

Hybrid workplaces: productivity, statistics, and key insights.

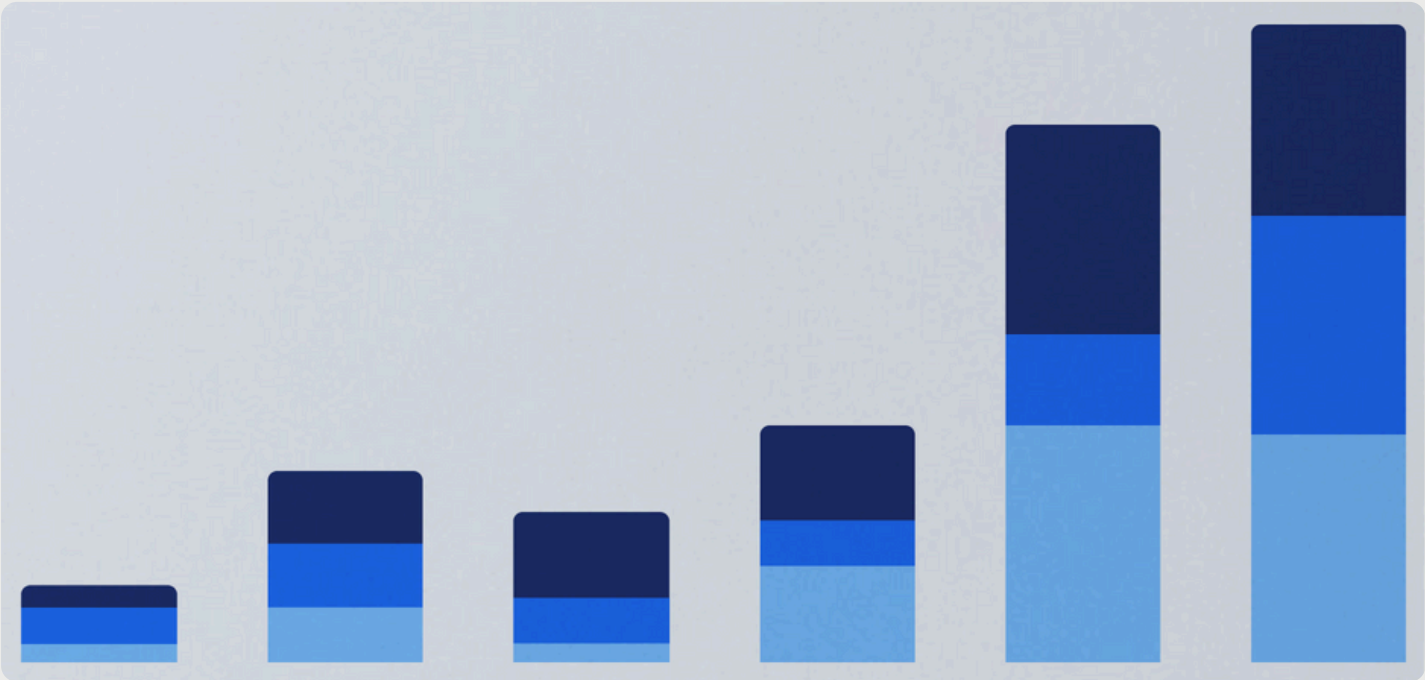
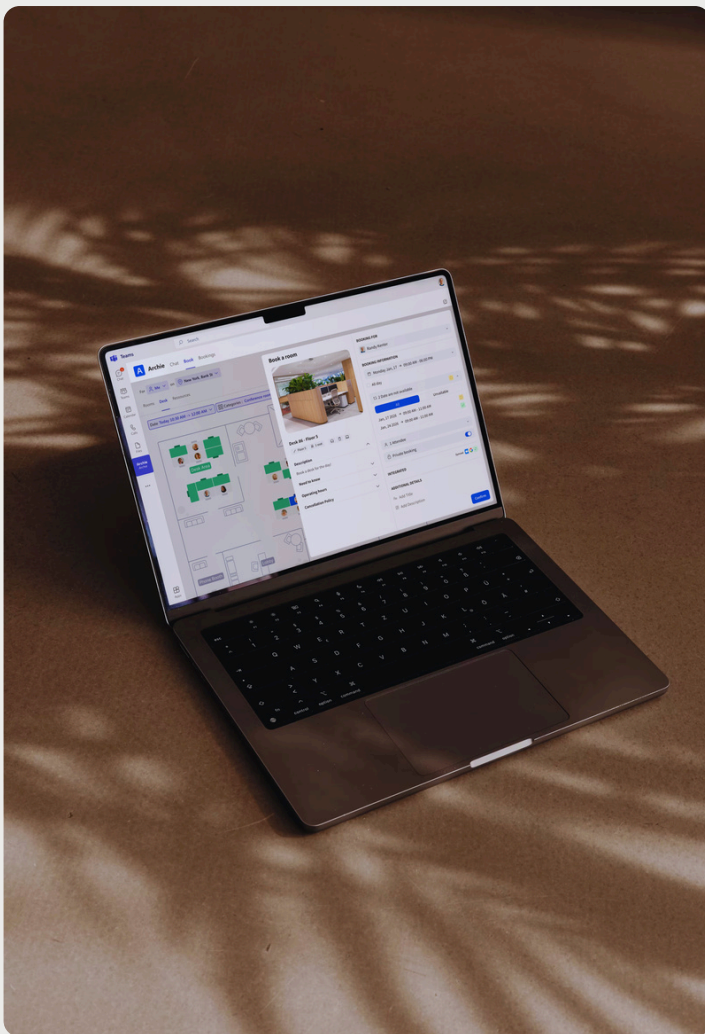


