

## **Question 2: Others telecommute more**

Question: When things are relatively normal again, do you think other employees at your organization's location will prefer to work from home more or less than they did before March 2020? Why or why not?

**Organized alphabetically. Removed one word -- "no" and "yes" answers...**Checked and removed any identifying information.

### **RESPONSES**

a bit more - same reasons as mine

A majority of my coworkers have young children and I know it is difficult for them to work from home, so they may prefer to work in the office regularly.

A significant proportion of our employees already worked remotely. I wouldn't expect that to change a lot, up or down.

About half and half.

About the same. Some worked from home to escape the phones and questions so they could write proposals or reports.

Absolutely. Being in the office 100% of the time for all of us is useless. Also, we spend so much money on office space when two people could share an office and work from home half the time.

after 4 weeks, people start to develop new home working habits so yes, unless their home circumstances and spaces don't lend themselves to working/office environment.

Again, depends on "normal"....in the near and medium-term, yes due to continued concern that the virus is always about to make a comeback. By 2022 I do not think there will be any differences in telecommuting from pre-corona life.

Again, where it is occasionally possible, yes.

answering for myself only

As things may never be "relatively normal again," I expect most other employees will prefer to work from home if they can.

At first, I think people will want to get back to their offices and see each other, especially if they've been cooped up in a difficult working situation. But I think more folks will feel comfortable working from home - a victory for disability justice advocates!

Before the pandemic, one co-worker telecommuted 2 days, one telecommuted 1 day - I expect that to continue.

business is a retail store. If we go to online ordering there will be an opportunity for one or two people to work on line and off site.

For non-research based employees who do not need to work in a wet lab, they probably will prefer to work from home because of safety, reduced travel time, flexibility and better time management.

From home. They share my feelings above.

Hard to say, I think it will be a combination of both. Some folks are eager to get back, while I think others will really have enjoyed this different pace.

Hard to say; all but two others are from the Chittenden County area; it's not a big commute for them.

I am not completely clear on that. My co-workers have kids and other responsibilities that I don't, I'm not sure if that means they are more or less likely to work from home. But I suspect that there will be more inclination to work from home in instances where work can just as well be accomplished at home.

I believe many employees will prefer to increase the amount of time they are able to work from home primarily to be better able to assist their school-age children who are needing more of their time and attention while they are at home.

I believe many will seek to work from home more often because a new level of trust among workers, supervisory and contracted workers has been established.

I believe more of the program staff will opt to work from home. It has been a month now, long enough to become adjusted and acclimated to working from home, people are starting to get into a new routine, so it will be hard to convince program staff to return to the office.

I believe most would like to work part of their time from home.

I believe so, mostly because of the commute.

I believe that everyone will have learned the value of working from home with limited office time. They will have practiced at remote apps and see the value. That said, we are creatures of habit and, we will drift back to what we know.

I believe they will share a similar opinion. My only other colleague at the location currently is in a fundraising role so she is likely more dependent on the person to person contact and outreach than I am as a health educator. Fundraising is definitely going to be a challenge in this climate but also an opportunity maybe. I am happy to not work on that side of the organization.

I believe they will want more work from home arrangements as well for the same reasons. In addition, many colleagues have smaller work spaces where social distancing may be more of a concern.

I believe they will. Some of our people have a long commute. I think everyone likes the flex schedule, work awhile, exercise or take a break and work some more. We don't have that luxury at work. I always put in a full 8 hours and sometimes more but it's not a strict 8-5 non-stop working.

I can't speak for others, but I think most have found working from home has been pretty successful.

I can't speak to my colleagues. I think they'd like to continue working more from the office vs. home.

I do. Much of our work is technology based and can be completed from home.

I don't know because it's medical care.

I don't know. I have not discussed the idea with others

I don't think so. With only two of them in a spacious office in downtown Montpelier, it's a great situation.

I don't know what other people want! I don't want to succumb to pluralistic ignorance :). I'm very curious what you will find and honestly don't know -- good survey :).

I don't know, I definitely would not but others may feel differently

I don't know. 2 might, the other one no.

I don't think most people will prefer to work from home. I think people enjoy the camaraderie of the workplace. My colleagues and I are committed to public service, I am not sure how that could happen working from home. It's called "self-isolation" for a reason. When you are home you are isolated from the public; if your mission is to serve the public it becomes difficult to fulfill that mission if the employees are isolated from the public.

I don't think so. One employee prefers being at the office and the other already works remotely a great deal.

I expect that the company will shift to 100% of the employees working from home. The efficiencies of deliverables combined with the reduced cost of operations is significant.

I expect we will have a more flexible workplace, though I am not a final decision maker. In regards to events we offer, I think there will continue to be interest in remote learning, and we will continue to offer some of our programs as remote learning and events.

I have no employees

I have no idea what they are thinking but they should prefer eLearning work from home.

