

GET THE JOB

The Future of Remote Work

Many focus on flexibility now, but it's not always that simple.

Pay, benefits and culture have long been the standards by which job openings are measured. But in the post-COVID era, flexibility has become something more than a buzzword: It's often now a standard for picking the best next job.

A LinkedIn poll taken as part of its Workforce Confidence Index confirmed that flexibility has become the key element in career contentment for the majority of respondents. The poll numbers actually showed that the ability to change hours or location was important to more workers than work/life balance, health coverage, culture or even pay. Perhaps unsurprisingly, the numbers were highest among millennials – but a desire to decouple from traditional 9-to-5 office jobs is growing in every segment.

PAY MEANS LESS

World Gallop polling of nearly 2 million people from more than 160 countries found that lower-paying but less-stressful jobs were associated with emotional well-being. The highest-paying jobs often left respondents feeling overtaxed and empty, since those jobs also tended to lack the flexibility needed in order to enjoy life outside of work responsibilities. The numbers changed slightly depending on whether polling took place in rural or urban areas, but the general trend remained.

NEW TRENDS

Remote work was a niche segment



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prior to 2020, when countless workers were sent home as the pandemic began. Many companies found that remote workers were just as productive, and saving on expensive office space proved to be very budget-friendly. As the economy rebounded, some companies kept remote-work positions – including media, design, sales and design. Others in health care, manufacturing, administration, finance and

human resources, however, trended back toward in-person work – though sometimes flexibility in scheduling remained.

NEW WAY OF WORK

Working from home may open new creative doors. It certainly leads to a more casual style of dress. Still, flexibility doesn't necessarily mean a remote office. For some, it's the opportunity to

adjust the number or window of hours depending on how much work needs to be done or a pressing deadline. As your search continues, however, you should understand that not all job negotiations are a two-way street. A true compromise entails both sides meeting the middle, but sometimes remote work or adaptive hours simply aren't possible. In that case, the desire for flexibility might require looking for a role elsewhere.