

State of Remote Work 2017

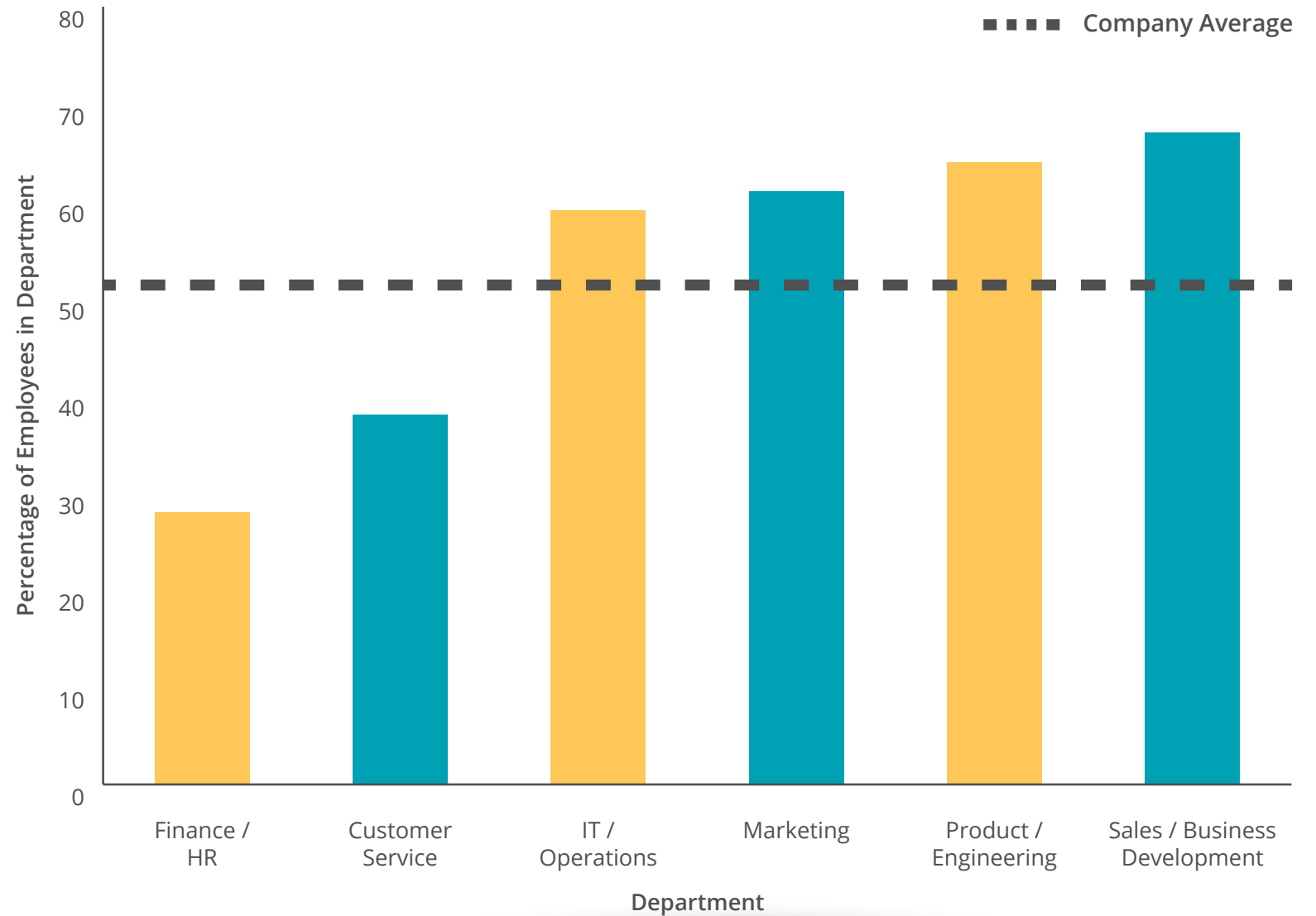
Data to help leaders understand how remote work impacts hiring, retention and management.



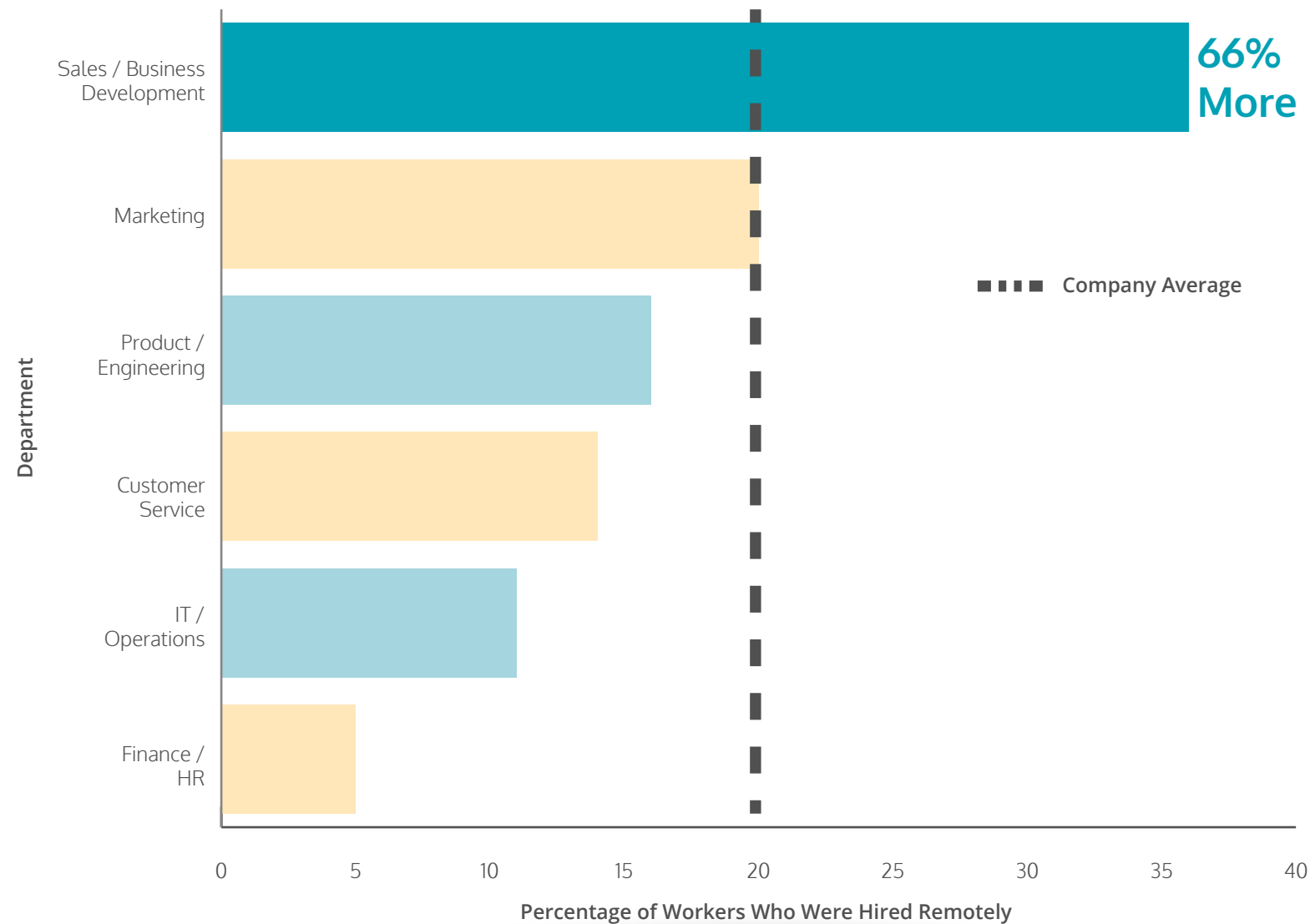
Remote Work Distribution by Department and Role