I imagine many would agree with my answer to the previous question.

I imagine some would. Others who are home with children or do not have good internet or decent workspace will continue to want to come to the office.

I imagine there will be employees who will want to work more from home

I know at least a couple employees feel very isolated and frustrated by working from home and will likely be relieved to have it done with, while others may welcome doing so a bit more.

I suspect the newsroom staff and the page designers will prefer to come into the office. I don't know about the sales team, though. I'm less familiar with what they have to do day in and day out.

I suspect there will be a mix of opinions. We will be discussing it during upcoming staff meetings, especially in light of the fact that we will be moving our office in the next year or so and have to make some decisions about the physical space needs.

I suspect they will prefer to work from home more, because they've now seen that it is possible.

"I suspect we will see more folks working from home and flexing their schedules.

I think a portion will. Many don't have adequate space however.

I think as long as there are day cares open for those who have young children, there would be teachers who would enjoy work from home days.

I think at first everyone will be very excited to be OUT of the house. But this situation has made clear that work marches on, whether from home or from work. I think many people will ask for more work from home flexibility.

I think at least two of my co-workers would prefer to be home full time because they can do everything at home.

I think colleagues will want to work more from home because of less miles traveled, less travel time, our homes are more secure (virus worries will continue) and most now have a "home office" space set up where they may not have had previously.

I think everyone appreciates the flexibility

I think it will depend.

I think it would depend on if their children are in school.

I think it's possible that we will allow remote work a bit more than before -- knowing that we can carry on from different locations (we also have regional reporters who will continue to largely work remotely). I do not expect that we will encourage or invite any of our staff to change their pre-Covid practices in terms of where they work from. In short, we will still want people working from the office as often as possible.

I think many of my coworkers will choose to work from home more because they are able to stay focused and be more productive

I think many of the employees in my organization who have transitioned to working from home during the Stay Home period would prefer to work from home. There are many advantages to working from home: better ability to concentrate and focus, don't have to commute, don't have to prepare food for lunch, don't need to spend as much money on work clothes, don't have to be annoyed by that certain co-worker.

I think many people will prefer to have the flexibility to work from home more often.

I think many people with "desk" type jobs will want to work from home for part of the week.

I think more people will prefer to work from home.

I think more will want to work at home ....

I think more would like to.

I think more... the taste if the flexibility that comes with working from home is contagious (I think).

I think most of us miss our in person work together in terms of support and creativity. But I do think we will want to fold in some of our pandemic policies - fewer people in the office at the same time, working at home more often throughout the week - in order for both employees and service users to feel safe.

I think most other employees would prefer to work more from home because it's more convenient for them. For example, many of them would prefer office hours from home.

I think most would work more from home

I think other employees would like to work from home more because of the reduced emissions and because the culture has been established (i.e. using programs such as Microsoft Teams, Sharepoint, Open VPN, etc.).

I think others at my office may wish to work from home a bit more “ especially those who live in their own places and who live further from the office.

I think overall, more people will want to work from home. Some of my colleagues have the types of jobs that don't necessitate being in the office. I support many people, so that situation does not work best for my position.

I think people are enjoying working from home based on what I'm hearing.

I think people will be happy to be in the office again. I also think our employer will become a lot more flexible allowing people to work from home because we get a lot accomplished.

I think people will want a mix of home and in-the-office, which would be an increase in at-home work. I think we've seen that working at home can be successful, and it offers work-life balance opportunity.

I think so but can't be sure. I think my colleagues are more socially wired than I am. They need to see each other and interact, talk, share, connect face to face. My guess is that 15-30% of us will request that we work from home at least some of the time.

I think some people who were not set up well to telecommute have been provided with the technology and other supports to enable them to do it. I would anticipate more interest from them. Members of my own staff already telecommute 2 days/week plus if needed for weather-related reasons.

I think some will want to work from home on occasion but for others who have very limited access to internet will be relieved to be back at the office.

I think some will, some won't. It'll depend on personality, work style, and what their home work space is like.

I think somewhat, yes.

I think that now that we have the capabilities to work from home, others in my office would work from home a little more often to save on commuting and in bad weather.

I think that they might, since email is our main communication and has been easy to transition a lot of our work to be remote.

"I think the current situation has demonstrated that many roles within specific institutions do not need a physical presence within the departments they serve. If administrators are smart, they will move to centralize many services and divide the work not by department but by task or chores. For example, there are administrative assistants in my department who assist with travel, student-faculty evaluations, ordering supplies, reserving rooms, etc. This makes little sense from an efficiency point of view because you have people doing tasks so seldom that whenever they do it they have to relearn the process. Specialization would bring greater efficiency and efficacy and reduce the labor costs.

The other area where I see growth is in online learning--I think UVM has been very reticent to teach online. This experience is demonstrating that online teaching can be done effectively. In the long run, it may reduce the need for physical space, increase scheduling flexibility and reduce physical-plant costs."

