

CBRE RESEARCH | CEE & SEE

# WORKING FROM HOME SURVEY 2020



## FLIPPING THE PARADIGM



**CBRE**



INSTEAD OF INTRODUCTION

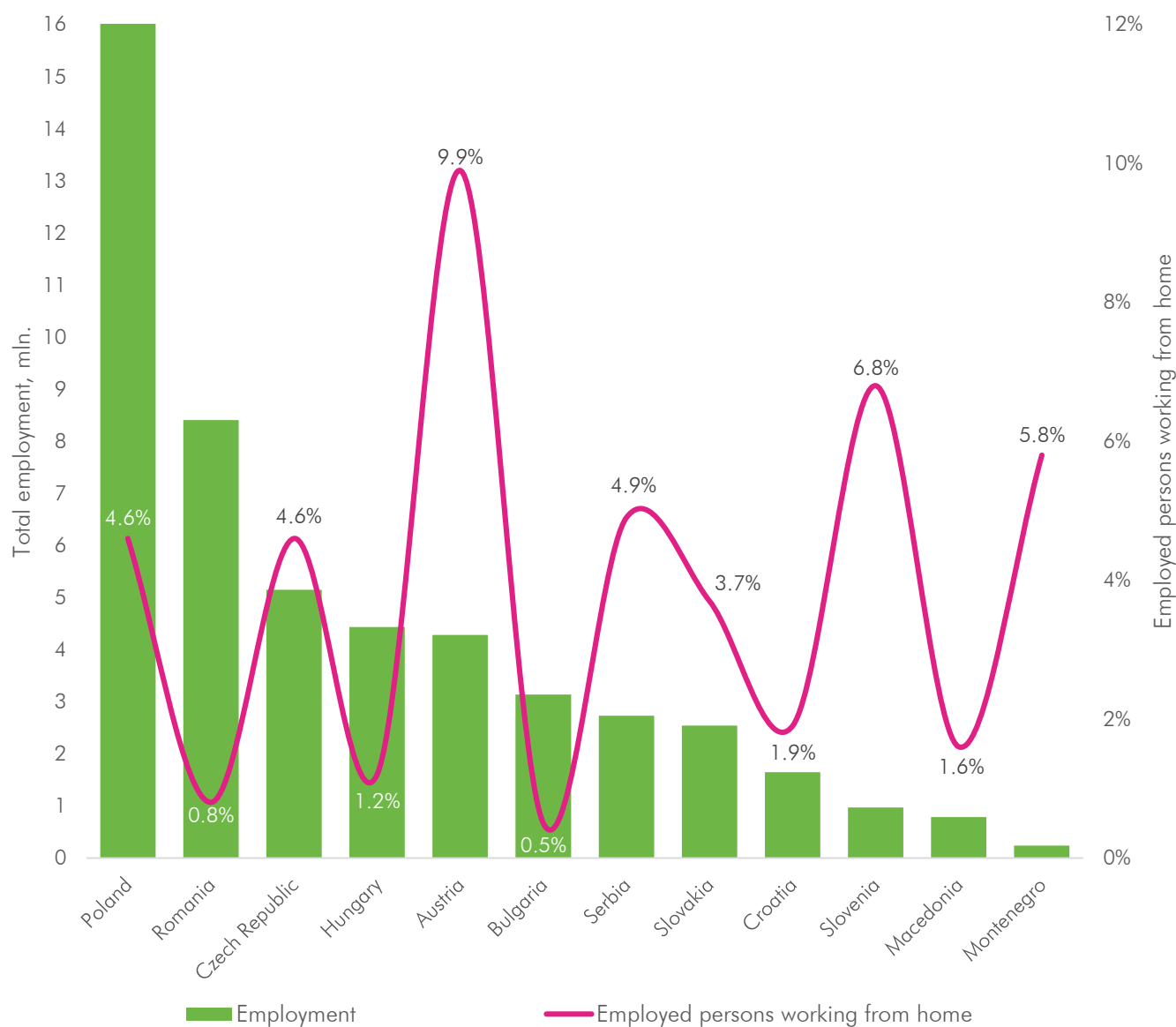
Workplace transformation was the main statement in the first months of 2020, due to the COVID-19 pandemic. Safety reasons made companies to send their employees to work from home for an indefinite period of time.

If by now the work life integration paradigm was mainly about the time we spend between the office and our home as well as about the amenities our workplace benefits of, now we are crossing a period where the work-life balance lost its boundaries.

There is no instruction manual for how to behave and feel in times like this and that's the main reason why CBRE Research conducted a survey to better understand the perception of the employees and how they handle the imposed work from home period.

Based on Eurostat data in 2019, the European Union registered a rate of 5.4% of employed persons who were aged 15-64 that usually worked from home. During the past ten years this rate was constant around the value of 5% but in our opinion this share is set to be on a growing path due to the lockdown that affected so many countries.

Considering the Eurostat data for the countries part of CEE & SEE regions that answered the CBRE Research survey, the average rate of persons working from home is 3.9% from total employment volume, meaning approx. 9.00 mln. employees. The country with the largest share of persons familiarised with working from home is Austria, 9.9% from total employed persons, in opposition with countries such as Bulgaria and Romania where rates of 0.5% and 0.8% are encountered.



PRELIMINARIES

This special report summaries the current status of the employees and the way the working process has been transformed as well as the expectations for the new workplace when returning to the office.

The survey took place in several CEE and SEE countries for approximately one month, in April, during the lockdown period and carried among 1,200 employees. At the end of the survey all the participants found out if they are a Rookie or a Superstar at working from home.

From the total of 1,200 answers, Czech Republic gathered 33%, followed by Romania with 19% and Hungary with 15%, while the rest was claimed by Austria, Poland, Slovakia and other SEE countries.

More than a half of the respondents are working in multinational companies with more than 100 employees, while the rest is coming from private local companies and state owned companies.

If we are taking into consideration the working background of the employees we can see that the majority are managers and experienced workers that were used to work in a traditional manner. 49% from the total persons had already occasionally experienced working from home, while 27% worked for the first time from a different workplace. When they answered the survey the great majority of respondents worked from home by at least 3 weeks.





How many respondents?	1,210 answers
What age?	33% 26 – 35 years old
What gender?	57% - female
What company size?	68% in multinational companies
How big is the company?	51% > 100 employees
What job role?	36% experienced worker & 36% manager
What Sector?	27% real estate, 11% IT&C/ Technology & 10% financial services

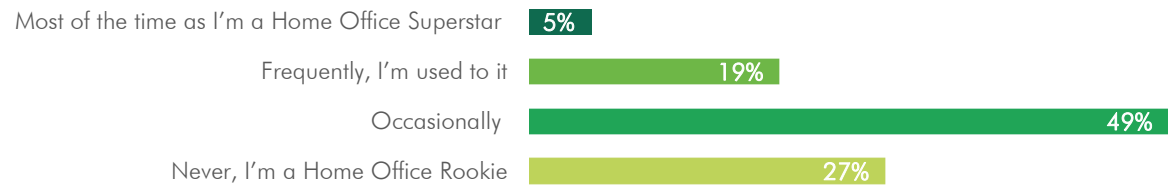
### Time working from home due to COVID-19?

95% of the respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
2%	3%	95%

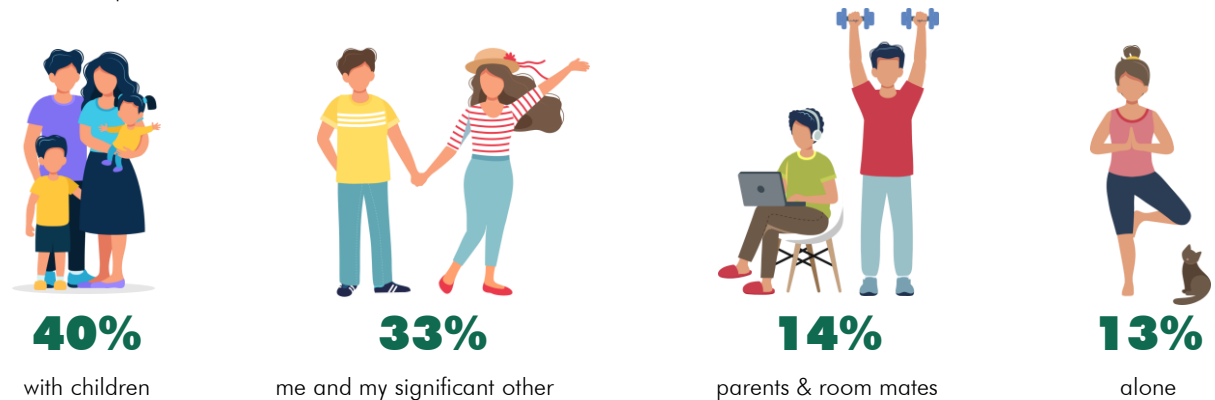
### Are they used to WFH?

49% of the respondents occasionally worked from home



### Home sharing?

40% of the respondents live with their children



### Top 5 essential features for home workplace

90% of the respondents consider wi-fi connection and laptop the most important features for WFH



WORK FROM HOME SURVEY

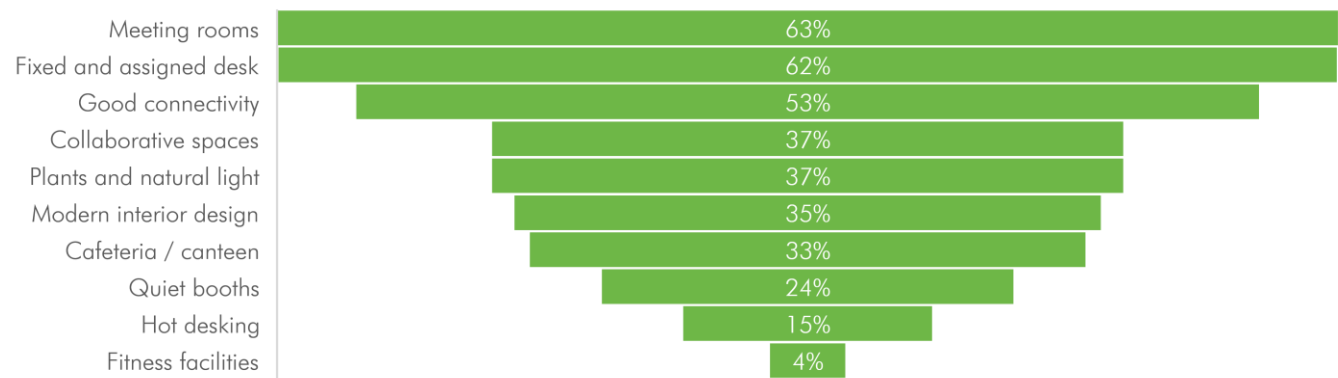
Top 5 things missed about the regular office

64% of the respondents miss colleague conversations



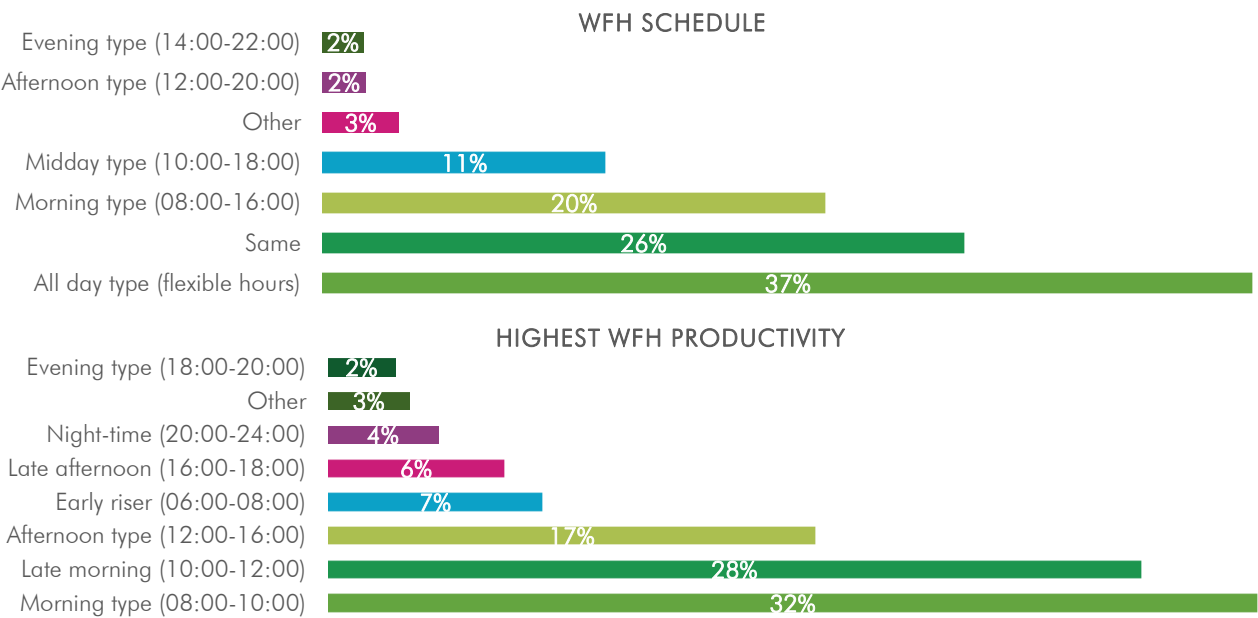
Regular office characteristics

More than 60% of the respondents benefit of meeting rooms and fixed and assigned desks at their regular office



Work from home new programme and productivity

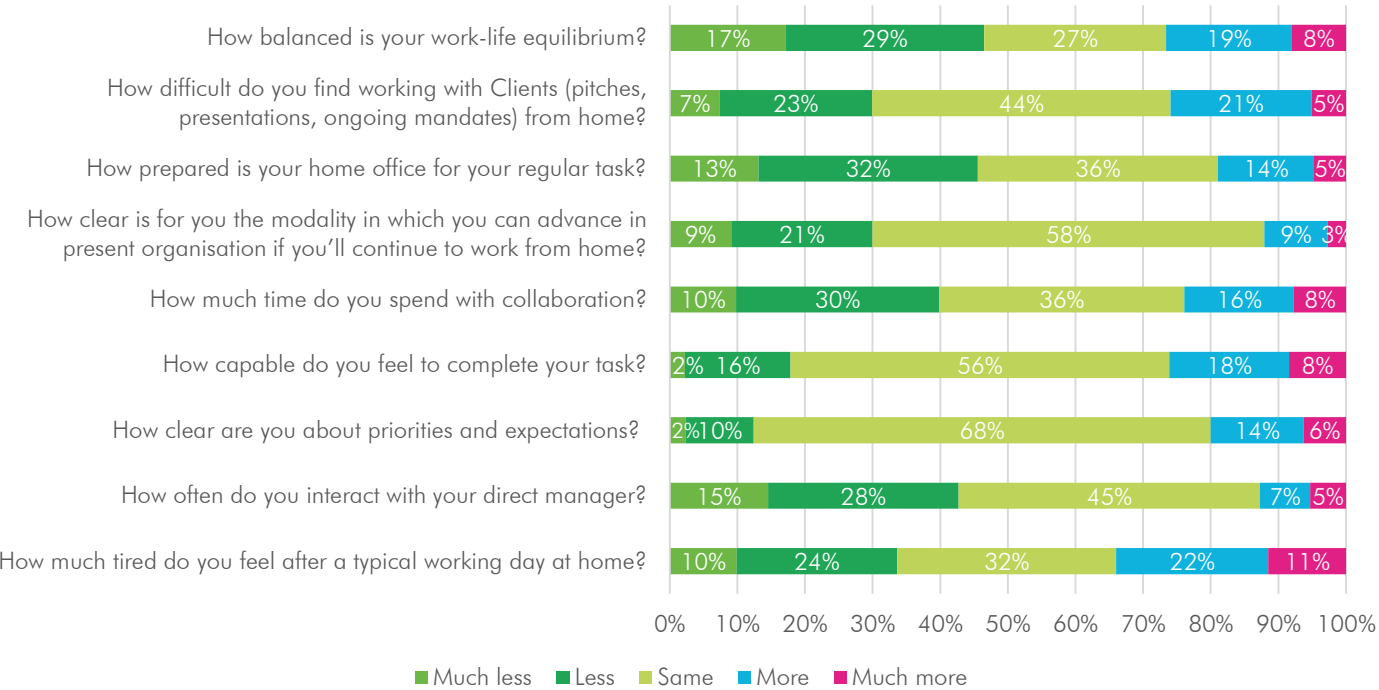
37% of the respondents changed their working schedule with flexible hours; 32% are the morning type in regards to the productivity and efficient work





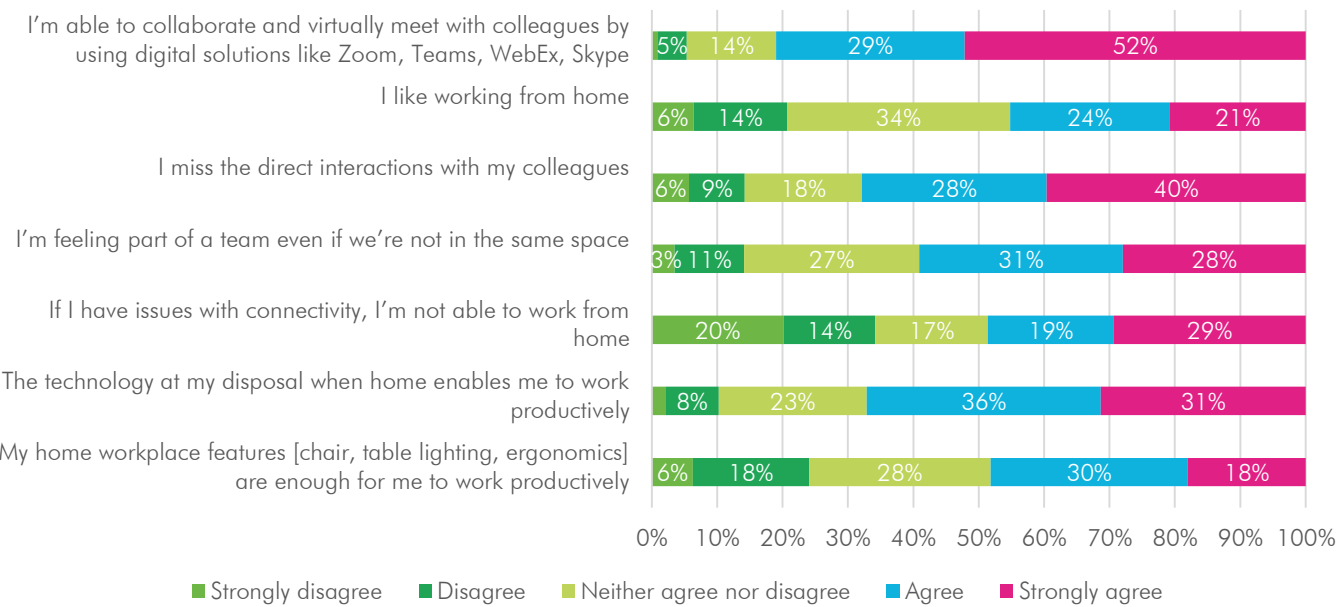
Compared to the regular office

68% of the respondents manage in the same way the priorities and expectations  
30% of the respondents spend less time with collaboration



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 40% are missing the direct interactions with their colleagues



# WORK FROM HOME SURVEY

## WFH Future

Working from home will not be an option for 27% of the responders versus 38% which intend to ask to WFH at least once a week Only 4% will refuse a proposal of WFH

### WFH on regular basis - if the choice is yours

Yes, at least once a week	38%
No	27%
Yes, at least 2 days per week	21%
Home office is a daily routine already	9%
Yes, more than 3 days per week	6%

### WFH on regular basis - if asked by the company

Yes	34%
Yes, but for a short period of time	31%
Yes, but negotiate to obtain proper settings for home	31%
No	4%

## Is shared space an option?

Only 16% of the respondents will deny a proposal to work from a co-working space

I already have this opportunity and use it to some extent 9%

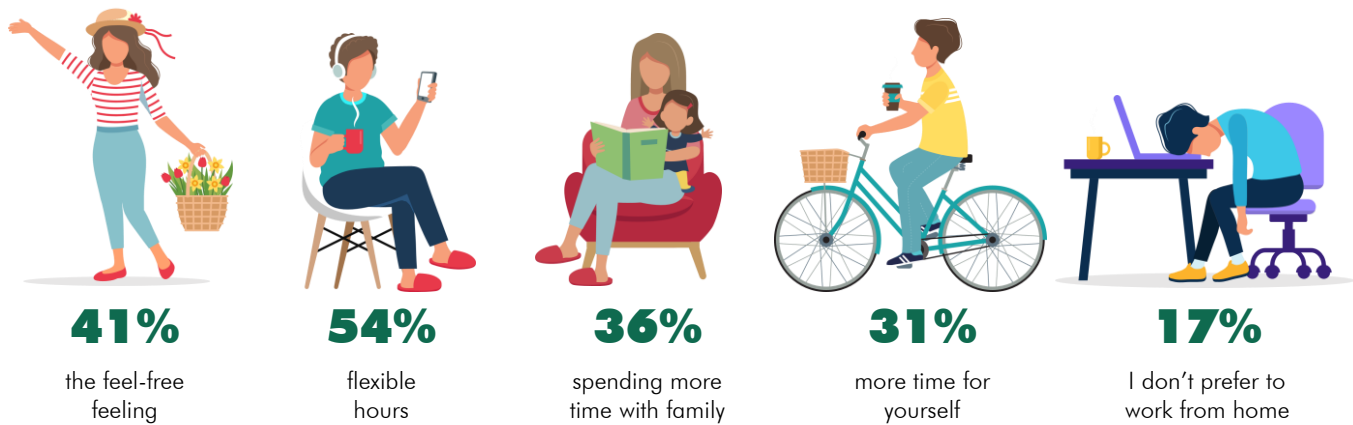
I'll accept 39%

I'll accept, but for a short period of time 36%

I'll deny the proposal 16%

**27%** OF THE INTERVIEWED PERSONS DON'T PREFER TO WORK FROM HOME, WHILE THE REST FOUND SOLUTIONS AND ENJOY THIS WORKPLACE TRANSFORMATION.

