

Distributed Work Fears vs Reality

Insights from *The New Remote Work Era: Trends in the Distributed Workforce Survey*

A new global survey* of 5,700 IT, HR, and business decision makers—conducted by Vanson Bourne, in partnership with VMware and Dell—looks at common fears surrounding distributed work and whether they materialized following the large-scale transition to this model during the COVID19 pandemic.

Fear 1: Productivity will plummet

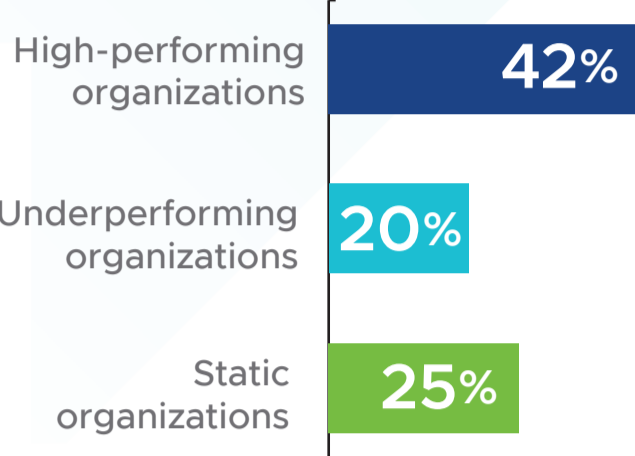


By and large, fears about the transition to remote work were not realized. Usually, the opposite was true, as in the case of productivity levels.

67% of respondents** say that productivity has either increased or stayed the same

High-performing† companies are more likely to say that productivity has increased:

Employee productivity has increased or drastically increased:



High-performing organizations may have been better prepared to transition to remote work to begin with, and/or they may be embracing agile methodologies that have allowed them to adapt more quickly.

Fear 2: I'll lose touch with my team



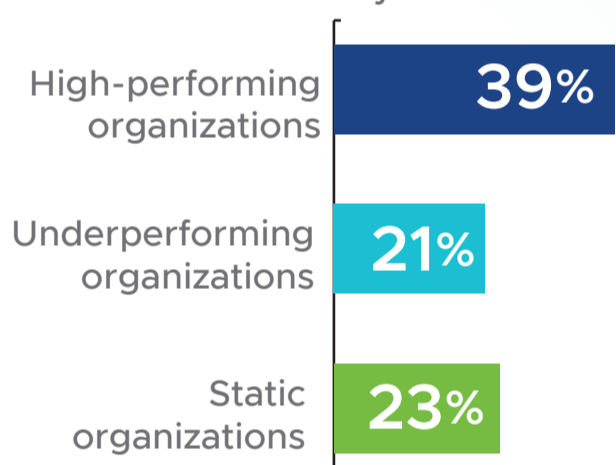
Not only did this fear not materialize, many respondents saw improved relationships with colleagues, perhaps resulting from teams making a more conscious effort to check in.



- 76%** ▶ say their **personal connection with at least some** of their colleagues has improved
- 14%** ▶ say their **personal connection with all** colleagues has improved
- 62%** ▶ say that **collaboration** has either increased or stayed the same**

High-performing companies† are more likely to say collaboration has increased:

Collaboration within teams has increased or drastically increased:**



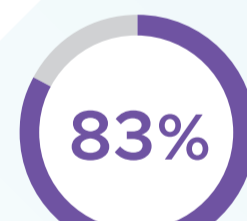
Fear 3: Morale will suffer



While some respondents did worry about social isolation, it appears that the benefits to remote work far outweigh any potential drawbacks that would impact morale.



Respondents worry about social isolation (listed in top 3 concerns)



Respondents feel that they've adapted surprisingly well to working remotely

With regard to how respondents are adapting, the numbers hold relatively even when split across age and gender, although women seem to be adapting slightly better than men. Interestingly, people who consider themselves to be introverts and those self-identifying as extroverts also agreed to a relatively even degree.

Other factors likely having a positive effect on morale:



68% say their stress levels have improved



77% say their work-life balance has improved



59 minutes a day average time saved by working remotely, likely as a result of not have to commute or get ready



A look toward the future

Thanks to improvements in digital workspace technology, companies have had the ability to implement distributed workforces for the past several years. But as with so many things, it took an external force (in this case, a global pandemic) to override their fears and compel them to act. Now that organizations have seen firsthand that their fears were for naught, they'll be hard pressed to abandon distributed work and all its benefits. Remote work options will undoubtedly be a facet of competitive organizations into the future.



Learn more and download the full report at vmware.com/go/distributedtrends

* Global survey conducted between June and July of 2020. Survey included 5,700 IT, HR and business decision makers—conducted by Vanson Bourne, in partnership with VMware and Dell.

** Respondents from organizations with some form of active remote workforce during the peak of COVID19 in their country.

† High-performing organizations are those that have self-reported year-over-year revenue growth of 15% or more; underperforming organizations are those for which revenue is shrinking by 1% or more year over year; not growing organizations are those that have 0% revenue growth year over year.