



WORKPLACE PREFERENCES

Key Insights and Expectations
from Tomorrow's Workforce

**October
2023**

Presented by

BOS | INSPIRING
WORKSPACE
FURNISHINGS



WE ASKED

90 COLLEGE STUDENTS

questions about how they will want to work when they graduate.

THIS IS WHAT THEY TOLD US...

KEY FINDING: STUDENTS EXPECT TO WORK IN PERSON



ONLY

7%

**of Respondents
Want to Work
Fully Remote**



More Than

76%

**of Respondents Will Want to Work in an Office Two or More Days a Week
(Including 52% Who Desire Three or More Days a Week)**

KEY FINDING: FLEXIBILITY TRUMPS FULLY REMOTE WORKING.

46% of Respondents Would Accept a Lesser Salary for More Flexibility in Their Working Arrangement

Only 15% of Students Would Accept Less Money to Work Fully Remote



ONLY 2%

Would **NOT** Work for a Company That
Didn't Offer a Remote Work Option



TOP DRIVERS TO RETURN TO OFFICE



1

HIGHER SALARY

Weighted Score: 6.47



2

GETTING TOGETHER WITH TEAM MEMBERS

Weighted Score: 5.70



3

LEARNING & DEVELOPMENT OPPORTUNITIES

Weighted Score: 5.35

Free Food (3.43) and Free Coffee (2.61) were in the bottom three.

Access/Visibility to Managers and Leadership (4.88) | Having Your Own Office (4.16) | Better Access to Technology (3.42)

TOP RETURN TO OFFICE PREVENTATIVES



51%

A LONG COMMUTE



23%

LESS FLEXIBILITY

KEY FINDING: A QUALITY WORKPLACE MATTERS



OVER **87%**

**of Respondents
Stated That
Workplace Quality
Will Impact How
Often They Want
to Work There**

TOP THREE DESIRED OFFICE AMENITIES



1

MODERN TECHNOLOGY

Weighted Score: 9.23



2

ACCESS TO NATURAL LIGHT

Weighted Score: 8.22



3

A DEDICATED WORKSPACE

Weighted Score: 7.04

On-Site Fitness Facility (2.39) and Strong Branding (3.52) were the bottom two.

Ergonomic Furniture (6.74) | Collaboration Spaces (6.57) | Focus Spaces (6.27) | Audio/Visual Privacy (6.42)

Biophilic Design (4.87) | On-Site Cafeteria (4.76)



INSIGHTS INTO ACTION

The workspace experts at BOS have the knowledge, experience, tools and solutions effectively align your space and your team.

