

# MaddyFeed brings you everything you need to know about the challenges of post-Covid working

Every week, Maddyness curates articles from other outlets on a topic that is driving the headlines. This week, we're talking about the gradual return to physical workspaces in the wake of the easing of restrictions and the summer slump, as well as the new priorities and challenges facing workers across the UK

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As restrictions eased over the summer period, companies who adapted to home working in the last 18 months are now expected to encourage more staff to return to the workplace part time from September. The Chartered Management Institute (CMI) recently revealed that around half of managers expected staff to be in the office two to three days a week, meanwhile a further 48% of managers feared the possibility that staff members might quit if not offered the opportunity to continue to work from home.

Employers and staff alike are now facing the challenging of adapting to, and providing, a stable post-Covid work model. While there is no single correct way of doing this, Chief Executive of the CMI, Ann Francke, admitted that flexible

models would be the most effective. This means freedom for workers to choose when to be in the office, while maintaining a fair and productive working environment.

But the risk with this is that businesses now must be conscious of avoiding a “two tier” system, admitted Jo Burkill of flexible working specialists, Timewise.

This would mean that those with caring responsibilities, disabilities or anxieties are more likely to stay at home, fearful of opportunities for job progression.

Read more on the challenges of hybrid working via [\*The Guardian\*](#).

## Mental Health is a key in both home and hybrid work

According to a recent June McKinsey survey reported in CNBC, one in three workers felt that returning to the office full time would negatively affect their mental health. Meanwhile, a further one in three admitted this would have a positive impact on their mental health, with more opportunities for interaction with coworkers and clients.

Workers are also concerned for their physical health as workplaces start to become busy, with caregivers, parents, and guardians more likely to be worried about the possibility of catching and transmitting the virus.

The survey also recommended a hybrid model. Instead of operating a “blanket return,” researchers recommend flexible options to allow employees to adjust and acclimatise to the new environment.

Read more via [\*CNBC\*](#).

## Changing priorities in a post-Covid workspace

Productivity is also a key concern of companies and staff as work begins to shift from home to hybrid. In a recent survey by global research agency, Definition Group, 33% of workers believed that a hybrid model offered a better work-life balance and increased productivity. Meanwhile, a further 29% worried about the possibility of disengagement from work and a blow to opportunities for advancement.

A significant 92% also admitted that their attitude towards communication in the workplace had shifted, with frequency and nature of company

communication listed as priorities, including more social media communication and PR work.

Read more via [\*Business Leader\*](#).

## Climate demands also fuel hybrid preferences

It's not just employee concerns for their own health and productivity, but also the wider consequences of returning to the office full time. According to holding company, IWG, demand is increasing for both greener offices and short term leases.

This is because workers are now attracted to both a hybrid model which flexible leases facilitate, and the green impact of commuting and working from office spaces. The trend comes as offices across the UK are coming under increasing scrutiny to monitor their energy consumption. Regulation of the energy habits of commercial buildings will continue to increase up to 2030, meaning companies and office owners must take the necessary steps to ensure sustainable working models.

Read more via [\*The FT\*](#).

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