

OPPORTUNITIES
ARE WHAT
WE MAKE THEM

CHOICE MATTERS

ESPECIALLY FOR
YOUNGER
GENERATIONS

JULY 2023

EXPERIENCE
SQUARE FOOT™

CHOICE AND FLEXIBILITY DRIVE EXPERIENCE

Employees who have flexibility in when and where they work **have significantly better employee experiences** than those without choice.

The **younger** the employee **the larger the employee experience gap** between those with location and schedule flexibility and those with no choice.



↑ 27%

27 percentage-point boost in overall experience for employees **with location choice**

↑ 28%

28 percentage-point boost in overall experience for **Gen Z** employees with location choice

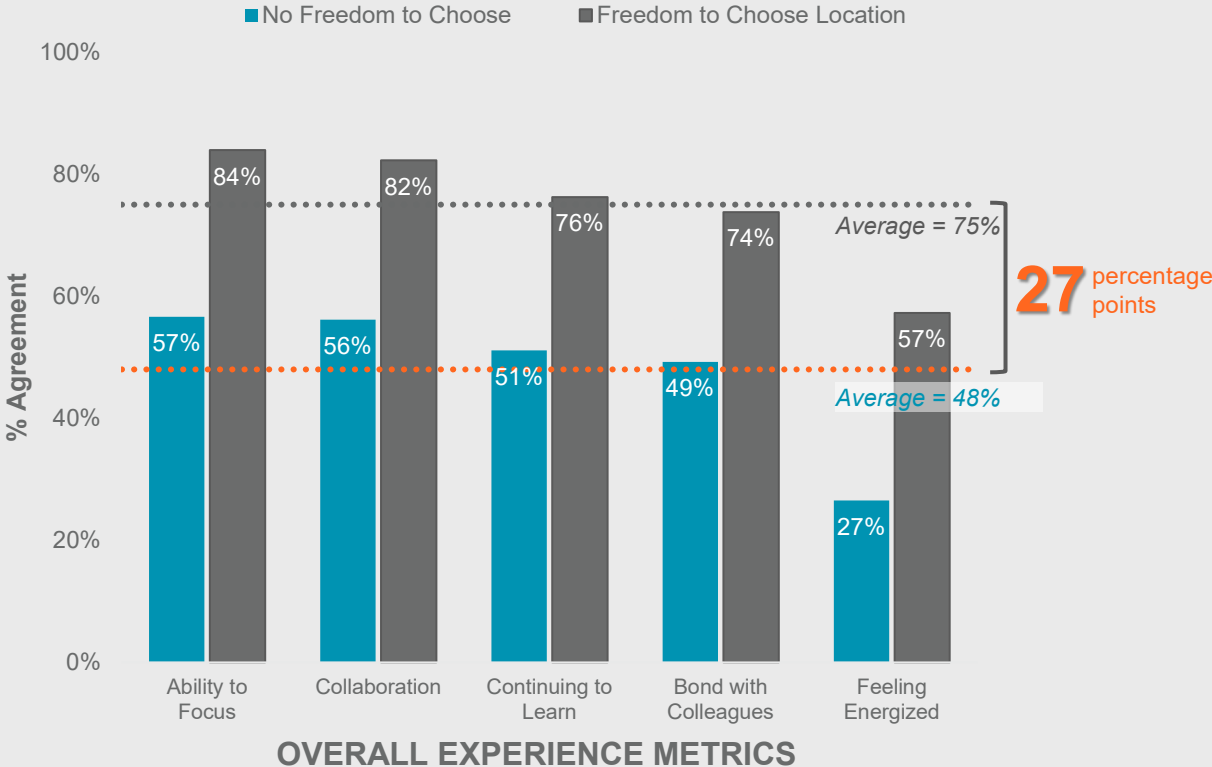
↑ 20%

20 percentage-point boost in experience for **Baby Boomers** with location choice

