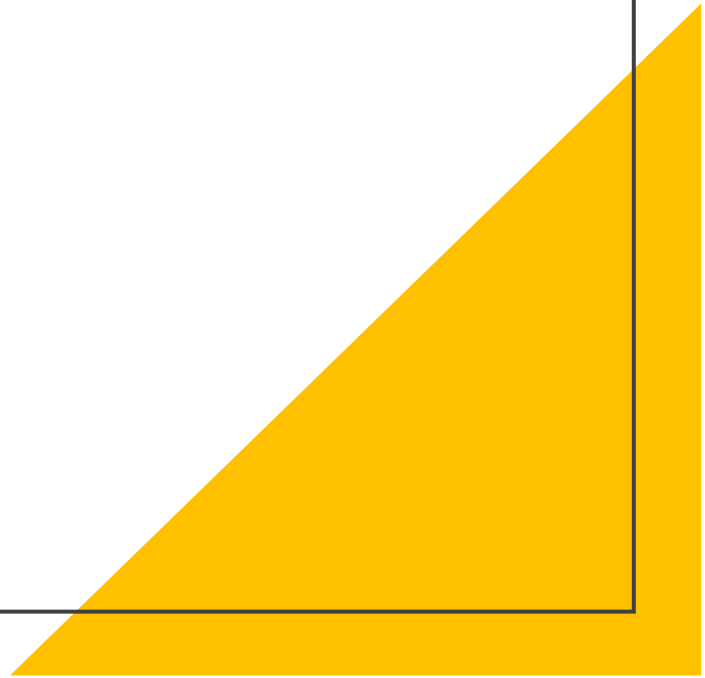




MASS TECHNOLOGY LEADERSHIP COUNCIL

# **Tech Executive Survey on Return to Work/Events**

**Conducted May 27-June 15, 2021**



# 57% of employees are comfortable returning to work if they or others are vaccinated

29% - comfortable returning if all others are vaccinated

28% - comfortable because they themselves are vaccinated

24% - will come in for key meeting even if others are not all vaccinated

14% - will not come in even if all others are vaccinated

*"I would like everyone in the office to be vaccinated -- and I would like the flexibility of only coming to the office part time."*

