

A blurred background image of a modern office interior. It features several tables and chairs, some with plants on them, and large windows in the background. The overall color palette is light and airy, with a focus on the text overlay.

codi

2022

Top Workplace Trends



Advancements in communications technology, the rapid rise of remote working conditions during the pandemic, and a growing interconnection between all aspects of the business world have combined to create a new normal which will define the state of the workplace in 2022 and beyond.

No longer are companies tied to centralized office spaces and 9-to-5 hours. Workplace flexibility is the watchword of the new year, with companies leasing space for more limited periods and increasingly relying on hybrid work models where at least some of their workforce spends part of all of their time doing their jobs remotely.

Codi CEO Christelle Rohaut points out how the pandemic has soundly dispelled the need for long-term leases.

“We’re going to have to rethink our relationship with leases. People don’t want to commit to massive leases, and in today’s world, they just don’t work.”

Hybrid workspaces have been around for some time, as technology has empowered people to stay in touch with their workplaces and accomplish a surprising number of tasks from anywhere in the world. The pandemic rapidly normalized such trends as businesses learned how to continue operations safely. In the process, a number of tangible benefits emerged.

Hybrid workspaces have been around for some time, as technology has empowered people to stay in touch with their workplaces and accomplish a surprising number of tasks from anywhere in the world. The pandemic rapidly normalized such trends as businesses learned how to continue operations safely. In the process, a number of tangible benefits emerged.

For one, it spelled the end of long and grinding commutes. The increased flexibility also allowed them to better address personal life commitments. And, crucially, far from lowering productivity, it actually enhanced employees’ abilities to meet deadlines with quality work.

Organizations too are reaping the benefits of the new state of the workplace. Beyond increased productivity and saved time, they can take advantage of a global job pool. With time and resources freed, they can more rapidly take advantage of opportunities and address unforeseen challenges. Costs go down without sacrificing productivity, and when properly leveraged, the effect can be transformative.

“There’s so much to learn from the early phases of coworking, and there’s only room to improve,” Rohaut adds. That shows itself most readily in the rapidly changing concept of office space. Day-to-day expenses account for a considerable slice of companies’ overhead budgets, including leasing space, utility bills, cleaning services, and a myriad of other costs.

A flexible workplace can greatly reduce those overheads, and an office space organized around those principles will save the company huge amounts of money without sacrificing productivity. To get there, however, managers and other leaders need to radically rethink their approach and readily embrace the trends that are redefining the state workplace in 2022.

Back to 9- to-5? Maybe Not.

Traditional business models have held to a 9-5 workweek. That classic state of the workplace began to change as communications technology became more widespread: drawing the world closer together and allowing for work to be effectively performed from remote locations. The onset of the COVID-19 pandemic accelerated those changes faster than anyone could have anticipated, as the world quickly

However, a [OneLogin survey](#) uncovered that 34% of the 2,000 global respondents suggested that they had felt some form of pressure to return to the office, despite calls from healthcare experts and governmental authorities to stay at home.

The survey further found that:

Men were more likely to feel this pressure than women, with 42% reportedly having felt pressured to return to the office, compared to just 25% of women.

MEN

42%

WOMEN

25%

Those in positions of senior management were more likely to have felt pressured to return to the office, with 50% reporting so, compared to just 22% of their junior counterparts.

SENIOR

50%

JUNIOR

22%

IT industry professionals also reported feeling pressured to return to the office at a rate of 50% — the highest of any profession.



Any lingering skepticism over remote work has been soundly dispelled, as the pandemic-induced experiment in remote work arrangements proved to be a huge success, as companies took advantage of reduced overheads to register bigger profits. That came about in large part because the expected loss of productivity just did not happen.

“Breaking free of the office mentality is the superpower of tomorrow’s most sought-after employees, and remote work is rapidly becoming an understood expectation by both top talent and progressive organizations.”

— Darren Murph, Head of Remote, GitLab.