I think the ones who are frightened will want to work from home. Those who know life is full of risks and this is just one of them will return to the classroom and to the offices and resume life. The alternative--to live sequestered in our homes afraid to interact with other humans in person--is unthinkable. It is the stuff of bad science fiction novels.

I think there are many staff at our organization who prefer the option of working from home

I think there are many who would prefer to work at home more. Also, there's always going to be a need to minimize the risk of infection. Working from home if possible seems like a good way to do that.

I think there will be a mix. Most of us already experience reasonable flexibility with working from home, which we appreciate

I think there will be a mixture of reactions based on individuals' personalities, technical resources and living conditions.

I think there will be some interest in working from home on some days due to the same reasons I outlined for myself.

I think they might prefer to work more from home for some of the same reasons I do, but I really don't know. Several of them already had been doing work from home, so this COVID-10 crisis has probably helped to streamline the process.

I think they will work from home more. I think the biggest reason is that your employer has realized that it can happen and still maintain the same level of production and service.

I think they would like to return to the balance of both contact and at home work--- art is a human to human --- visceral experience--

I think they would like to work from home or remotely. We've gotten much more effective at things like online meetings, which feel efficient at times (but exhausting and burdensome at other times).

I think they, and their supervisors, will be more receptive to that option.

I think they'll prefer to work from home less. Mainly, the collaboration that comes from being in the same room can't be replicated even with daily teleconference check-ins.

I think this episode has opened people's eyes to the possibilities AND challenges of working from home. There are elements that are nice, such as avoiding arduous commutes or being able to do domestic / care chores during the day, but the downsides are certainly present too. These include both being absent from the work environment and being distracted or otherwise burdened while at home (e.g. with children, pets, domestic chores, etc.)

I think this will depend on each employee's home situation: spatial layout, children at home, etc. I think we would agree that there is a much needed balance between social interaction in the physical workplace and focused work at home. One thing I have learned that formal in-person meetings are not the most best use of in-person time, but instead the incidental conversations one has in the hallway as a result of in-person interaction are valuable.

I think we all want to be back face-to-face. We are "making do," but it is not the best way to be fulfilling our obligations.

I think we will all prefer remote work for some of the more mundane chores.

I think we will have a hybrid of both for many miss the office but agree they are very productive at home. Those with children are finding it hard since they are in school too so it's not a true assessment for them now.

I think we will have to return to the State House, BUT we will enable others to join us remotely via video. Until now, we only had people join us in person or by phone.

I think more as faculty who drive a long way will see that this can work and UVM will support them

I will guess more. Commutes, office disruptions, having to dress, etc. make the office less appealing.

I work with only one other person, who already worked from home before covid.

I would agree employees may desire to work from home partially, but again, if the University recognizes and embraces teleworking.

I would guess many of us would like to work from home 1 to 3 days per week, as many of us have long commutes.

I would guess yes, to some extent

I would think so. I know my husband will most likely be at home for now on.

I would think that they would want to telework, but most will not have the option

I'm guessing that some people will keep working at home some of the time, but much of CVOEO's work is direct service, so that may keep people at the office.

I'm not sure. Many were already telecommuting.

I'm not sure. Again, some projects can be completed at home, and I'll support staff that would like to continue having some work at home hours.

I'm not sure. I defiantly see more remote meetings happening.

I'm not sure? The possibility of working from home is definitely real for the kind of work we do, but many people in my industry prefer worksite presence

I'm sure there will be some who want to and some who succeed in that request. I think that people see that they can be equally successful without being on site.

Initially, I think everyone will be starved for human interaction so no one will want to work from home. Once things get back to "normal" I think my peers will wish we had the same flexibility to work from home that our superiors do.

It depends on the business

It will be quite the mix. There are introverts who love being home. Extroverts who miss the interaction with their teams.

It will vary. Many don't have sufficient spaces at home and need their offices. I also think that people miss community.

It's a hard question. I'd guess that older colleagues who are accustomed to 9-5 office life would be more likely to want to return, but they are also sometimes those who are at highest risk.

It's all or nothing for instructors

It's hard to say. The only person to regularly work off-site was our Executive Director... I like working together because it creates community. I sense that others feel the same, but I can't speak for them officially.

Less - Northern Vermont University - Lyndon's hallmark is hands-on experiential learning which really cannot be accomplished remotely.

Less - same as above

Less- everyone wants to be back in school with students and co-workers

Less- our education system was not created for this style of instruction

Less, as most of their work is with the municipalities.

Less, as our programs center around work at our farm, farm stand, kitchen, education in the classroom and connections with the community. We would drastically have to change our mission to incorporate more remote work.

Less. It's too difficult.

Less. We miss the social interaction. We like working in more dimensions than 2.

Likely about the same. However, it may become less of a stigma

Likely many would prefer to work from home more days

Likely not - again, the demands of my job requires a significant amount of time in court.