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Foreword



The workplace is no longer defined by four walls, fixed hours, or where a desk is located.

Hybrid work has transformed from a short-term response to global disruption into a long-term model that is actively shaping how businesses operate and how people engage with their work.

This report by Archie brings together the most up-to-date research and data on hybrid work in 2025. It offers a clear, evidence-based look at how organizations are adopting flexible models, the benefits and challenges that come with them, and what employees want most from their work environments today. Whether you're shaping your company's hybrid strategy or simply looking to understand where the future of work is heading, this report provides the clarity, context, and insights you need to move forward confidently.

Hybrid work adoption

64% of business leaders report that their companies are currently operating under a hybrid work model (Zoom, 2024).

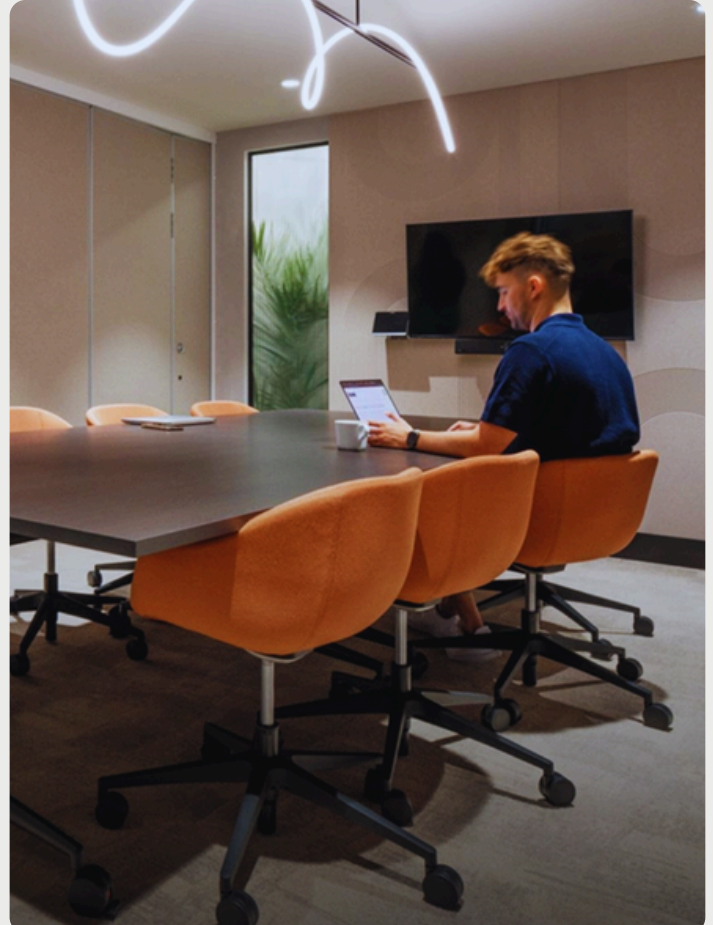
Hybrid work has grown into a global movement, reshaping how organizations think about work and workplace design. However, **its implementation varies widely depending on geography, industry, and cultural norms.**