## Top 5 advantages of WFH



## Rookie or Superstar



# AUSTRIA







What age?	26% 36 – 45 years old
What gender?	47% - female
What company size?	74% in multinational companies
How big is the company?	74% > 100 employees
What job role?	42% manager & 21% experienced worker
What Sector?	53% real estate, 42% others & 5% financial services

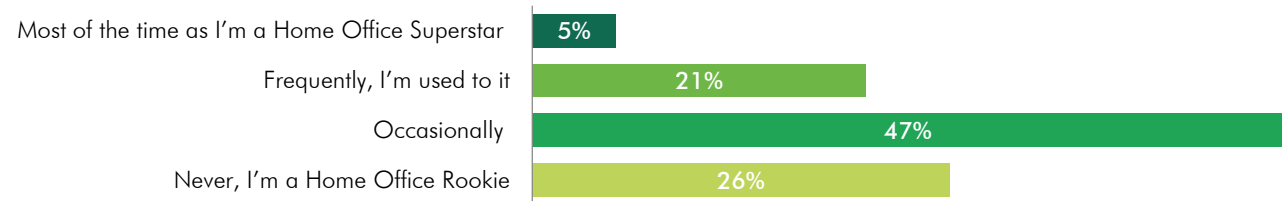
### Time working from home due to COVID-19?

95% of the respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
0%	5%	95%

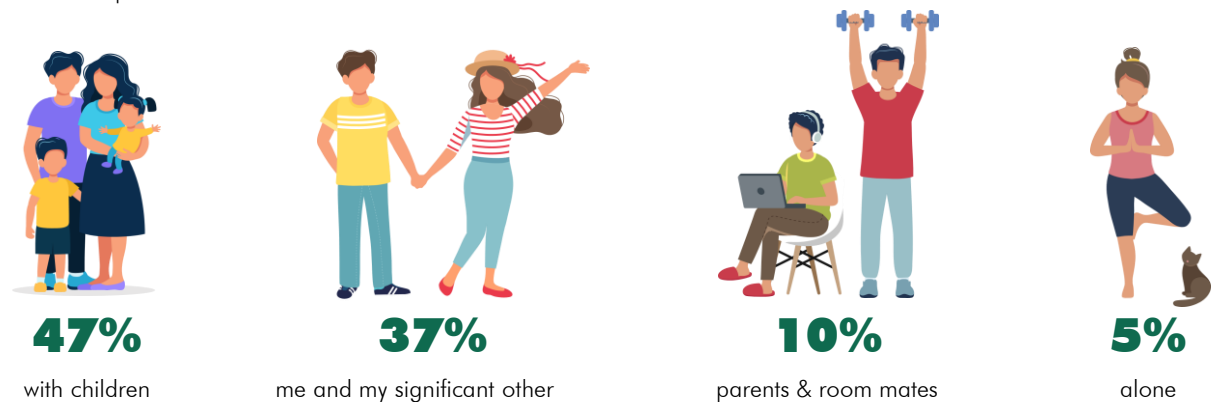
### Are they used to WFH?

48% of the respondents occasionally worked from home



### Home sharing?

47% of the respondents live with their children



### Top 5 essential features for home workplace

95% of the respondents consider wi-fi connection the most important feature for WFH



AUSTRIA  
WORK FROM HOME SURVEY

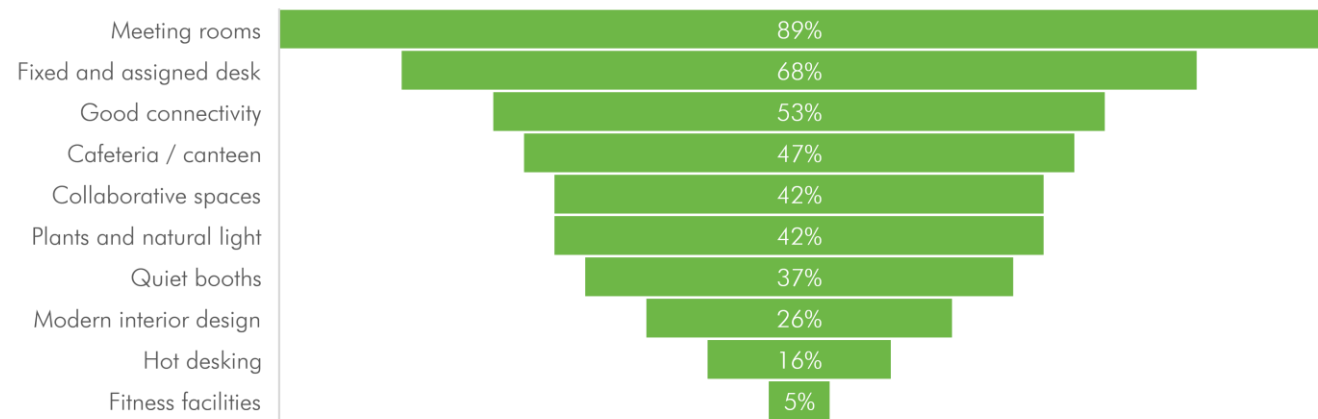
Top 5 things missed about the regular office

79% of the respondents have trouble with work-life balance



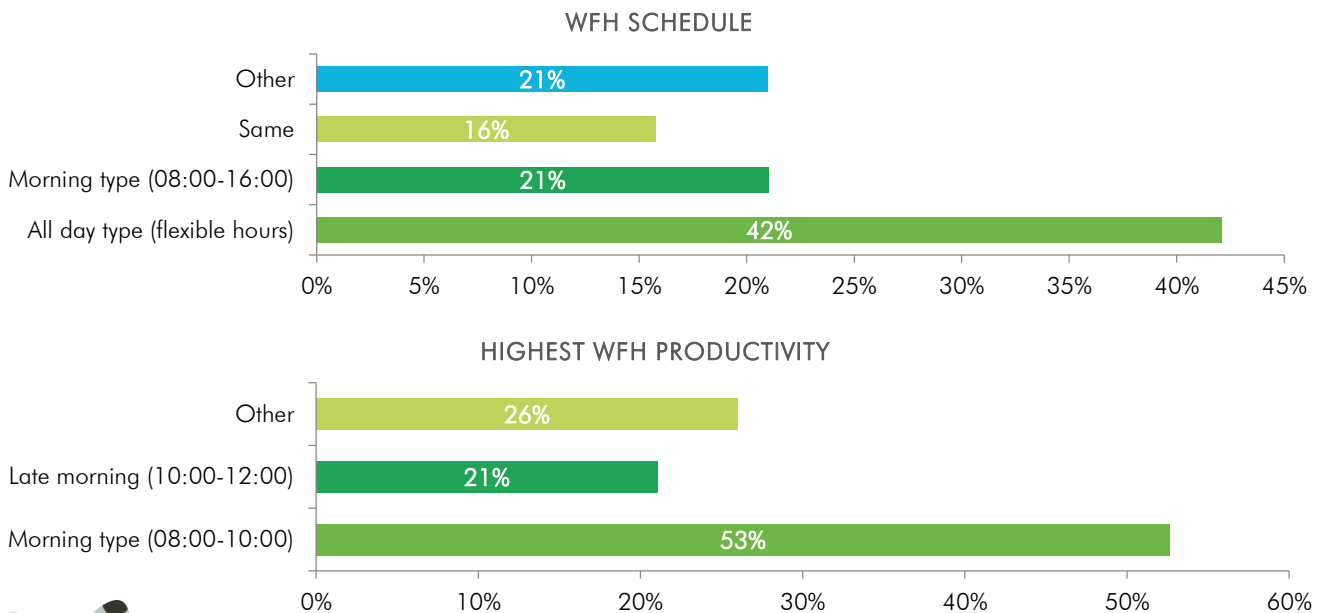
Regular office characteristics

The main characteristics that can be found in the respondents' regular office are the meeting rooms, the fixed and assigned desks and good connectivity. Fitness facilities are not a common practice in the office buildings where our respondents work



Work from home new programme and productivity

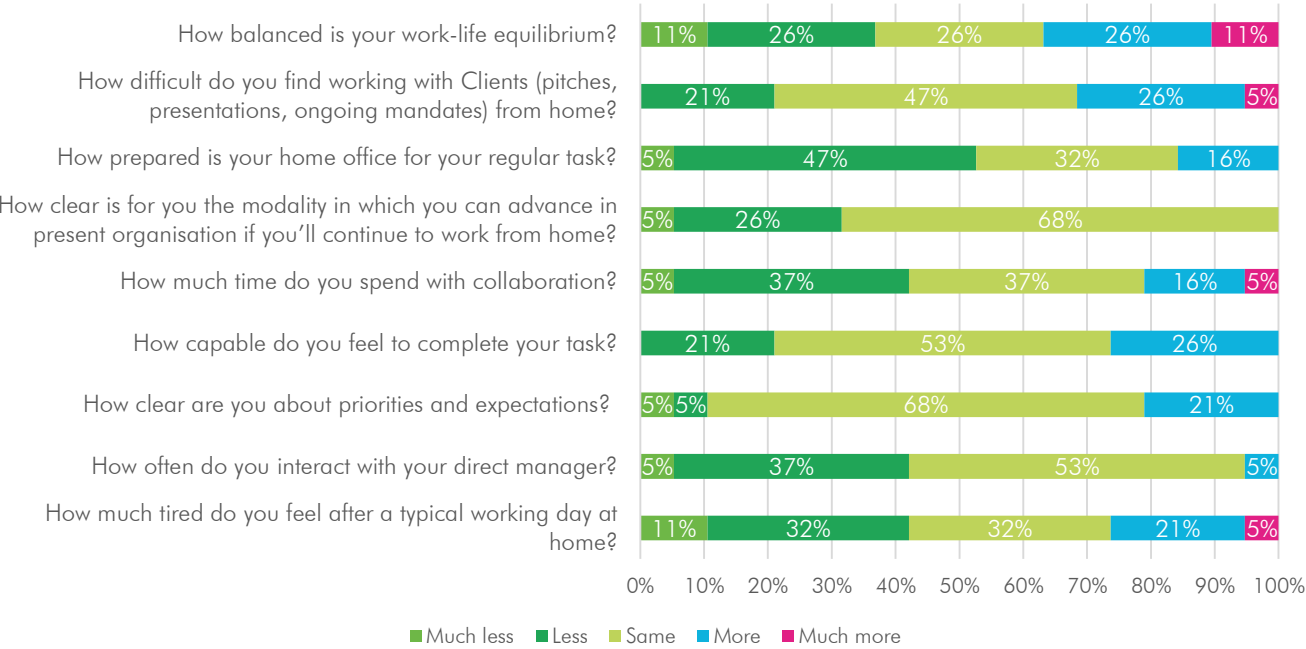
42% of the respondents changed their working schedule with flexible hours; 53% are the morning type in regards to productivity and efficient work





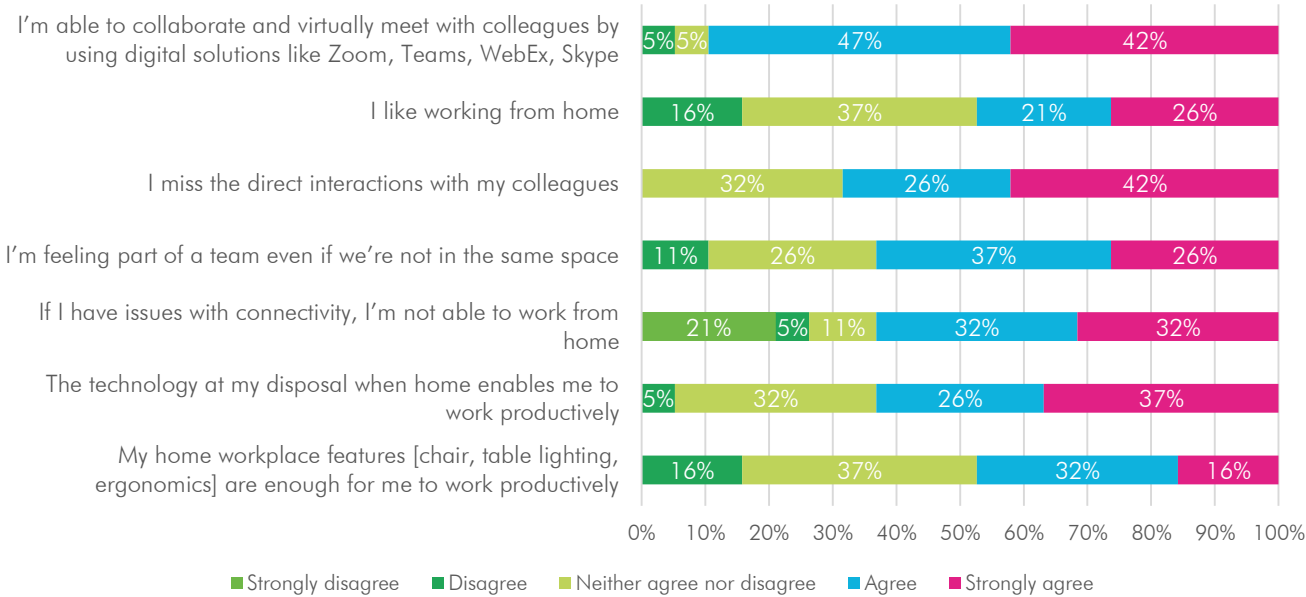
Compared to the regular office

68% of the respondents have the same clarity and priorities when setting their advancement goals  
5% of the persons answering the survey find working with clients at pitches, presentations and ongoing mandates more difficult from home



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 42% miss the direct interactions with their colleagues



AUSTRIA  
WORK FROM HOME SURVEY

WFH Future

Working from home will not be an option for 32% of the responders versus 47% which intend to ask to WFH at least once a week  
None of the respondents will reject the proposal of WFH in the future

WFH on regular basis - if the choice is yours

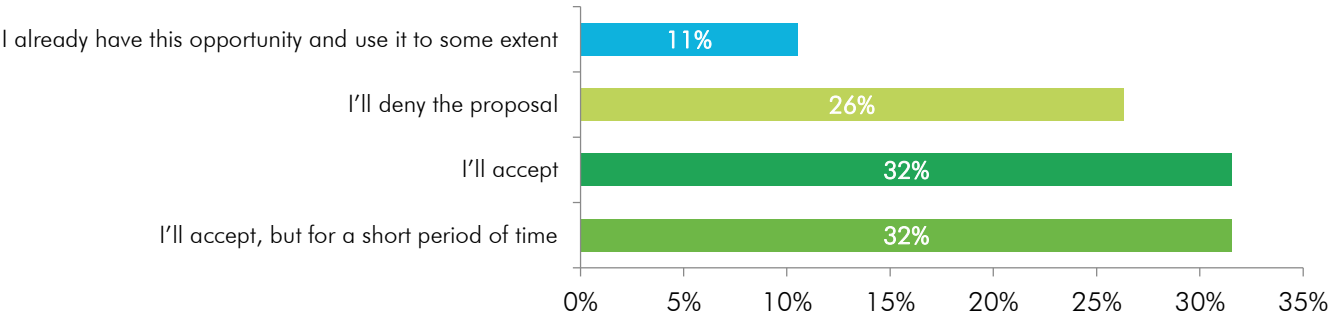
Yes, at least once a week	47%
No	32%
Yes, at least 2 days per week	16%
Home office is a daily routine already	5%
Yes, more than 3 days per week	0%

WFH on regular basis - if asked by the company

Yes, but negotiate to obtain proper settings for home	42%
Yes	32%
Yes, but for a short period of time	26%
No	0%

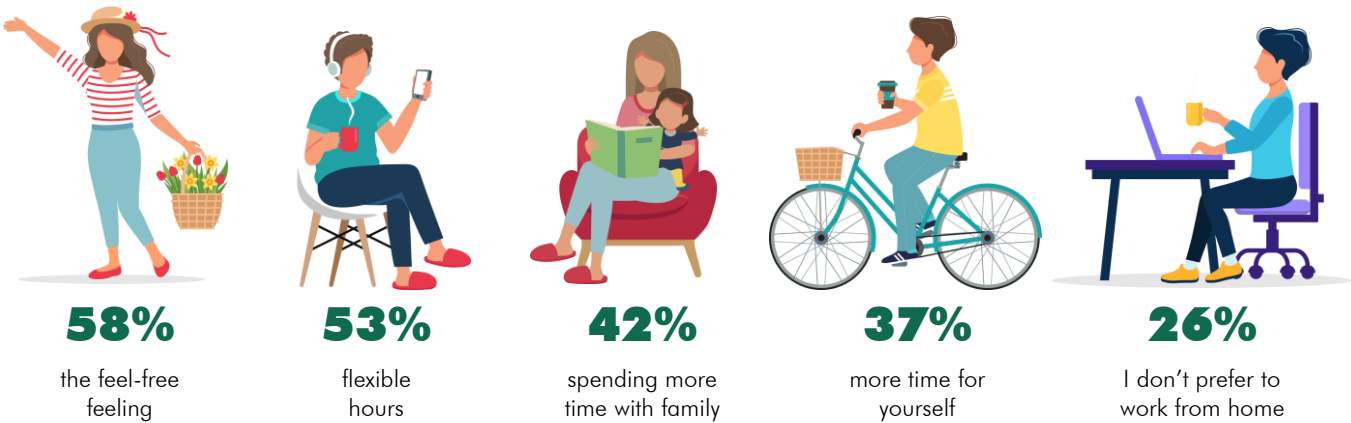
Is shared space an option?