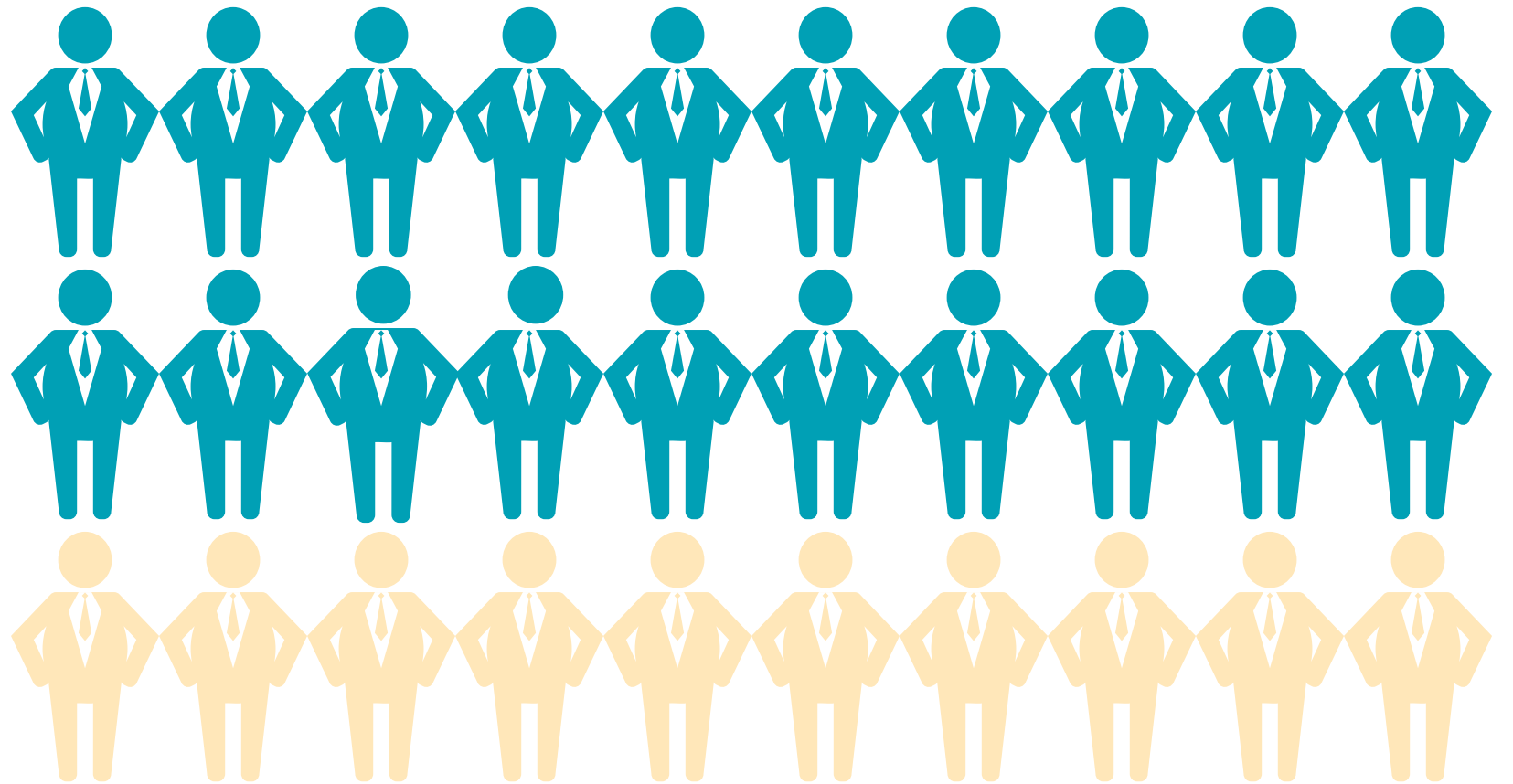
52% of employees
work remotely at least
once per week.



