

“Flexible Work” Means Freedom to Adjust Schedules to Accommodate Personal Needs

Source – Express Employment Professionals

In June, we asked our readers what flexible work means to them, and with 25% of the votes, “Freedom to adjust your schedule to accommodate personal/family needs” was the top choice. Rounding out the top three were “Options to work outside the traditional 8 a.m. to 5 p.m. business day” with 20% and “Freedom to set your own hours/schedule” with 15%.

The rest of the results were as follows:

- Working extra hours each day to accommodate a 4-day work week – 11%
- Working from home part-time – 10%
- Working remotely from another city or state/province, etc. – 8%
- Working from home full-time – 3%
- Working part-time – 2%
- Unlimited vacation/paid time off (PTO) – 2%
- Job sharing – 2%
- Doing freelance/gig work – 1%

Some respondents chose the “Other” option and submitted their own thought on the topic, including:

- A combination of several options
- Working through lunch to leave at 4:00 p.m.
- Parental leave
- Hitting goals and objectives set by the company on my own time/schedule

Flexible work options can help boost recruiting and employee retention strategies

The ability to adjust work schedules to take care of life outside the office is becoming more important than ever, and companies that embrace a more flexible environment are in a better position to not only attract top talent but also keep them. From taking a kid to the dentist to caring for an aging relative, there are many barriers that impact some workers’ ability to get and/or keep a fulfilling job.

The Express white paper, “Battle of the Barriers,” explores some of these barriers, including transportation, childcare, and communications issues by drawing on the real-world experiences of Express office owners and original surveys. The paper discusses why these barriers persist, even in a time of high employment, and who is most likely to be affected.

Though some barriers are almost insurmountable, there are solutions. The paper also explores areas where local, state/provincial, and federal governments can take action, how companies and communities are taking it upon themselves to make a difference and the importance of personal responsibility.