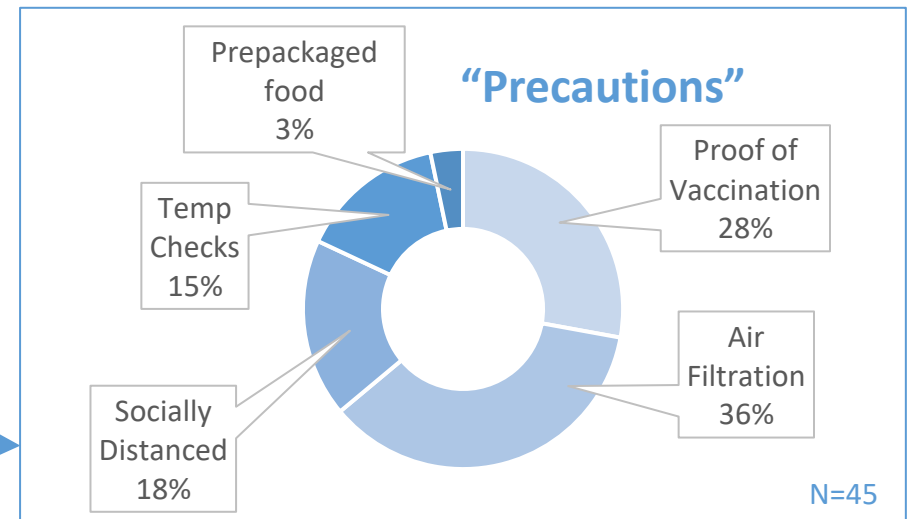
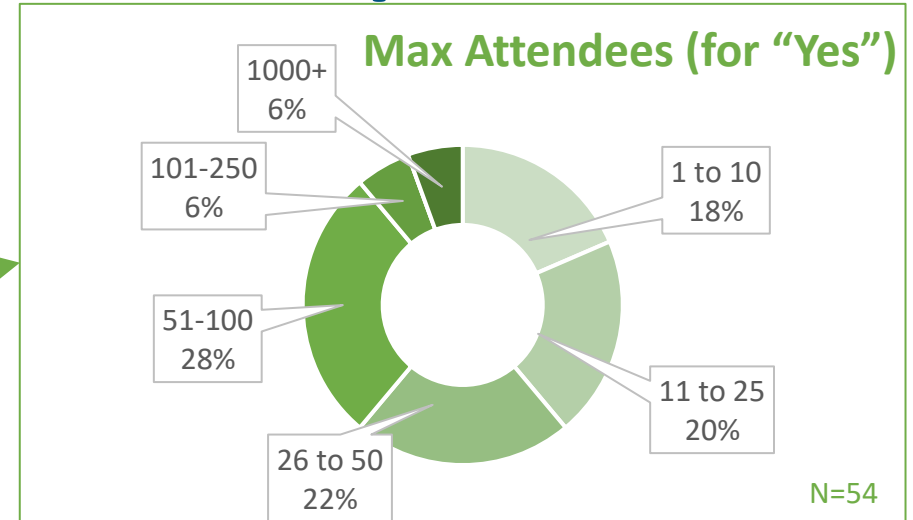
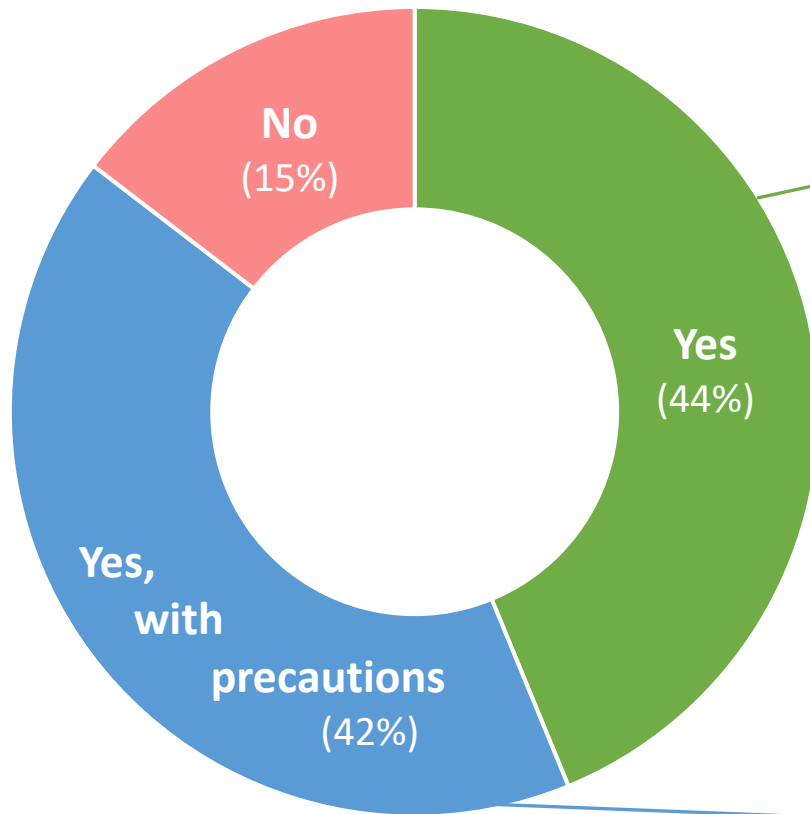
*"I want to work remotely due to social anxiety, but my employer will not let me."*

*"I'll come in for key meetings if everyone else is vaccinated."*

*"I take immune-suppressant medications for severe arthritis. Although I am fully vaccinated, I am wary of being inside a room with others for more than 15 minutes. I prefer to work from home, with occasional face-to-face meetings if there is a compelling reason to take that risk."*

# 85% are comfortable with in-person meetings with size limitations, half seek some precautions

Comfortable with In-Person Meetings



# Two-thirds seek precautions (vaccinations, masks, outdoor venues) for attending **external events**

**33%** - will attend indoor events without any restrictions

**28%** - will only attend external meetings if everyone is vaccinated

**27%** - will attend if masked/social distanced, regardless of vaccination

**19%** - will attend outdoor meetings, regardless of vaccinations, masks, etc.

*"I would prefer everyone be vaccinated and if not, then I would only attend outdoor events."*

