



Storm in a coffee pot

Work From Office continues to be plagued by coffee badging

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Future of workplaces



The future of workplaces continues to evolve towards becoming more dynamic, flexible, and resilient. However, the future of the workplace cannot be a one-size-fits-all. Different organizations will need to find their balance between WFO, hybrid or full-time co-located working.

As we move towards finding this balance, many workplaces are struggling to successfully implement future-looking workplace policies that may not be in line with the expectations of all employees.

Quite a few organizations working on implementing hybrid working or going back to being full-time co-located are facing significant challenges in building a productive and positive transition.

The recent trend of coffee badging, where employees make brief appearances at the office to engage in social interactions with colleagues and ensure visibility to their supervisors, is worrying and potentially indicative of deeper challenges.

According to a recent survey, 58% of hybrid workers are coffee badging while another 8% say they haven't been coffee badging but would like to try it.

Coffee badging

“

I am supposed to work
from office today

”

“

Oh! You mean you're
going to have coffee
and say hi to
everyone

”

“

Shh! Don't say it
out loud

”



Who are more likely to **coffee badge**?

Special attention needs to be paid Gen Z, female and non-managerial employees who have a higher propensity to coffee badging.

GenZ employees

One out of every three GenZ employees has a low perception about their workplace being free from favoritism.

Female employees

A larger share of women (4% more than men) believe their workplace is burdened by office politics.

Employees in non-managerial roles

As compared to employees in managerial roles, 7% more of non-managerial employees feel overlooked in terms of being genuinely valued for their individuality, beyond their roles within the company.

Focus areas for **way forward**

Ideally working from the office should improve collaboration and camaraderie and improve work. However instances of coffee badging seem to indicate that employees feel that they are more productive working from home. This is due to a multitude of reasons and our research shows that organizations trying to promote higher productivity and collaboration among employees returning to the office should focus on the below:

Work-Life Balance

Perception that returning to the office adversely impacts work-life balance discouraged employees and puts undue stress, impacting employee wellness and work quality.



Ethical and trustful collaboration

Remove working gave productive employees to take ownership and deliver consistently. Some of them feel returning to the office can bring back micro-management, workplace politics and favouritism.



Maintaining a listening culture

Often, when leaders communicate, however clearly, they fail to listen. Employees feel the need to be heard especially in matters that impact them.



Making available the right resources

For some employees, the workplace provides an atmosphere that improves their productivity, while for others it does the opposite. Workplaces of the future need to ensure they provide the right resources and work environment to enable each employee to give their best.



Providing a fun place to work

Celebrating special events and investing in making a fun workplace can reduce apprehension and promote employees to work from the office



Sense of belonging

A sense of belonging in the workplace allows employees to be themselves and bring their authentic selves to work. This is a big driver of workplace wellness and productivity. When management shows sincere interest in employees, and people truly care about each other, organizations can build a psychologically and emotionally healthy workplace.



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