

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

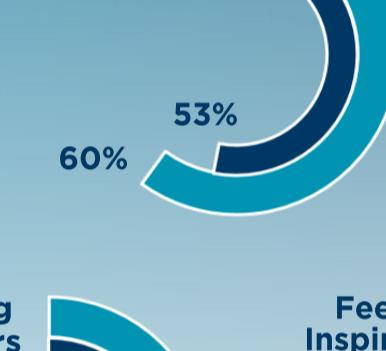
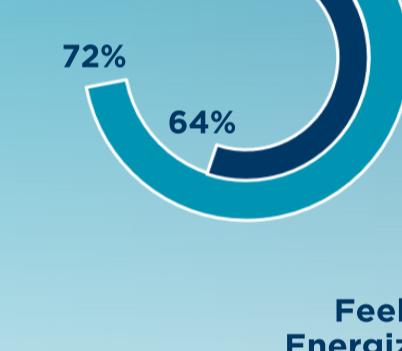
Percentage of mid-tenure employees (3-5 years) who agree or strongly agree with each experience statement



In the office 3 days/week or more



In the office 3 days/month or less



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.

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.

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.

6 million+ data points

110K+ employee respondents

100+ companies

100+ countries