Many of us will prefer to work at home. It depends on the person and nature of job.

Marlboro College is closing and many faculty will teach at Emerson College. As far as I've heard many who will teach at Emerson will keep their homes in Marlboro and need to communicate via internet a lot.

Maybe - if they had a good experience

Maybe - really depends on what they do

maybe a bit more, but again, we do our best work together as a team

maybe more....though I do think we miss the camaraderie of office mates and feeling connected to one another

Maybe those with a long commute, but most of us are better able to do our work while physically in our building.

Maybe.

Maybe. It depends upon them and the nature of their work.

Maybe. This is the new normal. There are pluses and minuses. I think probably people would at least a couple of days per week.

Maybe. At least one employee says she has fewer interruptions at home and is thereby able to be more productive.



Maybe. We already had a policy in place that allowed 1 day per week of remote work and I could see that increasing to 2-3 days for many people. However, most employees have expressed their desire to be back in the office.

Mixed, probably depending on people's circumstances (e.g. setup, kids, etc.)

more this covid has forced more people to learn and be more comfortable with on line work

More - I think this is a good trial run and my colleagues are realizing that they can do a good portion of their work at home

more - likely now that folks are set up to do it, it's clear it can be done without losing productivity

More - same reasons as above + wanting to continue some social distancing

More - same reasons, feels like less work pressure, ability to do things well for myself without needing to bend a schedule so much.

More - since we always have been set up for it when employees have to stay at home

More - use of teleconferencing meetings has helped keep us connected. If we all lived in a more centralized location I would choose to go to an office to be near them, but we are all scattered across the state.

More continuing from home, our efforts at home have been pretty successful

more definitely more. Having some concentrated time with out distractions of random people popping in would be huge for task development

More from home; save on gas, less distraction

More I think. Because they have figured out that it can work!

More often is my (fairly confident) guess. I don't know why.

More often, because they can and to avoid contact with others due to health issues

More WFH. People have complaints about time spent traveling to work.

More will prefer to work from home. We miss hanging out together in person a bit and the office-place comradeie. The people who have adequate internet and a good computer/office set up have said they are more productive at home

More, as not all have run into issues.

More, based on a couple conversations I've had, though there are definitely some who can't wait to return to the office

More, because they can work with fewer distractions

More, because they have found they are more successful than expected.

More, for all the reasons above and more.

More, for same reasons I said above.

More, for similar reasons.

More, for some of the same reason I presented and it can be less stressful.

More, provided we continue to meet regularly via Zoom. Camaraderie of the staff is a big motivator for excellent work.

More, simply because we've gotten used to it and have proven that it can be done successfully. And because everyone has now been equipped with the resources to do so.

More, some are scared

More, to save money on travel as well as time.

More. Clients previously required consultants on site. Hopefully this will provide evidence that they can be just as effective remotely.

More. Eliminate commuting

More. Everyone is getting used to it.

More. I suspect many of us will have the same realization that working at home for some portion of the work week can be a productive component of work-life.

More. I think many of us are realizing that we do so much by email and phone regardless of whether we're in the office or home

More. It generally works. However, not all have better home work environs.

More. Its working well for many people and our office -- open office -- is challenging.

More. Some employees are finding productivity increases during telework.

More. The mandatory COVID work at home requirement made us get used to working at home and folks are now more comfortable with it (and it's limitations).

More. They have been forced to figure out a way to make telecommuting work, and addressed some of the limiting factors over the past several weeks.

More. Time savings.

more. avoid the commute.

More. Because they will have figured out they can do it, including meetings.

More. I think many like not having to commute. Also much can be done remotely.

More. It is a more positive environment to work from home and most can complete their normal work tasks. It saves on commuting - money and time.

More. It's been proven to be an effective way to work, and I think people appreciate the flexibility.

More. It's convenient and efficient and uses less transportation energy

more. it's easier to stay at home than to have to spend the time and expense to travel.

More. It's gone relatively well and it does relieve other challenges (eg, parking)

More. It's something we'd done on a limited basis before, but with more robust systems in place to make it work and senior staff/management now used to that kind of oversight, I think it'll work better for everyone involved.

More. Likely for the same reasons that I listed.

More. Many have long commutes.

More. Most are having a positive experience with teleworking and feel the advantages outweigh the disadvantages

More. People like the freedom and flexibility.

More. Productivity.

More. Social distancing, flexibility.

More. They don't want to waste time traveling; they don't want to pollute the environment with gas exhaust and automobile wear and tear; they can manage elder care and childcare and home care with more free time; less stressful! We will still need in-person events (community gardening with social distancing works well) (teaching in the same building allows for constant sharing of information; students need human contact on some level every day, IMO. as a writer, I have no employees and only work at home).

More. We will always be cognizant of exposure and our experience with telecommuting has revealed its attractiveness and value.