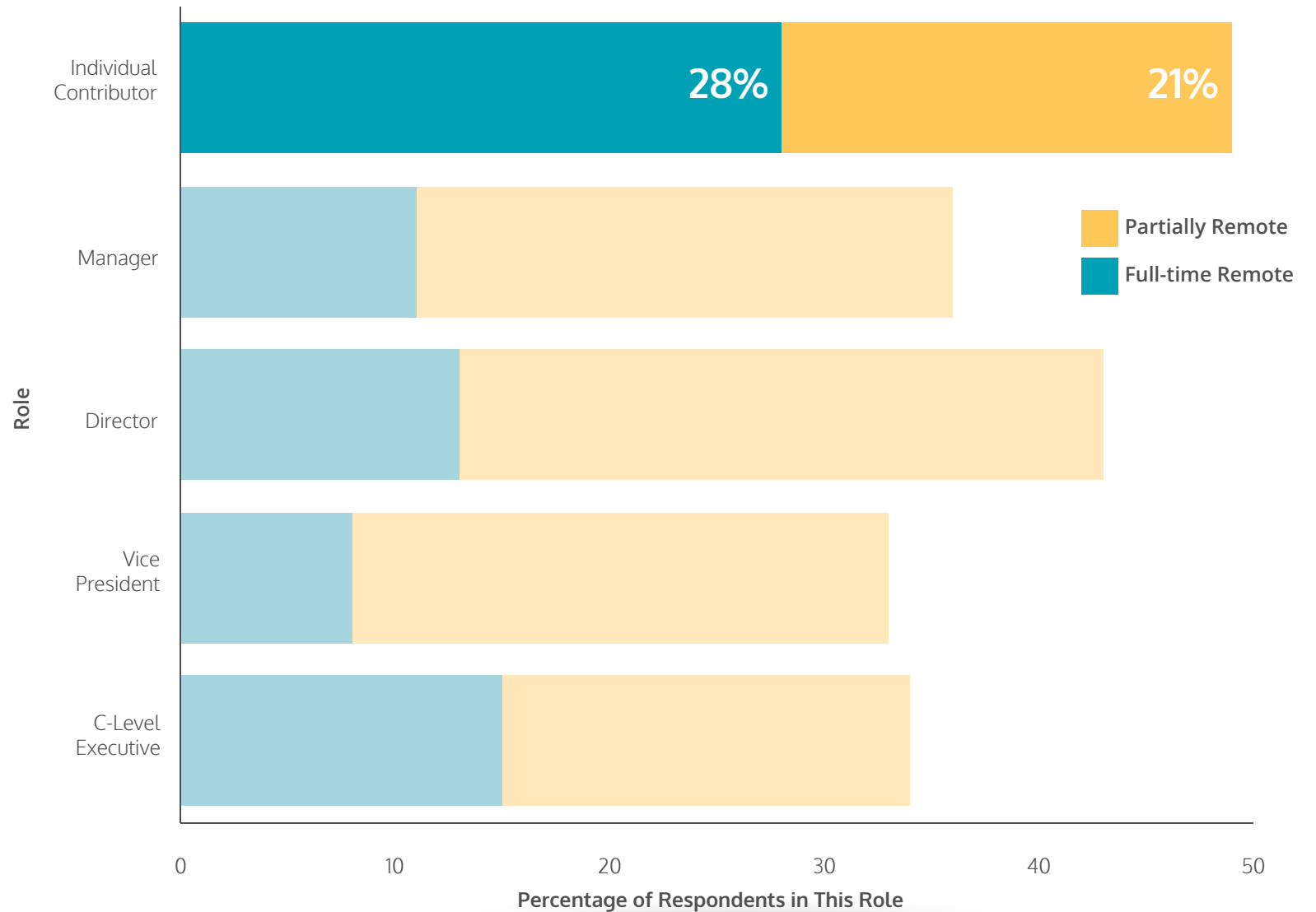
Sales hires remote employees 66% more often than average.



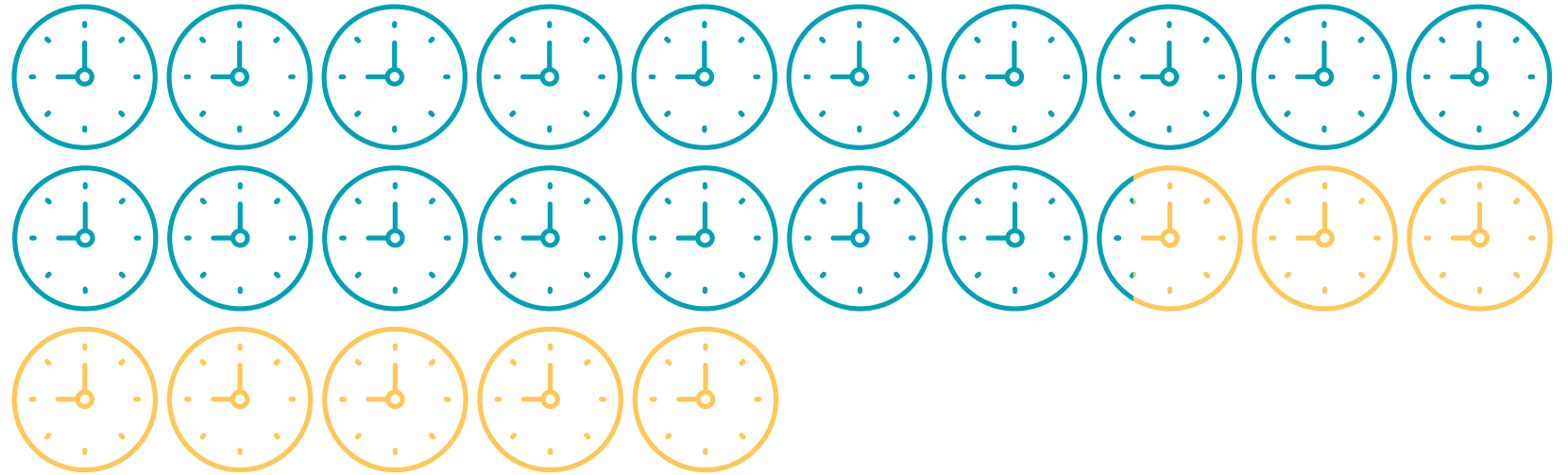
Small companies are
2x more likely to hire
full-time remote
employees.



Full-time remote workers are 2x more likely to be individual contributors than management.



Individual contributors
work from home 38%
more often than
management.



