

# 4 hooks to get your people into the office more often in 2023

One of many reasons people don't come into the office the way they used to is because they don't find the workplace engaging, and that's an expensive problem. According to a 2022 workplace report from Gallup, that lack of engagement accounted for a \$7.8 trillion loss in global productivity.

What consistent, reliable incentives can organizations use to make the workplace more appealing to their employees? Here's four ideas to support talent engagement and retention goals in 2023.

## 1. More mingling

**Why more mingling:**

Relationships in the workplace matter more than ever as remote work, for its many benefits, can be a bit isolating. A study published at the World Government Summit in Dubai revealed that worldwide **workers rank "personal relationships" first among 12 factors** that determine their workplace satisfaction.



**Why in the office:**

Video calls can't replicate the dynamics of personal interaction. 86% of employees feel more supported to engage in informal socializing in the office.



## 2. More mentorship

**Why more mentorship:**

In the hybrid era, intentional and consistent leadership is even more necessary to building positive relationships between employees and their workplace. Formal **mentorship programs help organizations improve talent engagement and retention by 50%**, reports the Association for Talent Development.

**Why in the office:**

The best mentoring experiences still happen in-person and 1-on-1. 82% of employees feel more supported learning from others in the office.



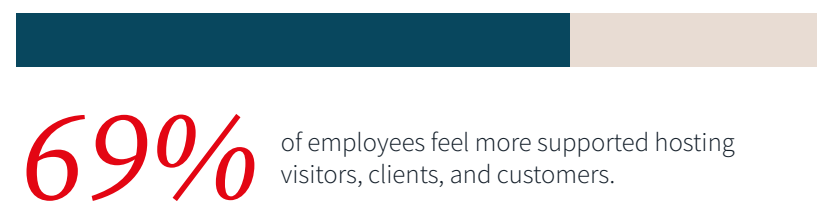
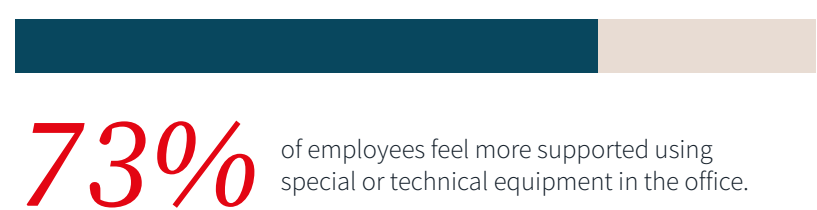
## 3. More development

**Why more professional development:**

**Attendance rises when the office becomes a career development resource** that can't be duplicated at home. Pre- and post-pandemic academic research across a breath of disciplines, ranging from *Journal of Management Sciences* to *Frontiers of Psychology* highlight the importance of career development as a critical pillar of employee engagement.

**Why in the office:**

The office is the best place for people to learn and hone new professional skills. 73% of employees feel more supported using special or technical equipment in the office. 69% feel more supported hosting visitors, clients, and customers.



## 4. More experiences

**Why more experiences:**

A workplace "designed purely around collaboration is less likely to magnetize employees" back into the office, according to Leesman, an HqO company, in the 2022 "Purposeful Presence" report. Instead, **organizations should aim to create experiences** where social conversations spark work inspirations.

**Why in the office:**

82% of employees feel more supported collaborating on creative work in the office.



Source: Purposeful Presence – Leesman

A thriving, in-person workplace is more than possible in the era of hybrid work. **It's a necessity.**

Sharpen your expertise by partnering with a worldwide leader in real estate and technology. Get in touch with JLLT today and start building workplace experiences that help people connect, collaborate, and do their best in-person work.

**Get in touch** →