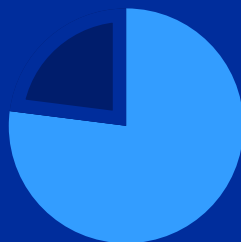
A [survey by ConnectSolutions](#) reinforces Murph’s assertion.

The flexibility of working from home has allowed employees to better attend to personal needs away from work while performing their duties in a time and a manner that suited their circumstances. That, in turn, has led to the rapid abandonment of standard 9-5 work models. [Across the Atlantic](#), more than half of full-time workers in the UK would like to do away with the traditional “9 to 5” working day.

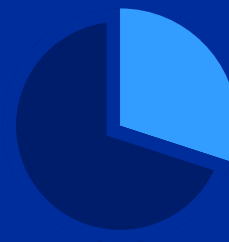
A [YouGov/McDonalds study](#) shows that while the shift was underway before the pandemic, change swiftly spread and has now become the new normal. [As Rohaut points out](#), that extends to tech giants such as Amazon, Google, and Microsoft who are now embracing remote work options.

That, combined with the practical financial benefits of the hybrid model, has shifted the state of the workplace away from the 9-5 model, and, most likely, for good.

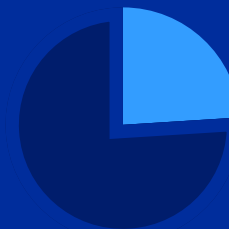
US | ConnectSolutions Remote Collaborative Worker Survey



77%
reported greater
productivity

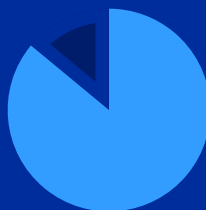


30%
accomplished more in
less time



24%
accomplished more in
the same amount of
time

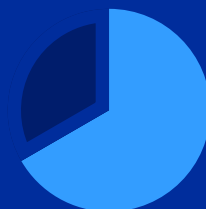
EUROPE | Samsung Electronics & The Future Laboratory Survey



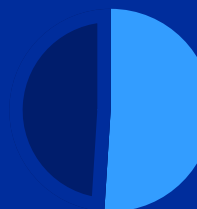
86%
Europeans
disinterested in
returning to
traditional work
model



50%+
More productive
working from home



66%
Europeans made /
planning home
improvements



51%
technology helps
set boundaries

"If businesses can get this right, it's going to unlock a completely new phase of human productivity — one that also prioritizes a much healthier way of living."

— Austin Hale, Tactic Co-Founder & COO

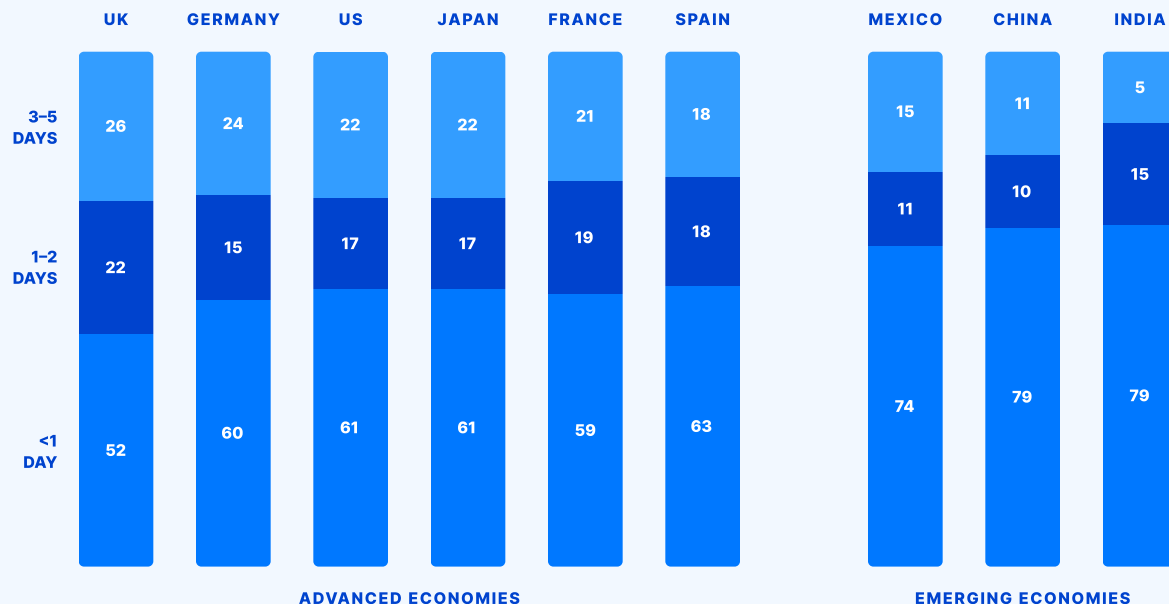
This is where Codi steps in, offering a bespoke office solution that provides you with the ideal space for a flexible hybrid workplace, lowering costs considerably while facilitating a healthy work/life balance.

