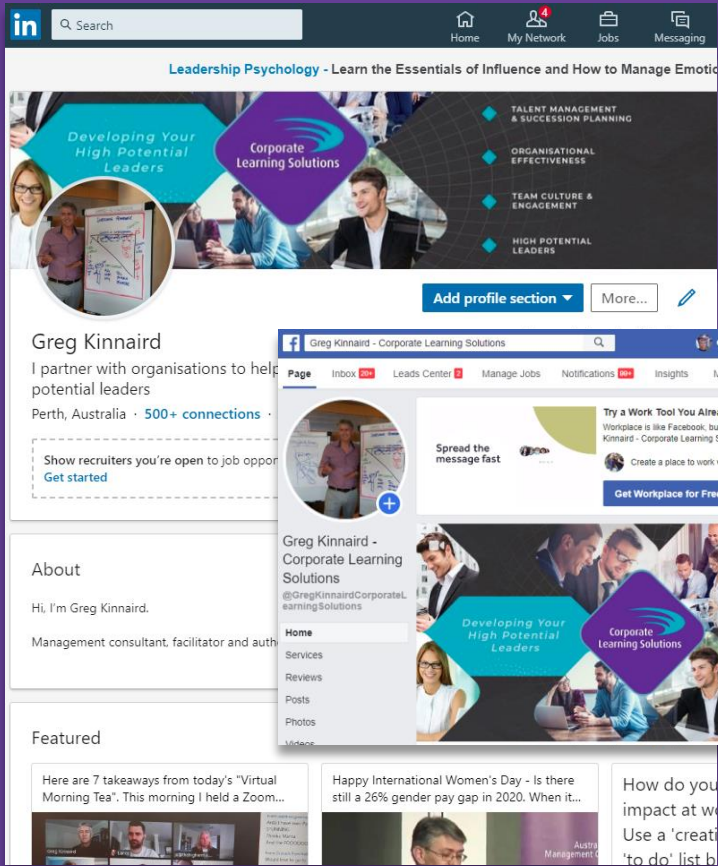
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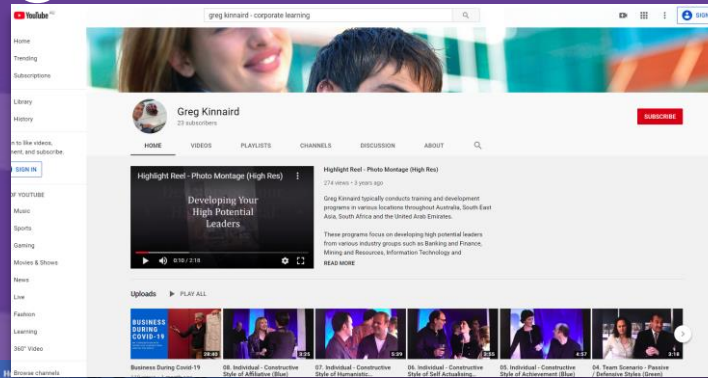
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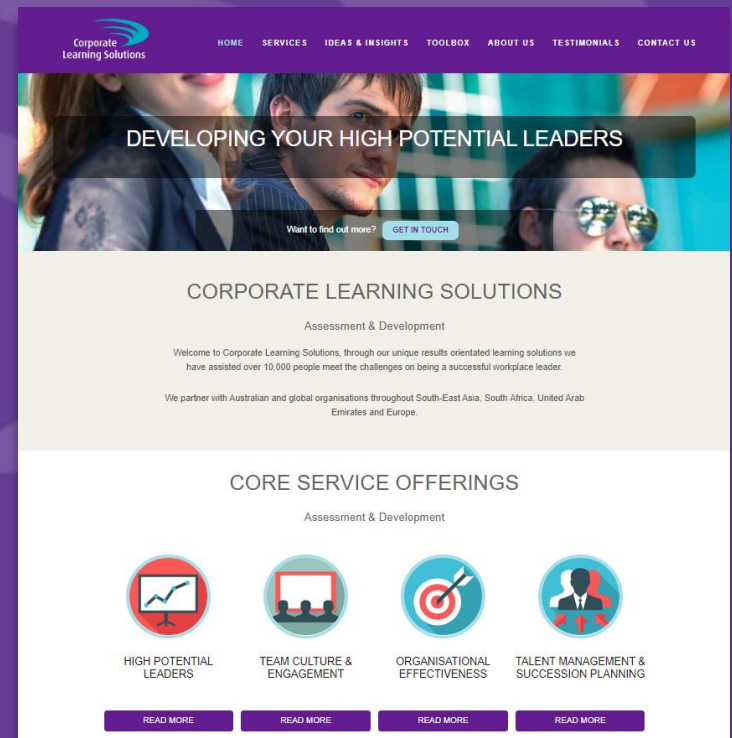
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- 04. Team Scenario - Passion / Performance State (Event)



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