

Exploring the Next Normal

What is “normal” now, wasn’t weeks ago and won’t be in months to come.

There are many looming questions. How will work change? How will our daily lives be permanently impacted? What is our next normal?

Hunt Club tapped its expert network of founders, senior leaders, VPs and directors to get answers.



Remote Work Is Just Work

“Remote work is more than getting a license to Zoom or setting up an open workspace. We need to build a set of rules, practices, and cultural norms that let people work remotely.”

— Josh Bersin, world-known industry analyst



40%
We will return to daily commutes and business travel.

60%
We will experience an increased focus on home and family.

16%
Maintain separation between work and home life—don’t let personal life interfere at work.

84%
Increased transparency and empathy at work for pressures at home.

99%
Remote work will be more widely accepted and adopted.

1%
A backlash response will lead companies to limit remote work.

91%
The central purpose of an office is collaboration and connection.

9%
The central purpose of an office is a space for workstations and individual work.

Tearing Down the Divider Between Home and Work

“Once we emerge from this crisis, we can no longer pretend that our family members are irrelevant to our working lives. This is the moment we were forced to admit, collectively, that we are not just employees but whole selves.”

— Danielle J. Lindemann, associate professor of sociology at Lehigh University

Being Social While Social Distancing

“Before coronavirus, we may have taken our social interactions for granted... Suddenly, people are becoming aware of how important it is to stay in contact with their fellow humans. Whether it’s by phone or in person, I hope this will stick with us when we come out of the pandemic.”

— Ami Rokach, a psychologist and expert in loneliness

33%
Text and email will be primary modes of work communication.

67%
Video calls will be primary mode of work communication.

41%
Face-to-face meetings are key to connection.

59%
Virtual video meetings build effective connections.

27%
Casual workplace discussion via “watercooler conversations.”

73%
Casual workplace discussion via messaging apps.



Breaking Down Talent Barriers

“When only hiring someone in your desired area, you are limiting the talent pool dramatically. Many jobs can be done remotely, and hiring someone digitally can allow you to find better-quality candidates.”

— Tali Mandelzweig, chief operating officer and co-founder of MeetFox

38%
We’ll hire first based on location/geography, and second on skills.

62%
We’ll hire based on skills alone, without consideration of geography.

75%
We’ll focus on strategic hiring through referrals (narrow, targeted approach).

25%
We’ll focus on traditional hiring through mass application review (casting a wide net).

17%
Speed in hiring will be priority in order to fulfill business needs as quickly as possible.

83%
High-quality candidate fit will be priority, even if it takes longer.

Ready to learn more about our next normal?

Read the full report: <https://www.huntclub.com/resources/how-industry-leaders-envision-our-next-normal>