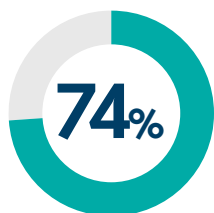


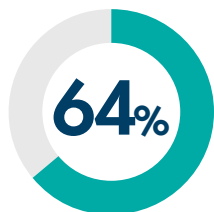


Productivity

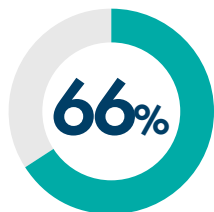
Our research with 250 Scottish employers shows flex has...¹



Enabled us to **maintain** overall business productivity



Enabled us to **increase** overall business productivity

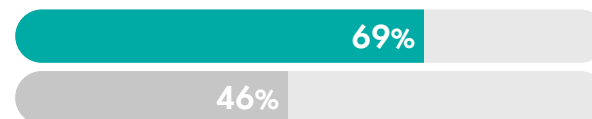


Encouraged staff to go above and beyond their role

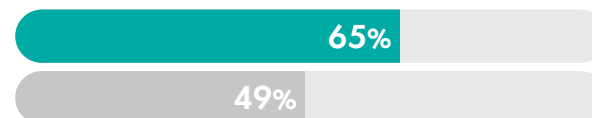
Our research with 1,000+ Scottish workers shows how flex impacts their ability and attitude to work

■ Flexible workers ■ workers without flex

I feel calm and focused at work



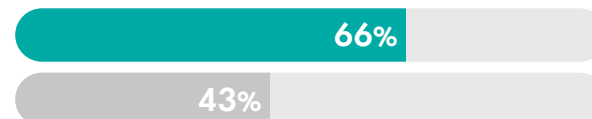
I am enthusiastic about my job



I feel trusted by my line manager



I feel valued at work



American firms with more flexible working policies grew sales **4x more** than companies with rigid hybrid or fully onsite workforces, according to an analysis by Boston Consulting Group of 554 companies employing 26.7million workers collectively.²



Home working, which allows 'quiet work' and savings in commuting time, results in a **3% to 5%** improvement in productivity, according to research by Stanford University economics professor Nicholas Bloom.³

¹ All figures, unless otherwise stated, were commissioned by Flexibility Works in the form of online surveys carried out by global research firm Panelbase between 6/11/23 and 20/11/23. A total of 1016 Scottish workers, 262 Scottish employers (senior leaders) and 216 unemployed Scottish adults looking for work were surveyed. Figures originally published in *Flex for Life 2024* in March 2024. ² The Flex Report. Q4 2024. Scoop, 2024. www.canva.com/design/DAFwaFvbYas/1_Maguz8DmUAPGkfYS4wxg/view?utm_content=DAFwaFvbYas&utm_campaign=designshare&utm_medium=link&utm_source=publishsharelink#5 ³ The Evolution of Working from Home. Jose Mario Barrero, Nicholas Bloom and Steven J Davis, 2023. [SIEPR1.pdf \(wfhresearch.com\)](https://siepr.berkeley.edu/publications/the-evolution-of-working-from-home)