In regions like Western Europe and parts of Asia-Pacific, hybrid and remote work have been widely adopted, with many companies embracing flexible arrangements as part of their long-term strategy. In contrast, countries with more traditional corporate cultures or stricter regulatory environments may still favor office-based routines. Similarly, industries such as tech and business services often allow for more flexibility, while healthcare, manufacturing, and education typically require more on-site presence due to the nature of the work.

Despite these differences, one thing is clear: the shift toward flexible work is ongoing.

A significant 75% of business leaders expect their company's work model to continue evolving over the next two years. This means hybrid work is not a fixed solution but a moving target, one that requires regular review and adjustment.

To stay competitive and attract top talent, companies must be willing to adapt their policies and physical spaces. The most successful organizations will be those that stay open to change, listen to employee feedback, and continually refine their approach to meet both business goals and workforce expectations.



Making hybrid policies work

Only 11% of workers say they helped shape their hybrid schedule (Gallup, 2024).

When employees are included in the process of shaping their work schedules (such as deciding how often they work from the office, which days suit team collaboration, or how to organize their remote workdays), they're more likely to **feel a sense of ownership over their work**.

This not only leads to greater engagement and productivity, but also builds trust between employees and leadership. When people feel heard and trusted to make decisions that support both their personal needs and their team's goals, they are more motivated to contribute and stay committed to their organization's success.

Unfortunately, **most companies have taken a top-down approach**, implementing hybrid policies without consulting the employees who are most affected by them. According to recent data, only 11% of workers say they had a say in creating their hybrid schedules.

This lack of input often leads to confusion, dissatisfaction, and even resistance, especially when office attendance feels unnecessary or poorly explained.

Rethinking office spaces

75% of employers plan to redesign their office spaces within the next few years (Cisco, 2024).

As hybrid work becomes the norm, many companies are rethinking how much office space they really need. To cut costs, **over half have reduced the size of their offices**. They still want employees to come in from time to time, especially for team collaboration, culture-building, and face-to-face interactions, which is why three-quarters of employers plan to redesign their office spaces within the next few years.



Employee retention

69% of employers say hybrid work has improved staff retention (Cisco, 2025).

Flexibility has become a major factor in both attracting and retaining talent. In today's job market, professionals are actively seeking roles that offer a better work-life balance, and hybrid work is often at the top of their list.