More...there's only three of us. The other two work from home regularly

more; it avoids travel costs and lost time

More; lack of commute.

More-easier to balance personal and work life.

Most did not work from home at all before March. I think some will have an interest in working from home a little after things settle down, others with young children or other distractions at home not. If students return to campus, it may be more important for us to have a physical presence at least most of the time. I would like to telecommute one day a week if it were allowed.

Most likely

Most people in my group, myself included, have said they would like to work from home more. People are more open to it now that they've had some experience with it.

Most will. During our agency wide conversations on the subject, it appears most employees prefer to work from home. A minority feel they would like to be back in the office.

Most work from home already.

Most would probably like to do more, to provide for more time at home or elsewhere.

My staff is driven by interaction with the public and I suspect they will be very happy to get back to working on site.

no - same as me

No because the museum collections or electronic equipment are only available at the museum.

No idea - everyone is too focused on wanting to be together and tired of zoom!

No it is not possible

No other employees

No Same reason

No, everyone seems to like being in the office

No, for the same reasons above.

No, I believe the delivery of high-quality K-12 education requires students, staff and faculty to be together on-site.

No, I think most people will want to wfh more for many of the same reasons.

No, I think my coworkers are not set up well to work from home. I am because my company provided me with a full home office so I could work remotely after a car accident 5 years ago. I hear a lot of complaints about lack of printers or an inefficient work space.

No, I think others like to be in their offices, too

No, my husband works with me when he is home, but he'd rather being working his normal job as a musician, not here at home.

No, our team seems to really value the connection of coming into work. Also, much of our work requires specialized equipment or systems.

No, the state is closing our office.

No, we are 4-H Outreach and plan and execute many events all over the state.

No, we are a small business and like to meet in person.

No, we are in transportation, the only people that could work from home are admin, which is about 3 people total. Easier to communicate if we are all in the office together.

No, we know which activities can be done off-site or in person, and that won't likely change.

No. It's not the nature of our job.

No. Much of their work with artifacts and archives is site specific.

No. My impression is that they miss the sociability and feel that the quality of the work suffers mightily from not being done in person

No. We are a school with young people.

No. Casual discussion is integral to work

No. I believe we all want to be around others

No. Our office is a field office, with field staff who work outside 90% of the time

No. Relationship building with members and supporting our physical space are key parts of our job. However, we DO think that we'll have an uptick in members joining our coworking space as other organizations move to accepting more telecommuting.

No. The city just is not seeing the work from home advantages.

No. The UVM specific at all - all hospitals are generally quite averse to change. There are so many layers of bureaucracy to deal with for approval for something more widespread to happen on a permanent basis. In addition to the simple fact that most people don't trust people to work from home, I think this would unfortunately be a hard sell. The US health care system has never been known for efficiency for a reason.

No. They have had to work from home for family reasons before and had strong preferences for the office all the same when they had the opportunity to come back.

No. They have the option of working from home and do about half-half

No. They like to control and have to pay for office space

No. They want the socialization

No. This is a college. People want to work there.

No; The sense of community and value of social interaction is fundamental to the success of a liberal arts education as well as the well-being of its community members.

Not at this time, Our educational program requires studio space.

Not in this location, working from home is the only option at this time.

Not sure have not held that discussion with them. On line meetings seem to be going well and feedback from them is that persons do like that convenience.

Not sure they'll be able to, given job requirements.

Not sure, but I hope there will be much less interest in constant mobility overall.

Not sure, I would think some like to work from home

Not sure, some stuff just easier to do in the office so depends on job description

Not sure, sub-contractors and interns, will be encouraged to work more from home

Not sure. While work can be done from home, I'm not sure my co-workers want to continue to work in isolation.

Not sure. We already offered some level of work from home opportunity but because the office is walking distance for all 3 of our staff, working from the office is easy and usually preferable.

Not the professors, though some staff members might. Technology is a big barrier: for some people it's just that they don't have enough bandwidth, but there are more widespread issues, like lack of access to quality printers and scanners. Physical library resources are also essential.

Our office is small and we already had a flexible teleworking policy, I anticipate things to stay relatively the same with maybe a slight increase of teleworking.

Perhaps - can't speak for anyone else

perhaps some of them will.

Perhaps some would. Probably due to traveling.

Perhaps. I think they probably would, but not anywhere near the scale that remote work is currently being done.

Perhaps. Like me, individuals may want 2 days a week.

Possible as there are those that do mostly computer related activities.

Possibly a little more, but I have the sense they mostly feel the way I do.

Possibly for those whose job is phone-based, especially in inclement weather.

Possibly, but most have responsibilities that require an in-person presence.

Possibly. Due to lack of office space and sole user work stations.

Potentially more - seeing how much of our work can be done remotely, and saving the commute time and expense.

prefer more work from home. it's preferable to travelling!