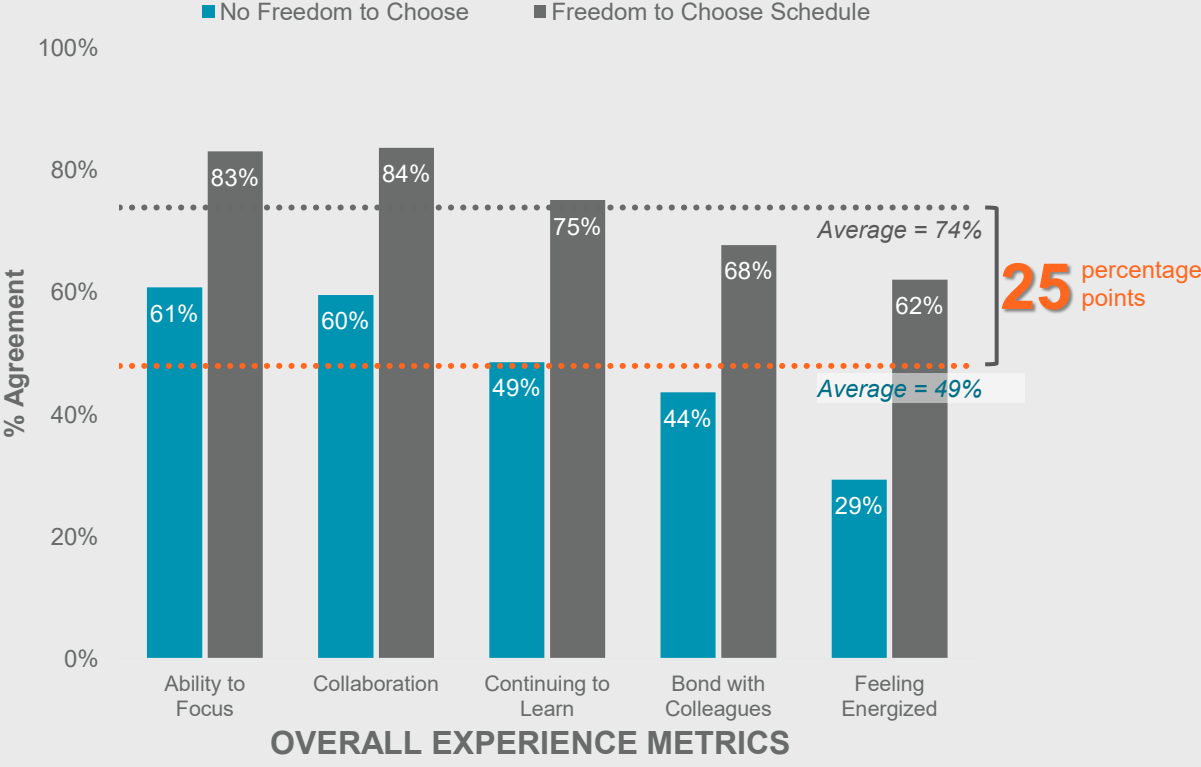
CHOICE & FLEXIBILITY ARE VITAL TO EMPLOYEE EXPERIENCE

Employees with choice & control over where or when they work report better experiences than those without choice

