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?

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. 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.

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.

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 2,051 full-time knowledge workers in North America, conducted from August 17 to September 18, 2022. Respondents represented a variety of roles and career levels, were split equally 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/2022-worksurvey