

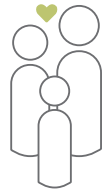
THOUGHT STARTERS

FOR RETURNING TO THE WORKPLACE

1. EMPLOYEE EMPATHY



What is the current employee mindset about returning to the workplace? What is the level of comfort, amongst staff, pre-vaccine and post-vaccine?

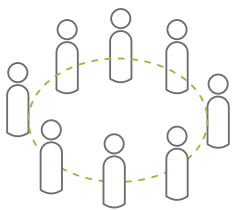


How many of your employees have personal responsibilities that will affect their ability to return to work? Daycare, elder care, etc.

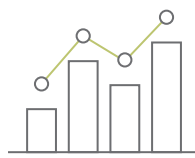


Have you taken a survey to gauge the current employee mindset?

2. COMPANY CULTURE + BUSINESS GOALS



What message do you want to send to your employees about the workplace environment and culture? What are the priorities?



How do you align your business goals while meeting the needs of your employees and planning for the future?



Do your employees have the right tools to collaborate and be productive, whether at home or in the office?

Collaboration is Key to our Culture

"Team-work is important to the success of our business, leading to innovative solutions. We value the ability to collaborate, seamlessly in-person."

Choice + Flexibility

"Employees have the ability to choose where they work, and where they feel they are most productive – within certain framework and with some protocols in place."

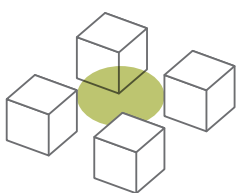
Connectivity + Energy

"We value human interactions, casual collisions, and impromptu meetings that happen in the office. The energy and in-person human connection helps further our culture."

Health + Wellness

"We want to push the boundaries of what health, safety, and wellness means in the workplace. The workplace is a safe space, but it's also acceptable to work from home."

3. FUTURE



What are some practices that have been adopted that will carry forward into the future?



How does this affect your real estate portfolio and your operational costs?



Is your company equipped with the technology to support a distributed workforce?