



Work-From-Home and Return-To- Work Diagnostics

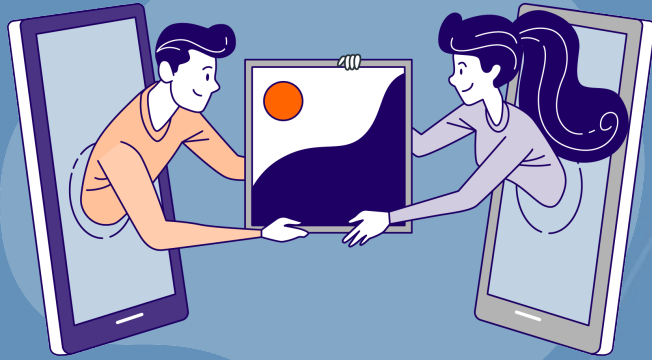
BEworks' suite of diagnostic tools will help your organization optimally manage transitions



BEworks Work-from-Home Diagnostic Tool

Evaluating the 5 Dimensions
of Work from Home Success

Low WFH productivity stems from psychological factors – it isn't just a technology challenge



While many companies have been focused on solving technical issues for the WFH workforce, the most significant risk to productivity that a shift to WFH poses to employees and business leaders is **psychological in nature**

The Work From Home Diagnostic is a critical supplement to Employee Engagement Surveys

Employee Engagement – What?

- High level tracking
- Informative but often not actionable
- Considers attitudes that may not translate to behaviours

Work From Home Diagnostic – Why?

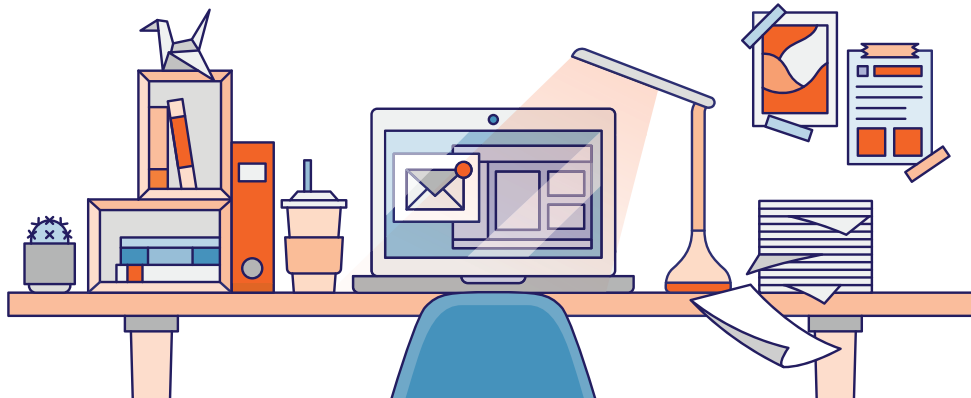
- Focused deep diagnostic
- Measures issues directly relevant to the WFH environment
- Considers the Global Pandemic environment
- Reveals underlying psychological mechanisms
- Diagnostic informs strategies to optimize behaviours in the current WFH environment and an eventual return to traditional offices

Optimizing performance requires a comprehensive understanding of your employees' current behavior and the psychological factors driving it!

BEworks WFH Diagnostic Tool: Understand how your 'Work From Home' Employees are Doing

BEworks' simple and scientific Work-from-Home (WFH) Diagnostic Tool is designed to allow organizations to quickly learn how their employees are doing in the areas that matter most to engagement and productivity.

Measure the 5 factors that matter most to employee and organizational success



- 1 Trust
- 2 Creativity
- 3 Collaboration
- 4 Social Connection
- 5 Psychological Safety

The 5-Factors in Your Organization



TRUST

Do employees trust their colleagues, the organization and its directives?

Associated with:

- Job performance
- Open communication

Organization-Level Interventions



CREATIVITY

Do working conditions support or hamper creativity?