Prefer telecommuting because it is efficient, better for the environment, and without parking issues.

Probably for the most part. However, this depends on the nature of the citizenry after the pandemic is over, as municipal operations traditionally require more interpersonal work with the public. However, as more of the administrative work is effectively forced to transpire online during this time, the standard operational procedure is likely to become more web-based. This is a great opportunity to reduce humanity's footprint upon the planet.

Probably more because of ability to meet over Zoom, etc.

Probably more, to avoid their commutes and because of the freedom and comfort. But I think delete this question.

probably not - reason is that faculty want to see their students in person - not on a computer screen

probably slightly more. (at the moment, we're all missing the interactions)

Probably, although everyone is Zoomed out.

Probably, unless they think the organization is getting less productive. Some tasks must be done at the office.

Same - it's just me and a partner, and we both have home offices

Same answer as me, sometimes

Same answer as previous question.

Same as previous answer and to have more time with their families.

Same for faculty, who always had the option to work a great deal from home. Unsure about staff.

Same. We benefit significantly from spontaneous in person conversations at work.

Same; many employees already work remotely during all/part of the week.

Ski Patrol can't be done remotely. The hospitality/ outdoor rec/ skiing industry could move a few positions on bookings and reservations and advertising off site, maybe.

Slightly more, as they may be able to focus more on writing tasks from home.

sole proprietor

Solo Practice, no employees

Some may prefer to work more at home but I know that some will not. I think it depends on commuting time/distance. At least there's no traffic in southeastern VT and that makes a big difference. Some people are more content working at home, especially those who don't need social interaction.

Some may to reduce time and fuel associated with travel.

some more

some more, some less

Some will and some won't for various reasons. We as a team of town officials have to be available to the public, so this will limit our ability to function from home for many aspects of our work.

Some will because they have more distractions at home or are extroverts.

Some will prefer to do more, many will be happy to be back in the office though!

Some will, but I suspect many will not. Several of our staff members can't sustain long-term working from home because they require access to physical resources that can't leave the building.

Some will, but some will not.

Some will, some won't. Some older people in my office don't like technology and prefer in-person meetings.

Some will. There is a certain efficiency.

Some would prefer to work from home more. It is more quiet (if you have childcare or school or children who are not home).

some yes - at least those without families at home as i think many of us can work more productively from our home

Some yes, but the older generation relies heavily on in-person interactions.

Some yes, some no. There are those miss the connectivity

Some. It seems to be great for some of us, while others thrive on in-person energy.

Student interns often appreciate the ability to do work on their own time and schedule.

Support staff may choose to work from home.

Sure. Other than reception, my unit has been able to work pretty seamlessly via remote -- EXCEPT for UVM's dumb policy to get rid of Zoom and any other web conferencing software that actually works (i.e. NOT MS Teams!).

That's a mixed bag - some courses can easily be taught remotely, as well as some administrative professionals, but physical plant maintenance cannot.

The ones that I directly work with will choose to come back to work but I can't speak for any others.

The onsite cafeteria is a big plus so I would suspect NO is a safe answer.

The same because we've always had the flexibility to work at home as necessary

The same or more. They quite frequently work from home now depending on the situation. Might enable people that are feeling sick the opportunity to maintain work hours without endangering others at work. Most the time you can tell a cold from the flu, but CoVID adds a whole no dimension to being sick.

The same. I think many miss the social aspect of working at work.

The same. Given the nature of the work at the RPC, coworkers generally like to be at the office. The RPC was already flexible with allowing work from home.

The Sierra Club has been already allowing for greater remoter working.

There are some difficulties for some people with young children at home and others that prefer an office setting. I think there will be a hybrid between work and home.

There's a mixed bag. There are those who really want to go back, but we also do case management so it's a lot of anxiety around returning to that. I think when we can start working with our clients more effectively, working from home won't be as anxious for those people. Some are unhappy with their situations at home so they use the office to run away. These are larger issues like domestic violence. Then there are many that feel that it should stay like this after the stay at home order is lifted, at least for a long while.

They may want to, but I don't think it would help the organization if they did. Even our tech guy helps people one-on-one, in person at the library.

They will want to increase time working from home for the same reasons above (save cost of gas, lower emissions and recoup lost time)

This will depend very much on where they are located, and the nature of their work

Those that live farther away, and can, may work from home more as needed.

Those with young children would probably prefer to work from the office. Easier to be an employee while not being a parent/caregiver and teacher as well.

Unsure- some positions require more person to person contact where others do not. I think the level of fear and uncertainty about other people you may come in contact with might make other employees less likely to want to return, if that is an option

Virtual meeting are fine and cost effective when gathering folks from all over the state, but again, I value the face: face trainings.



