

OPPORTUNITIES ARE WHAT **WE** MAKE THEM

# KEY DRIVERS OF PRODUCTIVITY

AND THE IMPACT OF OFFICE ATTENDANCE

SEPTEMBER 2023







Productivity is top-of-mind for many leaders in today's market conditions and **employee office attendance has long been considered a key factor in driving productivity.** The prevailing belief is that those who consistently go to the office are going to be more productive than those who don't.

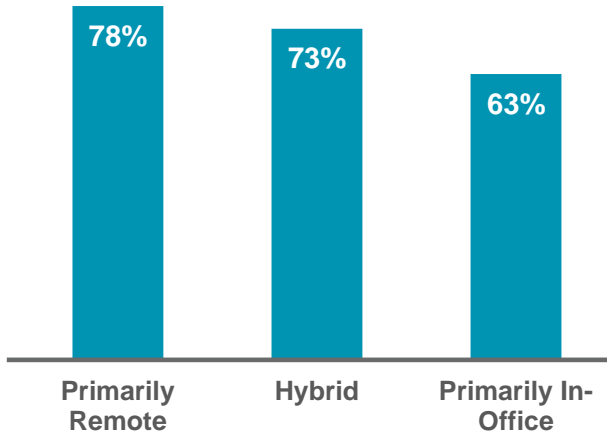
**This report reveals that “fixing” office attendance will not guarantee productivity,** but there are other factors that *can* improve it. Focusing on these aspects of work will yield a higher ROI on productivity than a focus on office attendance.



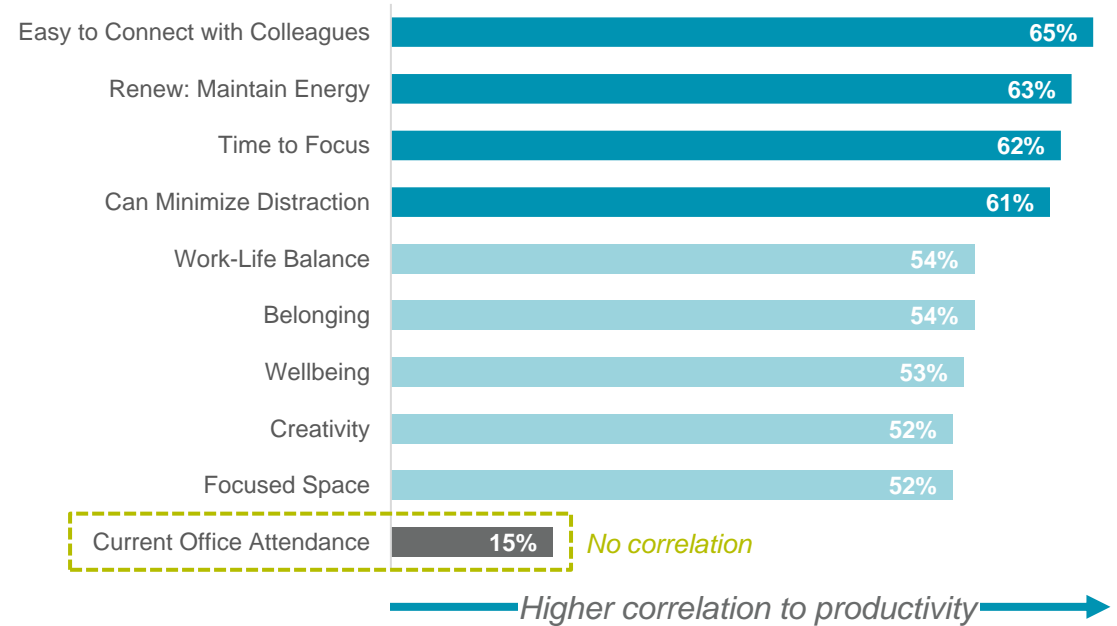
# OFFICE ATTENDANCE IS NOT A KEY DRIVER OF PRODUCTIVITY

Focusing on other aspects of the workplace will have a greater impact on productivity than will attendance

## PRODUCTIVITY SCORES BY OFFICE ATTENDANCE



## TOP CORRELATIONS TO PRODUCTIVITY



Note: 2022-2023 XSF data. The Productivity Index includes Focus (I am able to productively focus), Team (I am able to productively collaborate), and Best Work (I am able to do my best work) scores. Primarily Remote includes employees coming into the office 3 days/month or less (n=3,446). Hybrid includes employees coming into the office less than 1 day per week and employees coming into the office 1-2 days per week (n=3,260). Primarily In-Office includes employees coming into the office 3+ days/week (n=3,264). The Productivity Index correlation analysis included 11,494 total responses.

# TOP WORKPLACE DRIVERS OF PRODUCTIVITY

## CONNECT WITH COLLEAGUES

Employees who can **easily connect with colleagues** are

**3.6x**

more likely to be productive than those who cannot.

## RENEW: MAINTAIN ENERGY

Employees who can **maintain energy throughout the day** are

**2.8x**

more likely to be productive than those who cannot.

## FOCUS TIME

Employees who **have time to focus** are

**2.7x**

more likely to be productive than those who do not.

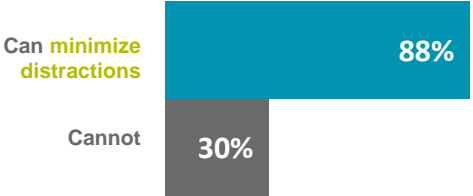
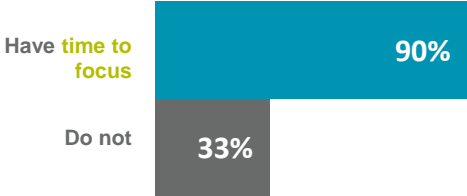
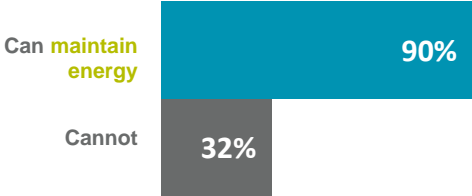
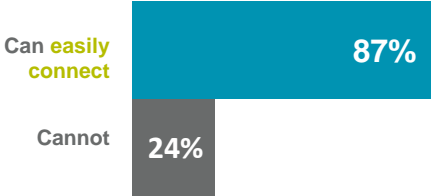
## MINIMIZE DISTRACTIONS

Employees who **can minimize distractions** are

**2.9x**

more likely to be productive than those who cannot.

## PRODUCTIVITY SCORES



Note: 2022-2023 XSF data. The Productivity Index includes Focus (I am able to productively focus), Team (I am able to productively collaborate), and Best Work (I am able to do my best work) scores. Connect with Colleagues, n=2,124. Maintain Energy, n=9,970. Focus Time, n=75%. Minimize Distractions, n=2,028. Can easily connect, can maintain energy, have time to focus, and can minimize distraction include employees who agree or strongly agree with the associated sentiment. Cannot and Do not include employees who disagree or strongly disagree with the associated sentiment.

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