

# Accessible document

Document title is Flexibility reshapes employee experience for the better

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As flexible working becomes the norm, employee experience is changing dramatically

Now, businesses must rethink how they cater to their employees' shifting needs

Quote from Tatjana Tasan, Chief People Officer, Meetyoo

"How can we consciously bring people together so that it still fits their lifestyle and the business needs, and give them a sense of belonging no matter where they physically work?"

Leaders now know that flexibility can be central to success – but they still aren't prioritizing the employee experience

A flexible work policy is the #1 criteria among workers when considering a new role or employer

60% of workers agree they are more willing to accept less pay at a job where they can work when and where they want than they are willing to work at a similar job with no flexibility

75% of leaders agree or strongly agree they were surprised that giving employees greater autonomy has had such a positive impact on productivity

63% agree or strongly agree that cost saving and efficiency take precedence over employee experience when it comes to workplace transformation

Alongside flexible working patterns, employees expect a better work-life balance and a safe and healthy working environment

Mental health and physical wellbeing are a particular concern

14% of employees say their physical wellbeing is slightly or much lower than normal – up from 11% in October 2020

15% say their mental wellbeing is slightly or much lower than normal – down from 17% in October 2020

80% say it is their employers' responsibility to take care of their mental wellbeing

And workplace health and safety are on their minds as they consider a return to the workplace

48% of employees are concerned about their own health and safety at work or when they return to work – down from 63% in October 2020

23% say they have not much or no trust in their employer to ensure their health and safety at work

For leaders, improving employees' experience at work will pave the way to a more engaged workforce

Expanding a variety of rewards and benefits schemes presents a critical opportunity to engage people

Percentage of global leaders who rank these factors in their top opportunities to improve employee engagement

1. 44% rank investing more in health and wellbeing services and support
2. 43% rank offering new/extended services for remote workers
3. 38% rank expanding employee rewards and benefits offerings

Quote from Ronni Schorr, Global VP of Marketing, Circles

“Working is not about a place anymore, it’s about a work life. How do you take the idea of “quality of life” and turn it into a reality? It’s about being flexible.”

How businesses can support the new employee experience:

1. Manage employees flexibly and proactively to ensure that practices are in sync with the nature of the work
2. Prioritize wellbeing to foster stronger connections among the workforce, and ensure that mental health is covered in benefits packages
3. Use data to tailor rewards to individuals' needs and show them they are valued by the business

Does your employee experience measure up? Explore the rest of the series at [sodexo.com](https://www.sodexo.com)

Sources for the figures in this infographic are the 2021 Sodexo Experience Next Corporate Insights Research and the Sodexo/Harris Interactive, Worklife Continuum Report, Wave 5 Results.