*"I will attend external meetings and events when the community case numbers are very low (<1 per 100k per day)."*

*"It has been wonderful not having to travel to meetings and to be able to attend more meetings from the comfort of my home."*

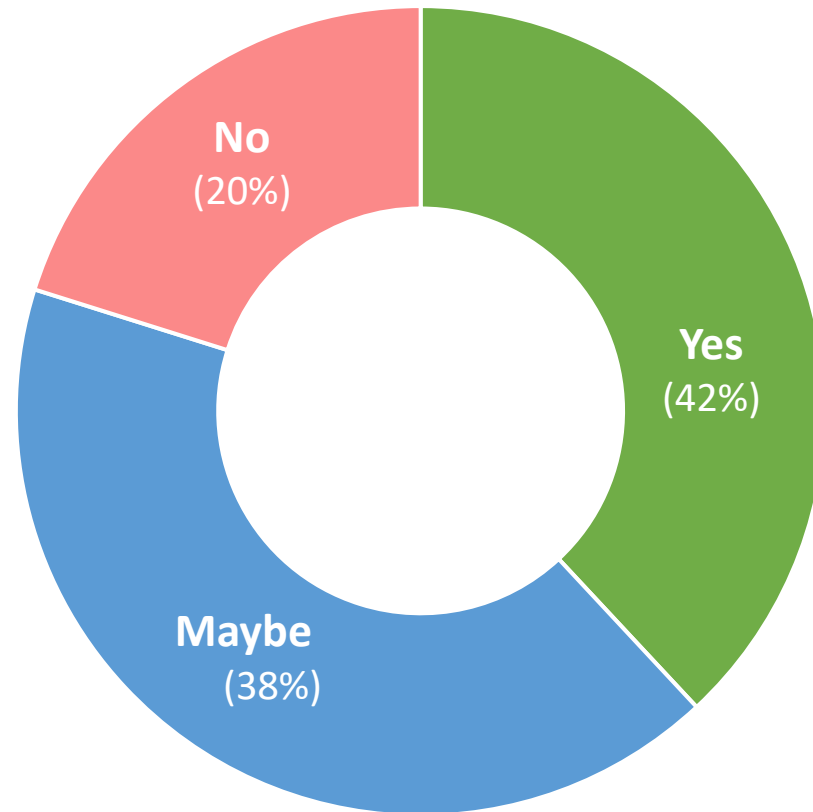
*"I do not feel the need to attend any events in person when virtual is so much better"*

*"I will NOT attend external meetings and events unless all attendees are vaccinated OR they provide a negative Covid test"*

*"I think it is too soon to commit to external meetings"*

# 20% are not comfortable with external events hosted in their workplace

Comfortable hosting external events at workplace



# Flexibility is a trend among tech executives

“The company is still determining its post-covid return-to-office and ***flexible work plans***, but will likely ***offer a choice*** to employees to be 4-5 days/week in office, in office 1-3 days/week, or fully remote.”