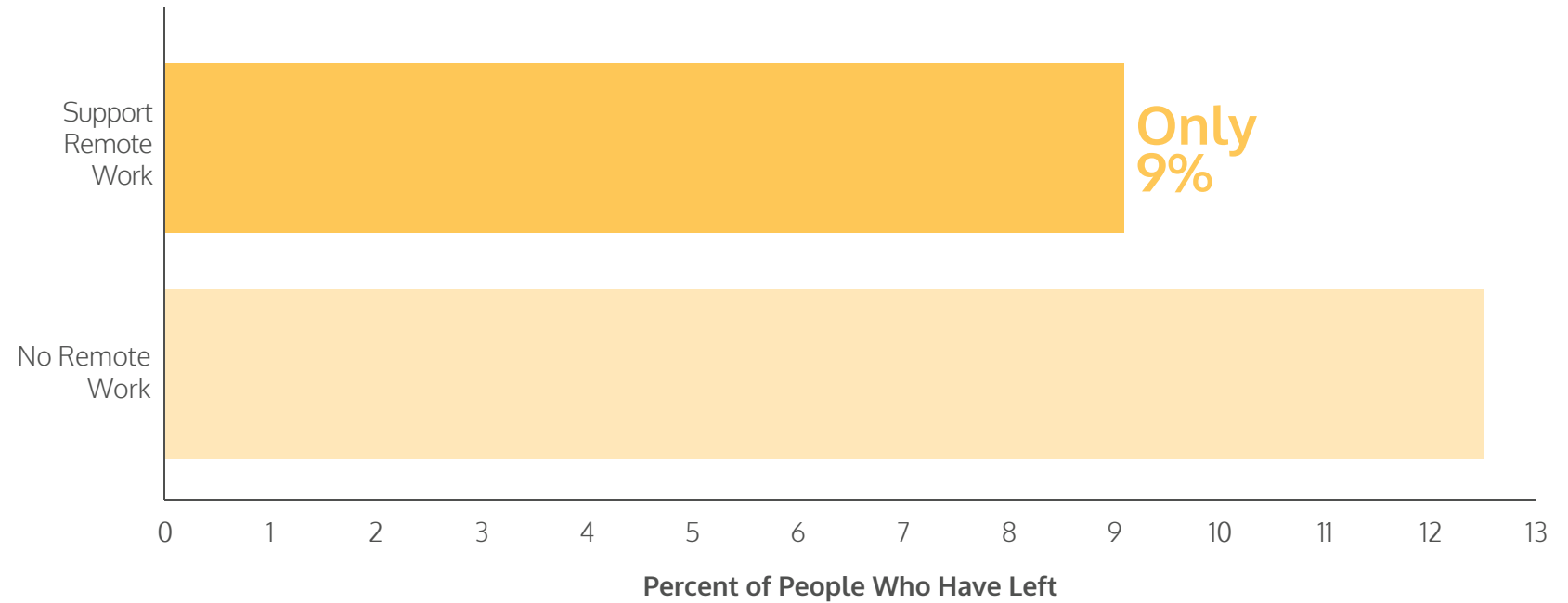
Remote Work's Impact on Hiring, Retention and Management



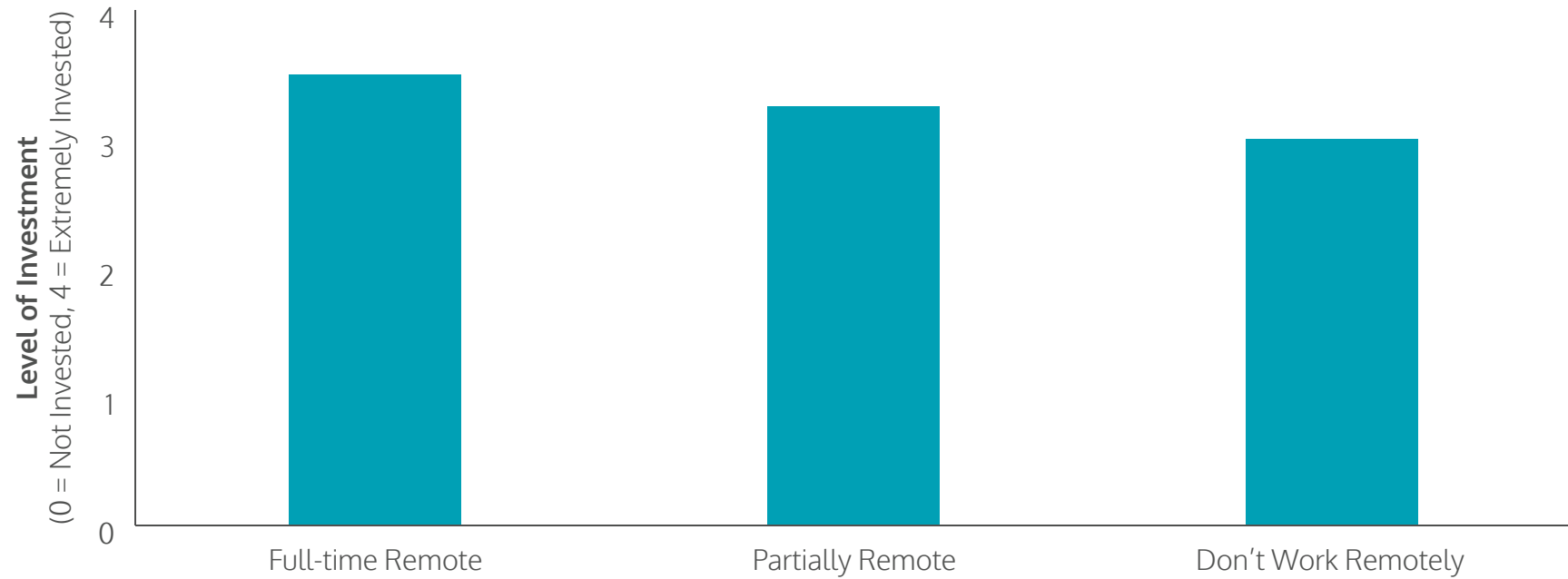
Fully distributed companies hire 33% faster than other companies.



Companies that support remote work have 25% lower employee turnover than companies that don't.