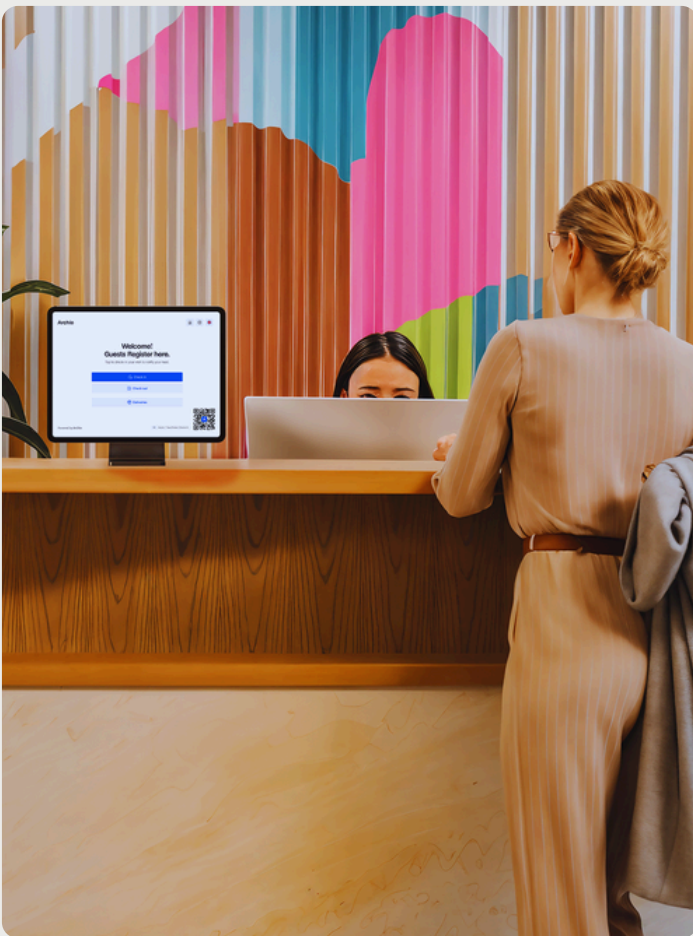
This shift in priorities has had a clear impact on employee retention. In particular, **companies that ask employees to come in only once a week have seen the biggest improvements in retention.** Meanwhile, employees who already have flexible work options are more likely to stay, even if they aren't actively looking for new opportunities.

From a hiring perspective, hybrid policies are also a competitive advantage. Younger professionals, especially Gen Z, are more likely to choose a job based on how flexible it is.

Companies that embrace hybrid work are positioning themselves as modern, people-focused employers — something that resonates strongly in today's workforce.

Hybrid work productivity

84% of workers say they're more productive outside a traditional office (Zoom, 2024).



One of the biggest wins for hybrid work is **the reported boost in employee productivity**. Many workers say they're able to focus better and accomplish more when they have the flexibility to work from home or split their time between home and the office. This is especially true for younger professionals, but the trend holds across all age groups.

According to recent data, 84% of employees feel more productive outside a traditional office setting. They often cite **fewer distractions, more control over their schedules, and reduced commute times as key reasons**. That said, growing stress levels and burnout are emerging concerns. When working from home, employees are often putting in longer hours and struggling to disconnect.

Employer perspective

81% of employers admit RTO rules are partly based on a lack of trust (Cisco, 2025).

While many employers support the idea of hybrid work, **there's still a noticeable disconnect between leadership intentions and employee perceptions.**

Most companies say they see the benefits of hybrid setups: improved performance, flexibility, and employee satisfaction. But when it comes to enforcing return-to-office (RTO) policies, **trust becomes a sticking point.**

A surprising 81% of employers admit that their RTO rules are driven, at least in part, by a lack of trust. Employees have picked up on this, with many believing that being asked to return isn't about collaboration or business needs — it's about control and visibility. **This tension can weaken morale and make workers feel undervalued**, especially if their performance has remained strong while working remotely.

