



Results of our 'new normal' poll

Strict lockdown appears to be easing for now but the new normal is not yet with us. We suspected that for many people the transition phase feels quite ambiguous and anxiety-provoking. Therefore, we created a poll to understand how people are feeling. Individuals from over 160 different organisations responded and this is what we discovered...

When the new normal arrives 83% of individuals plan to work at home more often than they did before lockdown. This has all sort of implications for the world of work, from the amount of office space required and the demands on the travel network to the way meetings are conducted and decisions are made.

There are many advantages of this, including reduced travel time and costs. However, what impact does it have on our wellbeing? We have seen numerous media articles about the impact lockdown has had on sleep and many people have reported to have put on weight. Our poll showed that 20% have been eating less well since lockdown started, 45% have been more sedentary and 15% have been sleeping less well. It is no surprise that over 25% have been feeling more anxious and 7% feel depressed.

So what might have caused this?

- 32% have too much work
- 42% find family interruptions a challenge
- 25% do not have sufficient space to work at home
- 29% feel isolated

In light of these staggering figures, one would assume that employees are desperate to get back to the office. This is not the case, with 62% concerned about the potential of catching COVID-19 and 56% are worried about the r-rate rising if they go back to their desks and lockdown continues to ease.

So more people plan to continue working from home, but for many it has a detrimental impact on both their physical and mental health. What happens when people get bored of the virtual quizzes designed to boost morale, stakeholders become less tolerant of children appearing during conference calls and poor wi-fi is no longer an excuse? Line management relationships and team dynamics will change. But are leaders ready for this new challenge?

We need to support people through this transition. Healthy high performance in a post COVID-19 world will not just happen and sending out links to the EAP is not enough. Get in touch with us to discuss ways we can help you and your colleagues feel sane, satisfied and supported as the new normal continues to unfold.