

The Evolution of Work: At a Glance

Over the last three years, how we work, where we work, and the overall expectation of the workplace experience have fundamentally changed. Workhuman® iQ polled more than 4,100 full-time employees in the United States, United Kingdom, Ireland, and Canada to understand the state of the employee experience and what organizations can do to help employees thrive.

- In terms of **ways of working**, 49% of employees work on-site, 40% work in a hybrid arrangement, and 11% work remotely.
- Remote workers are the **most satisfied with their working arrangement** (87%), followed by hybrid workers (67%) and on-site workers (60%).
- Nearly a quarter of on-site workers reported their **work arrangement is not their preference**. Across all ways of working, employees who had a say in their work arrangement had lower stress levels.
- We found 37% of employees are **currently looking for a new job** or are planning to in the next 12 months. The top reason for this was “my salary is too low,” followed by “I want more flexibility and work-life balance.”
- Caretakers are **more likely to be looking** for a job than non-caretakers. They are also more likely to fear losing their job.
- Employees who participate in **employee resource groups (ERGs)** have higher psychological safety, are more likely to be highly engaged, know their organization’s values, and recommend their company to a friend.

Solving workplace challenges with the human workplace



Employee recognition

Employees who partake in recognition programs are more likely to feel connected to their organization (+22.3 percentage points), their colleagues (+15.9), and their work. These employees are also more likely to feel like their workload is manageable (+12.6) and 1.4x more likely to recommend their company to a friend.

Check-ins

The more frequently an employee checks in with their manager, the more psychologically safe they feel. Of those respondents who check in with their manager at least weekly, 43% report being highly engaged, compared to only 29% for those not checking in at least weekly.

Life events

Employees who work in organizations that celebrate life events have higher psychological safety (3.68/5 vs. 3.27/5), they're more likely to recommend the organization to a friend (86% vs. 66%), and more likely to be highly engaged (43% vs. 28%).



Compounding benefits of the human workplace



Cumulative impact of workplace features on psychological safety rating (1-5 scale)

Conclusion

Over the last few years, a common refrain has been that “employees now have the power.” That is not exactly right.

What the evolution of work has yielded is not employees in power but empowered. For the first time in decades, wide swaths of the workforce are demanding more of their employers. More equity, more empathy, more humanity.

Employers answering that bell and building a human workplace through employee recognition, life events, and frequent check-ins are leading the way in creating the right conditions for employees to thrive.

Learn more about what is shaping the employee experience and what your organization can do to support it by checking out the [full report](#).