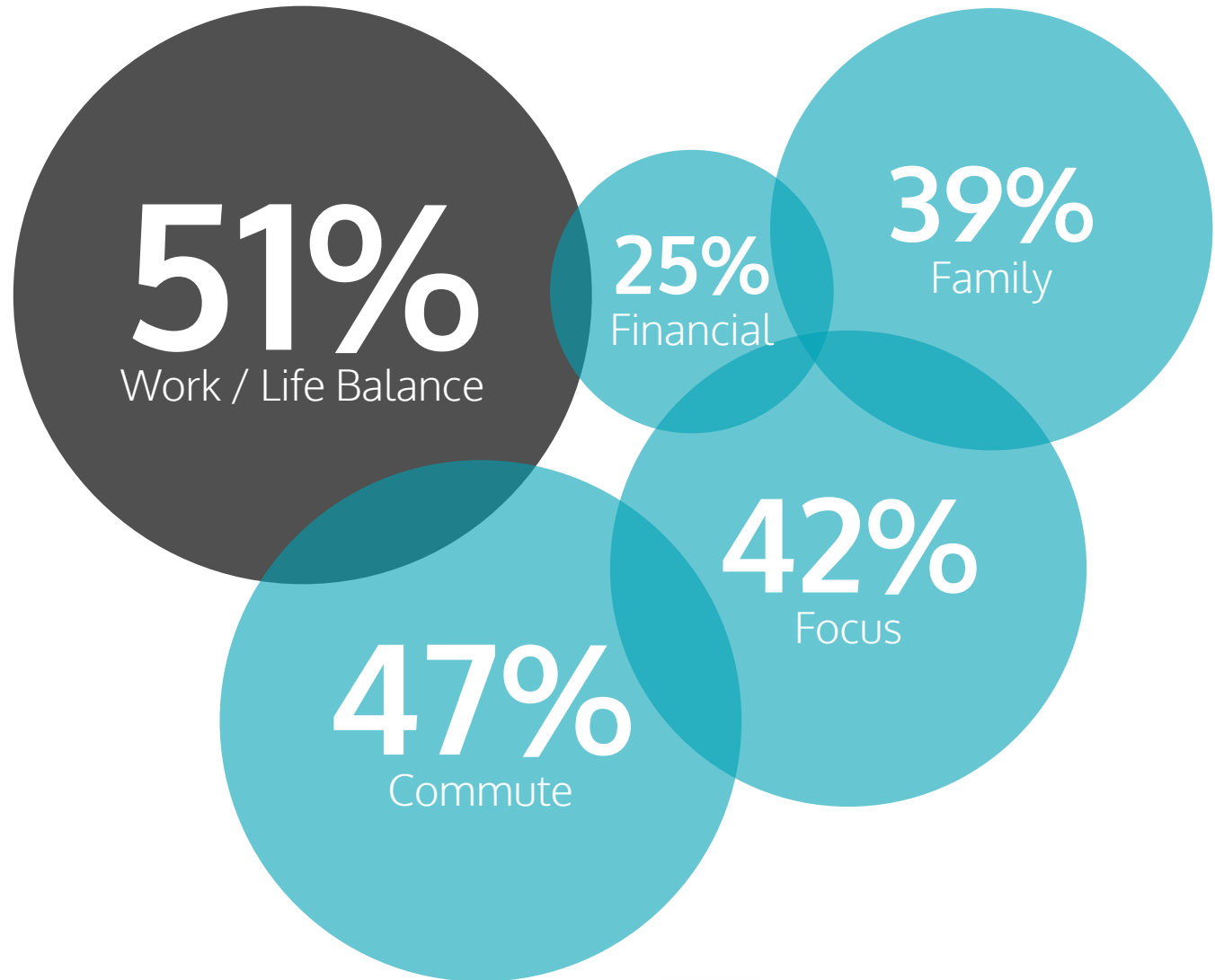
Working remote doesn't negatively impact employees' investment in their work.



Benefits & Challenges of Working Remotely



51% of remote employees work remotely to improve work / life balance.



Employees miss conversations and celebrations most when working remotely.



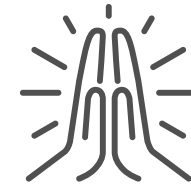
48%

Missed
Conversations



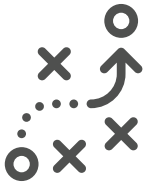
40%

Missed
Celebrations



34%

Missed
Culture



26%

Missed Tactical
Discussions

Remote workers say
their biggest
challenge is staying in
the loop.

