

IMS Blog Post

Mental health and work flexibility

Over the past 3 years, businesses have been taking issues such as mental health much more seriously, brought to the fore by the pandemic. But how can employers continue to keep their staff's mental health in mind going forward?

In a recent American poll by Qualtrics the overall response was in favour of working more flexibly. One of the main points employees mentioned was that they enjoyed the flexibility it gave them working from home. They were able to change when they worked during the day, so if they wanted to, they could start later in the day (and work later). According to a survey conducted by Qualtrics.com, 87% of desk-based workers said they support being in control of their own schedule in terms of working hours, which days they work and how many days a week. Of that 87%, half of those respondents stated that it would make them more productive knowing they have that control, and so get the same amount of work done in a shorter time.

Most people worked completely remotely for at least a month during the pandemic, leading to all kinds of strange places to work. These range from bed (22%) to the beach (7%).

Choosing where to work can have a positive effect on the mental health of employees and, with the option to work more of a hybrid work schedule, there is now a choice that was not available before. 34% of workers have said they would be willing to take a pay cut of at least 5% if it means not having to go into the office ever again.

Having the option to work from home, however, can present its own challenges. For example, the separation of work and home life can become minimal especially if there isn't space to create a dedicated office to work from. Blurring those lines can become difficult for someone's mental health, with 57% of people saying that there is a downside to having too much flexibility and that they would prefer to have some structure to be able to separate work and personal life.

The hybrid model of working seems to be the best middle ground for both employers and employees, with them having the choice to come into the office a few days a week, or having the control to say which days will they be out of the office.

[Click here](#) for full article