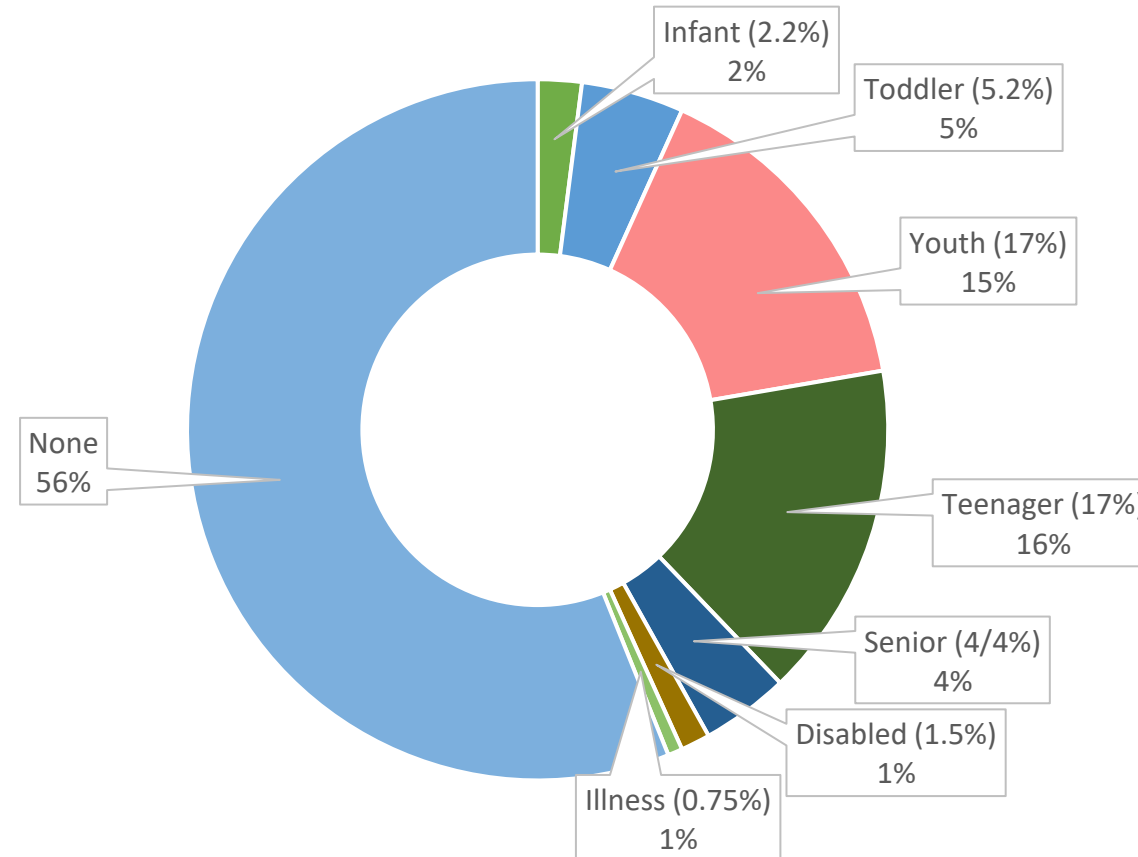
“My company has ***formalized a flex work policy***, allowing employees to choose whether they want to work remotely full-time, part-time, or work in the office full-time.”

“***Flexible hours and no fixed “schedule”*** for being in-office. Office is going under