Speed & Coordination

Lack of Visibility

IT Issues **Staying in the Loop** Career Limitations

Challenging Meetings

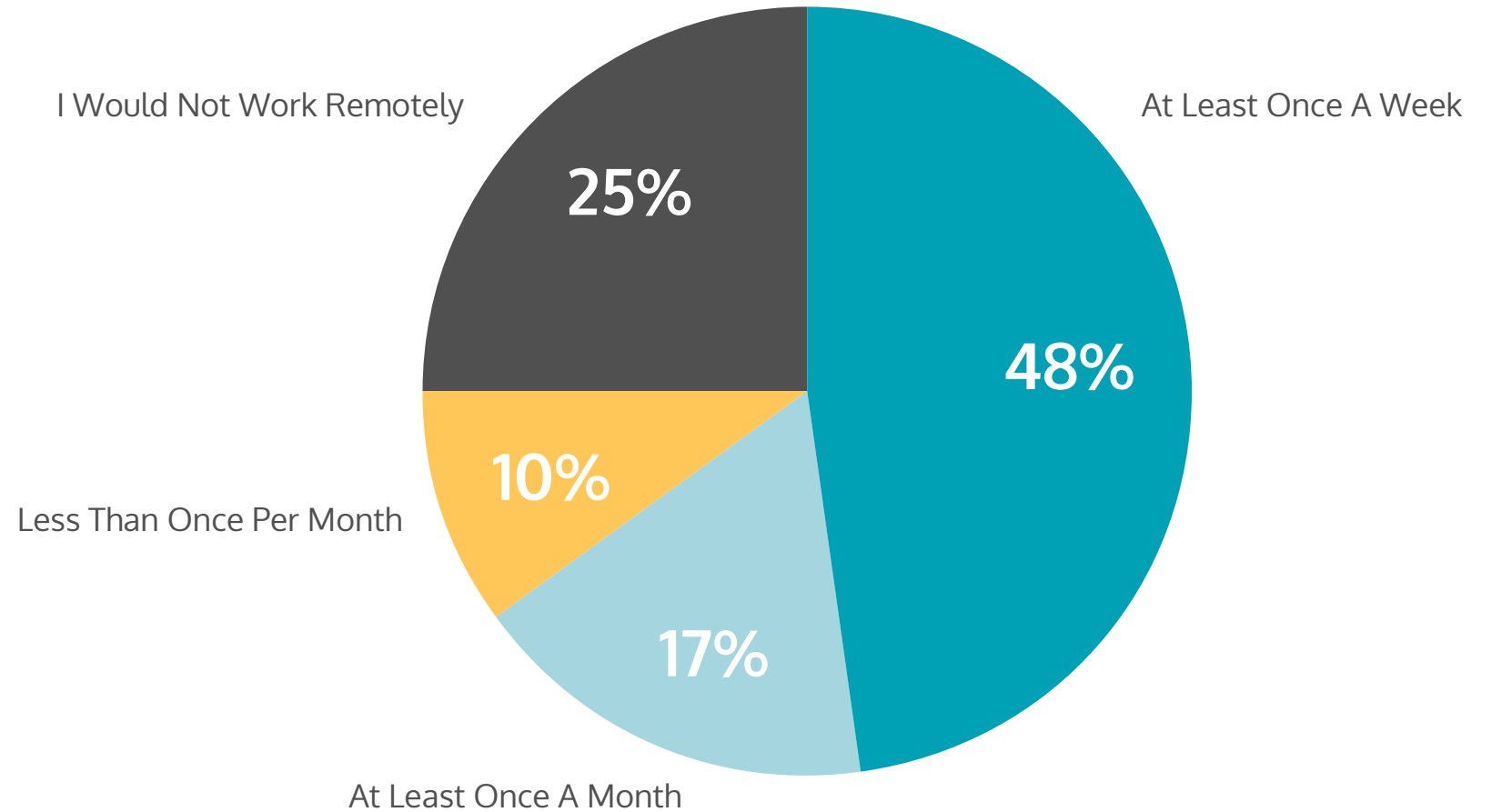
Team Communication

Acceptance / Lack of Support for Remote Work Facetime with Leadership

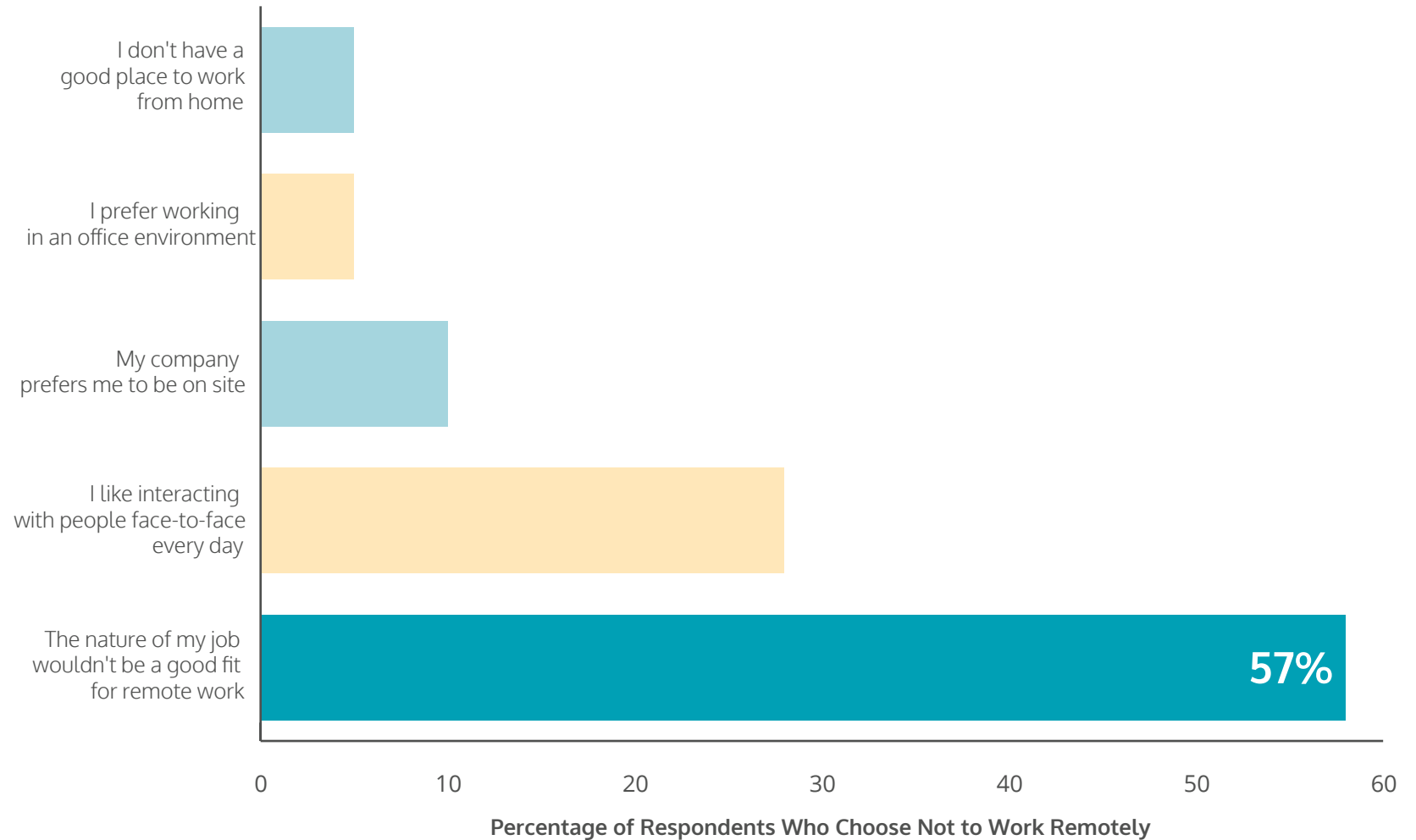
Culture / Ad Hoc Conversations **Maintaining Relationships**

Worklife Balance / Disconnecting Staying Focused

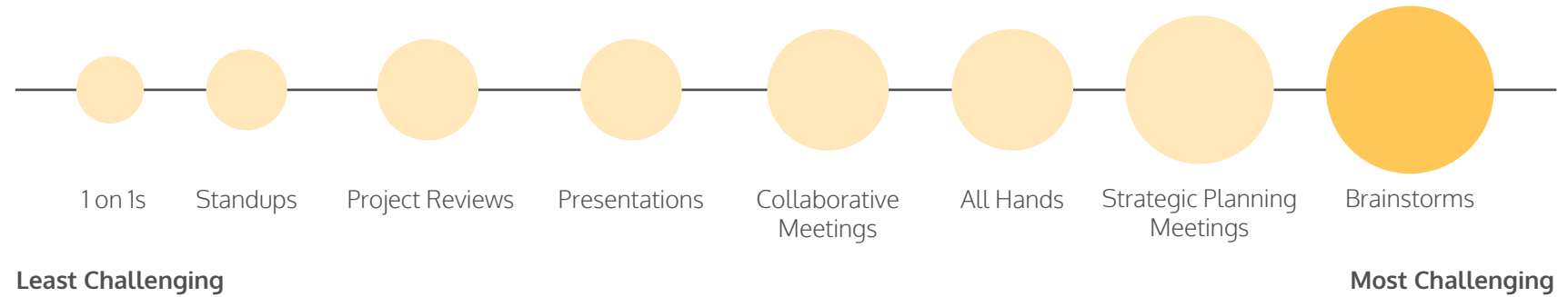
65% of employees who don't work remotely today would like to work remotely at least once a month.