We have an employee who commutes from Marshfield and I can see her wanting to switch to a more formal work from home schedule a few days a week, but because the other two employees will be in the office, I'd imagine she'd want to be in a few days a week to stay connected. I've worked in hybrid orgs before (part in-office part-remote) and it can be hard to manage organizational culture, communications, trust, etc (though doable!)

We will all be working from home more, especially those with school aged children

Well, not right away. I think most of us are probably sick of being home all the time right now. But eventually, more may want to work from home more than they did, now that we've shown it can be done.

We've asked this question and it's a mix. Staff want more telework; supervisors want to remain at the one-day per week that is current standard.

WFH More, hopefully. Some will want to go back.

WFH more; less commuting time

When things are relatively normal again, do you think other employees at your organization's location will prefer to work from home more or less than they did before March 2020? Why or why not?

While some might like to work at least a few days more at home, most have indicated a strong desire to be back together in the workplace.

Will depend on how norms adjust due to this time

will prefer more work from home. some may want to have permanent remote work to ease long commutes and improve quality of life

Work from home more

Yes - for all the reasons above.

Yes - less commuting. No because, more tools space and access at work

Yes - more flexible schedule, commute savings

Yes - not all but some for sure. Less commute is a big one and more productive work time. For others, who don't, I think poor internet access and/or home life challenges (kids, no dedicated space) will be the drivers.

Yes - same reason

Yes - some are more productive at home.

Yes - to reduce time spent commuting, and also focus without interruption

Yes - we're in rural Vermont, so I imagine people will continue to do at least a portion of their work from home to cut down on commute time.

Yes and No. Not entirely as working together out of an office is necessary to feel that you are part of an organization, to collaborate with colleagues, to discuss issues, etc.

Yes because we feel successful with online meetings.

Yes- depending on the nature of their work, at-home environment, and personal preference.

Yes for the reason that they can accomplish more personal tasks.

Yes I think it will vary on some but I think generally I think many people will want to continue to work from home at least a couple days a week. I think people may have been scared of it but now that it was mandated I think people realize how beneficial it could be. Better productivity, more work getting done, less distractions, calmer and soothing office space, not stressing or worried about germs or what you could catch, Less carbon footprint, less gas, less wear and tear on the car

Yes I think so for similar reasons

yes I think this works better for some but would want to be able to have an office to go to if need be

Yes more, for some travel time is over 40 minutes, they will see the cost savings, less stress, and will demonstrate that work production is up. They will also be used to working from home and less apt to want to get back into long commuting.

Yes work more from home

Yes, a lot of them are able to effectively work from home

yes, because i think it has worked well for them

Yes, because they realize the ease of connecting with Teams (if you have a good internet connection).

Yes, because they were able to see that they can still be productive, but at the same time have a better life balance

Yes, because those able to work from home have become accustomed to it and have been able to be quite productive

Yes, both for similar reasons and perhaps distance of commute

Yes, but a minority.

Yes, but I don't know their reasons .

Yes, but it will depend on their positions. Some library jobs require employees to be on site.

Yes, commuting, more focused time

Yes, convenience

Yes, convenient

Yes, easier child care.

Yes, especially those who have long commutes.

Yes, for health and safety as well as my above reasons.

Yes, for some of the reasons above, it says our employer energy costs on campus and fuel costs for those traveling from Keene and western MA.

Yes, for the reasons I mentioned above.

Yes, for the same reasons above

yes, for the same reasons as stated above

Yes, for the same reasons. Over half of BED employees have established work from home arrangements during the stay at home order. Of those I imagine many find it just as productive.

Yes, have heard from many with similar concerns as what I noted.

Yes, I believe many would. Those with children may need to as schools/camps/events are still cancelled.

Yes, I believe to some degree that we can't really go back. The reason many of these options weren't utilized more before was fear of change, that linkage is broken now.

Yes, I imagine that some folks will prefer the online school interphase. But I think most of us prefer to be in real contact with our students.

Yes, I know some of my coworkers are already planning to do more work from home in the future to be able to work outside of the typical 9-5 workday, giving them more time for family, home care, and recreation.

Yes, I think a number of my coworkers will work from home more. There are several who live >1 hour from the office so the commute is time-consuming and expensive.

Yes, I think more will want to do at least some work from home due to increased flexibility.

Yes, I think so. We are demonstrating that productivity can happen, and functional meetings and collaboration are possible. One curiosity I have is moving towards a hybrid. Right now we are all on the same footing, working from our individual locations. If some folks return to the office, the impetus for others to also go back will grow. There is the real sense that you are "missing out" on social or work conversations when you aren't physically present. It might be interesting to think about ways to address this dynamic.

Yes, I think some find working from home more productive and the commute!

