

# The Ways We Work

How do people work now? Miro surveyed over 2,000 knowledge workers about their relationship with work. And received some very human responses.

This research shines a light on three core interrelated facets of our work lives: the 'where' of work, the 'us' of work, and the 'me' of work. We see that work relationships are in flux, often shaped by generation and environment. And, even in these uncertain times, workers are dreaming bigger than ever. So, how will we work together to build the future that they're imagining?

## The where of work

### Hybrid, in-office, or remote? How about human.

Nearly 90% of workers don't want to be in the office full time – and more than half prefer hybrid flexibility. With people working here and there, how do we make sure teams can still feel close?

Only 10% of those who report working fully remote today were also remote pre-pandemic.

Working remotely was something I never thought would be possible with my job, but I get more done now than I did when I had to go into the office.

Remote worker

If knowledge workers could choose, where would they work?

32% Remote  
56% Hybrid  
12% Onsite



Natalie

Anna

Himali

69% of hybrid workers are working in their ideal work environment, compared to 46% remote and 20% onsite.



I believe that hybrid is the best of both worlds. It allows some separations between work and home life, enables coworkers to see each other and interact in person, and breaks up the monotony of constant virtual meetings.

Hybrid worker



## The us of work

### Collaboration is the new watercooler

Workers are social creatures who thrive on human interaction and forming personal connections — we need to find new ways to support them.

Of the 40% of workers who don't plan to leave their job in the next year, their main reason is clear: they feel committed to their teams.

Hybrid workers are 61% more likely than onsite workers to say collaborating on work projects is the best way to strengthen connections on the job.

What's the best way to build connections with coworkers?

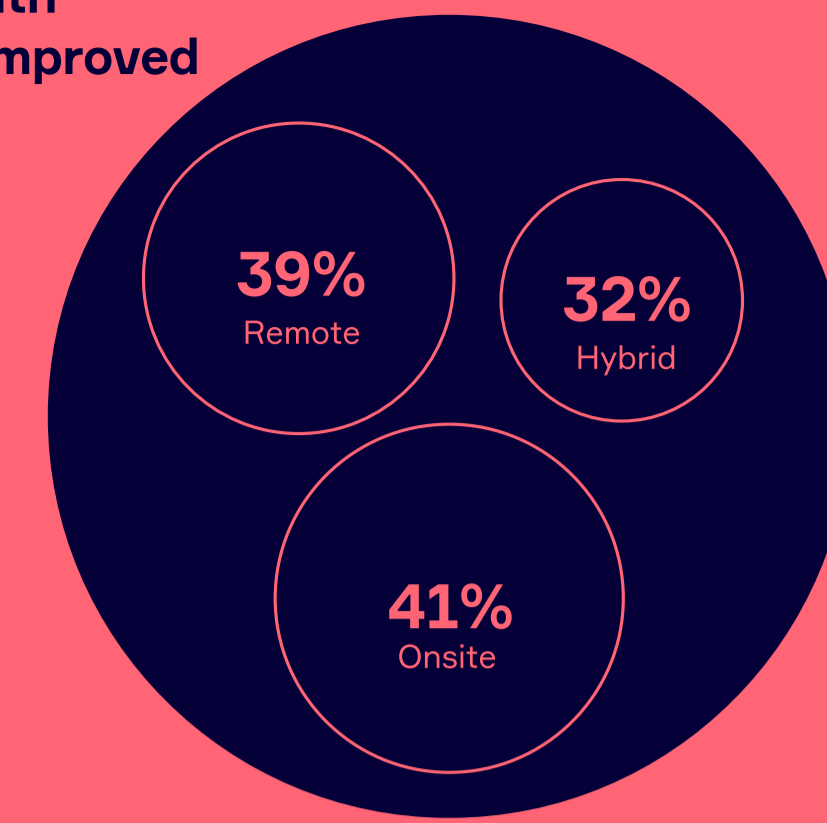
Pre-pandemic:

Casual chats in the office

Now:

Collaborating on projects

Relationship with company has improved



50% of Gen Z workers say their relationships with company leadership have improved, compared to only 36% of Gen X.



I feel I'm being nosy when I ask about people's projects if they are not directly connected with mine.

Hybrid worker

What makes a great manager? Gen Z and Baby Boomers prioritize opportunities for growth and learning, while Millennials and Gen X want bosses who prioritize work/life balance.



A company culture that promotes a work/life balance is key, and a team that supports that culture will always be strong and understanding.

Millennial worker

## The me of work

### Me, me, me isn't selfish — it's good business

Workers are questioning what they want and need in a job, and it impacts how they experience work.

58% of workers say they always or very often feel proud of their work.

### What makes a dream job?

The top three qualities are a high salary, flexible hours, and remote work.



I don't think my dreams have changed — they're just closer to reality now.

Gen Z worker

24% of Gen Z workers rank compensation as the top quality of a dream job, compared to 47% Millennials, 49% Gen X, and 34% Baby Boomers.

58% of hybrid workers say high compensation is their top dream job criteria, compared to 33% of remote and 31% of onsite workers.



I would need a 100% salary increase to go to the office more than twice a week.

Hybrid worker

### Dream job dealbreakers

1. Lower pay
2. Relocation requirement
3. 100% in-office

27% of hybrid workers say they're likely to leave their job in the next year, compared to 44% onsite.

Relocation is the top dealbreaker for Gen Z and Baby Boomers.

## Final thoughts

Today's knowledge workers have visions of their dream job, so how do we give them control over their destinies, while supporting meaningful connections? Hybrid work supports flexibility and freedom while nurturing our social sides, but it's a work in progress — for now. Hybrid can be the best of both worlds, but only if leaders work strategically and intentionally to make it more human.

### Methodology

Data was gathered by an interactive online survey of 2,053 full-time knowledge workers in North America, conducted from August 17 to September 16, 2022. Respondents represented a variety of roles and career levels, were split evenly across work environments (hybrid, remote, and onsite), with best efforts to include representation across four generations of workers (Gen Z, Millennials, Gen X, and Baby Boomers). [miro.com/ways-we-work](https://miro.com/ways-we-work)