An ad hoc space — leased for twice a week or similarly truncated time — lets multiple companies share real estate costs without losing the office-level amenity workplaces. Such spaces allow you to hold meetings, provide one-on-one interaction, and meet with potential clients or customers. So-called 'Twice-a-Week' offices tend to make for a happy medium, helping your hybrid model thrive and your employees to become comfortable with the schedule. The flexible offices also allow you to bring your team together for brainstorming sessions and weekly or monthly meetings. This resonates with the founder and CEO of Friday — Luke Thomas, whose company has been a fully distributed since day one, adds:

"I miss having lunch with coworkers. I enjoy going on walks, finding a new place to eat, and the variety of conversation that ensues when you are all-together in one place. I don't believe there is a digital replacement for these types of conversations. There's something special about sitting down and eating food together with others."

WORKFORCE WITH REMOTE-WORK POTENTIAL BY NUMBER OF DAYS PER WEEK

% OF 2018 WORKFORCE | NUMBER OF DAYS PER WEEK OF POTENTIAL REMOTE WORK WITHOUT PRODUCTIVITY LOSS (EFFECTIVE POTENTIAL)



A [Mckinsey survey](#), meanwhile, has determined that while the majority of the workforce cannot work remotely, up to a quarter in advanced economies can do so 3-5 times a week.

EXAMPLE OCCUPATIONS

- Financial Managers, market research analysts, statisticians
- Civil engineers, physicists, psychologists
- Barbers, firefighters, aircraft cargo handlers

Codi makes this possible, offering flexible spaces featuring all the amenities a business needs for the state of the workplace today. Carefully selected with ease of access in mind, they're located in centers readily accessible via local freeways or public transit systems all without a hefty full-time lease.

According to Souha Ezzedeen, an associate professor of human resource management at York University in Toronto, coworking **"is a lot more feasible, possible, imaginable, accessible."**

Employees are empowered, working remotely and on their terms. It's an ideal compromise that can light the fuse on a hybrid work model, changing the state of the workplace for your business and giving you a leg up on time and costs.

Ashley Nunes, a Harvard Law School research fellow who specializes in work/life, believes workplaces should move from a time-based approach to a product-oriented outcome.

The 9-5 office model is in the past now. Our kids will only know this model from the movies."

"The reality is that you are actually not getting paid to sit at your desk from 9 a.m. to 5 p.m. You're getting paid to actually get a job done during that time. What we need to do is empower workers to also have the opportunity to perform that work under conditions that maximize their productivity."

Codi's flexible, fully furnished, office-level amenity hubs are designed to drive productivity, foster collaboration, and raise motivation.

"Remote work is a straight net improvement for our quality of life, our local communities, and the environment," says Rohaut, adding, "The 9-5 office model is in the past now. Our kids will only know this model from the movies."