Associated with:

- Innovation in products/processes
- Motivation
- Ability to overcome obstacles

Team-Based Interventions



COLLABORATION

Can employees communicate and cooperate easily?

Associated with:

- Operational efficiency
- Knowledge sharing
- Open communication

Team-Based Interventions



CONNECTION

Are employees able to overcome isolation and disconnection?

Associated with:

- Motivation
- Wellbeing
- Cognitive functioning

Team-Based Interventions



PSYCHOLOGICAL SAFETY

Do employees feel able to openly express ideas, concerns and questions?

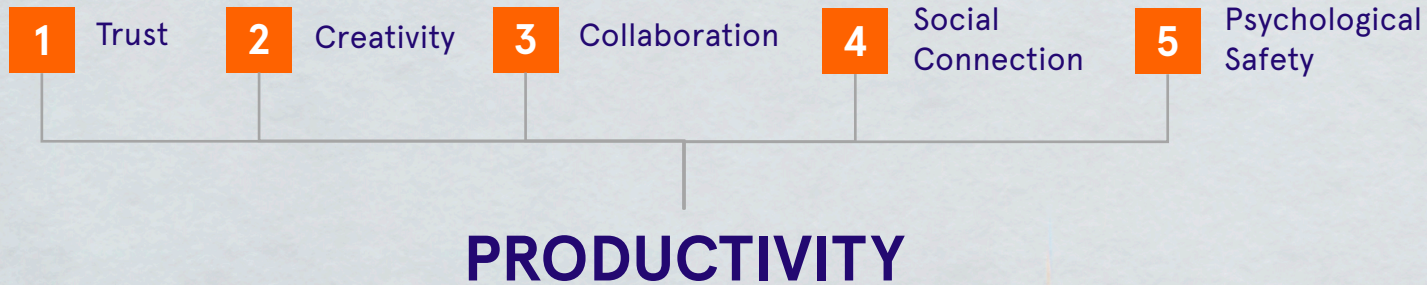
Associated with:

- Motivation
- Wellbeing

Individual-Level Interventions

DIFFERENT LEVELS OF INTERVENTION ARE CALLED FOR TO REPAIR GAPS DETECTED BY THE WFH DIAGNOSTICS TOOL

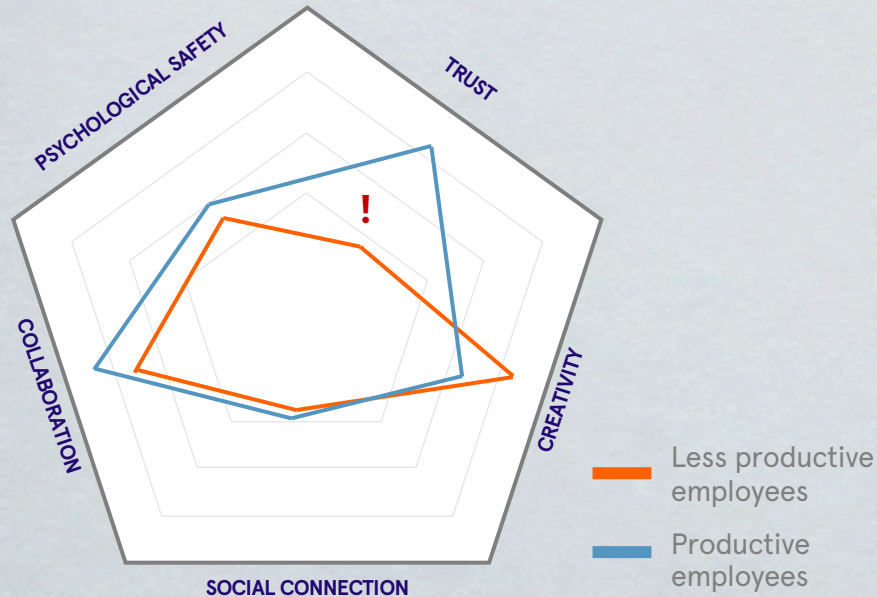
The WFH Diagnostics Tool is Built on a Behavioural Model of Productivity



Identifying which factors are the strongest predictors of productivity allows organizations to focus on the problems that matter most

Being low on one or more factor predicts that employee productivity is lower than it could be.