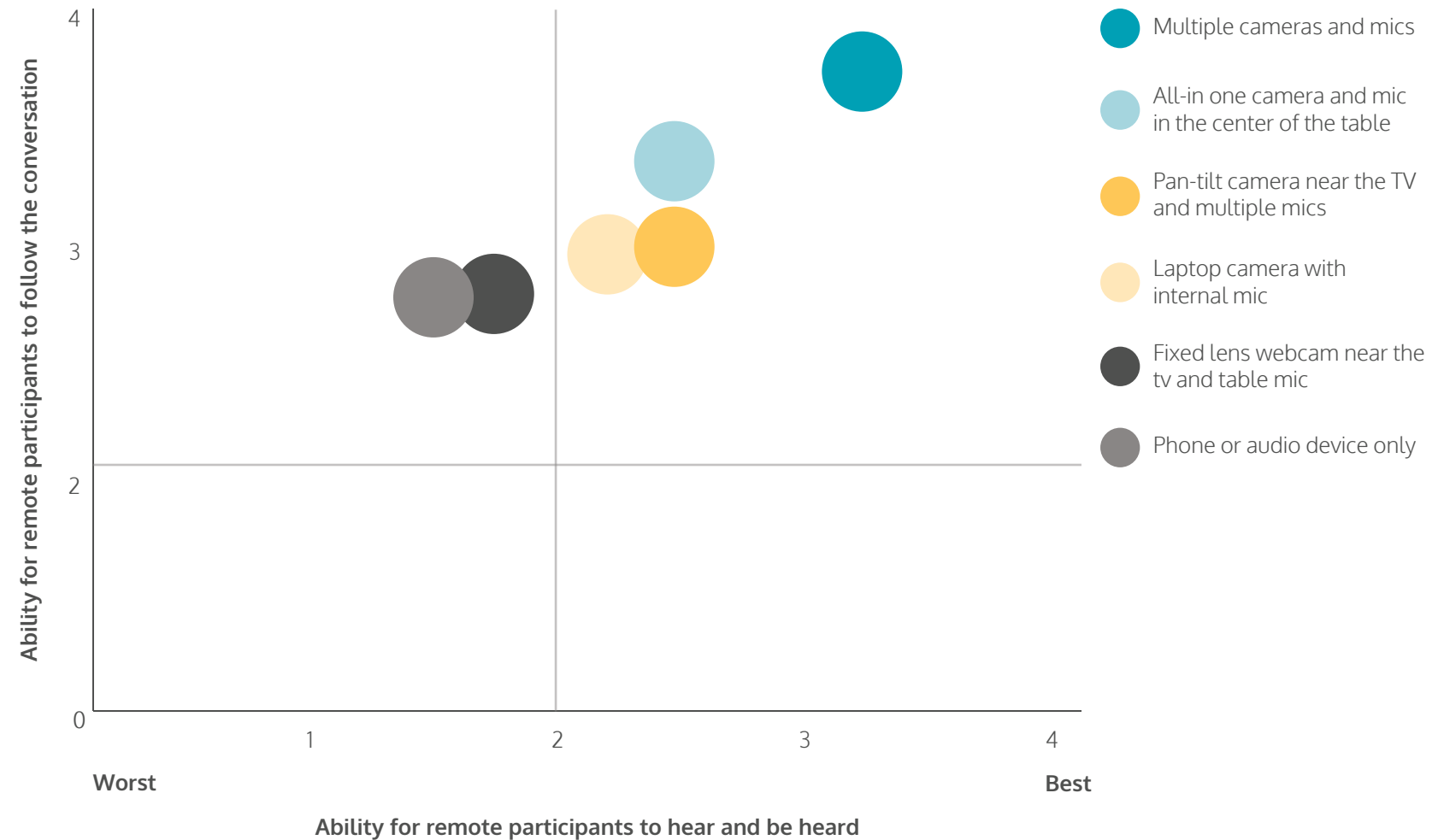
57% of onsite employees choose not to work remotely because the nature of their job doesn't allow it.



Brainstorms are the most challenging meeting to follow when attending remotely.



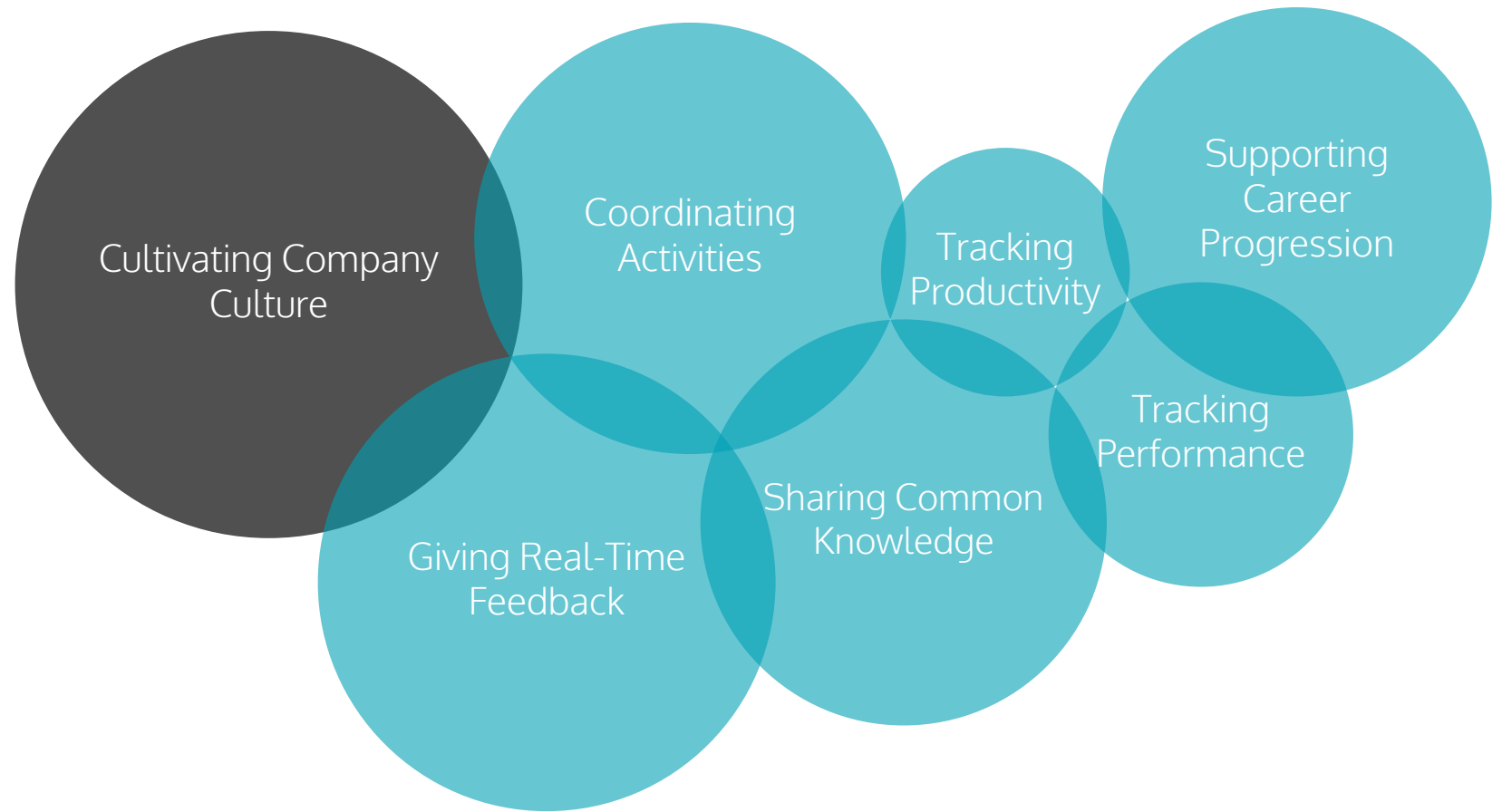
Video conferencing performs 30% better for communication than audio-only setups.