Yes, I think that some of the staff would like to be able to work from home. Some have health issues where they are afraid of catching COVID and others just prefer being home. But since not everyone could afford to replicate their work space at home (they are currently borrowing monitors and desktop computers), they would need to work in the office. It may be difficult to try to allow some but not all to work from home (inequitable)

Yes, I think there are many who would prefer it. There many people in Extension who drive to Burlington from as far as 1-2 hours away, although some of the older employees may prefer the office because they still do a lot of printing and don't have that capacity at home. I do think there are some arbitrary rules in place about what type of employee can work from home, but my position doesn't fall under that restriction, as I was already working from home once a week. In my previous job with Extension in Oregon, I would work from home a lot more often, and it was great.

Yes, if they're able to successfully get work done

Yes, Likely more due to decreased commuting time.

Yes, many are learning that working at home allows for better concentration on certain projects. One of the biggest issue around "normal" will be if schools & childcare reopens for those with children.

yes, many business processes can be handled remotely

Yes, many enjoy the flexibility of working from home

Yes, more convenient and ability to be at home and work around children's and spouse's schedules

Yes, most of the staff I have contact with would prefer a hybrid week, some hours in office some hours at home.

Yes, partly because of technology (new server with remote access to files, remote meeting software)

Yes, primarily administrative tasks

yes, same reason as above

Yes, same reasons why I would.

Yes, see previous answer.

Yes, simply because there will be a new normal and remote work will be required as a part of that

Yes, some people have more time consuming or frustrating commutes and some don't like our open office. Since the company is now practiced at remote work, I'm sure both workers and managers will be more open to it.

Yes, some will need to continue to be with school aged children. Some will prefer the flexibility.

Yes, they appreciate being home with pets and having less stress, but it will not be possible for school staff.

Yes, they can stay in their homes

Yes, they have said so.

Yes, those that live further away I think would rather not do the commute as much.

Yes, to cut down on commuting time.

Yes, to save money on transportation costs.

Yes, to save on commute costs and because their home space is well suited to being adapted for effective telework.

Yes, very likely, but may vary between people who live in Burlington and people who do not.

Yes, we found ways to work well as a team working remotely.

Yes, with a little trust, performance exceeds office life and overall job satisfaction is greater.

yes, younger people like to work at home, they are good at it and if they have children can be there for them and they save travel time

Yes. Everything we do can be done remotely.

Yes. For the same reasons described above. Technology works, less need to travel.

Yes. However we have to balance it with being accessible to the public.

Yes. I think we have all realized that it can be done and we also now have a space set up and have learned to use the technology that allows it.

Yes. It has better for employee mental health

Yes. It has its advantages - we have everything we need online and our computers can be used for phone and video conferencing.

Yes. More family time, less commuting.

Yes. More human pace, scale, balance.

Yes. Most everyone drives. Therefore reduced fuel cost & wear/tear on vehicle, More free time. The thought of having to wear a mask at work is rather unsettling.

Yes. Now clear that work from home can be effective

Yes. Some of our work is 'paper work' so with the internet and technology, we might be able to work a few days a month remotely. Or if there is a blizzard, many might choose to stay home, stay safe!

Yes. 1) Because people will have concerns about the recurrence of the novel coronavirus for a long time (like months or years) and 2) Because we have realized that there are parts of our jobs that we can do from home with the right equipment and resources.

Yes. Also for health safety

Yes. Convenience of working from home-same as mine.

Yes. Due to the move to Waterbury.

Yes. easier with kids and family. you can be more flexible.

Yes. For convenience.

Yes. For reasons stated above.

Yes. From emailing with colleagues, I think others are finding the peace and quiet of their home offices more conducive to concentrating. In general, our office is a loud place, between people talking all day and machines whirring and beeping.

Yes. i think people will like to be able to work from home due to the convenience.

Yes. It saves money and helps us reach our City's Net Zero Energy goals.

Yes. It's easier to achieve a work/life balance.

yes. It's more convenient.

Yes. Less commuting time, better for environment, more focus time.

Yes. Less resources to be used at work

Yes. Many commute from Burlington and would prefer to save the time and emissions.

Yes. Many work in our office in NYC and I expect they will reduce how often they go there.

Yes. More Flexible schedule.

Yes. Much of the anxiety about attempting WFH will have passed. People know it can work.

Yes. My primary office is located in Manhattan, but I work from VT (my home) whenever I can. I think productivity is much higher for most of my colleagues, provided adequate daycare can be arranged for young parents.

Yes. No commuting to reduce carbon footprint.

Yes. People are talking about how nice and easy it is to be home.

Yes. Same reasons I do, plus saves on commuting time & expense.

Yes. There are many of us who could work partially from home based on what we do.

Yes. They are introverts.

Yes. They have found it more convenient.

Yes. They like the flexibility and have learned how to do more virtual meetings.

Yes. They now see how it can be productive. What's not to like about reduced commuting time.

Yes. Our work-from-home structure has provided guidance and proven track-record for remote working. I believe the larger company will be embracing and encouraging more flexible work options both as a benefit to employees and a hedge against potential future crises.

Yes-very productive with fewer work distractions