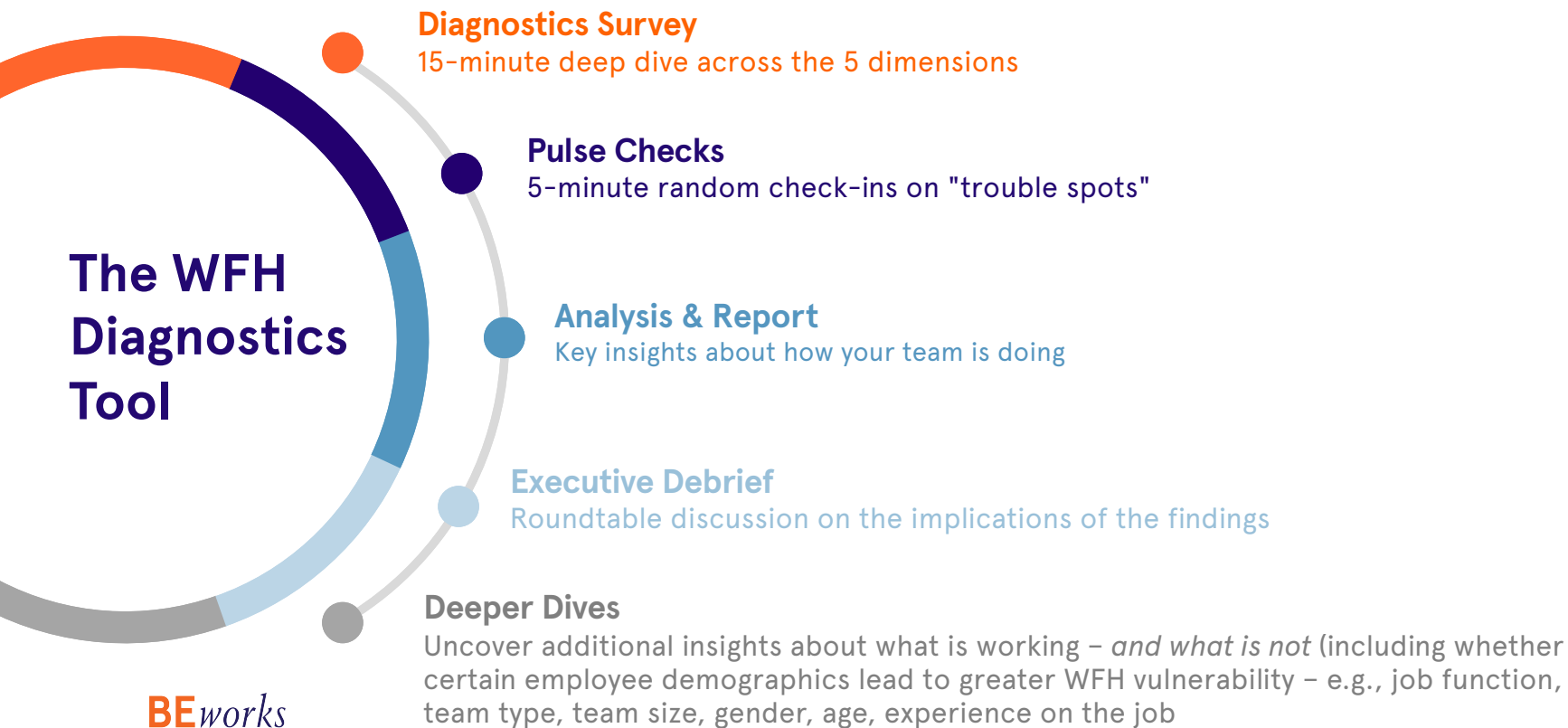
Deploying the WFH Diagnostics Tool Provides a Data-Driven Process to Drive Strategy



The WFH Diagnostics Tool identifies the reasons why some employees aren't as productive when they work from home

This helps to predict what will contribute to success as employees adjust to the "next normal" and the future of work.