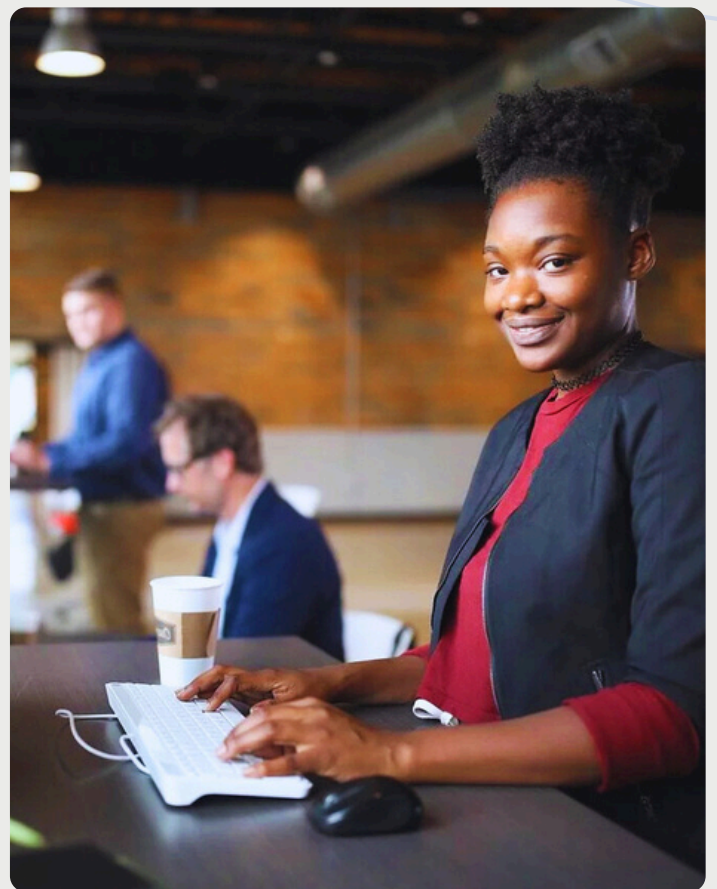
Employee preferences

58% of employees expect their work preferences to change during their careers (Zoom, 2024).

Employee preferences around hybrid work are shaped by personal circumstances, career stage, and lifestyle priorities. **While flexibility is widely valued, there's no single setup that works for everyone.** Some employees thrive in a fully remote environment, others prefer the structure of an office, and many enjoy a mix of both. What's more, these preferences aren't fixed; they tend to shift over time.

Organizations that **recognize and support this flexibility are more likely to maintain high levels of engagement and retention.**

Rather than enforcing rigid policies, successful companies are building hybrid frameworks that can grow with their teams, offering options that support both professional performance and personal balance.



Hybrid work challenges

Remote workers are 1.3x more likely to feel insecure about their jobs than in-office workers (The ADP Research Institute, 2024).

While hybrid and remote work offer flexibility, they also come with real concerns, especially around **visibility and job security**.

Many remote workers worry that not being physically present in the office could hurt their chances for recognition, promotions, or even job stability.

It's understandable. When people aren't regularly seen by managers or included in informal conversations, it's easier for their contributions to be overlooked.

To address this, companies are starting to **train leaders on how to manage hybrid teams more effectively**, making sure remote employees are included, heard, and given equal opportunities to grow.

Hybrid work technology

49% employees say the tools they use don't work well across home and office (Cisco, 2025).



Technology is the backbone of successful hybrid work. From video conferencing and project management tools to digital whiteboards and smart meeting room systems like Archie, the right tech helps teams stay connected and productive, no matter where they're working. Both employees and employers recognize this: **90% of workers and 93% of companies agree that effective collaboration tools are essential** for making hybrid work run smoothly.

But despite this widespread agreement, many organizations are falling behind. **Only 32% of companies are actually investing in top-tier collaboration tools.** As a result, employees often struggle with outdated platforms, poor integration between systems, or tech that doesn't function well across home and office environments.

