



MOTIVATING EMPLOYEES TO COME IN TO THE HYBRID OFFICE

ez cater



Introduction

The hybrid office is here, and schedules and attendance are not mandatory. Why does office time matter, and how do you encourage your employees to spend time at the office? **What role does food play in motivating your people to come to the office?**

To find out, we surveyed 600 employees and managers who are figuring out how to reopen their offices successfully post-COVID. This report looks at which factors are most influential when it comes to motivating employees back into an in-person workspace.

The New State of the Office

While there are some companies that plan to work fully onsite, the hybrid working model — a combination of onsite and remote work — will be the go-to solution for a wide variety of organizations.

For some, maintaining a hybrid workplace is about offering employees a more flexible work schedule. For others, it's about downsizing office space and other budget considerations.

Our survey respondents:

- Live and work in the United States
- Work full-time for a company with 200+ employees
- Work for a company that went fully remote during the pandemic, and are planning a return to onsite work within the upcoming 6 months

61%

of those surveyed indicated that they will be reopening their office with a hybrid model.

46%

of companies will let employees choose which days and times they will come in to the office.

28% of the people we surveyed have already returned to onsite work in some capacity. **The other 72%** are still working remotely, but plan to return to some level of onsite work within the next 3 to 6 months.

Of those surveyed, **only 3 in 10** say that office attendance will be mandatory, which begs the question: What is the best way to encourage employees to return to the office voluntarily if they are on the fence?

Why In-Office Time Still Matters

The pandemic forced many office workers to transition to remote work. And while some employees may prefer that arrangement, management and leadership teams are eager to get the majority of their teams back in the office, at least some of the time.

Respondents in leadership positions are clear on the value of having employees back in the office:

92%

The vast majority place high importance on getting their teams back to the workplace. The primary reasons they cite have to do with fostering cooperation and connections.

55%

Say that returning to the office is important to creating a sense of community among team members.

53%

Emphasize the importance of physical proximity in fostering collaboration and allowing for team socialization.



6 out of 10 say that collaboration is the primary purpose of their physical workplace.

In addition to day-to-day collaboration and company culture, innovation and productivity rank high as reasons to get teams back into shared office space:

45%

of those at manager level or higher
say that working onsite plays an
important role in enabling innovation.

37%

believe working on site will
improve employee productivity.

Working together in a traditional office setting clearly offers many benefits to employers; but it also has an upside for employees.

The most obvious benefit is the ability to collaborate in face-to-face, real-world meetings instead of over a combination of email, Slack, and Zoom calls. Having an office to go to also makes it easier to maintain a healthy work-life balance by creating clear boundaries between working time and home time. And there is a lot to be said for the way working side by side builds strong relationships and team morale.

Despite all these corporate and personal benefits, some people are, understandably, still hesitant about returning to the office on a full-time or even hybrid schedule. What can companies do to get their teams excited about returning to the office?

How to Make Employees WANT to Return

There are a lot of things to love about working from home: less time on the road, more time with your family, and you don't have to "dress" for work.

The top 5 reasons respondents gave when we asked what they will miss most about working remotely are:

MORE TIME
WITH FAMILY



63%

CASUAL
DRESS CODE



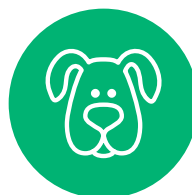
56%

NOT HAVING
TO COMMUTE



54%

MORE TIME
WITH MY PET(S)



42%

HOUSEHOLD
TASKS



41%

Given all these very real perks of working from the "home office," it may come as a surprise that almost all — 93% — of our survey respondents agreed that if their employers make it possible for them to return to the office, they intend to do so for at least part of the time.

However, while that may sound like resounding support for a return-to-the-office wave, smart leaders realize that it's not unconditional.

83%

In fact, 83% of respondents working in a leadership role believe that their companies will need to offer incentives to persuade employees to work onsite. Possible incentives include everything from flexible schedules to stipends for transportation and childcare.

What employees want:

Flexible in-office arrival and departure days/times:

65%

Transportation stipends:

59%

Free meals:

58%

Onsite perks such as a coffee bar, game lounge, etc:

48%

A fully stocked snack pantry:

46%

Discounted meals:

43%

Fun onsite activities and events:

42%

Childcare stipends or onsite childcare:

37%



Office-provided food is recognized as a highly valued perk by employees and companies alike:

81%

of leaders agree that offering free meals and snacks to employees is the best way to incentivize workplace attendance.



And employees agree. 7 out of 10 employees surveyed say that they would be more likely to return to on-site work if their employers offered free meals.

93%

Food has always been a great way to boost attendance, with 93% of those in leadership roles reporting that more employees show up to the office on days when the company provides free food.



Maximizing the Impact of Food in your Return to Office Plan

Now, more than ever, food is an important and effective way to show employees how essential they are, express appreciation, and bring a little extra camaraderie back to the office.

Returning to the office after a pandemic requires a lot of strategic planning, from desk setups to hybrid shift schedules. As you're going through this process, make sure to dedicate some time to developing a plan for how you will handle food for your team.

83%

of catering decision makers we surveyed agree wholeheartedly that providing food is a critical piece of their company's return-to-office strategy.



ezCater is the largest national marketplace for business catering with 80,000+ restaurants and caterers and 138+ million people served. ezcater provides companies of all sizes, anywhere in the country, with flexible and scalable food solutions for work. Nationwide, restaurants and caterers use ezcater's platform to grow and manage their catering business.

We make it easy for you to find food that fits any budget, meeting type, group size, or dietary need, anywhere in the country.

- 80,000+ restaurants and caterers in 22,743 cities
- Individually packaged meals
- Recurring employee meals
- Contactless delivery
- 24/7 customer service
- 98% on-time delivery

For more information or to place a catering order, visit www.ezcater.com