

Making the case for flex

Whether you're curious about the business benefits of flex yourself, or you need to convince someone else, you're in the right place.

This resource is all about proving, with robust research data, that flexible working isn't just about being 'nice' to workers. It really is good for businesses too.

We've collated our latest Scottish research findings that show nine distinct benefits of flexible working for employers. Our findings tally with numerous national and international studies by well-renowned institutions, and we've added just a few of the most compelling data findings from other research sources too.

How to use this resource?

You can read about all nine business benefits, or click straight into specific topics from our menu page.

If you're putting together a business case for greater flex in your organisation...

You're welcome to use as much of this as is helpful. You will also want to add data from your own workplace. For example, what do your workers think? If some people already work flexibly, are they more positive? What do staff surveys say?

Next, think about your key organisational challenges. For example, do you have a high sickness and absence rate? Do you have staff shortages? Would you like more diversity in senior roles? Could flex help address some of these? Gather all your data in one place and share it widely. If you're still stuck, get in touch and we'll give you a hand, or help you present to your board.

We believe some flexible working is possible in almost every role, and that greater flex can help all workers and businesses to thrive. Getting buy-in from senior leaders is the first step. Good luck.