The majority of the respondents are opened to work from a co-working space



**26%** OF THE INTERVIEWED PERSONS DON'T PREFER TO WORK FROM HOME, WHILE THE REST FOUND SOLUTIONS AND ENJOY THIS WORKPLACE TRANSFORMATION.

Top 5 advantages of WFH



Rookie or Superstar



# CZECH REPUBLIC





What age?	33% 26 – 35 years old
What gender?	78% - female
What company size?	67% in multinational companies
How big is the company?	53% > 100 employees
What job role?	47% experienced worker & 28% manager
What Sector?	22% real estate, 13% financial services & 8% IT&C/ Technology

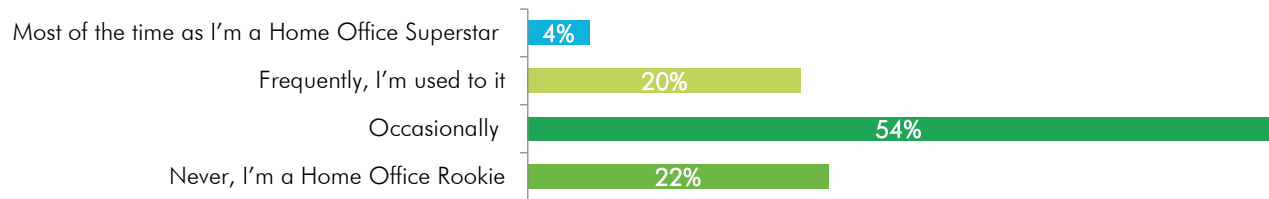
### Time working from home due to COVID-19?

94% of the respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
2%	4%	94%

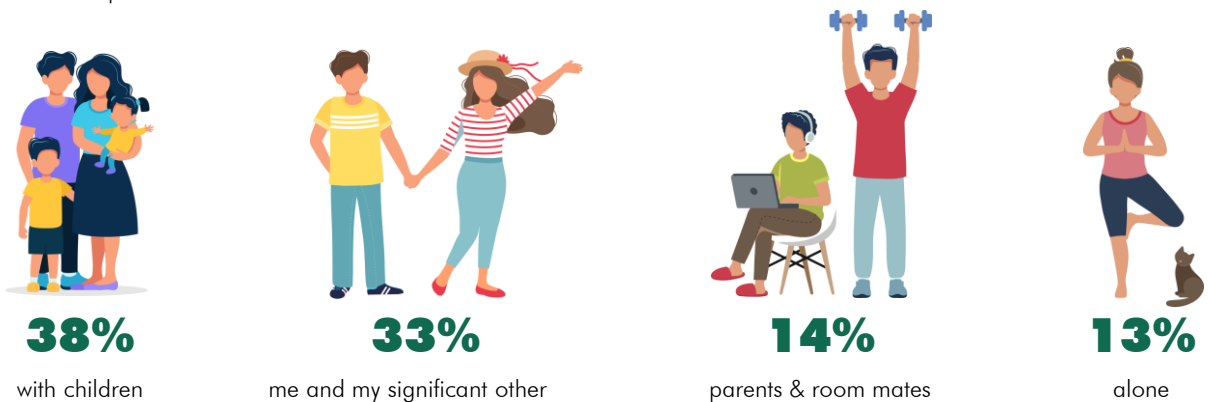
### Are they used to WFH?

54% of the respondents occasionally worked from home



### Home sharing?

38% of the respondents live with their children



### Top 5 essential features for home workplace

92% of the respondents consider wi-fi connection and laptop the most important features for WFH



# CZECH REPUBLIC WORK FROM HOME SURVEY

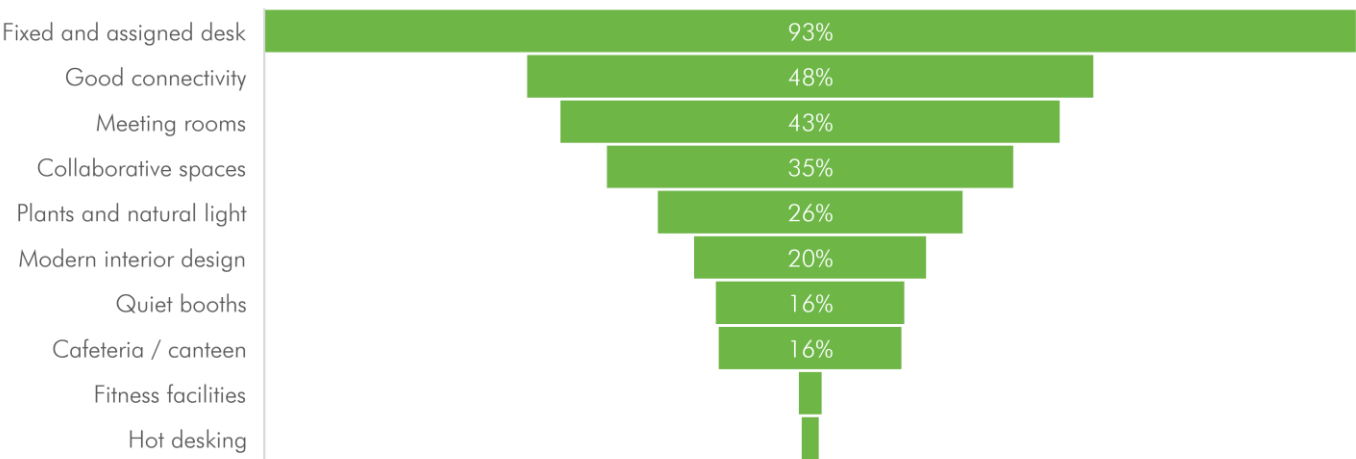
## Top 5 things missed about the regular office

71% of the respondents miss colleague conversation



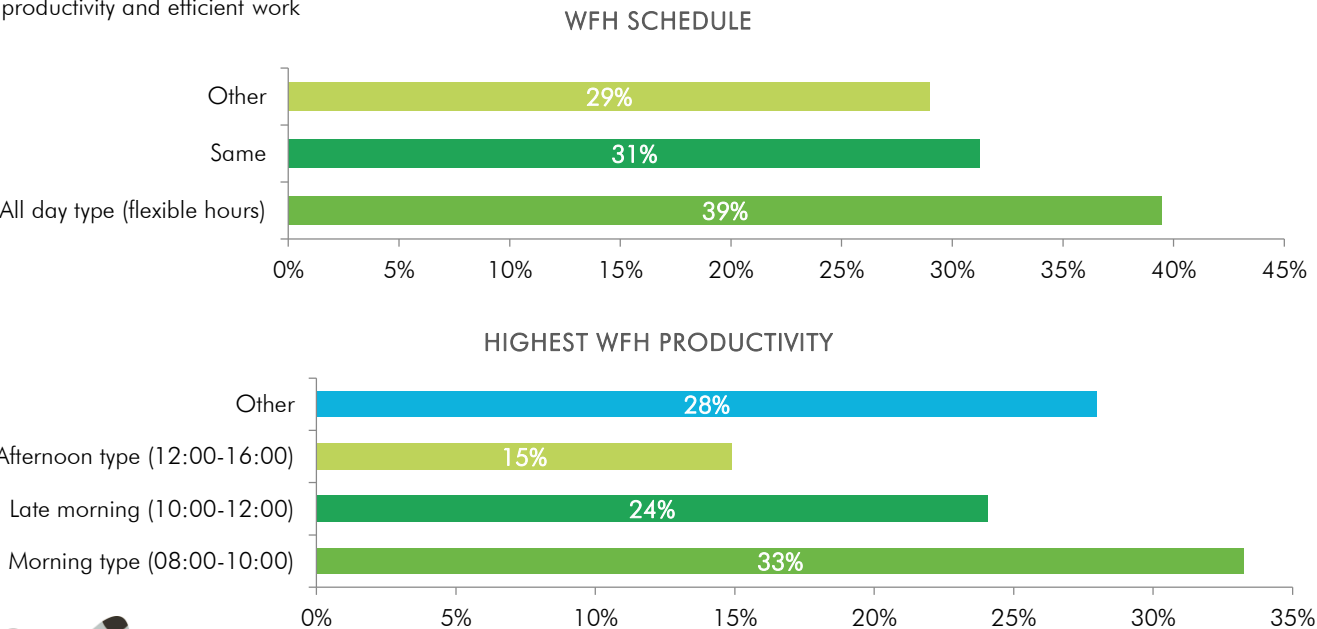
## Regular office characteristics

93% of the respondents have fixed & assigned desks at their regular office and 48% enjoy good connectivity



## Work from home new programme and productivity

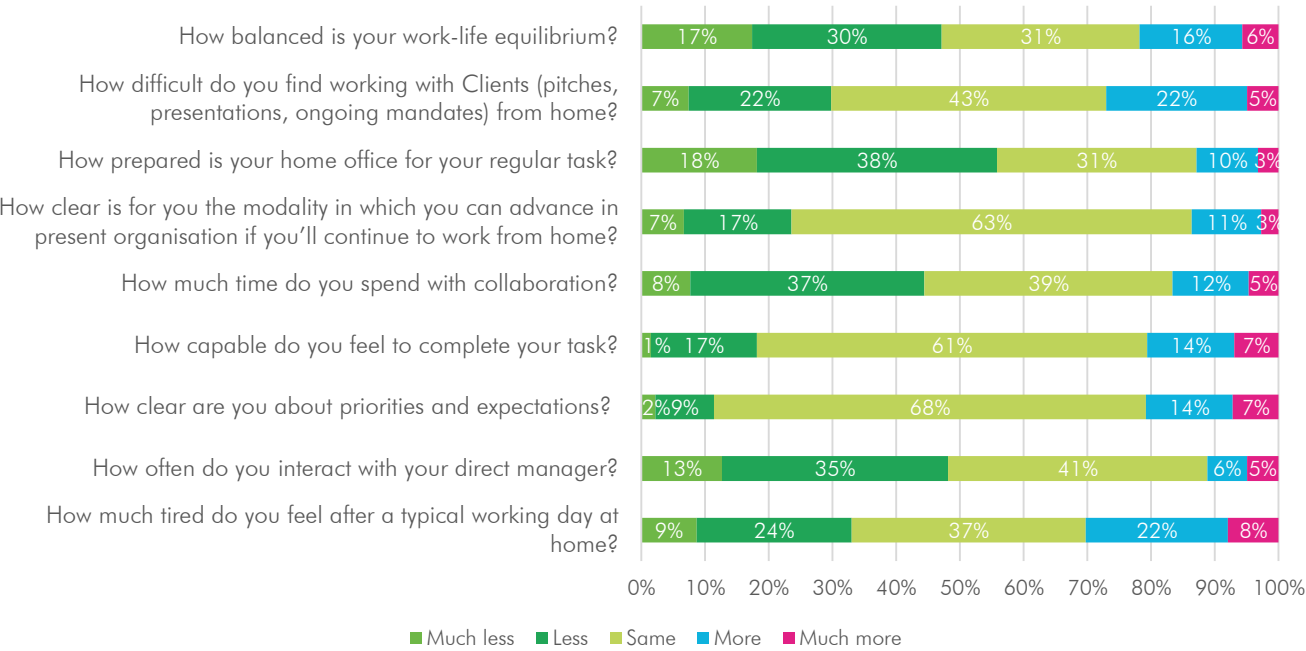
40% of the respondents changed their working schedule with flexible hours; 33% are the morning type in regards to the productivity and efficient work





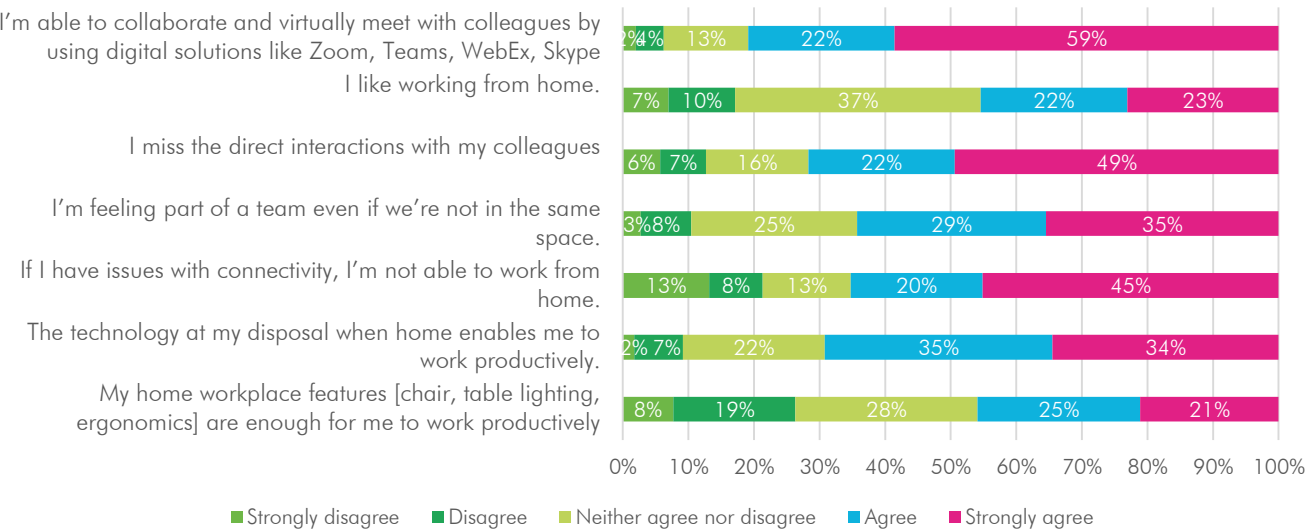
Compared to the regular office

68% of the respondents have the same clear priorities and expectations and 63% stated that nothing changed in their understanding of how to advance at work



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 37% haven't decided if they enjoy working from home





# CZECH REPUBLIC WORK FROM HOME SURVEY

## WFH Future

Working from home will not be an option for 34% of the responders versus another 34% which intend to ask to WFH at least once a week  
Only 2% will refuse a proposal of WFH

### WFH on regular basis - if the choice is yours

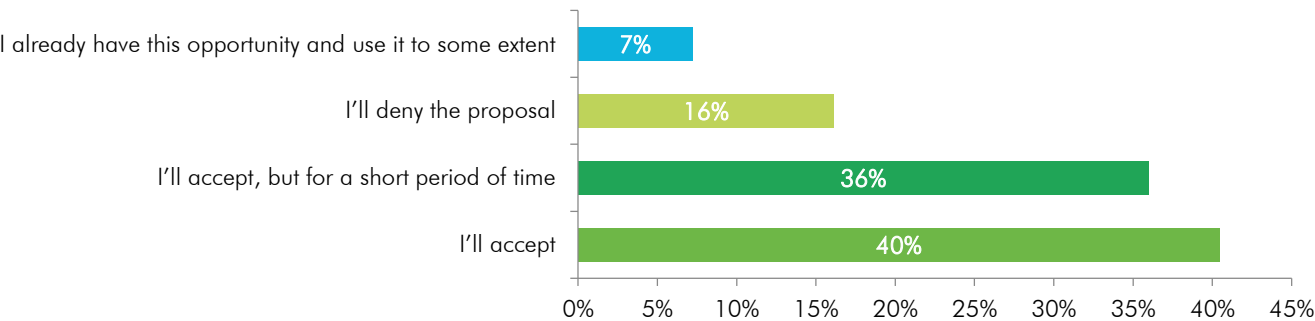
No	34%
Yes, at least once a week	34%
Yes, at least 2 days per week	16%
Home office is a daily routine already	11%
Yes, more than 3 days per week	3%

### WFH on regular basis - if asked by the company

Yes	43%
Yes, but negotiate to obtain proper settings for home	31%
Yes, but for a short period of time	24%
No	2%

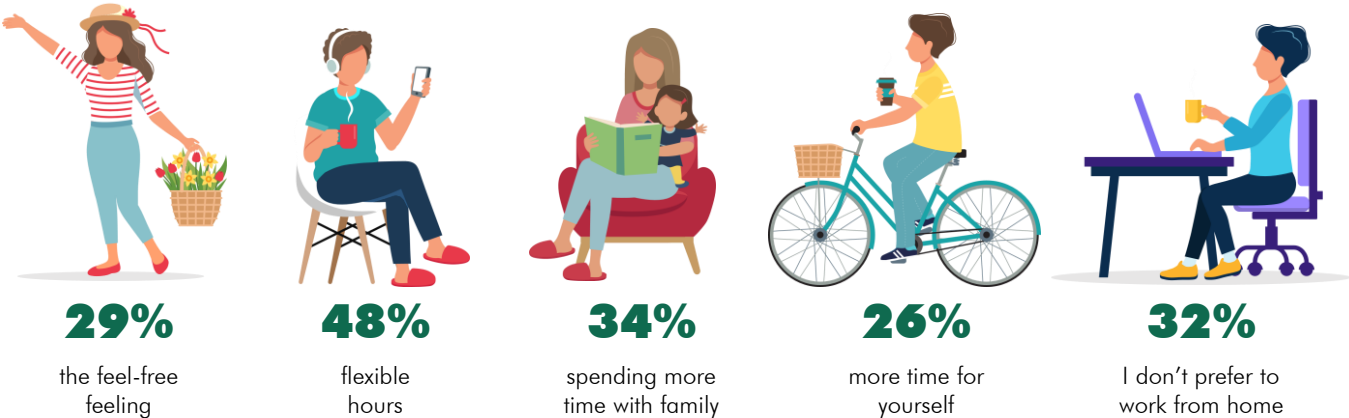
## Is shared space an option?

The majority of the respondents are opened to work from a co-working space



**32%** OF THE INTERVIEWED PERSONS DON'T PREFER TO WORK FROM HOME, WHILE THE REST FOUND SOLUTIONS AND ENJOY THE WORKPLACE TRANSFORMATION.

## Top 5 advantages of WFH



## Rookie or Superstar



# HUNGARY





What age?	33% 36 – 45 years old
What gender?	39% - male
What company size?	57% in multinational companies
How big is the company?	50% > 100 employees
What job role?	50% manager & 27% experienced worker
What Sector?	20% real estate, 12% IT&C/ Technology & 10% financial services

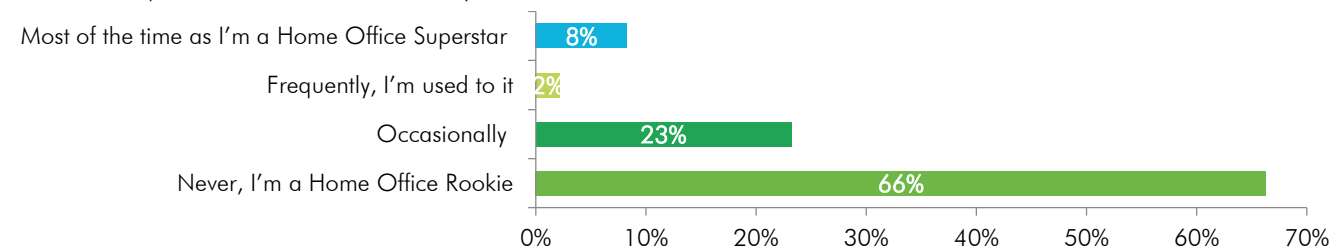
Time working from home due to COVID-19?