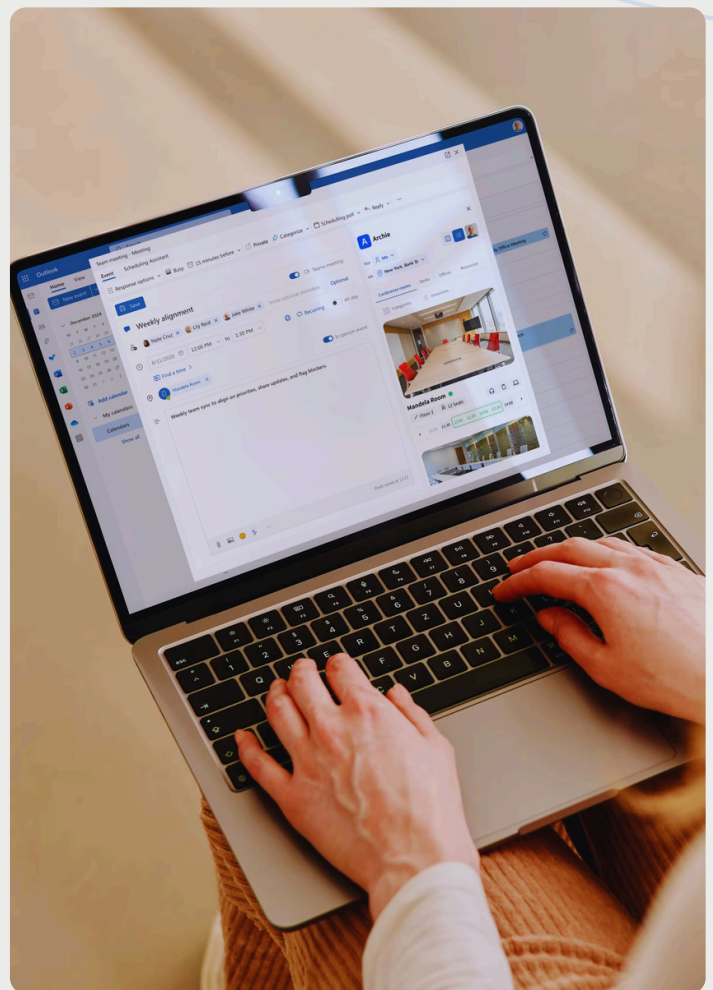
The future of hybrid work

Just 34% of U.S. CEOs expect a full return to the office in the next three years (KPMG, 2024).

Hybrid work is no longer a short-term solution; it's becoming the long-term standard for how we work. **The shift toward flexibility, employee autonomy, and distributed teams is shaping the future of the workplace** — and most business leaders are taking note. In fact, only 34% of U.S. CEOs expect their companies to fully return to the office within the next three years, signaling a strong move away from traditional office-first models.

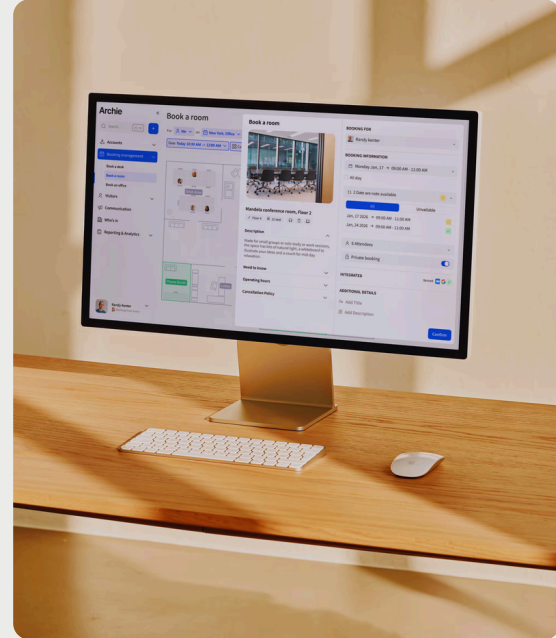
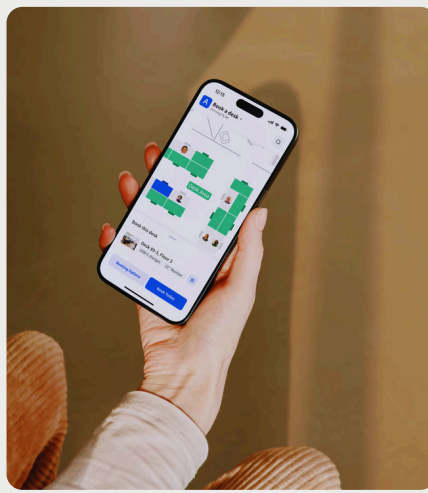
The most forward-thinking organizations will be the ones that treat hybrid work as a strategic advantage, not a temporary fix. By focusing on outcomes, flexibility, and smart workplace design, they can build resilient, high-performing teams ready for whatever the future brings.

Is yours one of them?



Sources

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About Archie

Archie works where your team does —
it's a powerful space management software
that helps you run a hybrid office.

You can use it to plan office attendance,
book desks and meeting rooms,
and coordinate team schedules,
just to name a few. Your teams stay
connected, while you get clear insights
into space usage and office trends to make
smarter decisions about your workspace.

[See it in action →](#)