HYBRID CONFIDENCE

It's here

Meet hybrid's best friend, Flexibility. Flexibility is defined as the ability to be easily modified, or willingness to change or compromise. As workplace researchers, we've been hearing the word "flexibility" for years. And now's the time for you to start to think about how ready your organization is for that kind of change.

When considering a hybrid model, an important question we all hear, and are asking, is *"how fixed versus flexible should work schedules be?"*. When applied to employees' work schedules, flexibility usually exists on a spectrum from completely flexible to completely fixed. Flexibility represents an individual's ability to create expectations and boundaries for themselves at work, giving them ultimate control over their time and priorities. Fixed, however, refers to the expectations and boundaries instilled by an organization that cannot, for one reason or another, be altered at the will of an individual.

Flexibility is often used as a catch-all phrase to describe everything good about working remotely. In actuality, flexibility is a double-edged sword that describes the way expectations affect work-life balance. When every individual has the agency to create their own expectations, it creates flexibility for the individual but detracts from the collective understanding of work-life balance throughout the organization. Conversely, when work schedules are absolutely fixed, employees might feel as though they have less agency and input into how they spend their time. However, when every individual follows the same strict schedule, the organization creates rigid, universal expectations and work-life balance boundaries.

To begin, on the following page, there is a confidence quiz to give your group an idea of where to start. No matter how you score, we will show you the way. Don't worry, you can always go back and finish different sections at different times, especially as your organization figures this all out.

HYBRID CONFIDENCE QUIZ

Activity #2

Directions: 🕐 Set a timer for 5 minutes. Individually rate each statement on a scale of 0 - 5 your level of agreement.

		0 = No. it needs work 3 = Most of the time, we're good, we're working on it 5 = Yes, we've got it all figured out					
1	Our organization is as innovative when working remotely as when in the office.	0	1	2	3	4	5
2	Our organization is as creative when working remotely as when in the office.	0	1	2	3	4	5
3	Our organization is as collaborative when working remotely as when in the office.	0	1	2	3	4	5
4	Our organization is as strategic when working remotely as when in the office.	0	1	2	3	4	5
5	Our organization is as productive when working remotely as when in the office.	0	1	2	3	4	5
6	Our organizational culture is one of trust that people can work from anywhere and still get their jobs done effectively.	0	1	2	3	4	5
7	We believe flexibility means everyone has some ability to work remotely.	0	1	2	3	4	5
8	We have the technology resources to support anyone working anywhere.	0	1	2	3	4	5
9	Our managers know how to manage in a remote setting.	0	1	2	3	4	5
10	Our employees are just as connected when they work remotely as they are in the office.	0	1	2	3	4	5