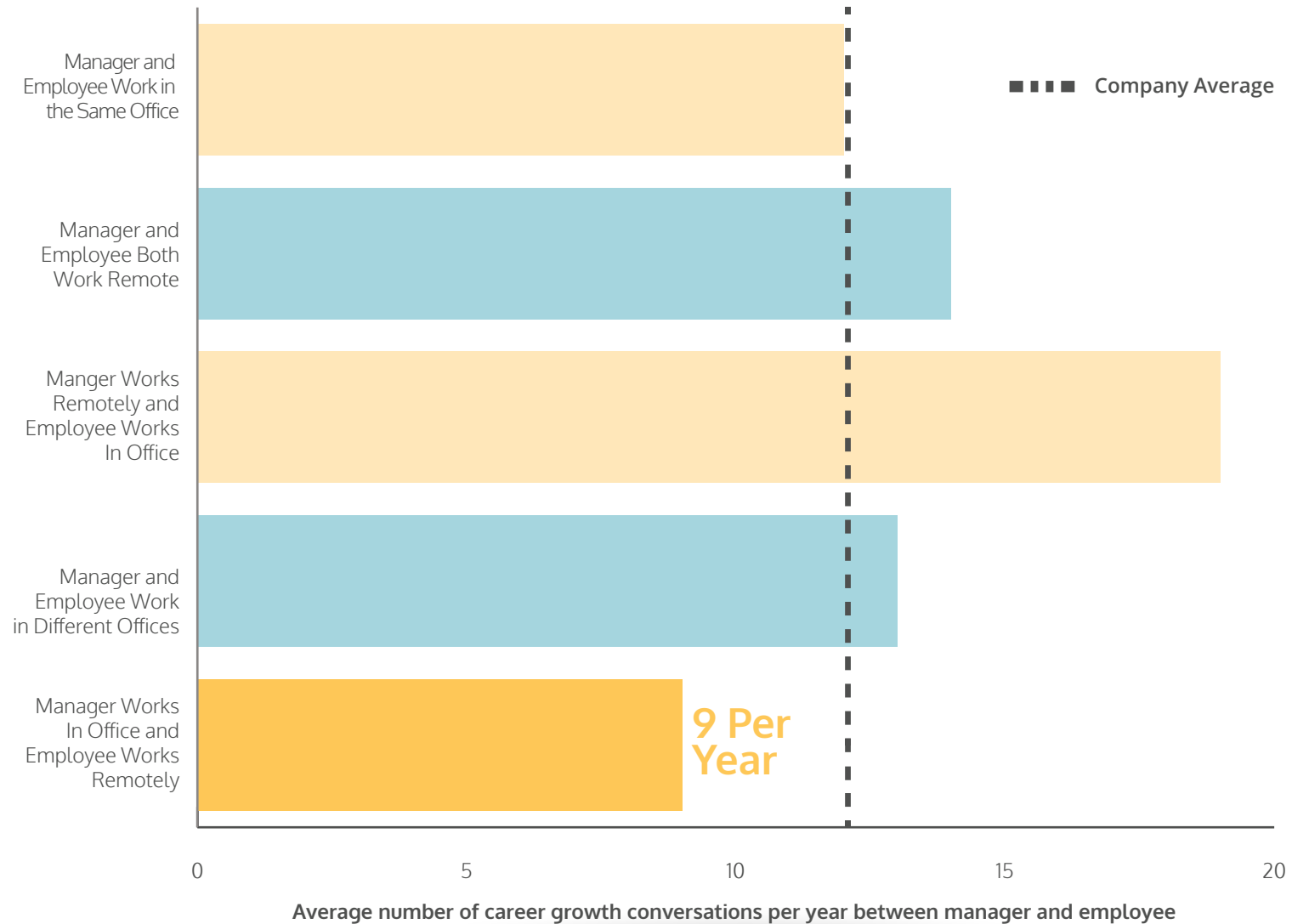
Managing a Remote Workforce



Managers of distributed teams say their biggest challenge is cultivating strong company culture.



Remote workers with managers who work on site have 25% fewer career growth conversations than average.



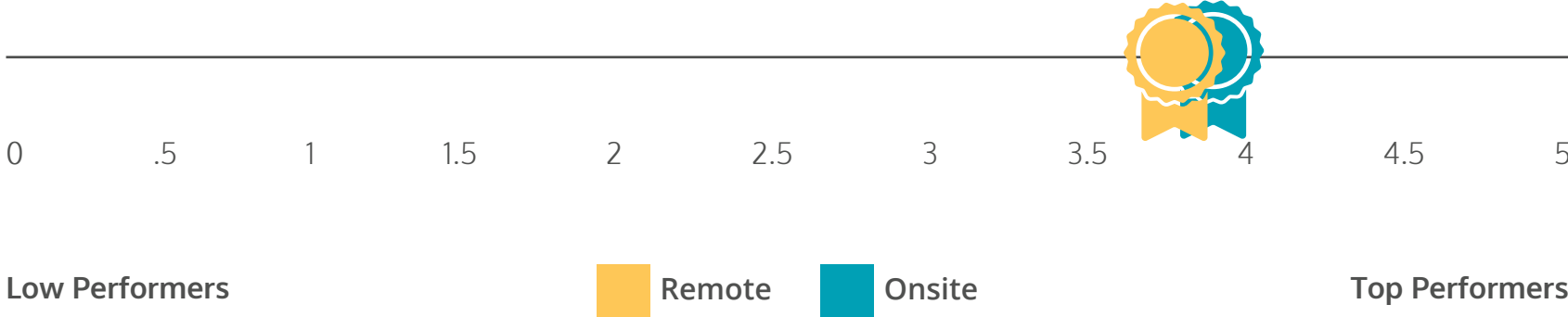
Remote Work and Job Performance



Job performance is most important to managers when considering an employee's request to work remotely.



Managers see equal performance between their onsite and remote employees.



Ready to improve remote work on your team?

Download How To Manage Remote Teams, a leadership guide to supporting your distributed team.

Download the Guide