Long Term Leases: A Thing of The Past

With the advent of hybrid work, the notion of long-term leases is fast losing appeal and relevance. Flexibility is the new mantra as companies look for shared workspaces and arrangements to avoid getting locked into long-term commitments. As more and more commercial leases expire, the trend will likely gain more traction.

“One thing has been made clear, there is a major need for workplace flexibility...” adds Rohaut.

That projection and Rohaut’s view are backed by a number of studies. [Ibis World reports](#) that demand for long-term office space dropped over 13% in 2020, with further reductions in demand projected as hybrid workspaces continue to be implemented.

Founder and CEO of Neyborly Ben Seidl adds: “Flexible-term leasing will continue to be the main driver of innovation in the commercial real-estate sector in 2022 due to the sea change in demand from the next generation of tenants. Whether it be office, retail (or even industrial), we’re increasingly seeing that term length flexibility has become a baseline requirement for growing companies. I think we’ll see flexible leasing hit an all-time high in CRE during 2022 and from here we’ll continue to see steady, unrelenting annual increases until flexible leasing impacts 25% of all lease contracts.”

The notion of a long-term workspace is simply unsustainable. Hybrid hubs with different companies

using space on different days allow work areas to be used in a far more flexible manner: giving tenants the space they need on the days they want and filling the rest of the time with other businesses. Landlords keep their space occupied and their revenues intact, while renters utilize the same workspace for hybrid models. These types of arrangements are not viable with long-term contracts still in place.

“For example, office-centric areas, like downtown San Francisco, have been dramatically impacted during the past two years and the trickle down effect leads to potential tenants being unwilling to sign long-term lease commitments due to the uncertainty of the area and what the future will look like. Confident, stable tenants can get amazing deals right now if they are willing to sign a long-term lease, but most retailers and small office users remain tentative and are increasingly opting for more flexible alternatives like short-term leasing, pop-ups, shared space, or flex rental,” says Seidl.

With the onset of the pandemic, lease negotiations were put on hold, along with delays in filing and similar ripple effects. As those negotiations resume, long-term leases are increasingly less attractive. The costs have become too great in a world where the state of the workplace is increasingly virtual and digital.

The solution? Flexible term contracts. Flexible local work



**81%**

of employees today enjoy working remotely

**65%**

of working professionals state remote work has positively affected their work-life balance

**60%**

of working professionals have grown more productive while working from home

**45%**

of Americans don't feel telecommuting has taken a toll on their mental well-being

options, not fancy HQs in big cities, will be key to attracting and retaining top talent in 2022 and beyond. Companies can set the terms for length and time used, then adjust as they outgrow the space or change their needs. They maintain their financial edge and can shift circumstances as needed, all while still enjoying the

benefits of private, centralized space, and only on the days needed. Working from home has become a very attractive option for most companies, regardless of their primary industry.

What's more, employees want to take advantage of the

flexibility and convenience of flexible work arrangements.

Codi hubs offer **that kind of flexibility**. With leases that run from three months to a year, they're adjustable and scalable to meet your needs. Codi spaces always come

86%

OF EMPLOYEES

More supported as a team member with a company-provided Codi Benefit

84%

OF EMPLOYEES

More balanced with the option to separate work from home life with Codi

80%

OF EMPLOYEES

More productive with the option of being able to work from a Codi

with everything required for meetings, interviews, and conducting business. Importantly, they offer affordable options in prime, centralized locales, making commutes easier.

Whether you want to embrace it or not, flexibility in the workplace is here to stay. Research and surveys consistently show top recruits consider Codi's flexibility to be a priority and link it to employee engagement and productivity.

A survey from Colorado-based FlexJobs indicates that 80% of the 7,300 responding workers would be more loyal to employers who offered flexible work options, again showing that flexibility is increasingly important to retention prospects.

