

The Home Working impact code

Data based on 387,265 respondents as at 31.12.22



75.1

H-Lmi



387,265

No. of employees



327,715

No. of employees working from home



2,718

No. of workplaces



104




No. of countries

The data here shows the overall performance figures across all lines of standardised data for the entire database and highlights the differences between the Leesman average (all global data) and the Leesman+ high-performance group, all of whom have achieved a Leesman Lmi of 70 or above*.

The Global/Leesman+ gap column shows the percentage point differences, while the gap ranking to the right shows where that Activity or Feature would sit if the data was ranked by the gap. The higher the number in the Global/Leesman+ gap column, the greater the difference between the Leesman global average and the Leesman+ spaces. These high-ranking Leesman+ differences are arguably where and how these workplaces are delivering the greatest benefit to their employees and so ultimately contributing most to employee performance.

* A Leesman+ award is granted to those individual workplaces with a minimum of 50 respondents that achieve an Lmi of 70 or above, and also meet the response rate criteria of a maximum 5% margin of error at a 99% confidence level.

Home working setting

	A dedicated work room or office 50%	H-Lmi 79.1
	A dedicated work area (but not a separate room) 30%	H-Lmi 74.7
	A non-work specific home location (such as a dining table) 20%	H-Lmi 66.4

Q1. How much do you agree or disagree with the following statements about working from home?

		% In agreement overall	% In agreement Office benchmark	% Overall / Office benchmark gap	% In agreement Leesman+	% Overall / Leesman+ gap
1.1	I have access to all of the software applications/programs I need to work from home	91.6	-	-	-	-
1.2	When I work from home, I have access to all of the information needed for the work that I do	87.3	-	-	-	-
1.3	My home environment enables me to work productively	86.9	64.9	22.0	78.7	8.2
1.4	I have access to all of the IT devices and tools I need to work from home	82.6	-	-	-	-
1.5	The physical settings I use when working from home are suitable for the work that I do	82.1	-	-	-	-
1.6	When I work from home, I am able to share ideas / knowledge amongst colleagues	80.1	70.9	9.2	81.4	-1.3
1.7	When I work from home, I am able to maintain a healthy work-life balance	76.0	-	-	-	-
1.8	When I work from home, I am able to be physically active	75.9	-	-	-	-
1.9	When I work from home, I feel connected to my organisation	68.7	-	-	-	-
1.10	When I work from home, I feel connected to my colleagues	65.3	-	-	-	-

Q2. Thinking about the work that you do, which of the following activities are important and how well are they supported when you are working from home?

		% Importance overall	% Supported overall	% Supported Office benchmark	% Overall / Office benchmark gap	% Supported Leesman+	% Overall / Leesman+ gap
2.1	Individual focused work, desk based	88.9	92.1	78.6	13.5	88.5	3.6
2.2	Planned meetings	78.9	94.4	82.9	11.5	90.2	4.2
2.3	Collaborating on focused work	61.6	82.7	77.0	5.7	89.5	-6.8
2.4	Telephone conversations	56.8	93.5	65.4	28.1	78.7	14.8
2.5	Informal, un-planned meetings	54.1	74.5	67.0	7.5	84.2	-9.7
2.6	Video conferences	52.9	90.8	69.2	21.6	84.0	6.8
2.7	Relaxing/taking a break	52.7	82.8	64.6	18.2	82.2	0.6
2.8	Individual routine tasks	48.1	94.8	88.3	6.5	93.4	1.4
2.9	Learning from others	47.0	66.2	79.7	-13.5	86.7	-20.5
2.10	Audio conferences	46.5	93.9	72.9	21.0	85.9	8.0
2.11	Informal social interaction	44.3	50.3	77.0	-26.7	88.2	-37.9
2.12	Reading	41.8	92.3	63.2	29.1	77.2	15.1
2.13	Thinking/creative thinking	39.0	85.4	57.4	28.0	75.0	10.4
2.14	Collaborating on creative work	35.9	69.8	68.8	1.0	83.8	-14.0
2.15	Private conversations	35.2	89.1	53.9	35.2	71.1	18.0
2.16	Business confidential discussions	34.8	90.9	60.2	30.7	76.3	14.6
2.17	Larger group meetings or audiences	34.6	72.0	66.5	5.5	81.6	-9.6
2.18	Individual focused work away from your desk	24.0	80.8	69.3	11.5	84.5	-3.7
2.19	Spreading out paper or materials	20.6	67.1	61.2	5.9	65.3	1.8
2.20	Hosting visitors, clients or customers	19.1	34.4	67.0	-32.6	83.8	-49.4
2.21	Using technical/specialist equipment or materials	17.6	65.1	68.8	-3.7	78.2	-13.1

Q3. Thinking about the work that you do, which of the following features are important to you when working from home and how satisfied are you with them?

		% Importance overall	% Satisfaction overall	% Satisfaction Office benchmark	% Overall / Office benchmark gap	% Satisfaction Leesman+	% Overall / Leesman+ gap
3.1	Desk or table	90.1	70.0	71.3	-1.3	77.6	-7.6
3.2	Chair	89.7	64.3	68.2	-3.9	75.9	-11.6
3.3	WiFi network connectivity	88.0	79.6	63.8	15.8	69.4	10.2
3.4	Computing equipment, mobile	84.8	85.5	66.4	19.1	76.7	8.8
3.5	Remote access to work files or network	74.3	83.8	70.1	13.7	74.1	9.7
3.6	Monitor	73.8	70.1	-	-	-	-
3.7	Audio headset	67.0	70.7	-	-	-	-
3.8	Telephone equipment	43.6	73.2	66.3	6.9	73.3	-0.1
3.9	Printing/copying/scanning equipment	42.4	22.7	73.1	-50.4	79.6	-56.9
3.10	Wired network connectivity	28.0	67.5	72.6	-5.1	78.7	-11.2
3.11	Computing equipment, fixed (desktop)	27.1	62.1	73.5	-11.4	82.2	-20.1