Work Location Flexibility



Work Schedule Flexibility

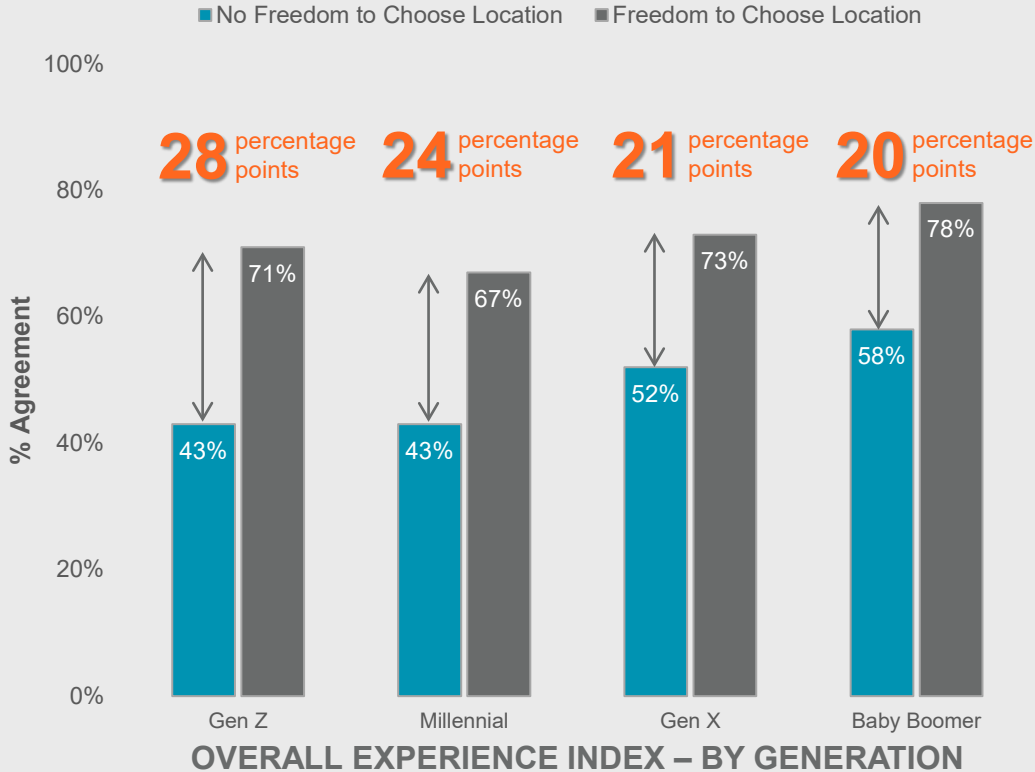


Source: C&W Experience Per Square Foot™ survey results from October 1, 2020 – December 31, 2022; Location flex n=20,098, Schedule flex n=52,756

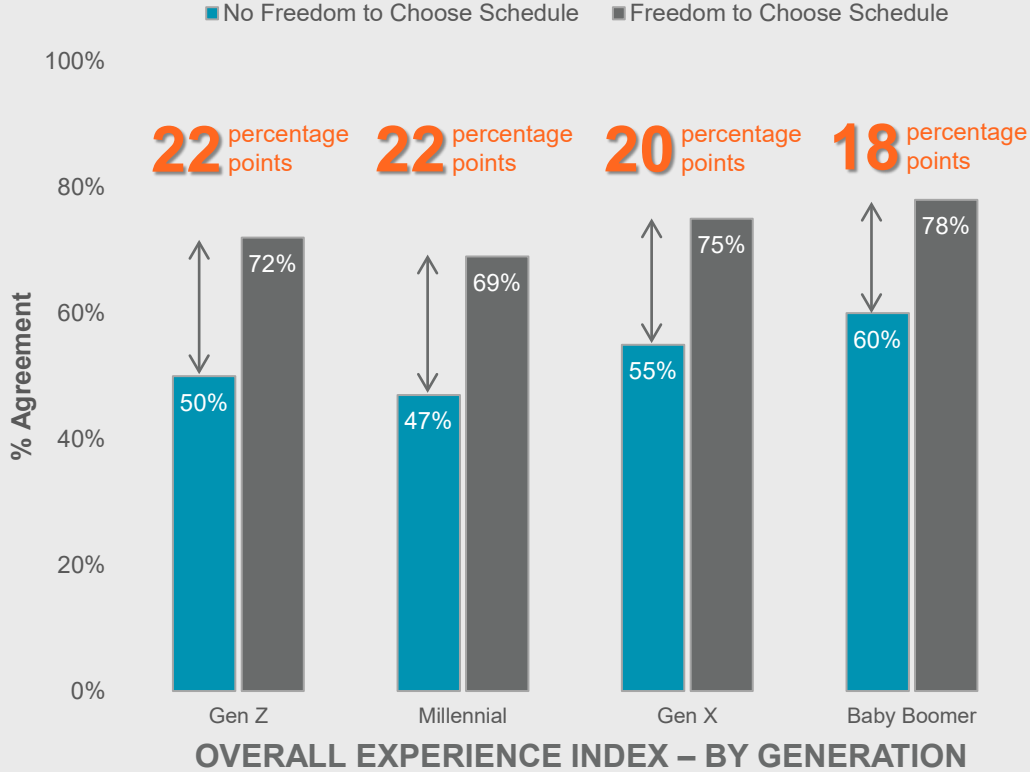
OFFICE MANDATES IMPACT YOUNGER GENERATIONS MORE

Though important to all, choice and flexibility are especially important to younger employees' experiences

Work Location Flexibility



Work Schedule Flexibility



Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – December 31, 2022; Location flex n=16,984, Schedule flex n=16,560

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