a renovation this summer to accommodate hotel style offices in the Fall.”

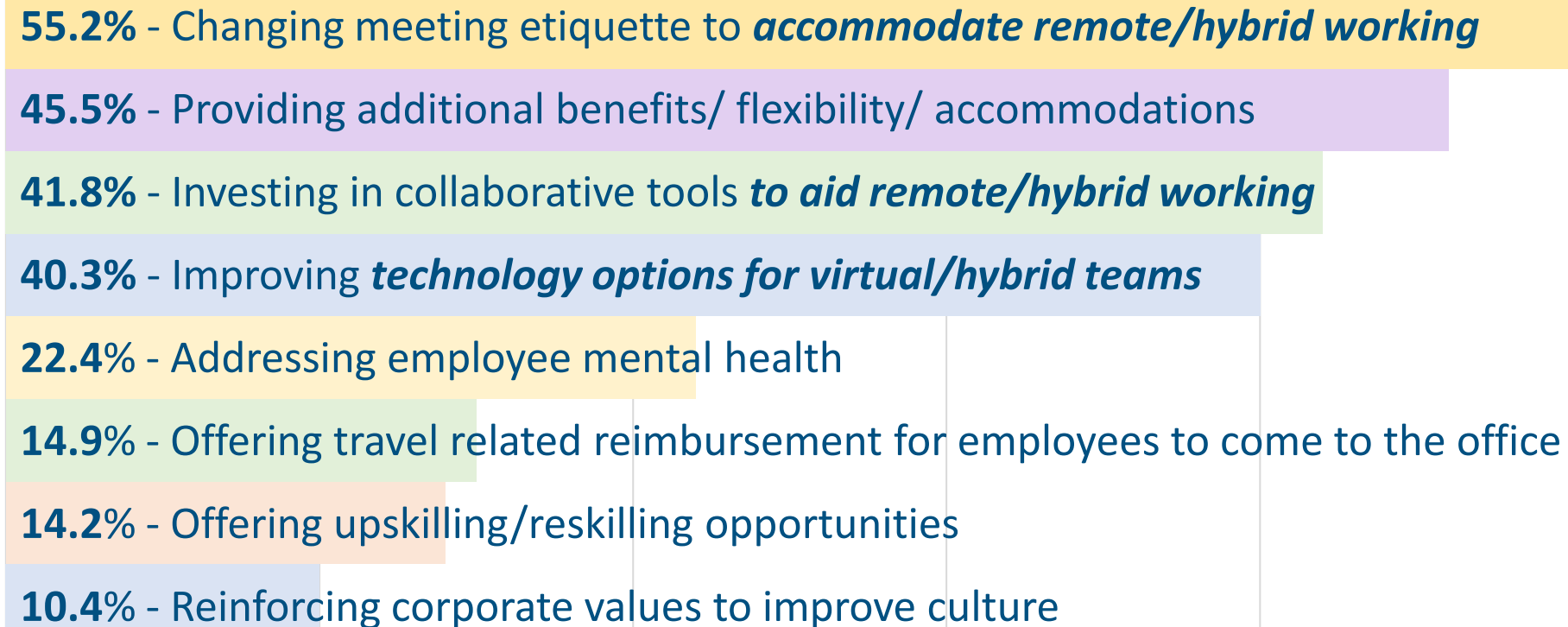
“Our company has increased time of for pandemic-related needs and has encouraged all employees and managers to ***remain flexible and understanding*** of people's individual situations.”

