



## A NEW KIND OF EMPLOYEE: THE DIGITAL NOMAD

### EMPLOYEES ARE SPENDING MORE TIME WORKING REMOTELY



The amount of time spent working outside the office has increased from 2012-2016

2012



Less than 20%



20% to less than 40%



40% to less than 60%



60% to less than 80%



80% to 100%

2016



Less than 20%



20% to less than 40%



40% to less than 60%



60% to less than 80%



80% to 100%

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### EMPLOYEES WHO WORK REMOTELY ARE MORE ENGAGED



**Engagement increases** when employees spend some time working remotely and some time working in a location with their coworkers.

- When employees work off-site **3 to 4 days** a week, engagement increases.



- Workers with this schedule are the most likely of all employees to **strongly agree** that their needs related to **development** and **relationships** are being met by their employers.



SOMEONE AT WORK:



Cares about them as a person



Encourages their development



Has talked to them about their **progress**

THEY ARE ALSO THE MOST LIKELY OF ALL EMPLOYEES TO STRONGLY AGREE THEY HAVE:



A best friend at work



Opportunities to **learn** and **grow**

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### THE TERMS YOU NEED TO KNOW

Remote worker

Virtual worker



**Telecommute** (or **telework**):

Can mean that there may (or may not) be some on-site work being done by the employee



**Work from home**

Common phrase that can mean telecommuting or working remotely

**Remote worker**

The worker lives outside of the geographic area of the company's main headquarters or office



**Virtual worker**

Works from a home office using modern technology



**Digital nomad**

Someone who can work from anywhere as long as they have an internet connection, and travels and lives a largely "nomadic" life

workflexibility.org | flexjobs.com | unsettle.org

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