95% of the respondents have more than 3 weeks since they started WFH

< 1 week	1-2 weeks	> 3 weeks
2%	3%	95%

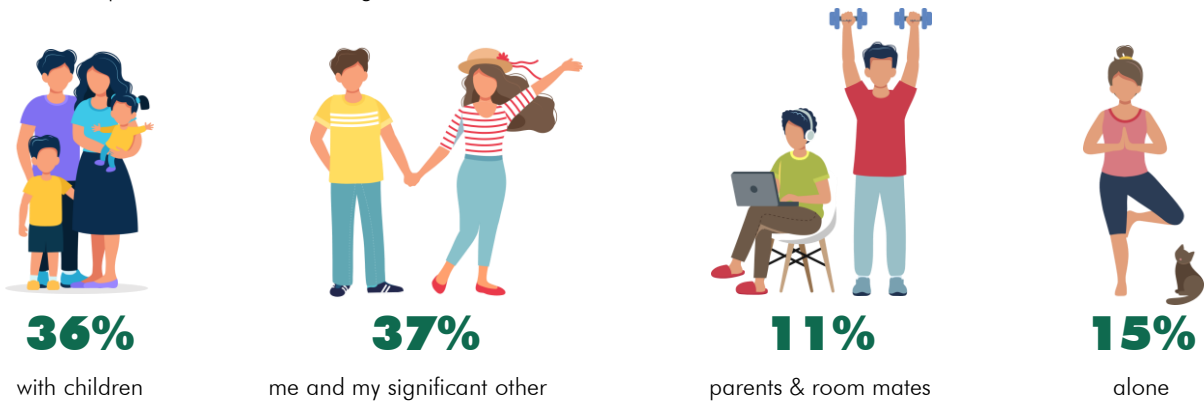
Are they used to WFH?

67% of the respondents never worked remotely



Home sharing?

37% of the respondents live with their significant other



Top 5 essential features for home workplace

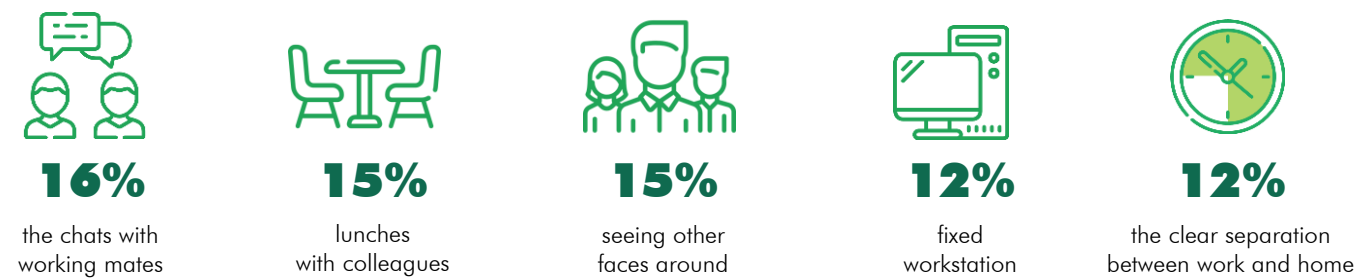
90% of the respondents consider wi-fi connection and laptop the most important features for WFH.



# HUNGARY WORK FROM HOME SURVEY

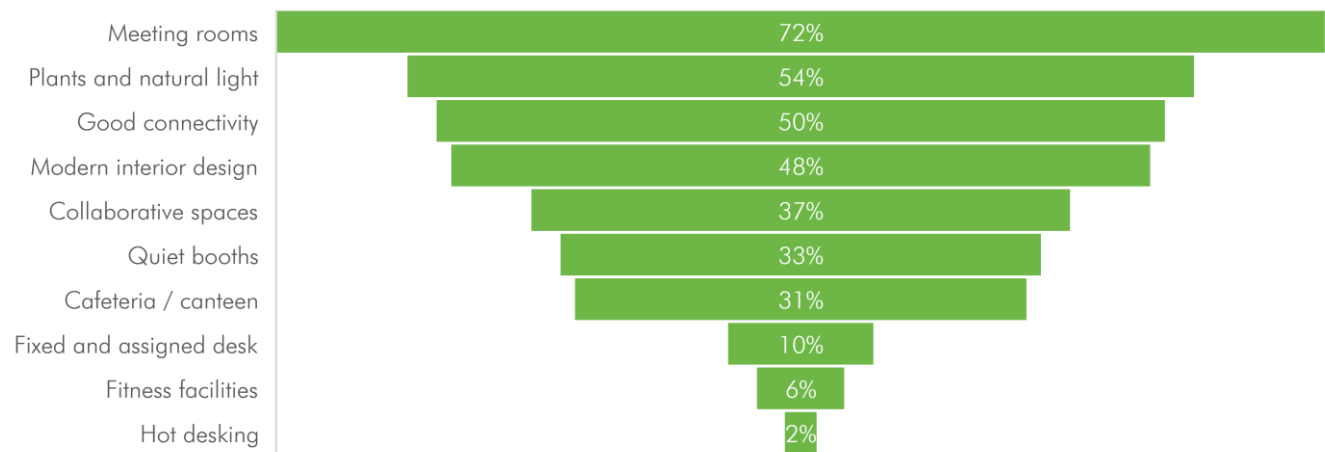
## Top 5 things missed about the regular office

16% of the respondents miss conversations with colleagues



## Regular office characteristics

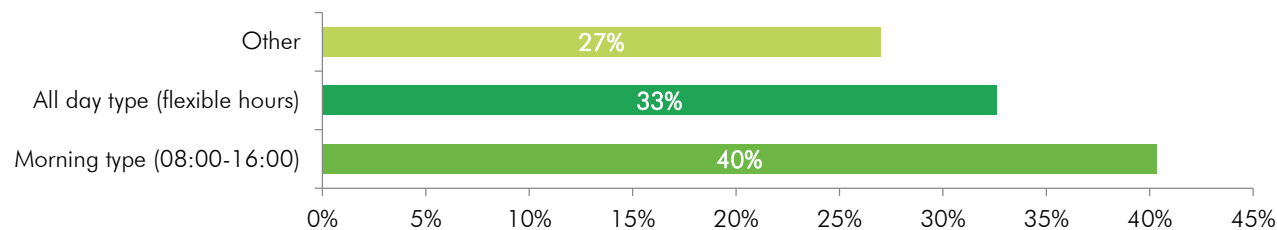
Most of the respondents have meeting rooms & plants and natural light as the most common characteristics at their regular office



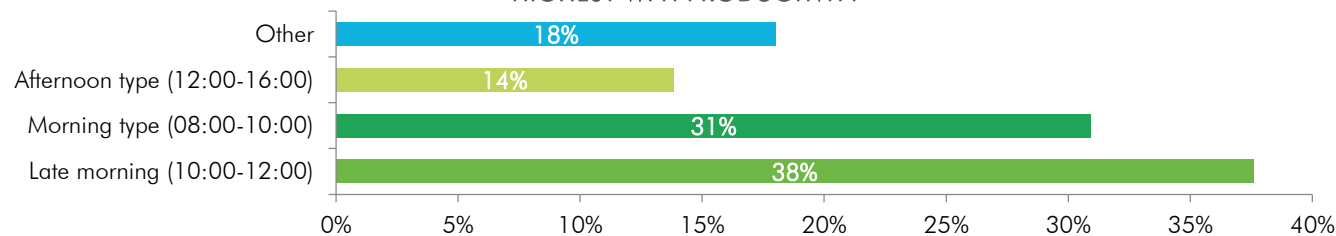
## Work from home new programme and productivity

40% of the respondents changed their working schedule from 08:00 to 16:00; 37% are the late morning type in regards to the productivity and efficient work

WFH SCHEDULE



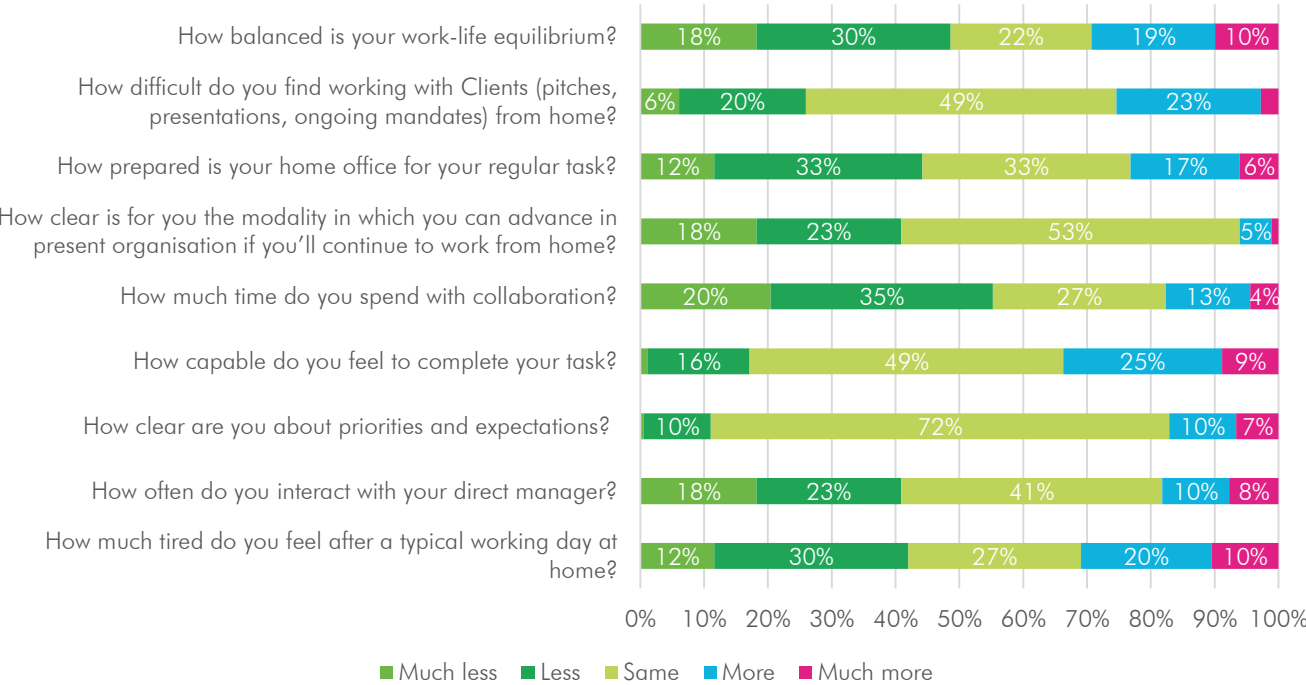
HIGHEST WFH PRODUCTIVITY





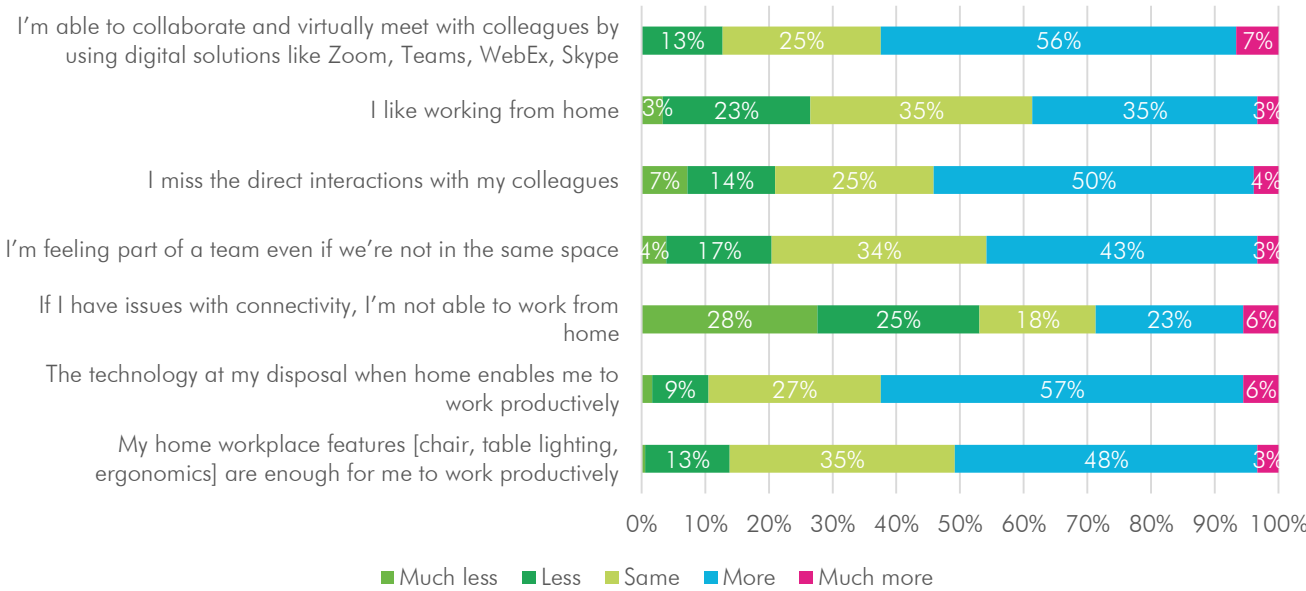
Compared to the regular office

72% of the respondents don't consider WFH a disrupter for prioritising their usual work and also for setting their daily expectations  
35% of the respondents spend less time on collaborating with colleagues



Working from home particularities

Most of the respondents found that the technology they already owned enabled them to work productively, while other 35% didn't notice a difference between WFH and their regular office



# HUNGARY

## WORK FROM HOME SURVEY

### WFH Future

Working from home will not be an option for 17% of the responders versus 37% which intend to ask to WFH at least once a week. Only 3% will refuse a proposal of WFH.

#### WFH on regular basis - if the choice is yours

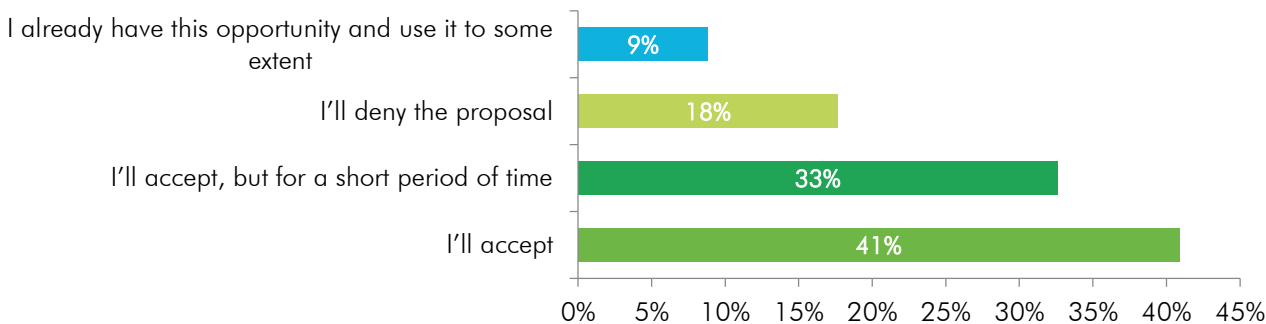
Yes, at least once a week	37%
Yes, at least 2 days per week	27%
No	17%
Home office is a daily routine already	13%
Yes, more than 3 days per week	7%

#### WFH on regular basis - if asked by the company

Yes, but negotiate to obtain proper settings for home	38%
Yes	33%
Yes, but for a short period of time	27%
No	3%

### Is shared space an option?

The majority of the respondents are opened to work from a co-working space.



60%

OF THE RESPONDENTS ENJOY WORKING FROM HOME ESPECIALLY DUE TO THE FLEXIBLE SCHEDULE THAT THEY CAN MANAGE ON THEIR OWN.

### Top 5 advantages of WFH



50%

the feel-free feeling



60%

flexible hours



39%

spending more time with family



27%

more time for yourself



20%

workspace personalisation

### Rookie or Superstar

2%



rookie

52%



survivor

44%



pro

2%



superstar

POLAND





What age?	27% 26 – 35 years old
What gender?	65% - female
What company size?	76% in multinational companies
How big is the company?	60% >100 employees
What job role?	37% experienced worker & 30% manager
What Sector?	40% real estate, 11 financial services & 9% IT&C/ Technology

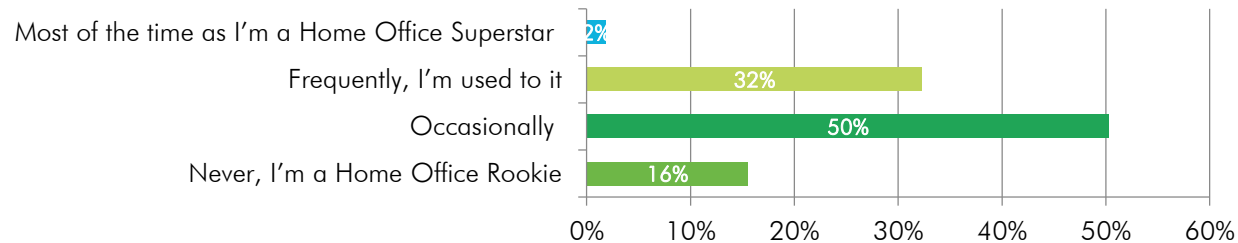
### Time working from home due to COVID-19?

97% of the respondents have been working from home since 3 weeks or more

<1 week	1-2 weeks	>3 weeks
2%	1%	97%

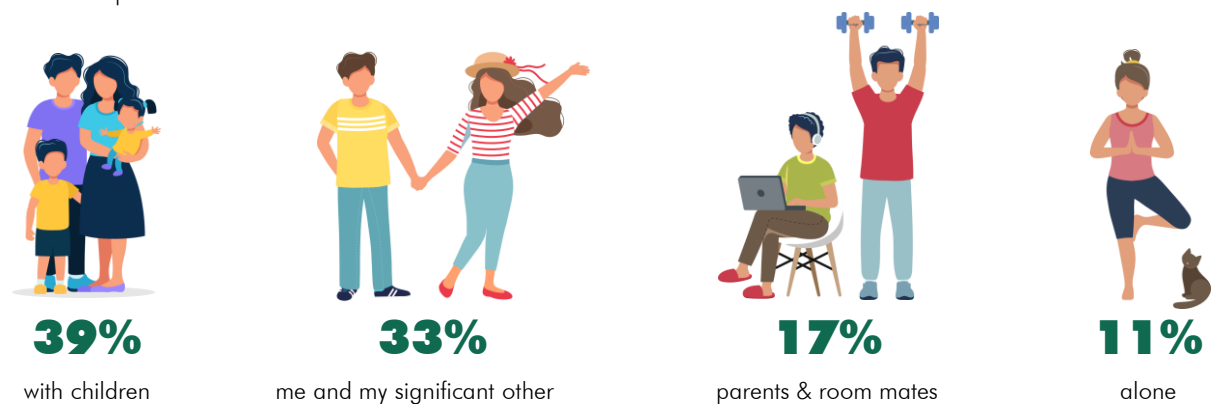
### Are they used to WFH?