How We Can Help Diagnose and Solve Your Organization's WFH Challenges...



BEworks Return-to-Work Diagnostics Tool

Learn How to Support
your Employees as they
Return to Work



Return-to-Work is not as Simple as “Back to Normal”

- COVID-19 tested organizations' flexibility and creativity as employees transitioned to Work-from-Home
- The immediate future holds additional challenges as employees return to work facing ongoing COVID-19 risks and other reservations

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- Repeated ongoing WFH and RTW transitions to seem likely in future: organizations must become adept at handling transitions smoothly
 - Understanding employees' RTW concerns and attitudes can streamline transitions and reveal potential problems in time to mitigate them



60%

of Americans... would prefer to **work** remotely “as much as possible” after restrictions are lifted.”

– Gallup, May 2020

“The workplaces that we left are not going to be the workplaces that we go back to. We're going to have to learn a new way of interacting with each other.”

– Joanna Daly, VP Compensation, Benefits and HR, IBM



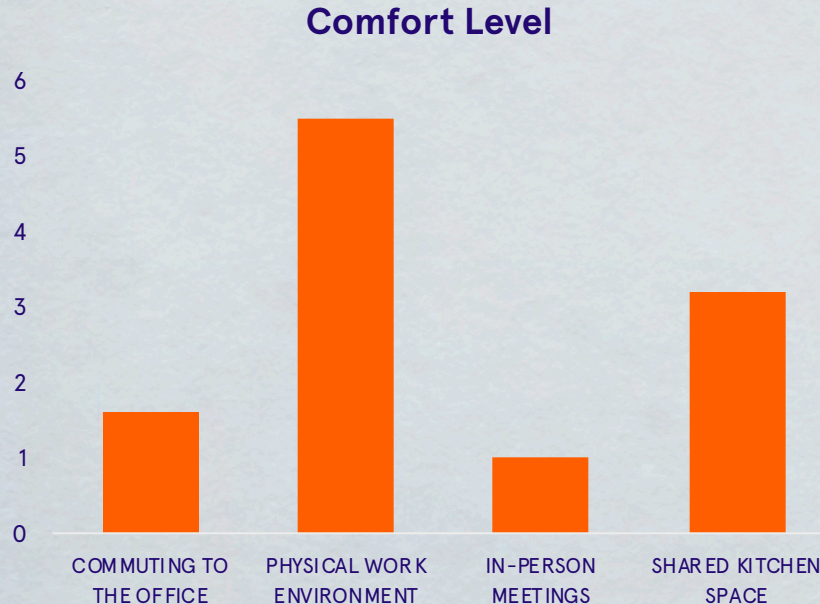
BE*works* Return-to-Work Diagnostics Tool: Predict how your employees are likely to navigate the "Next Normal"

BEworks' Return-to-Work (RTW) Diagnostics Tool will identify employees' top RTW concerns and detect psychological factors that will ease or aggravate your employees' transitions as they RTW.

"Go beyond asking how employees feel about RTW. Learn what factors drive their risk judgments, and whether safety procedures you're considering are viewed as necessary or excessive.