And in 2020, amidst the worst global pandemic in over a century, flexibility became a necessary tool for survival for many firms. Boston-based Architectural Firm Dyer Brown, (perhaps anticipating what most of us did not) moved their entire workflow to the cloud just prior to 2020 and were thus ready for the sudden shift to 100% remote working.

In an internal survey to ascertain the top three "benefits experienced while working remotely," the most popular choice at 78% was "[more flexibility with schedule.](#)"

"In the end, we think it will be worth all the growing pains. If this year of remote work has taught us anything, it is that humans have an almost limitless ability to adapt and change, even if we resist at first. Here's hoping that five years

flexibility in the workplace will be the standard, not just an emerging trend."

— [Ashley Dunn, Dyer Brown](#)



With long-term leases fast becoming a relic of years gone by, the solution, quite clearly, is flexible term contracts and, here, Codi offers the most flexible workspace platform. Codi is a bespoke solution that provides the scale and flexibility you need to grow. The [carefully considered locations](#) mean there are always copious nearby amenities, so you can take potential customers out to lunch or purchase office supplies with minimum fuss. That gives Codi hubs an edge over the competition, all while providing affordable leasing options in tune with the new reality.

According to Ben Seidl: "flexible leasing will be a bedrock component of all major Class-A properties and landlords in the United States. Flex space will begin to be seen as the on-ramp to long-term leasing and an effective mechanism for driving long-term tenancy and utilization rates going forward. Flex space will become an imperative tool for successfully owning and operating commercial real-estate."

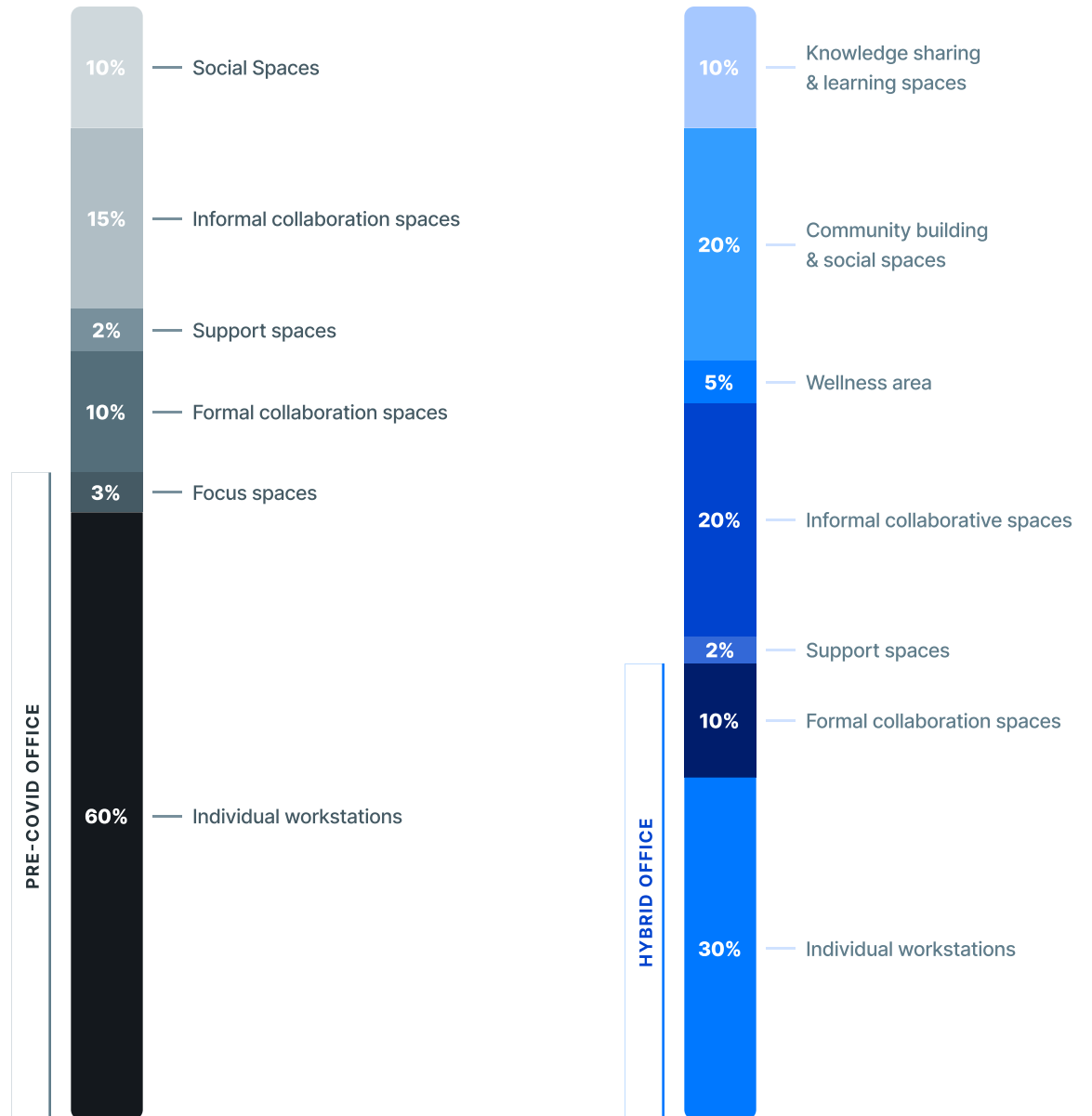
Turnkey Offices: The New “In”