50% of the respondents occasionally worked from home



### Home sharing?

39% of the respondents live with their children



### Top 5 essential features for home workplace

90% of the respondents consider wi-fi connection and laptop the most important features for WFH.





POLAND  
WORK FROM HOME SURVEY

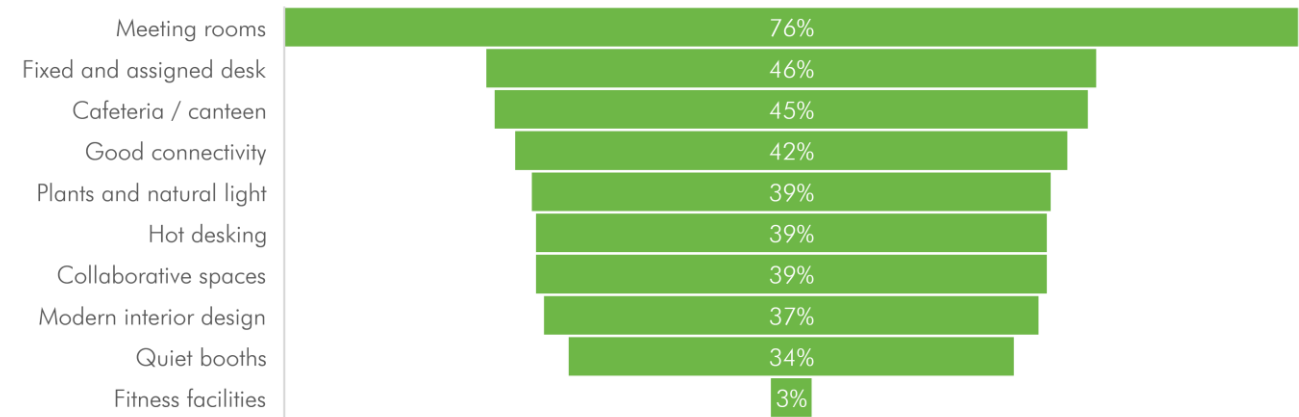
Top 5 things missed about the regular office

64% of the respondents have trouble with work-life balance



Regular office characteristics

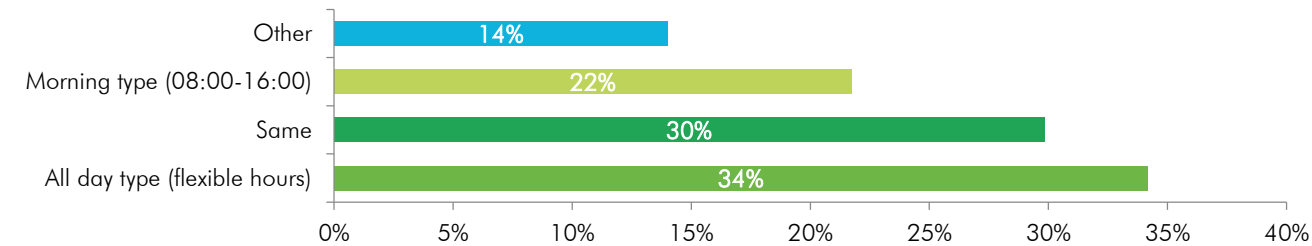
The main characteristics that can be find in the regular office are the meeting rooms, the fixed and assigned desks and cafeteria. Fitness facilities are not a common practice in the office buildings where our respondents work



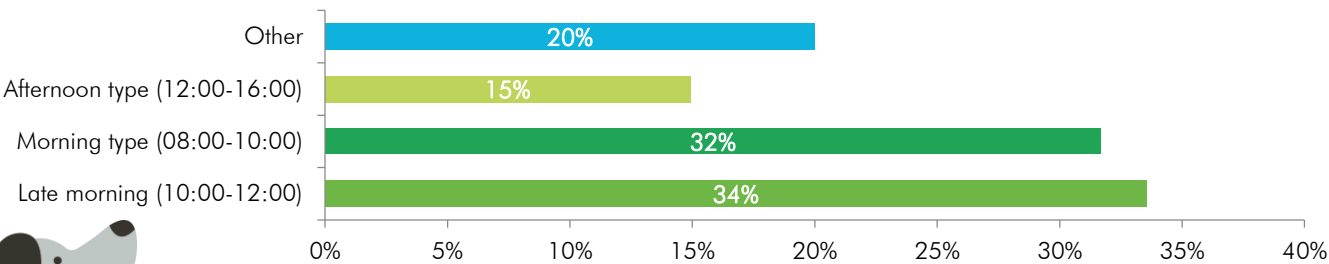
Work from home new programme and productivity

34% of the respondents changed their working schedule with flexible hours; 33% are the late morning type in regards to the productivity and efficient work.

WFH SCHEDULE



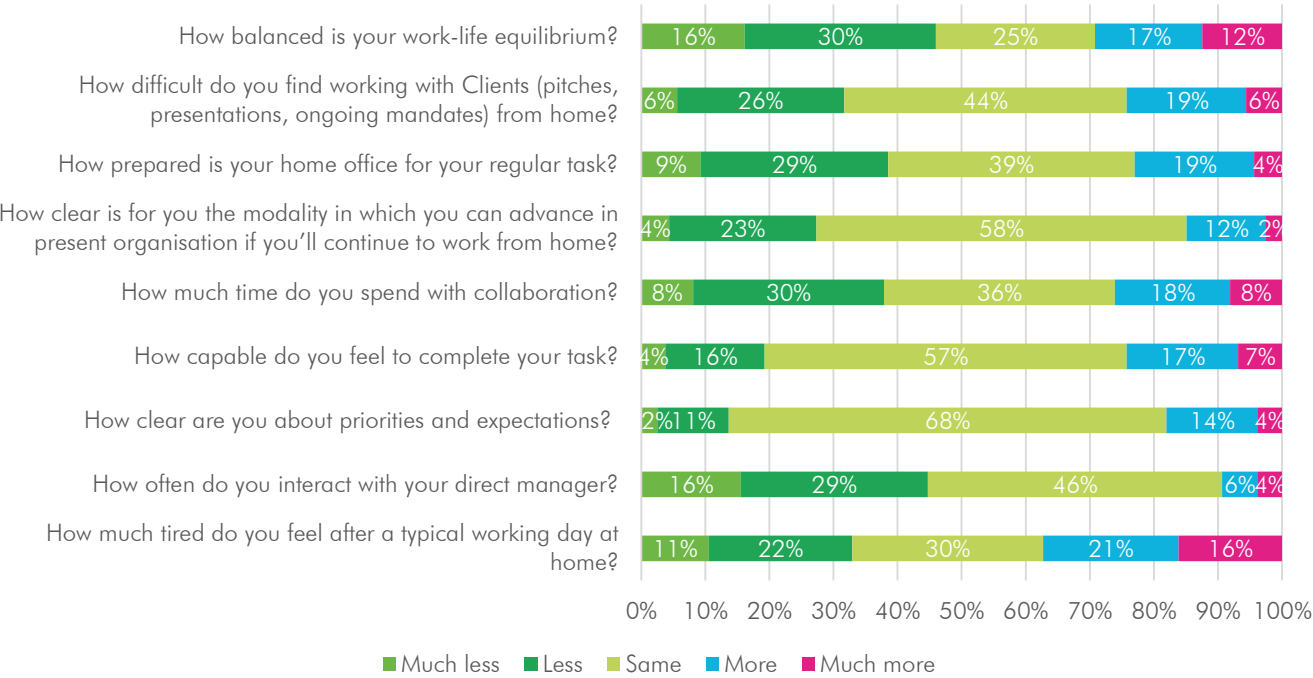
HIGHEST WFH PRODUCTIVITY





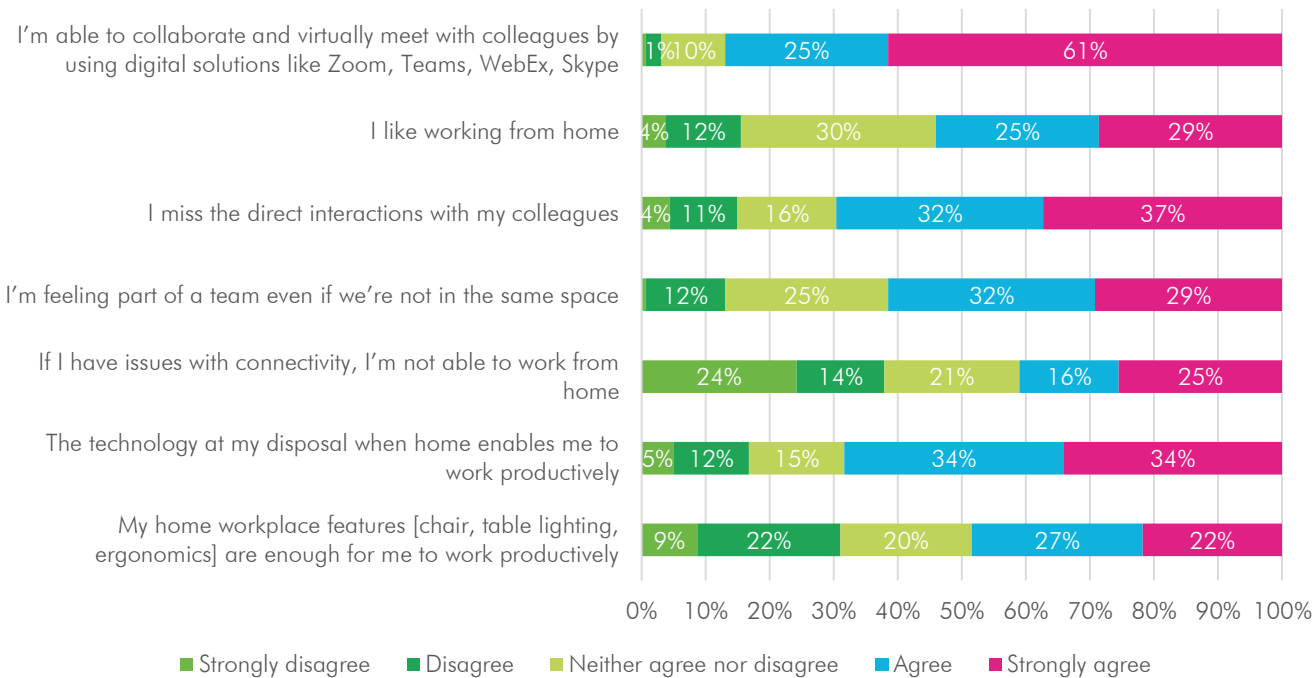
Compared to the regular office

68% of the respondents have the same clear priorities and expectations and 58% stated that nothing changed in their understanding of how to advance at work



Working from home particularities

Most of the respondents use digital solutions to collaborate and virtually meet their colleagues, but 69% respondents miss the direct interactions



POLAND  
WORK FROM HOME SURVEY

WFH Future

Working from home will not be an option for 14% of the responders versus 47% which intend to ask to WFH at least once a week  
Only 4% will refuse a proposal of WFH

WFH on regular basis - if the choice is yours

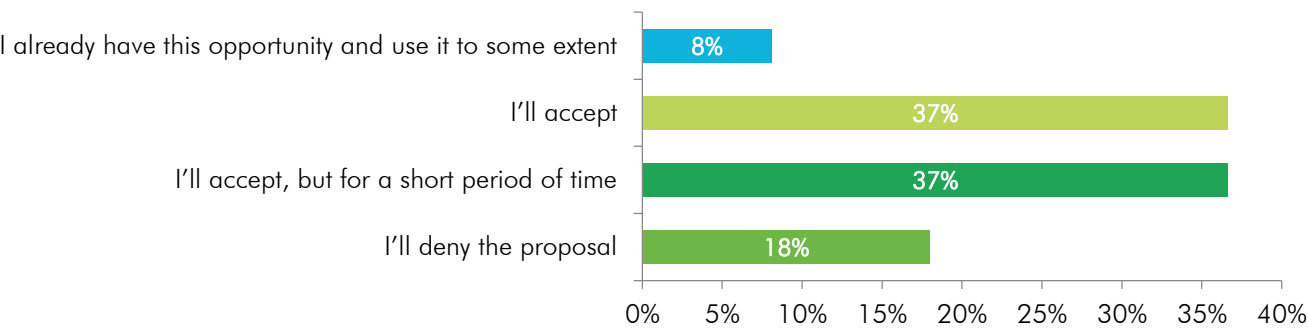
Yes, at least once a week	47%
Yes, at least 2 days per week	28%
No	14%
Yes, more than 3 days per week	8%
Home office is a daily routine already	4%

WFH on regular basis - if asked by the company

Yes, but for a short period of time	37%
Yes, but negotiate to obtain proper settings for home	37%
Yes	23%
No	4%

Is shared space an option?

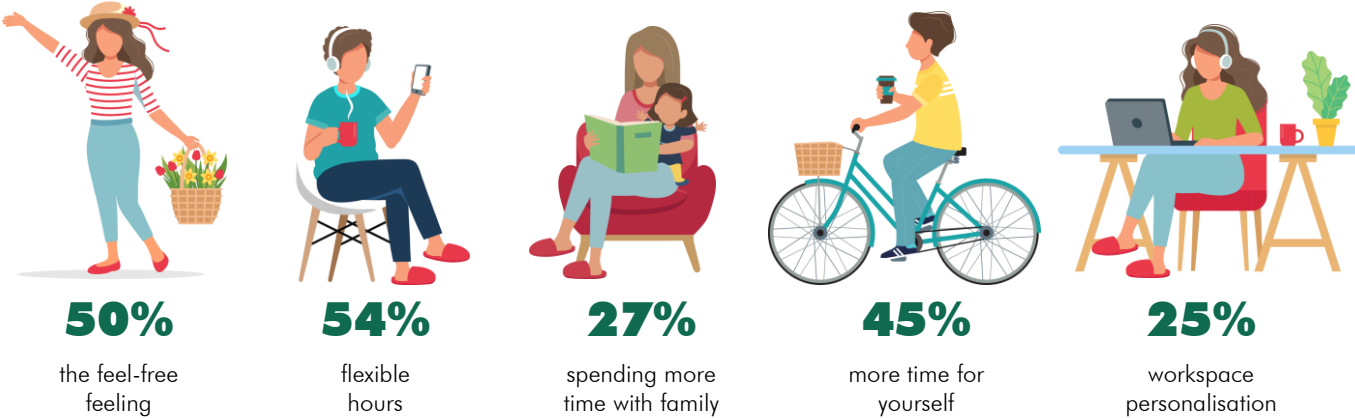
The majority of the respondents are opened to work from a co-working space



50%

THE MOST SIGNIFICANT ADVANTAGES IN WORKING FROM HOME FOR MORE THAN HALF OF THE RESPONDENTS WAS HAVING THE FLEXIBILITY OF WORKING HOURS, FOLLOWED BY THE FEEL-FREE FEELING AND HAVING MORE TIME FOR THEMSELVES.

Top 5 advantages of WFH



Rookie or Superstar



# ROMANIA





What age?	50% 36 – 45 years old
What gender?	65% - female
What company size?	70% in multinational companies
How big is the company?	50% > 100 employees
What job role?	45% manager & 32% experienced worker
What Sector?	24% real estate, 13% IT&C/ Technology & 12% automotive and construction

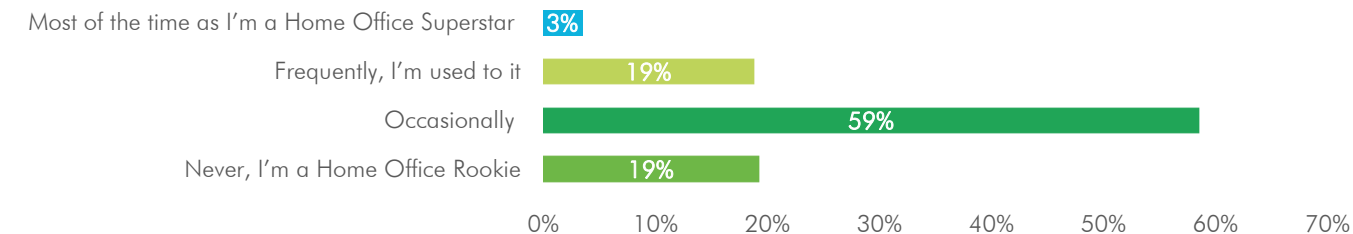
### Time working from home due to COVID-19?

91% of the respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
3%	6%	91%

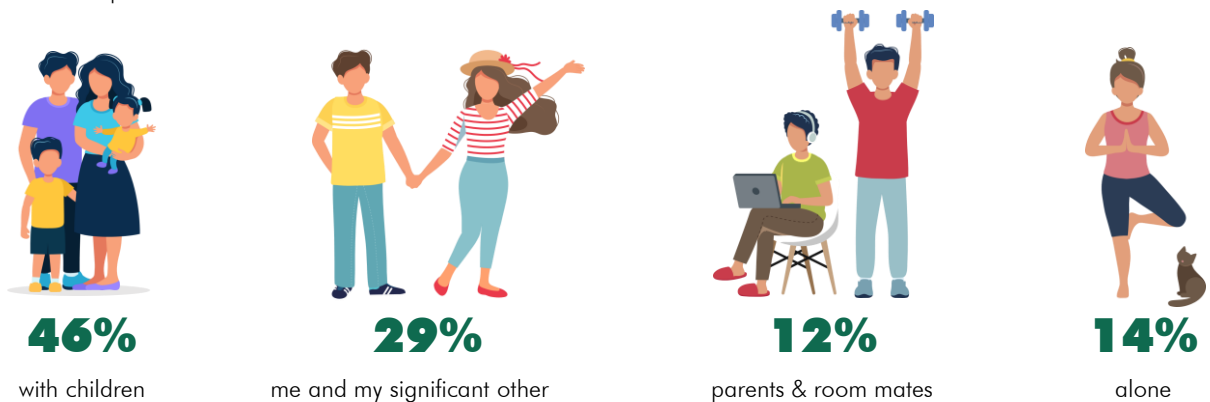
### Are they used to WFH?

59% of the respondents occasionally worked from home



### Home sharing?

46% of the respondents live with their children



### Top 5 essential features for home workplace

90% of the respondents consider wi-fi connection and laptop the most important features for WFH.