# Flexibility trends may be driven by the fact that over a third of employees (38%) are caregivers

Many employees have caregiving responsibilities at home

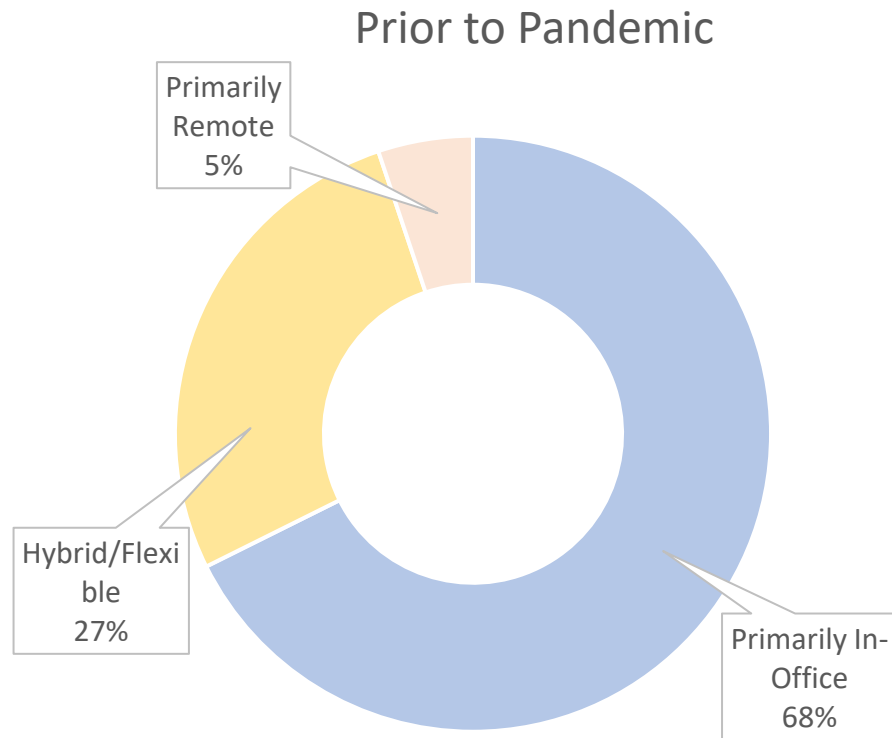


# Support for hybrid/remote working is a priority

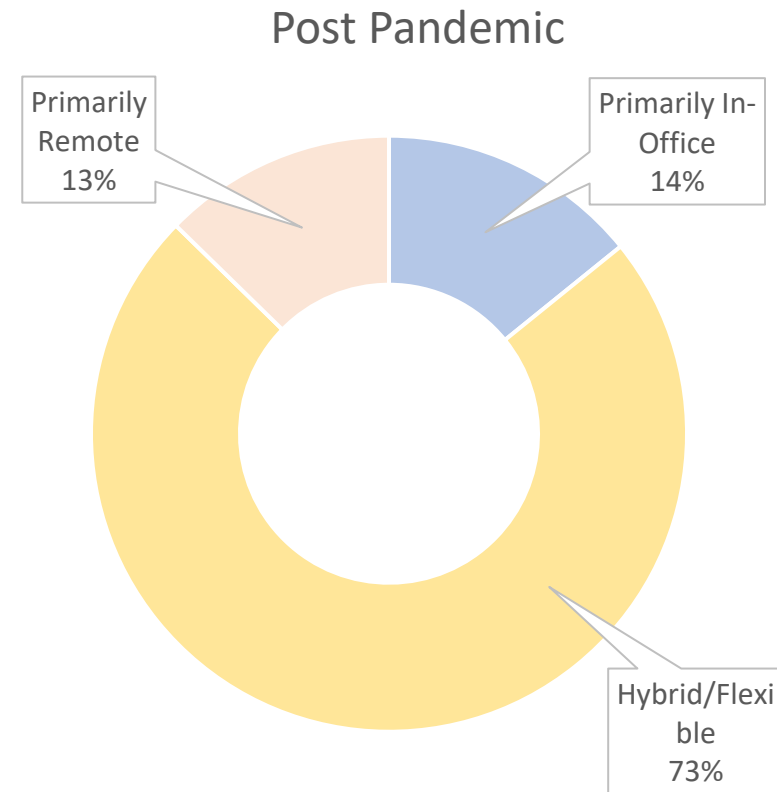




# Workers see hybrid/remote replacing in-office work environment upon return post pandemic



N=136



N=135

# Employees seek autonomy in work choice; need to connect remote workers to office culture

“The current plan is to reopen the office but with the expectation that employees will have a hybrid schedule that includes working from the office a few days a week.”

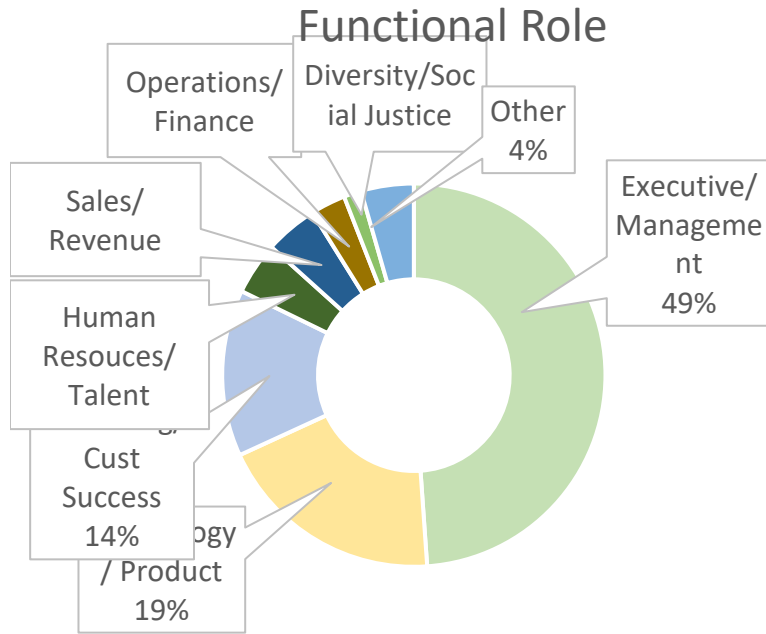
"I would seek other job opportunities if my company does not allow regular remote work"

“Ensure that fully remote staff comes into office periodically”

