CoPs Group | Working Group - Post Pandemic Return to Work
Survey Results
2022
Insights

Total responses | 1236
Completion rate | 92%
Typical time spent | 10m:36s
Q1: Gender

- Male: 59.22%
- Female: 38.75%
- Other: 1.21%
- Prefer not to answer: 0.81%
**Q2: Age Range**

- **Under 20**: 3.88%
- **20-29**: 39.00%
- **30-39**: 31.72%
- **40-49**: 11.65%
- **50-59**: 8.01%
- **Over 59**: 5.42%
- **Prefer not to answer**: 0.32%
Q3: Marital Status

- Single/Separated: 16.75%
- Married: 73.22%
- In a relationship: 8.58%
- Other: 1.46%
Q4: Do you currently have children in school?

- Yes: 65.05%
- No: 33.33%
- Prefer not to answer: 1.62%
Q5: What is your Agency/Company type?

- Consultant: 35.84%
- Vendor: 25.81%
- Private Agency: 17.80%
- Governamental: 15.29%
- Other: 5.26%
Q6: Have you been diagnosed with COVID in the past 2 years?

- Yes: 32.52%
- No: 66.02%
- Prefer not to answer: 1.46%
Q7: Are you currently vaccinated?

- Yes: 90.45%
- No: 8.41%
- Prefer not to answer: 1.13%
Q8: What is your current field of work?

- Developer: 13.83%
- Sales: 23.62%
- Project Management: 23.54%
- Senior Management: 16.67%
- Field Services: 8.41%
- HR: 8.98%
- Other: 4.94%
Q9: Which country do you currently work in?

- United States: 91.71%
- Europe: 7.31%
- Other: 0.97%
You answered Europe - Please select the country you currently work in.
You answered the United States - Please select the State you currently work in.

- Alabama 5.35% (60)
- Alaska 5.53% (62)
- Arizona 2.67% (30)
- Arkansas 3.30% (37)
- California 11.76% (132)
- Colorado 4.55% (51)
- Connecticut 1.69% (19)
- Delaware 1.34% (15)
- Florida 8.11% (91)
- Georgia 2.85% (32)
- Hawaii 1.25% (14)
- Illinois 10.61% (119)
- Indiana 2.14% (24)
- Maryland 3.12% (35)
- New Jersey 2.14% (24)
- New York 4.37% (49)
- North Carolina 1.43% (16)
- Pennsylvania 2.41% (27)
- Rhode Island 1.60% (18)
- Texas 6.77% (76)
- Virginia 1.78% (20)
- Washington 2.05% (23)
Q10: Is your employer-based in a different country other than where you reside?

- Yes: 39.23%
- No: 59.13%
- Prefer not to answer: 1.64%
Q11: **You answered Yes** - Please select where is your employer-based.
Q12: Do you have access to high-speed internet from your home?

Yes: 94.81%
No: 4.86%
Prefer not to answer: 0.33%
Q13: Which work environment do you prefer?

- Remotely: 31.16%
- Work at the office: 32.64%
- Hybrid: 36.20%
Q14: What % of your time do you spend in virtual meetings such as Zoom, Teams or Google?

- Less than 25%: 26.94%
- 25%- 50%: 54.88%
- Over 50%: 17.02%
- Prefer not to answer: 1.16%
Q15: Pre 2020 | Did you work remotely?

- Yes, full-time remote: 31.98%
- Hybrid: 50.58%
- No: 17.44%
Q18: Pre 2020 | You worked in a hybrid mode - What % did you work remotely?

- Less than 1 day per week: 11.29%
- 1 day per week: 22.91%
- 2-4 days per week: 52.21%
- 5 days per week: 7.53%
- This question doesn’t apply to me: 6.06%
Q19: Pre 2020 | You didn't work remotely - How long was your commute to work?

- Less than 30 mins: 43.28%
- 30 mins to 1 hour: 39.30%
- 1 hour or more: 12.94%
- This question doesn’t apply to me: 4.48%
Q20: Pre 2020 | You didn't work remotely - How did you commute to work?

- Personal Vehicle: 74.13%
- Carpool: 4.48%
- Public Transit: 14.43%
- Cycling/walking: 4.98%
- Hybrid: 1.99%
Q21: Do you currently work remotely?

- Yes: 43.89%
- No: 21.02%
- Hybrid: 34.76%
- Prefer not to answer: 0.34%
Q22: What % of time do you currently work remotely?

- Less than 1 day per week: 5.06%
- 1 day per week: 20.00%
- 2-4 days per week: 70.84%
- 5 days per week: 2.41%
- This question doesn’t apply to me: 1.69%
Q23: Do you feel that you work more hours when remote?

- Yes: 65.65%
- No: 13.74%
- About the same as office: 20.23%
- Prefer not to answer: 0.38%
Q24: Are you currently looking for a job?

- Yes: 29.55%
- No: 67.59%
- Prefer not to answer: 2.85%
Q25: In your search for a new job, how important is the ability to work remotely?

- Doesn’t matter: 32.95%
- Would be nice: 53.12%
- Must have: 12.78%
- This question doesn’t apply to me: 1.14%
Q26: Have you turned down a job offer due to not having the ability to work remotely?

- Yes: 42.23%
- No: 56.26%
- Prefer not to answer: 1.51%
Q27: Would you be willing to take a reduction in pay in order to work remotely?

- Yes: 39.97%
- No: 58.44%
- Prefer not to answer: 1.60%
Q28: What % of reduction in pay would you be willing to accept in order to work remotely?

- Less than 10%: 51.15%
- 10% to 20%: 45.49%
- Over 20%: 3.35%
Q29: How flexible is your employer in regards to office presence policy?

- Totally up to employee: 23.54%
- Must meet minimum work days: 50.55%
- Presence required at assigned days: 24.64%
- Prefer not to answer: 1.27%
Q30: What amount of time does your employer expect you to be in the office?

- 0 days: 9.11%
- 1-2 days: 31.45%
- 3-4 days: 33.90%
- 5 days: 20.99%
- Prefer not to answer: 4.55%
Q31: Regarding the post-pandemic work environment do you perceive that your current salary is...

- ... below market rate: 31.48%
- ... at market rate: 52.86%
- ... above market rate: 13.22%
- Prefer not to answer: 2.44%
Q32: Did you change jobs in the last 2 years?

- Yes: 36.62%
- No: 61.87%
- Prefer not to answer: 1.52%
Q33: What was the greater motivation for you to change jobs?

- Higher salary: 35.58%
- Ability to work remotely: 30.93%
- Career advancement: 16.05%
- Misfit with the company culture: 15.12%
- Prefer not to answer: 2.33%
Q34: Do you feel that you can successfully perform your job duties working remotely?

- Yes: 82.41%
- No: 16.45%
- Prefer not to answer: 1.14%
Q35: Do you feel that a company can be successful with a significant amount of employees working 100% remotely?

- Yes: 53.98%
- No: 43.92%
- Prefer not to answer: 2.10%
Q36: What do you see as the top 2 advantages of remote/hybrid work?
Q37: What do you see as the top 2 disadvantages of remote/hybrid work?
Q38: How has COVID 19 impacted your thoughts about working full time in the office?

- Greatly impacted to NOT go back to office: 28.61%
- Greatly impacted to GO back to office: 26.42%
- Somewhat impacted to NOT go back to office: 11.72%
- Somewhat impacted to GO back to office: 23.27%
- No impact: 9.27%
- Prefer not to answer: 0.70%
Q39: What other types of benefits would you like to see your employer offer?