The state of the workplace right now entails a number of variables, and as hybrid offices expand, the use of centralized space is rapidly changing. That, in turn, has led to the rise of turnkey offices: partially or fully furnished spaces that companies share with other companies or groups of workers. And while fast-growing companies want an affordable turnkey office space solution, their options are often limited.

A turnkey office entails space that you might use a few times a week, with the remainder of the time given to another company. It's similar to the notion of a timeshare, providing the benefits of the space without being billed for the time you don't use it. As with the other realities about the current state of the workplace, these benefits are becoming just too big to ignore. Turnkey office solutions also represent a radical departure from the pre-pandemic office setup.

Recent research shows that individual workspaces such as offices and cubicles are shrinking in favor of collaborative and social spaces. Turnkey offices are intended to serve the social aspects of a business. That's a huge benefit to smaller entities such as start-ups, which need affordable and viable office space that's often determined by strict budgets.

A professionally set up environment lets you use the space during set days — along with office necessities like WiFi and whiteboards for presentation — then turn it over to another group the rest of the time, who make use of the same resources. It cuts down your overhead considerably and facilitates the best parts of a hybrid workplace.



Source: Source: JLL commercial real estate services company



Your place of work is a living environment that helps individuals and businesses craft and experience a rewarding fusion of life and work. Like so much about the state of the workplace today, however, it requires a mind-shift to reap the benefits. Plug-and-play work environments require increased social space, with less attention paid to individual positioning. A turnkey office needs to provide that kind of space, while still providing privacy and customization options to give occupants a proper sense of ownership.

Such a shift often comes naturally as part of the transition to a hybrid office environment and reflects the increased privacy workers gain when they spend at least part of their week at home. The need for individual space at work is thus diminished, with more and more square footage devoted to communal and social purposes.

Dynamic interactions with like-minded and different personalities play a large role in connectedness, trust, support, and relationship building, fostering healthy personal and professional engagement and motivation.

Far from impeding privacy, turnkey offices fulfill the often-necessary function of acting as a social hub

without taking up excess resources. Remote work provides the same kind of privacy granted by a private office, and even typical worker cubicles have places for personal touches like family photos and knickknacks. Indeed, while employees benefit from the flexibility that remote work spawns, they look to shared time in a common office space precisely for those things a work-from-home environment can't provide.

