



The Largest Part of Your Workforce May be Struggling the Most

Experience per Square Foot™ (XSF) Research Uncovers the Link Between Tenure and Engagement in Remote Working

HERE'S WHAT WE'VE SEEN

Mid-Tenure Employees (3-5 years) make up the largest part of the workforce*

They struggle the most of all tenure groups according to our Experience Per Square Foot™ (XSF) survey which explores employee engagement, a big potential upside from coming back to the office.

Using Cushman & Wakefield's own XSF results — which cover 10,000 of our employees — as an example, we learned mid-tenure employees:

- ↓ Score lowest on 27 out of 47 (60%) of all XSF indices
- ↑ Show the largest potential improvement of all employee groups with frequent office attendance (up to a 15%-point improvement across measures)



The Potential Upside for Returning to the Office

Percentage of mid-tenure employees (3-5 years) who agree or strongly agree with each experience statement

- In the office 3 days/week or more
- In the office 3 days/month or less

Feel a Bond with Colleagues

72%
64%

Continue to Learn

71%
63%

Have Work-Life Balance

60%
53%

Feel Connected to Company Culture

60%
52%

Feel Energized Throughout the Day

58%
43%

Are Learning from Mentors

53%
45%

Feel Inspired at Work

57%
48%

n=9,895 C&W Employees
Source: C&W XSF Survey

WHAT YOU SHOULD DO



DIAGNOSE
Measure Employee Experience
Measure the employee experience at your company using XSF.



PLAN
Design Your Workplace Strategy
Partner with Cushman & Wakefield Total Workplace to plan your optimal workplace strategy including the type and amount of space, its functionality, and the look and feel it embodies.



EXECUTE
Build Your Re-Entry Plan
Use Cushman & Wakefield Return to Office and Change Management best practices to bring groups back to the office as quickly, safely and seamlessly as possible.

XSF IN ACTION

BUSINESS PROBLEM

During the pandemic, employees face challenges maintaining connections, learning, mentorship, and engagement. Businesses often struggle to solve for these challenges and seek guidance on which employees should come back to the office, how often, and who needs to interact while in the office.

SOLUTION

Experience per Square Foot™ sheds light on which employee groups are struggling the most while working remotely and why. XSF helps organizations optimize their return-to-office strategy and workplace design activity in order to drive employee engagement, development, and productivity.

Leveraging experts in real estate, HR, design and technology, alongside global best practice insights, we developed the industry's first workplace experience diagnostic and are deploying it for Fortune 500 companies across the globe.

- 6 million+ data points
- 110K+ employee respondents
- 100+ companies
- 100+ countries

For more information visit [Experience Per Square Foot™](#)

*Source: U.S. Bureau of Labor Statistics 2020; McCrindle, Recruitment International, and BBC