ROMANIA  
WORK FROM HOME SURVEY

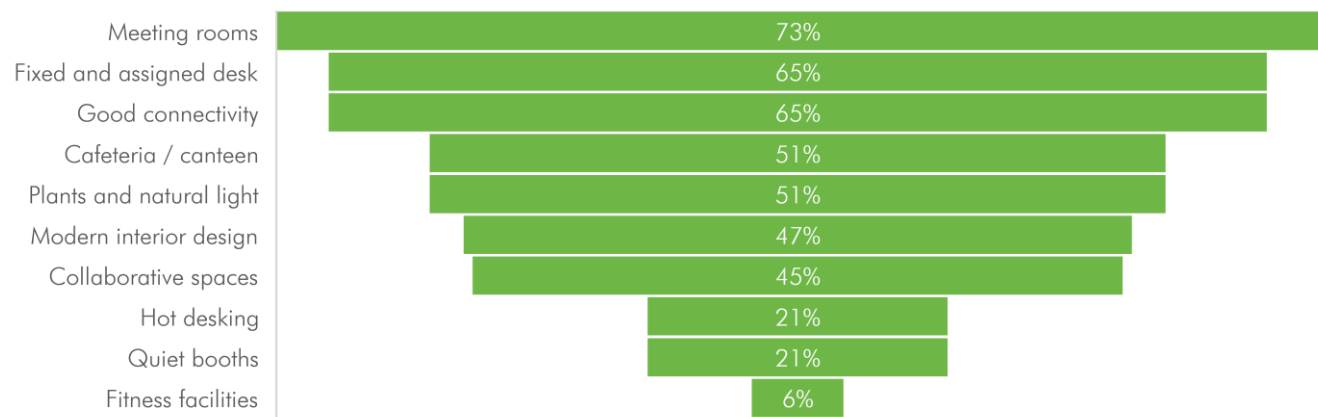
Top 5 things missed about the regular office

69% of the respondents have trouble with work-life balance



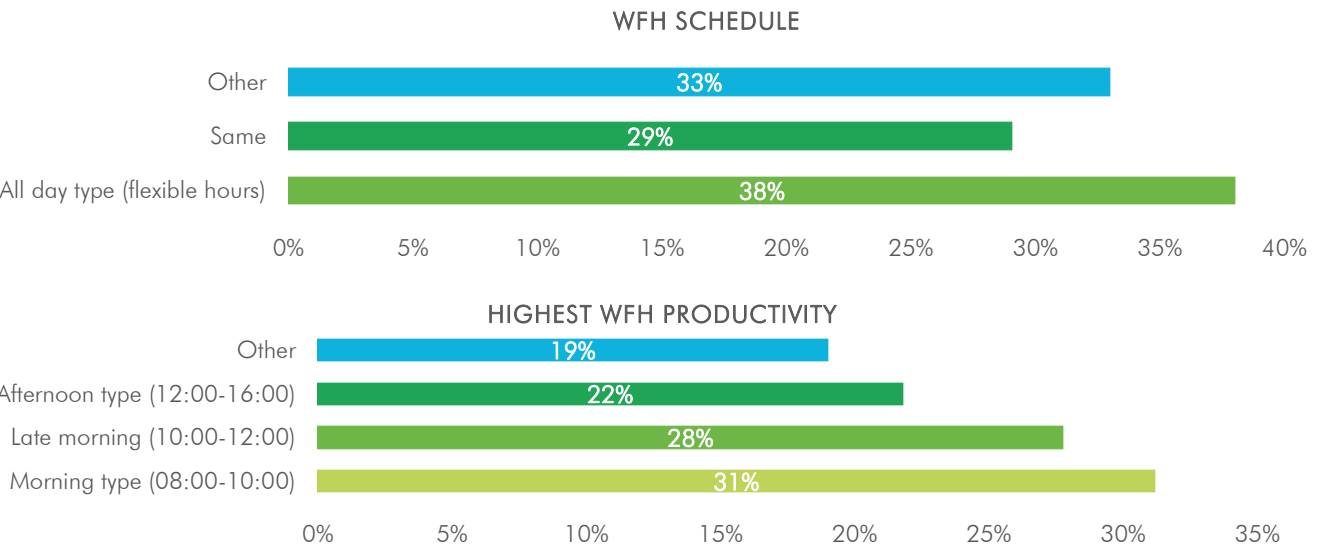
Regular office characteristics

The great majority of respondents have their regular office with meeting rooms and fixed assigned desks & benefit of good connectivity. Fitness facilities are not such an frequently offered facility for employees



Work from home new programme and productivity

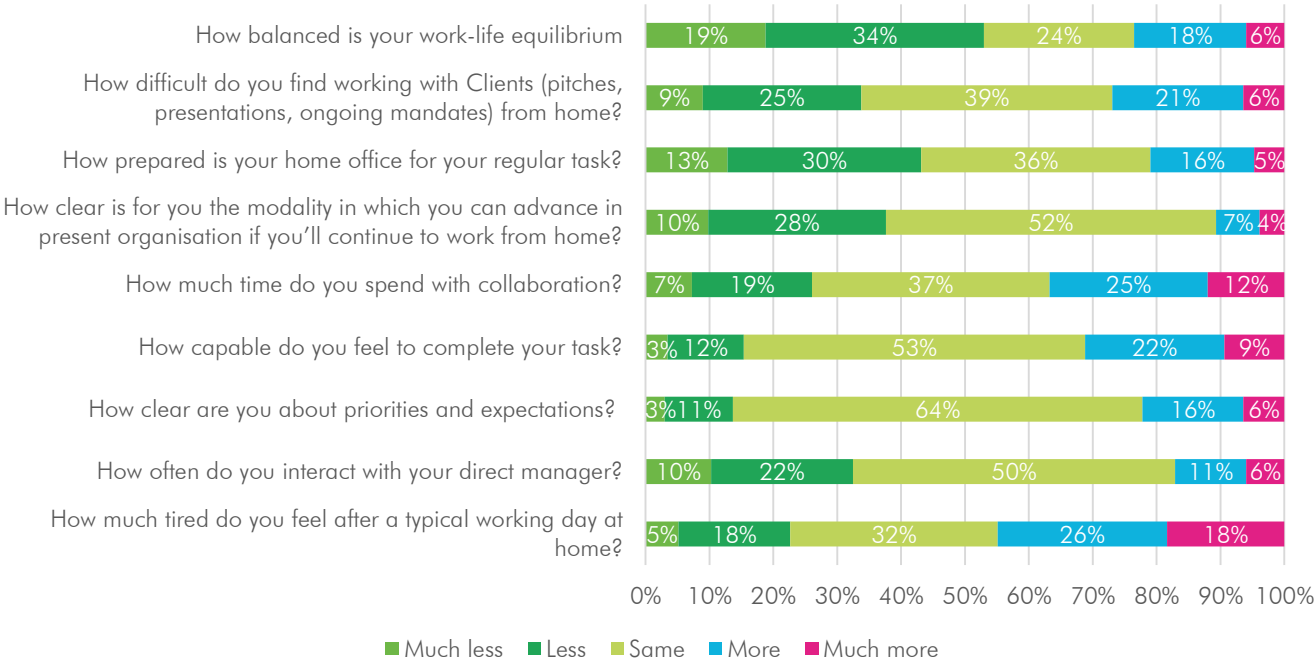
38% of the respondents changed their working schedule with flexible hours; 31% are the morning type in regards to the productivity and efficient work





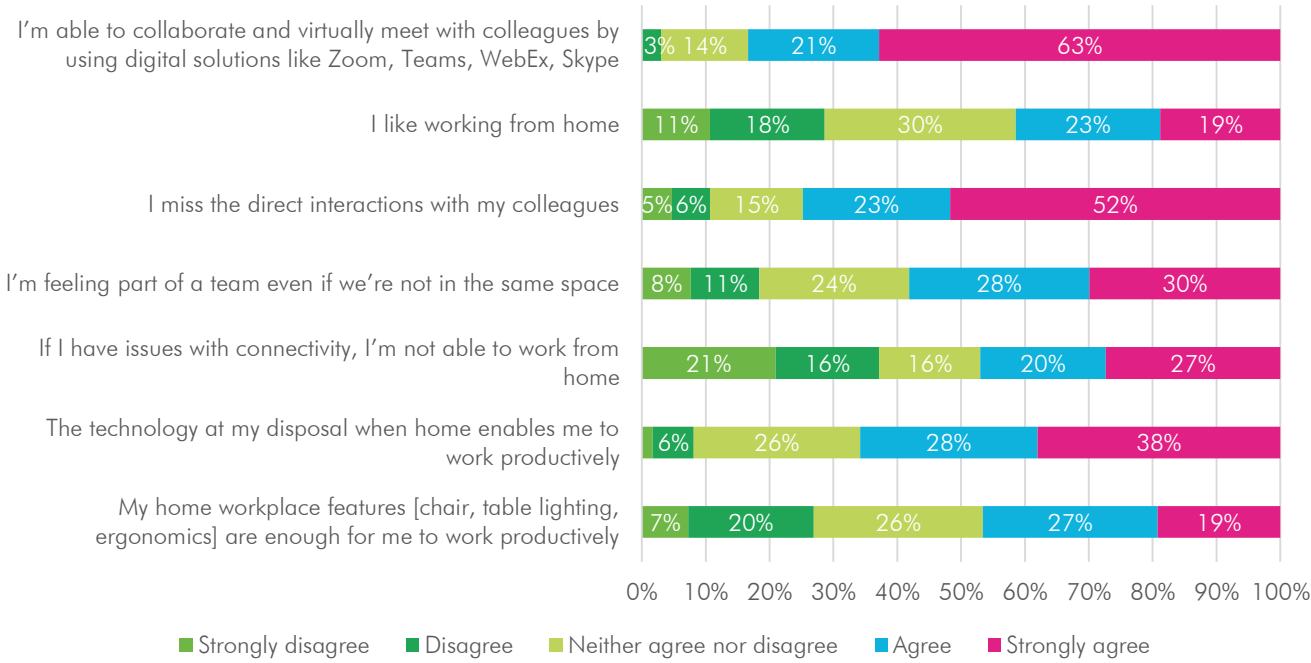
Compared to the regular office

18% of the respondents feel less tired after a regular working day  
12% of the respondents spend much more time on collaborating with colleagues



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 30% haven't decided if they enjoy working from home



ROMANIA  
WORK FROM HOME SURVEY

WFH Future

Working from home will not be an option for 33% of the responders versus 38% which intend to ask to WFH at least once a week  
Only 7% will refuse a proposal of WFH

WFH on regular basis - if the choice is yours

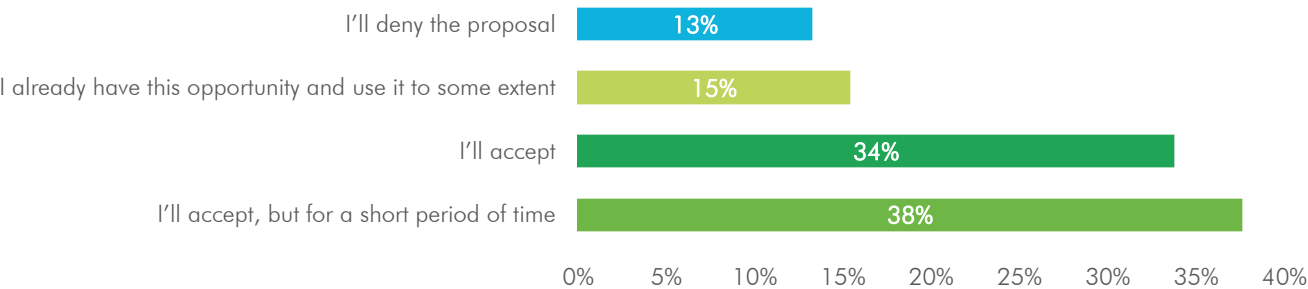
Yes, at least once a week	38%
No	33%
Yes, at least 2 days per week	17%
Yes, more than 3 days per week	7%
Home office is a daily routine already	6%

WFH on regular basis - if asked by the company

Yes, but for a short period of time	43%
Yes	30%
Yes, but negotiate to obtain proper settings for home	20%
No	7%

Is shared space an option?

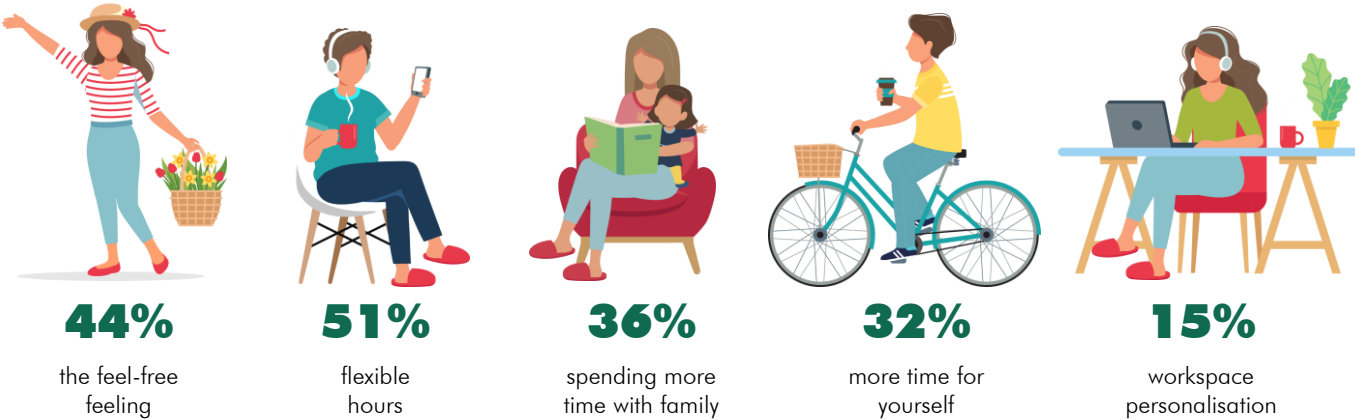
The majority of the respondents are opened to work from a co-working space



34%

OF THE RESPONDENTS ENJOY WORKING FROM HOME ESPECIALLY DUE TO THE FLEXIBLE SCHEDULE THAT THEY CAN MANAGE ON THEIR OWN.

Top 5 advantages of WFH



Rookie or Superstar





SLOVAKIA





What age?	42% 26 – 35 years old
What gender?	53% - female
What company size?	72% in multinational companies
How big is the company?	54% > 100 employees
What job role?	35% experienced worker & 33% manager
What Sector?	23% IT&C/ Technology, 14% real estate & 10% financial services

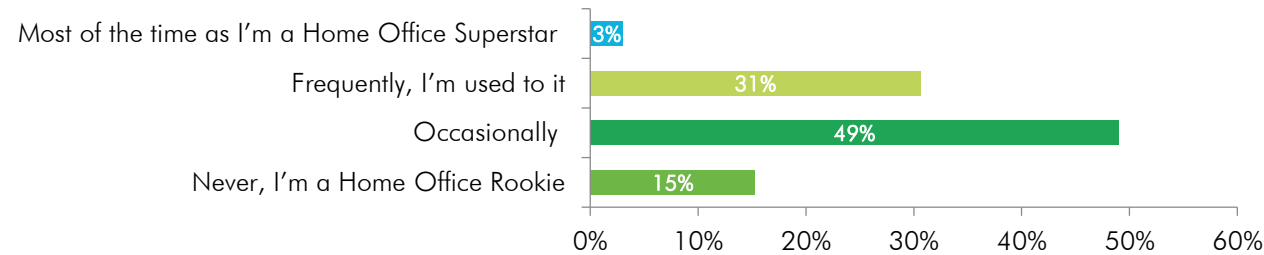
Time working from home due to COVID-19?

93% of the respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
2%	5%	93%

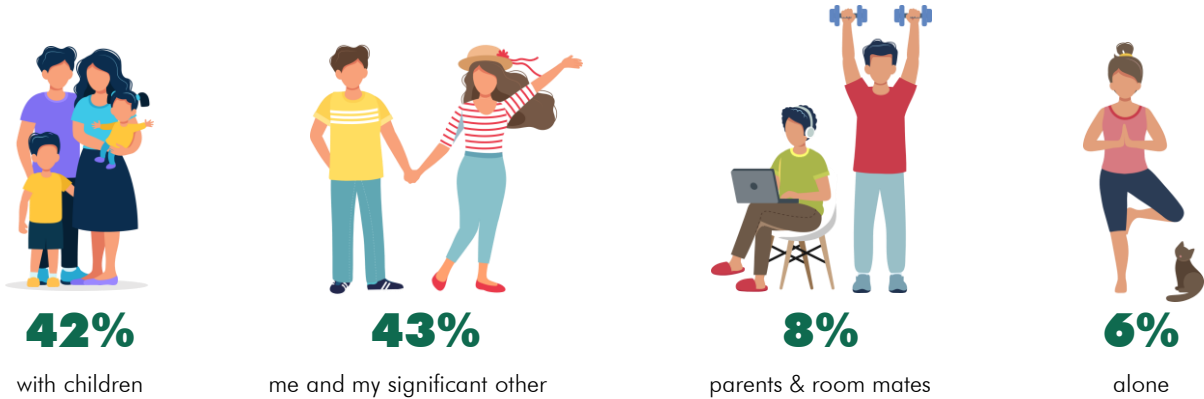
Are they used to WFH?

50% of the respondents occasionally worked from home



Home sharing?

43% of the respondents live with their significant other



Top 5 essential features for home workplace

93% of the respondents consider wi-fi connection the most important feature for WFH



SLOVAKIA  
WORK FROM HOME SURVEY

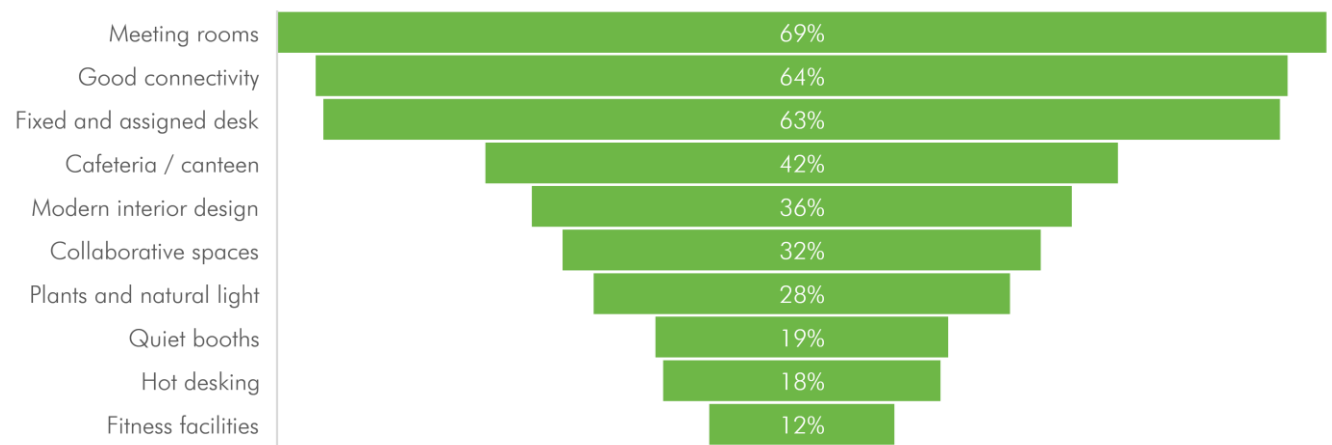
Top 5 things missed about the regular office