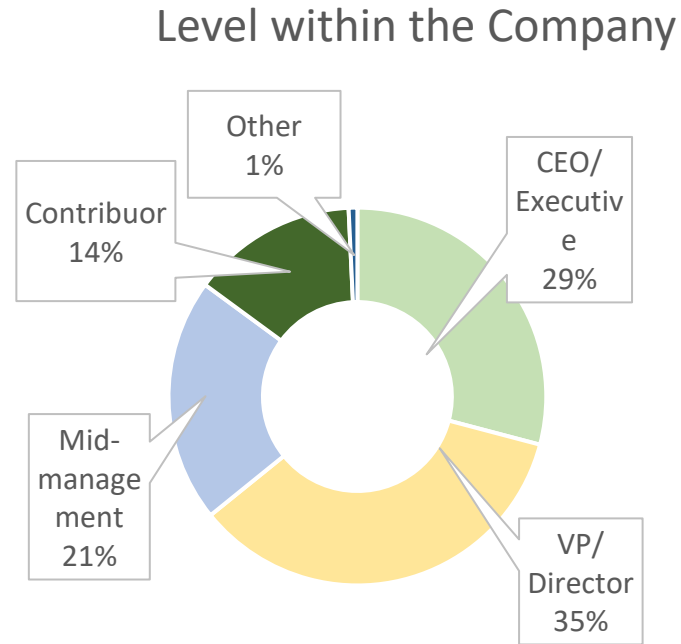
“Stop treating us like we're workers in a 1950s factory and have to be closely supervised at all times to ensure maximum productivity. Allow us some autonomy about choosing where to work. Stop pretending that the pandemic never happened, that working from home is the cause of our mental health issues, and that returning to the office will magically make our mental health all better. Stop being deluded that you know what is best for us.”

# Survey Demographics

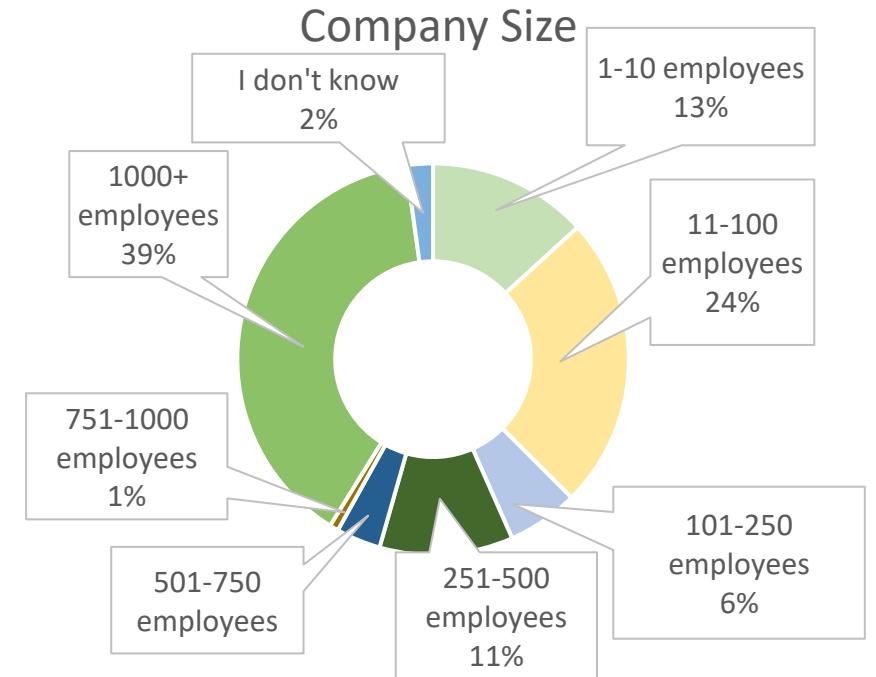
# Demographics – Broad range of tech executives