Millennial workers between the ages of 18 and 34 are now the driving force behind the freelance economy in the US. Research by [Coldwell Banker Commercial Affiliates](#) shows that 63% of these “digital natives” are as comfortable working from a mobile device as they are at a desktop computer. offices with an open floor plan, and are more willing than earlier generations to share their workspace with someone else.

At the same time, 77% place a high premium on face-to-face communications in conducting business.

It's not hard to see why. It's an opportunity to reconnect with coworkers, share ideas on a one-on-one basis, and improve communication links between team members. A turnkey workspace can be further tailored with desks and the

like, matching your needs while still maintaining functionality for other tenants. The result is an ideal balance of utilitarian social space and a professional business center, with occupancy tailored to meet your needs. This allows your employees to enjoy the social benefits of a common workplace as well as the better work-life balance afforded by remote work.

Flexibility underpins all Codi spaces — turnkey offices that you can take from 1–5 days a week, with each space strategically located in a centralized location with all of the amenities required to make a social working space come to life. Adjustable leases and partition options mean you can expand and transform your business space according to your needs.

Customization plans let you set up the space you need, providing a personal touch that makes it a work home as much as an office. That, in turn, gives you the freedom to support a more liquid workforce. Recruiting freelancers, for example, to handle necessary tasks and extend your reach beyond your local area to find the right client — without giving up the perks of a centralized office.



Workplace Trends in 2022

The traditional office is no more, and that's not a bad thing. On the contrary, hybrid workplaces have the potential not only to boost productivity, but to provide a better work-life balance for your employees and help them feel more [fulfilled in their work](#).

The state of the workplace moving forward into 2022 emphasizes making the most of your space. The better you can incorporate a hybrid model into your office plan, the better you position your business for growth while raising the employee experience.

Every business is unique, and what yours requires is open to change, especially in the early days of a startup or similar endeavor. A few actionable tips can help guide you forward as you seek an office solution in touch with the state of the workplace today:

- Look for a flexible office space that offers flexible leasing terms, as well as fitting your specific business needs.
- Provide the tools and flexibility to let workers tailor their own experience from home. Trust them to meet their deadlines and give them the freedom to work when and where they need to.
- CEO of Friday Luke Thomas suggests "to regularly share what you are working on in writing. This practice helps others understand what you aim to accomplish, and helps keep teammates from stepping on each other's toes. It's also nice as a team leader or manager to not need to guess what people are doing. Plus, if it's written down, you can keep a running log of accomplishments and use this information in quarterly/annual reviews."
- "Double-down on time management - take notes on when you are most productive. What time of day? What kind of activities? What gives you energy? What drains you? If you want to be more successful in an environment with fewer guardrails/structure, you need to learn how to create your own structure to stay productive," adds Thomas.
- Find a [central office space](#) that fits your needs. Be sure to ask your workers for the things they will need, not only within the office space itself but what they might require at home.
- Determine how much time per week you will need a central space, and which of your employees may be required there. That will give you a good place to start.
- Focus on the needs of collaboration and synergy for the space. Office space in a hybrid work model thrives on open dialogue and transparency. Your office space is an ideal point to renew connections and ensure that everyone on your team is able to communicate.
- Look for spaces that can expand or offer you different options as your business grows and changes. Some spaces can be partitioned into multi-use offices, while others might be streamlined to serve only those occasions when remote work won't work.

The way you craft your plan will have a big impact on how well you take advantage of the state of the workplace today. Offices, like any other asset, need to be evaluated with the new normal in mind. With the right plan in place, you can find the perfect office space for your needs.

That will be key to navigating the new business world with speed and flexibility: freeing up resources to quickly act on new opportunities. The rise of flexible working has been one of the telling changes in the industry as remote working became a key part of many new job descriptions. From a time perspective, this shift towards flexible working is fundamentally changing how and when people work, with an emphasis on autonomy, choice and control.

Visit codi.com to find your next flexible office space.

