

# Adecco

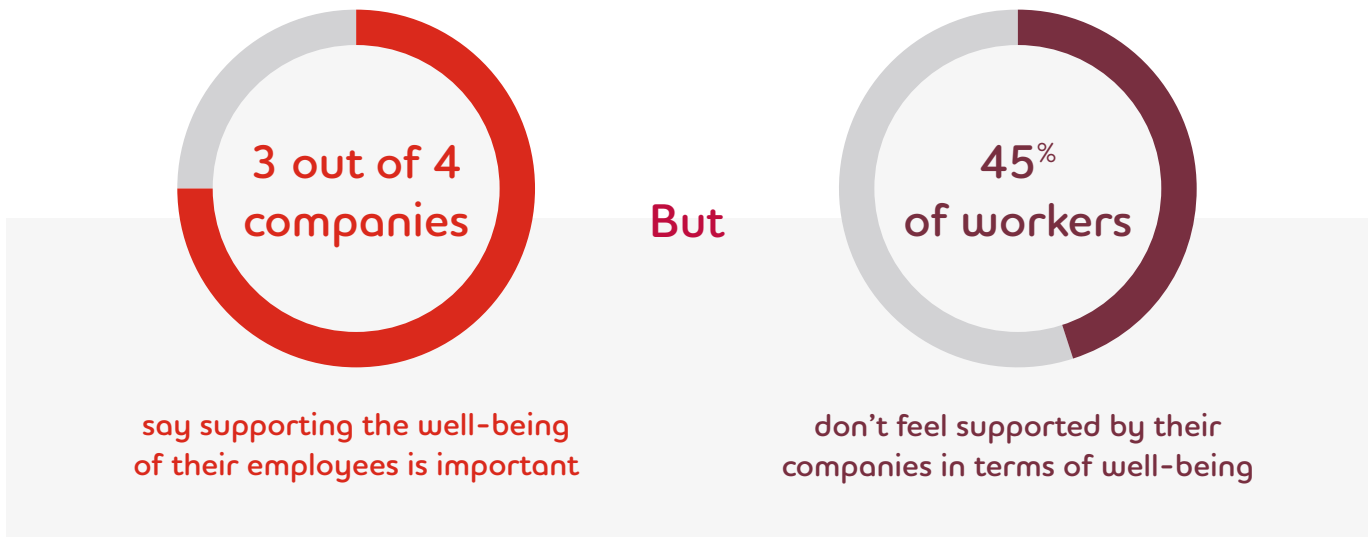
## Disconnect to Reconnect Survey

Great Britain Insights  
July 2022



Adecco recently conducted research to explore whether ways of working have evolved since the pandemic and to understand the capability of companies to meet workers' needs and promote workers' well-being.

The findings of this survey highlight the disparity between company perceptions and workers' actual feelings about working in the post-pandemic world.



Great Britain is one of the three surveyed countries that has experienced the greatest increase in workload since the pandemic, with **64% of workers checking emails outside of business hours** and **43% reporting that they bring work home with them regularly**.

The end of the pandemic has not led to a decrease in employees' stress or anxiety levels. Our research shows that **those working with higher stress levels and no flexibility over their working location are more likely to leave the company they are working for within the next two years**.



# Are companies offering the right tools to improve their workers' well-being?

73%

of companies feel the well-being of their workers has become more important to improve workers' engagement and satisfaction

Only 1/3

of companies offer the initiatives that employees say would help most (aside from flexible hours and location)

The research found that smaller companies are less in favour of a hybrid approach to working, and therefore are at a higher risk of losing workers within the next two years.

## Global trends

The report highlights global employee trends and preferences for well-being support and how to disconnect from work.

The top three things employees say companies can offer to help improve employee well-being are:

- 1 The opportunity to work from home or offsite
- 2 Flexibility over their schedule
- 3 Health insurance support

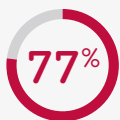
Globally, there are three activities workers find most helpful to disconnect from work:

- 1 Spending time with family and friends
- 2 Watching TV and exercising
- 3 Listening to music

In Great Britain



of workers value a flexible schedule



of workers value having the flexibility to work remotely



of workers would like access to psychological help



of workers find spending time with family and friends and watching TV helpful to disconnect from work



of workers use exercise to help disconnect from work



say music helps them disconnect

Our data shows that the pandemic has led to a global re-evaluation of personal priorities and how employees perceive their work/life balance. This shift in thinking about the importance of balance is now crucial for companies to embrace in order to keep their workers satisfied and engaged in their roles.

Since the pandemic, companies have developed initiatives which were mostly aligned with workers' expectations. **It is important to acknowledge that employee preferences are likely to continue to evolve**, and employers should consider the full range of support they can provide to aid employees' mental, physical, financial, and psychological well-being.

Our recommendation is that companies consider offering further mental and psychological support to their workers, and remain conscientious that **different support may be needed, based on varying roles and that individual employee preferences will vary**. Companies should also focus on continued communication of the support mechanisms they offer, so that employees are aware of the support they have access to.

Providing employees with the tools and support necessary to have flexibility over their working location and hours will further empower workers and help teams reach a higher level of workplace satisfaction.



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Thank you for reading these insights.

If you would like to learn more about employee priorities  
and how companies can help improve worker well-being,  
please download the full report through our website.

[Adecco.co.uk](https://www.adecco.co.uk)