63% of the respondents have trouble with work-life balance



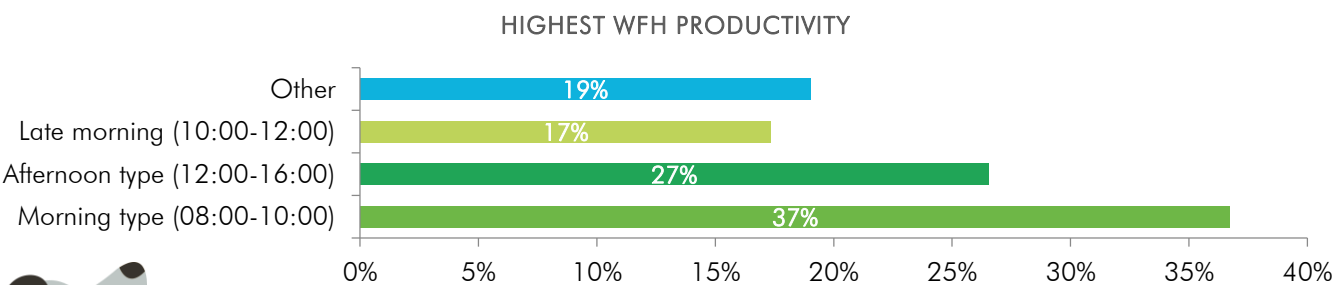
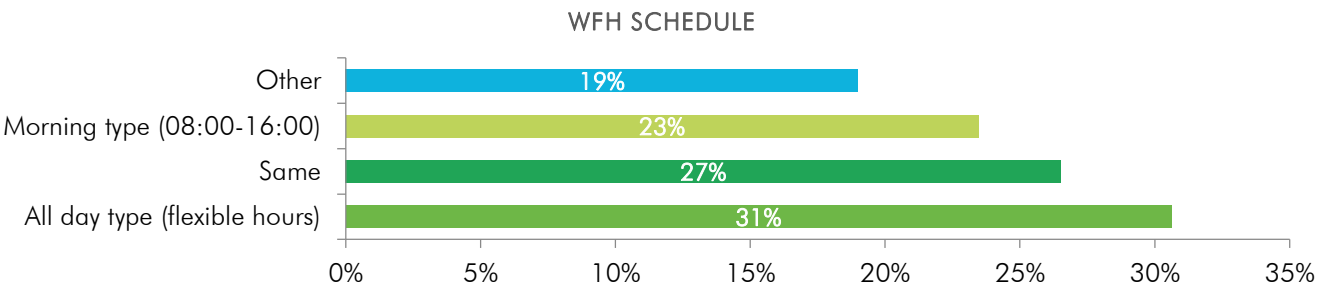
Regular office characteristics

The great majority of respondents have their regular office with meeting rooms and benefit of good connectivity. Fitness facilities are not such an frequently offered facility for employees



Work from home new programme and productivity

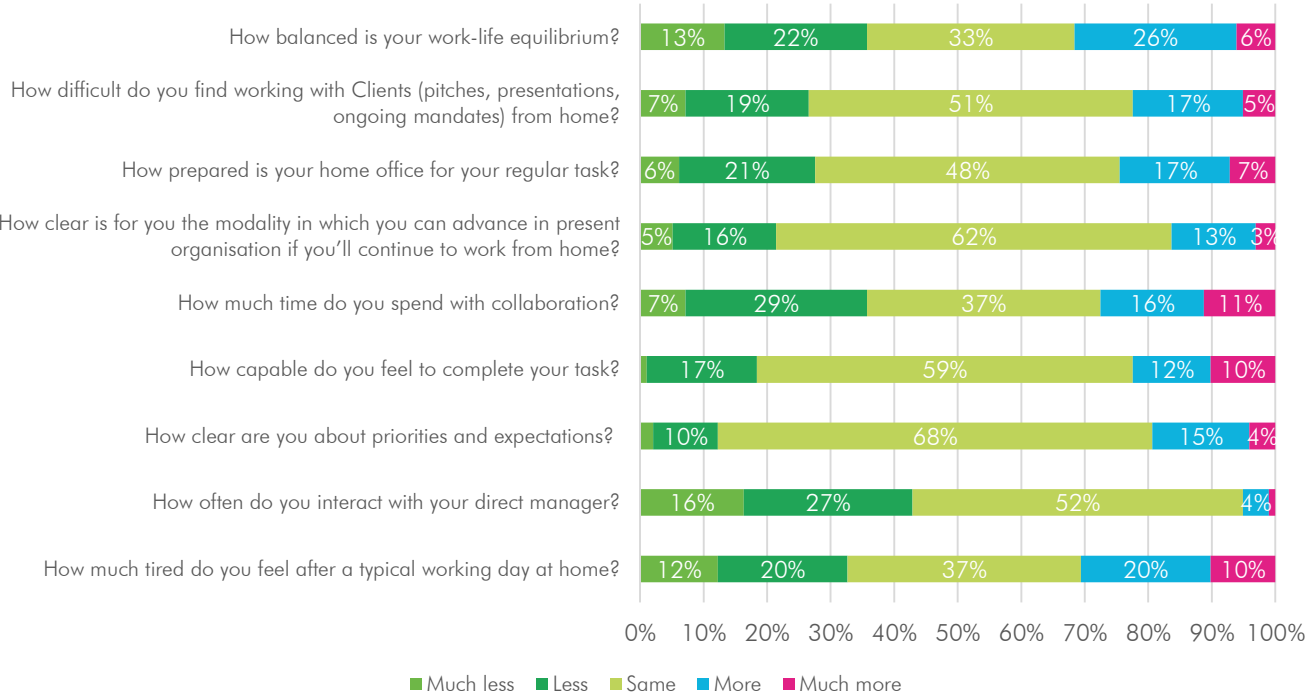
31% of the respondents changed their working schedule with flexible hours; 37% are the morning type in regards to the productivity and efficient work





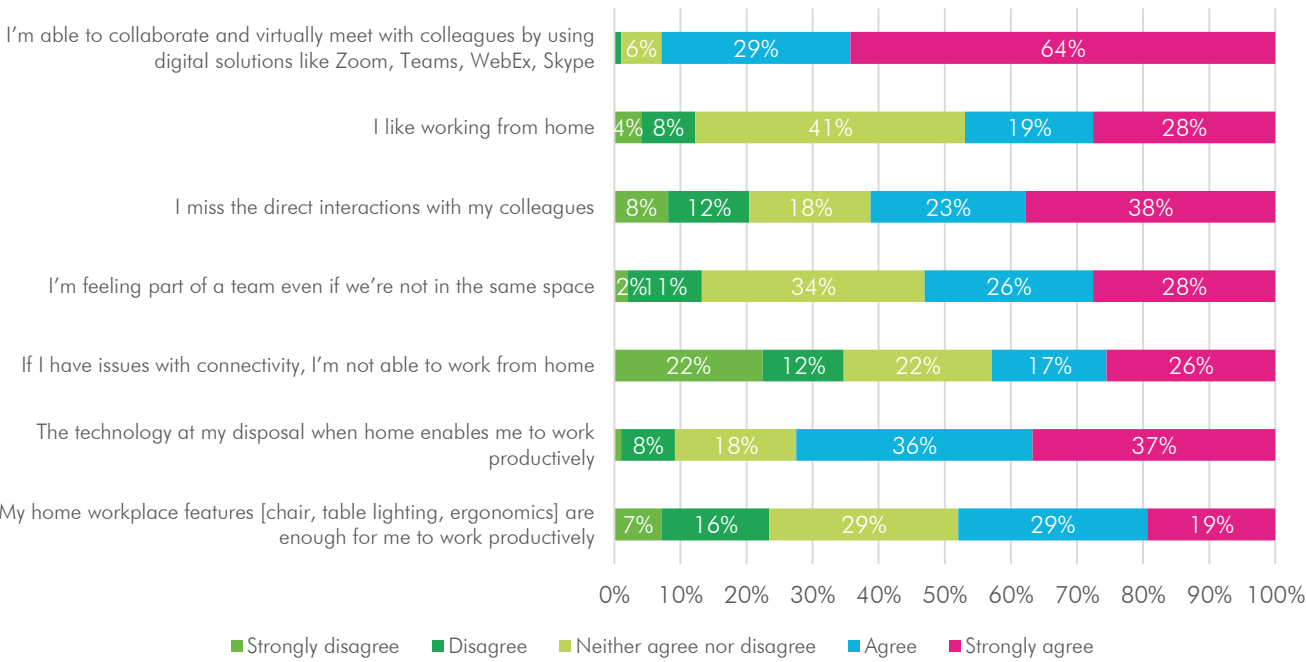
Compared to the regular office

26% of the respondents improved their work-life balance  
29% of the respondents spend less time on collaborating with colleagues



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 41% haven't decided if they enjoy working from home



SLOVAKIA  
WORK FROM HOME SURVEY

WFH Future

48% of the respondents intend to ask to WFH at least once a week, while for only 10% WFH will not be an option  
Only 2% will refuse a proposal of WFH

WFH on regular basis - if the choice is yours

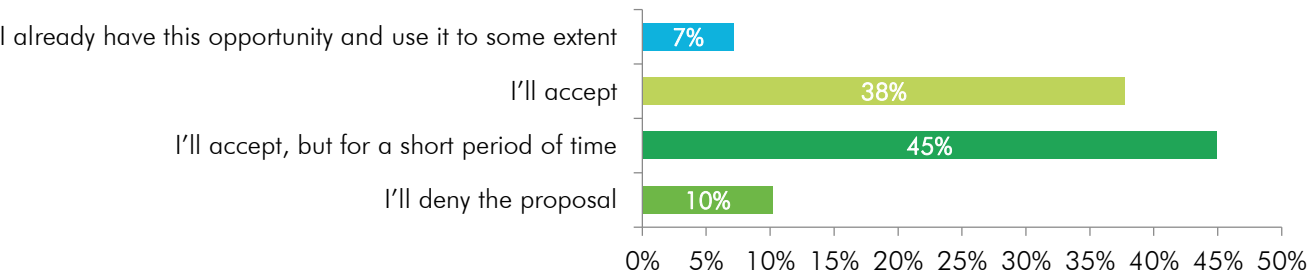
Yes, at least once a week	48%
Yes, at least 2 days per week	26%
Home office is a daily routine already	11%
No	10%
Yes, more than 3 days per week	5%

WFH on regular basis - if asked by the company

Yes, but negotiate to obtain proper settings for home	35%
Yes	33%
Yes, but for a short period of time	31%
No	2%

Is shared space an option?

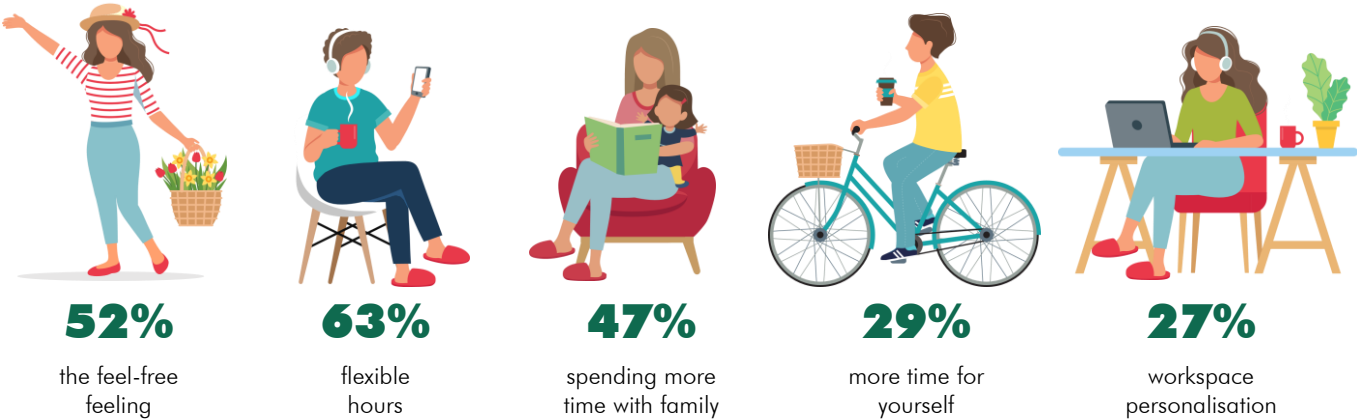
The majority of the respondents are opened to work from a co-working space



54%

THE MOST SIGNIFICANT ADVANTAGES IN WORKING FROM HOME FOR MORE THAN HALF OF THE RESPONDENTS WAS HAVING THE FLEXIBILITY OF WORKING HOURS, FOLLOWED BY THE FEEL-FREE FEELING AND HAVING MORE TIME FOR THEMSELVES.

Top 5 advantages of WFH



Rookie or Superstar



# SEE COUNTRIES





What age?	40% 26 – 35 years old
What gender?	55% - female
What company size?	73% in multinational companies
How big is the company?	84% <50 employees
What job role?	33% manager & 27% experienced worker
What Sector?	58% real estate, 9% IT&C/ Technology, 7% automotive & construction

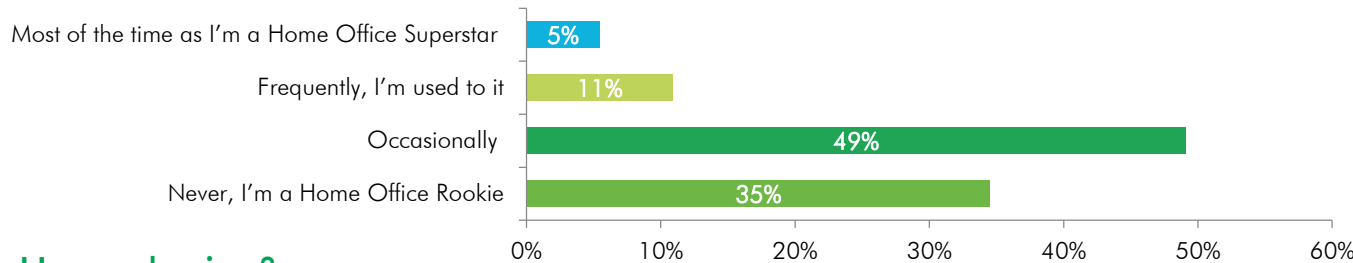
### Time working from home due to COVID-19?

All respondents have more than 3 weeks since they started WFH

<1 week	1-2 weeks	>3 weeks
0%	0%	100%

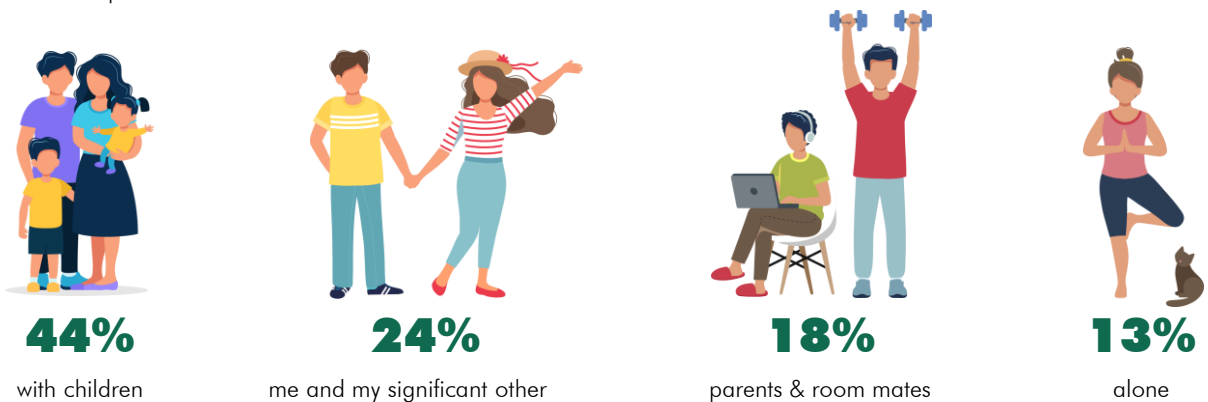
### Are they used to WFH?

49% of the respondents occasionally worked from home



### Home sharing?

44% of the respondents live with their children



### Top 5 essential features for home workplace

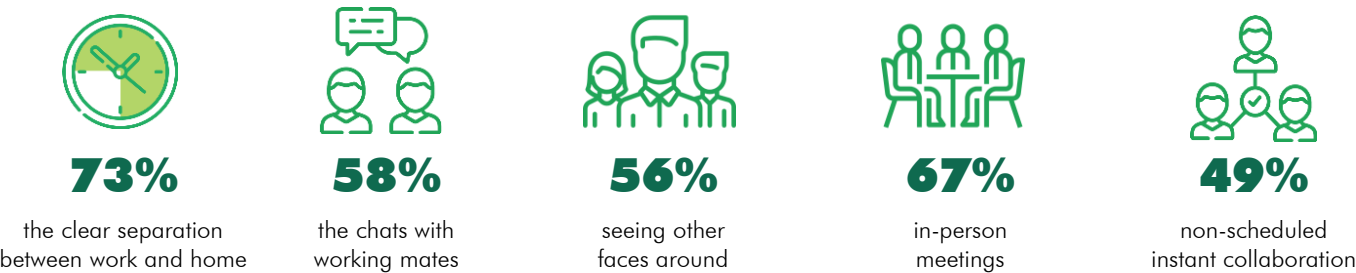
91% of the respondents consider wi-fi connection the most important feature for WFH



SEE COUNTRIES  
WORK FROM HOME SURVEY

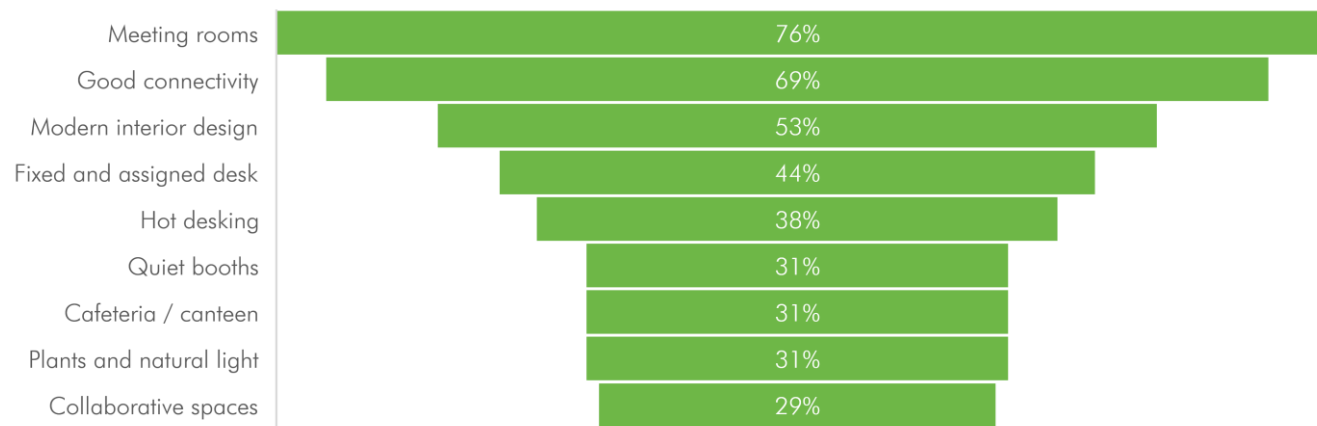
Top 5 things missed about the regular office