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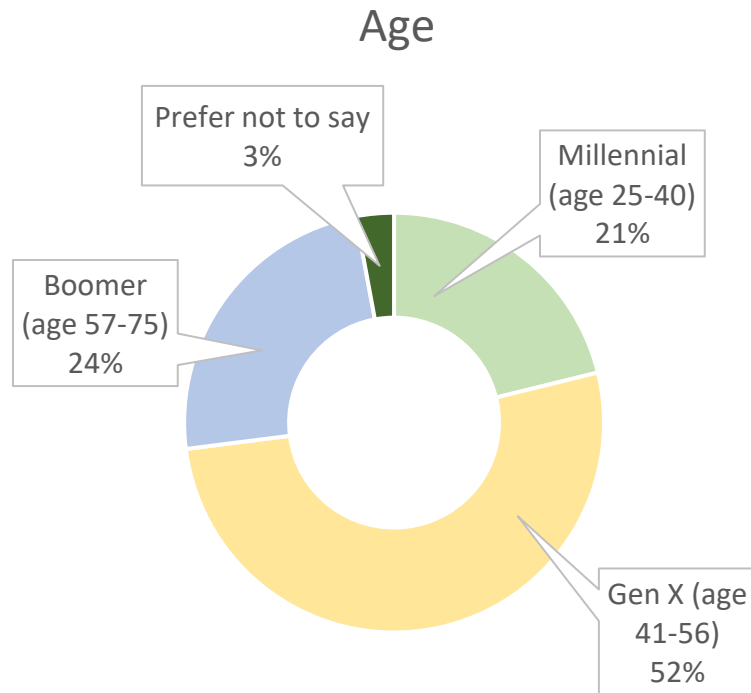


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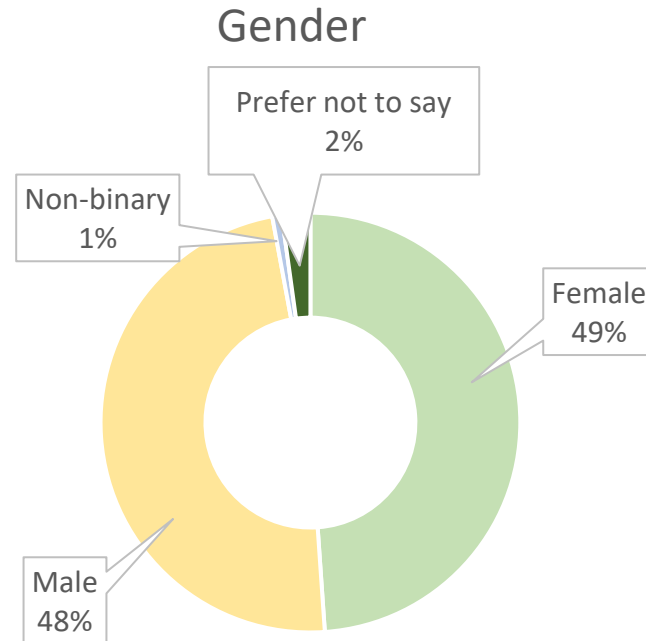


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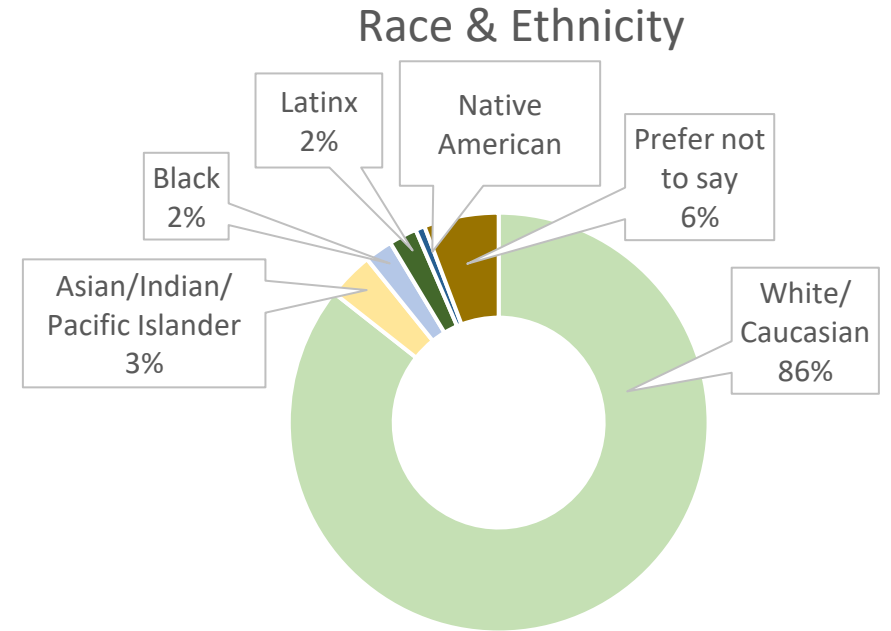
# Demographics – Age, Gender, Race/Ethnicity



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N=136



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