- 1** Assess perceived risk and risk tolerance across domains
- 2** Predict your workforce's level of comfort with RTW using psychometrics
- 3** Diagnose your employees' shared fears so you can draft health and safety protocols that have a widespread impact on employee experience

Deploying the RTW Diagnostics Tool Reveals Domains Where Risk Tolerance is Low



The RTW Diagnostics Tool identifies the main concerns that most employees have, and rules out areas that aren't a problem

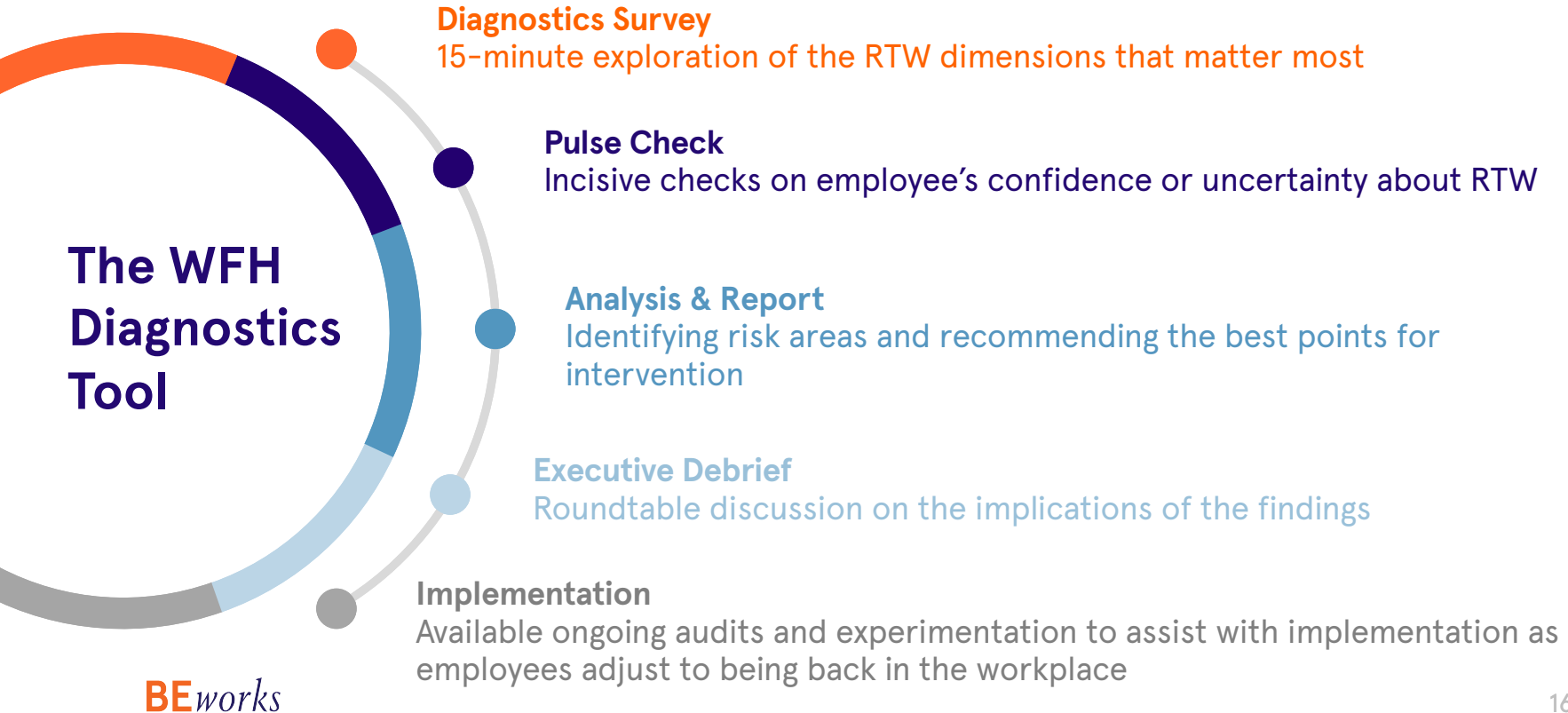
This helps organizations to focus on the addressing areas that will have highest impact.

The RTW Diagnostics Tool Reveals the Relative Priority of Health and Safety Protocols According to Your Employees

The RTW Diagnostics Tool uses perspective-taking so employees report on what is necessary, and also what feels excessive to them



How We Can Help Diagnose and Solve...



THANK YOU

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