73% of the respondents have trouble with work-life balance



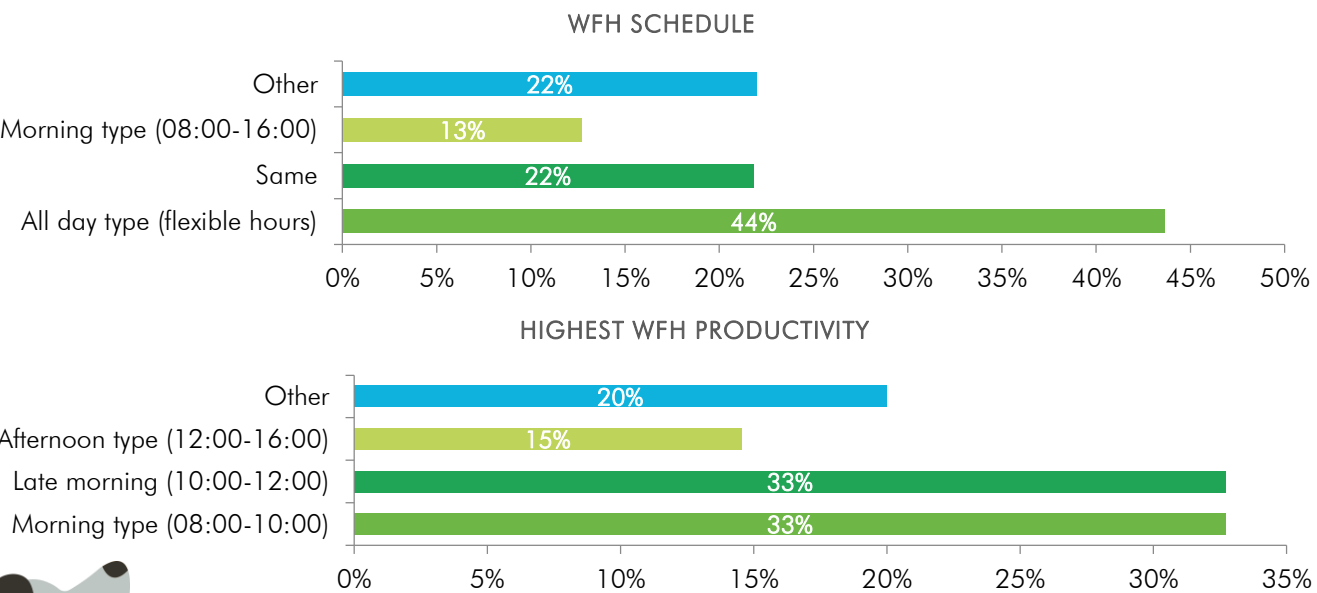
Regular office characteristics

The great majority of respondents have their regular office with meeting rooms, benefit of good connectivity and have modern interior design



Work from home new programme and productivity

43% of the respondents changed their working schedule with flexible hours; in equal percentages, 33% of respondents are the morning type & 33% the late morning type in regards to the productivity and efficient work

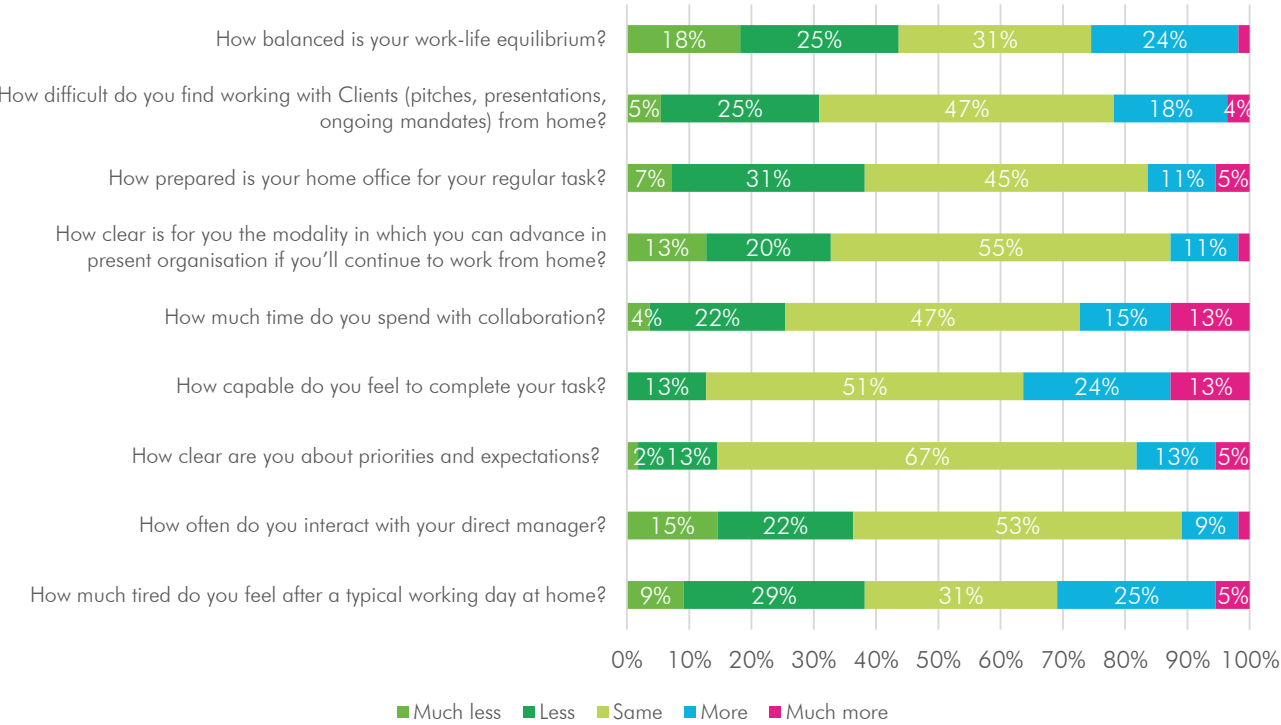






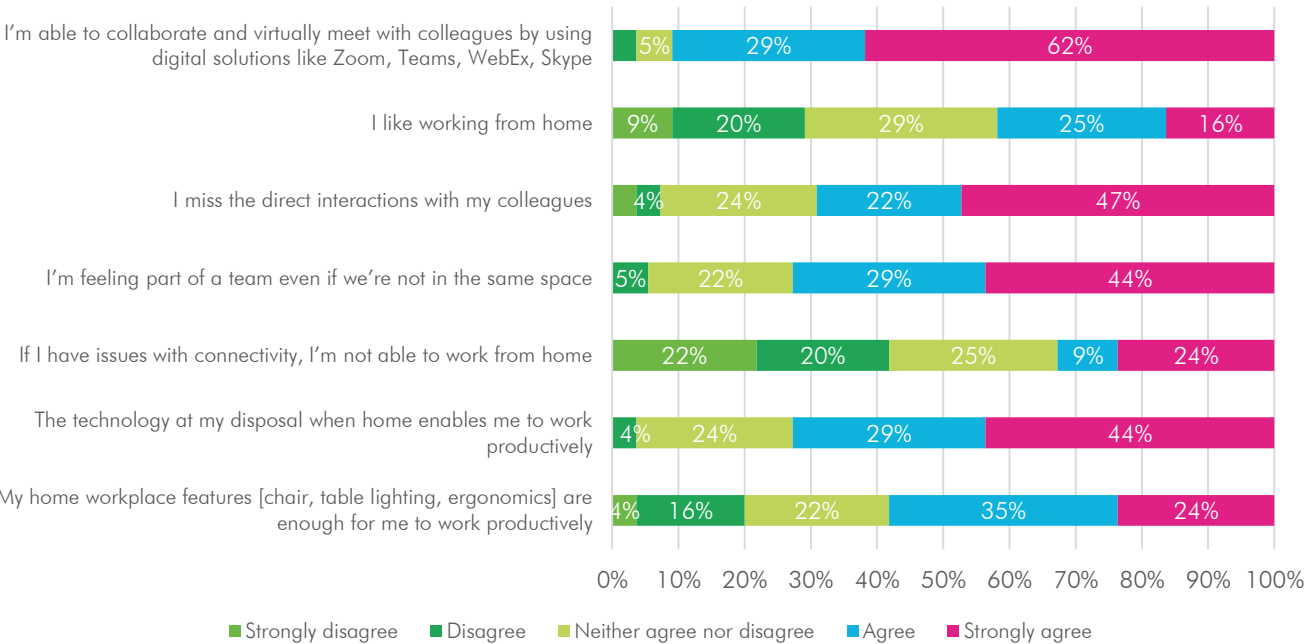
Compared to the regular office

67% of the respondents don't consider WFH a disrupter for prioritising their usual work and also for setting their daily expectations  
31% of the respondents stated that their home office is less prepared for their regular tasks



Working from home particularities

Most of the respondents use digital solutions for collaborate and virtually meet their colleagues, while 47% miss the direct interactions with their colleagues



SEE COUNTRIES  
WORK FROM HOME SURVEY

WFH Future

35% of the respondents intend to ask to WFH al least once a week, while for 42% WFH will not be an option  
15% will refuse a proposal of WFH

WFH on regular basis - if the choice is yours

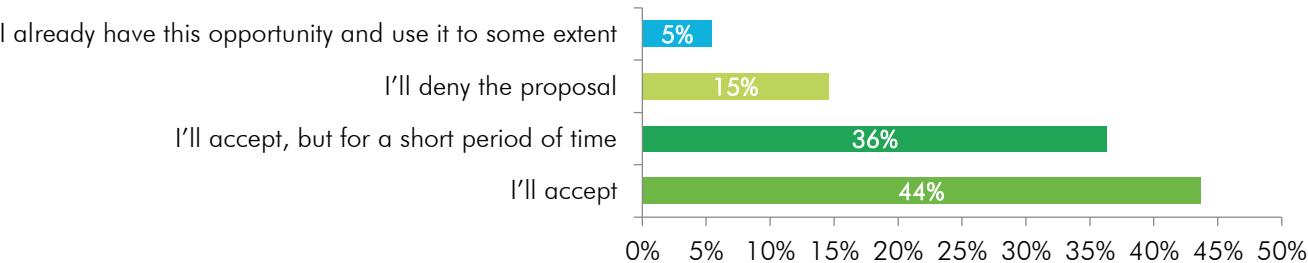
No	42%
Yes, at least once a week	35%
Yes, at least 2 days per week	15%
Home office is a daily routine already	9%
Yes, more than 3 days per week	0%

WFH on regular basis - if asked by the company

Yes, but for a short period of time	45%
Yes	24%
No	15%
Yes, but negotiate to obtain proper settings for home	15%

Is shared space an option?

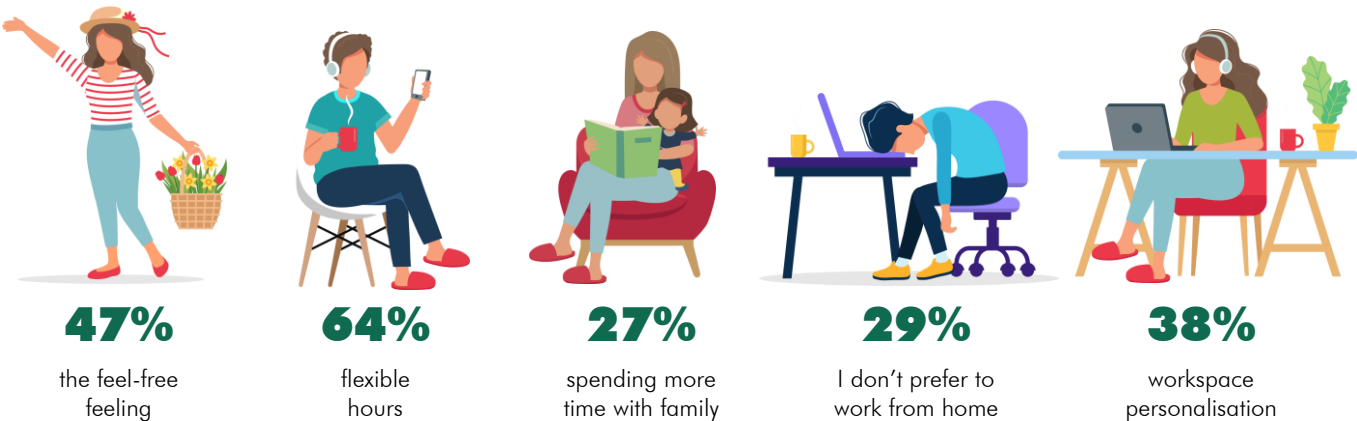
The majority of the respondents are opened to work from a co-working space



38%

OF THE INTERVIEWED PERSONS DON'T PREFER TO WORK FROM HOME, WHILE THE REST FOUND SOLUTIONS AND ENJOY THIS WORKPLACE TRANSFORMATION.

Top 5 advantages of WFH



Rookie or Superstar



# FINAL CONSIDERATIONS





INSTEAD OF CONCLUSION

We are witnessing a transformational period with major impact on the working process. The forced digitalisation brought by the COVID-19 pandemic in every aspect of our life might lead to greater productivity as well as bring the light on the importance of social interaction.

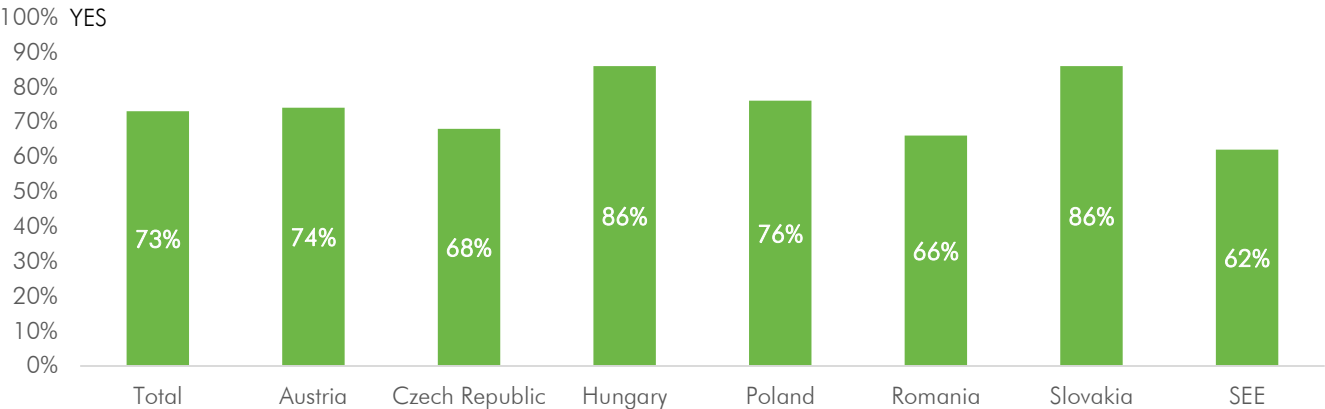
At the end of the lockdown, the traditional workplace can be found at a major crossroad, where developers and tenants look at every aspect for the safety and well-being of the employees. Office buildings with Green certifications and with advanced technology implemented will place among the first options of the tenants, while buildings with no evidences of such kind will quickly have to be updated and reconfigured in order to remain competitive. The possibility to work from home for more employees might challenge companies to reshape the workplace in order to make it more attractive and efficient blending new concepts such as hot desking and activity-based working, making history the pre-lockdown layout trends. Thus, we estimate for the next 12 to 24 months that the demand for office reconfigurations to grow considering the new legislation and the physical presence at the office. Every single company is planning a new operational process, redesigning its space to ensure a safe and continuous circulation flow while keeping the required safe physical distance between the desks.

Even though working from home became an attractive opportunity for the employees, based on our findings only 38% intend to ask their companies to work from home at least once a week. After the imposed period of working from home, the office space as we know it will be more clearly envisioned as a separator of work and personal life and the place to meet with colleagues and business partners as these two aspects were the most missed by the respondents, registering percentages of 61 and 64%.

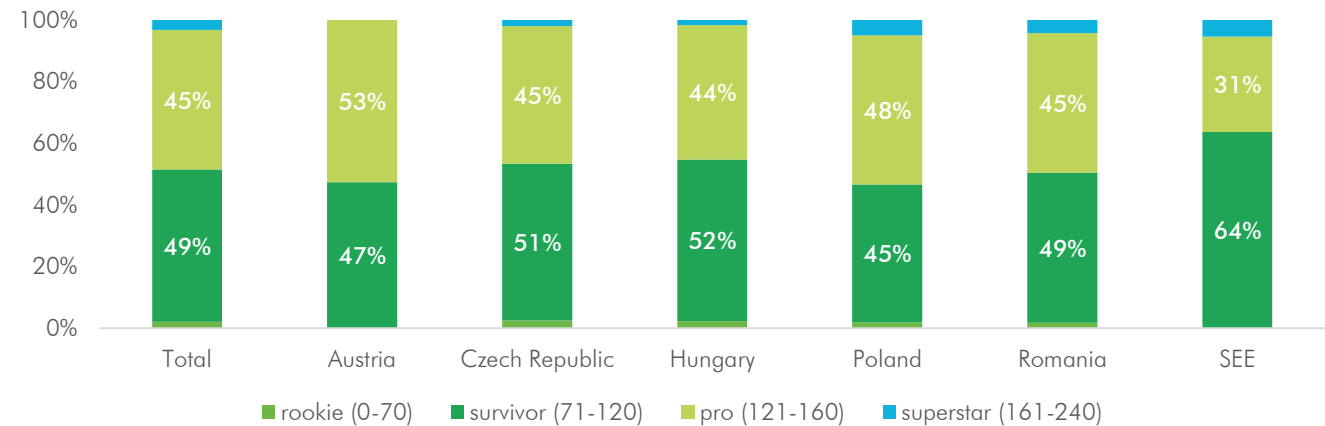
The working behaviour will definitely change, the workplace will be adjusted, companies will introduce new regulations and even though the percentage of employees working from home will grow, one must not forget that we are social human beings and need interaction as well as a balance between work and personal life.

SURVEY IN A NUTSHELL

ENJOY WORKING FROM HOME?



WFH - ROOKIE OR SUPERSTAR?



## HOME OFFICE ROOKIE OR SUPERSTAR WHERE DO YOU FIND YOURSELF AT?

### Home Office Rookie

Something is missing in your life, right? Office life seems to play an important role for you. You don't know where to start and how to take breaks, how to focus and how to relax.

Establishing a routine might be helpful, so might setting goals and drawing a clear distinction line between work and home life. Start with a morning coffee and a plan for each two hours of your day, remember to include short breaks. And don't worry – you have plenty of time to practice, we are sure that by the end of the quarantine you will reach a superstar level!

### Home Office Survivor

You are longing for your office environment, where you had your routine – your coffee companions, your lunch place and a proper desk. You struggle to get things done, but you try to organize the space around you so that it enhances focus and productivity.

Why don't you come up with a reward system for yourself? A short exercise/coffee/chocolate break after each completed task (provided that the task lasts at least an hour, otherwise you may want to spare some cash for smaller/larger sized clothes)?

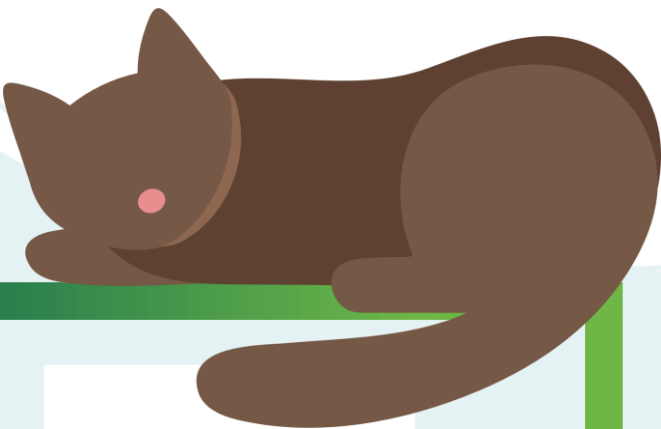
### Home Office Pro

You can still distinguish that this is not office you are working from, but you manage to organize your daily routine to fit both private and professional needs. You smoothly switch between laundry & cooking and excel & word. Best what you can do to survive quarantine!

### Home Office Superstar

You have mastered switching between working from office and from home and can't even see the difference! You even bring your device to the kitchen to have a coffee-chat with colleagues. Keep up the good work, quarantine is not a threat to your productivity your personal life at all!





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