Start Today at www.bos.com

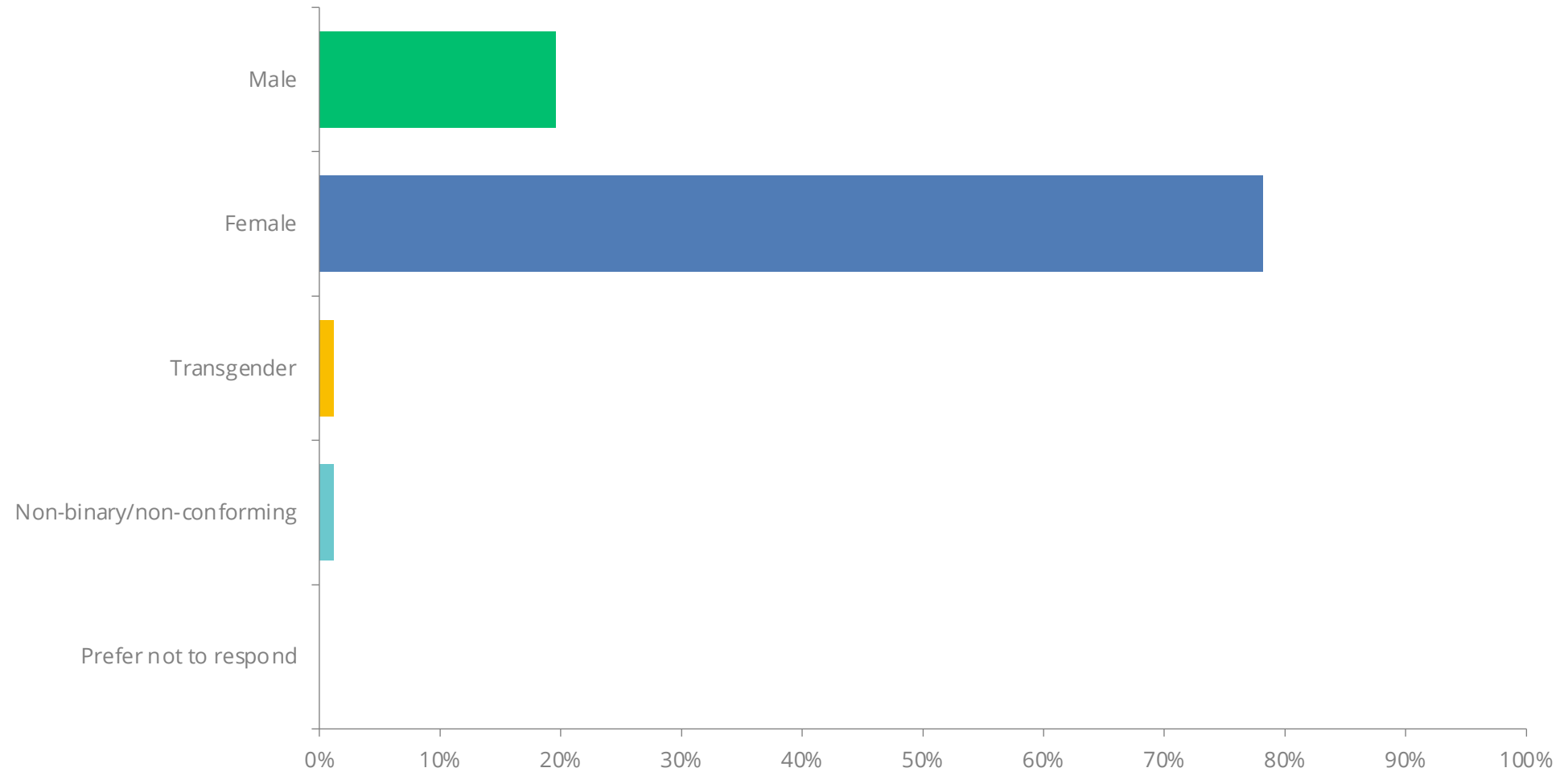


DATA SET

- October, 2023 | 90 Survey Respondents | Target Audience – Students Graduating Soon

Gender

- Answered: 87 Skipped: 3



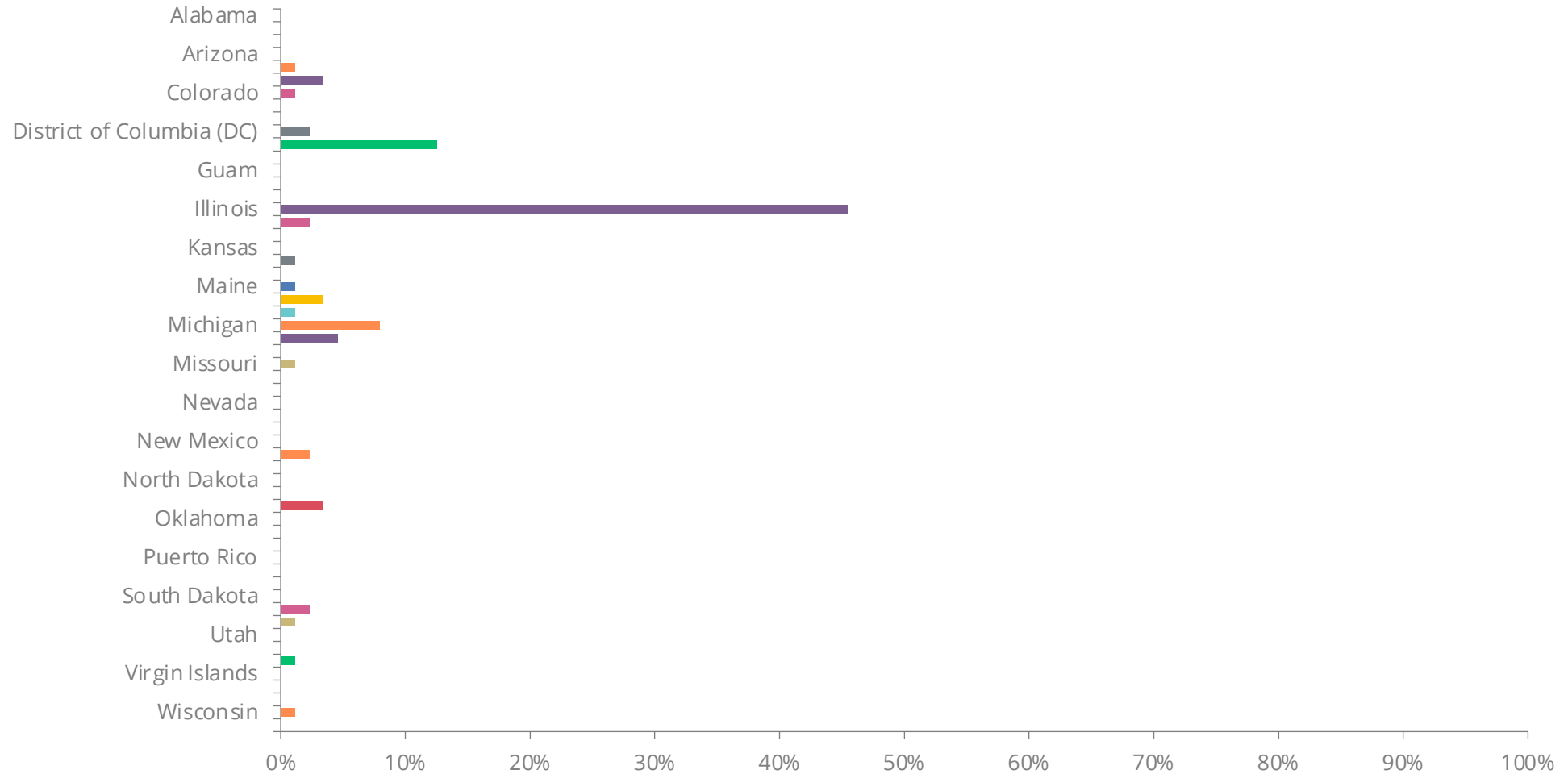
Gender

- Answered: 87 Skipped: 3

ANSWER CHOICES	RESPONSES	
Male	19.54%	17
Female	78.16%	68
Transgender	1.15%	1
Non-binary/non-conforming	1.15%	1
Prefer not to respond	0%	0
TOTAL		87

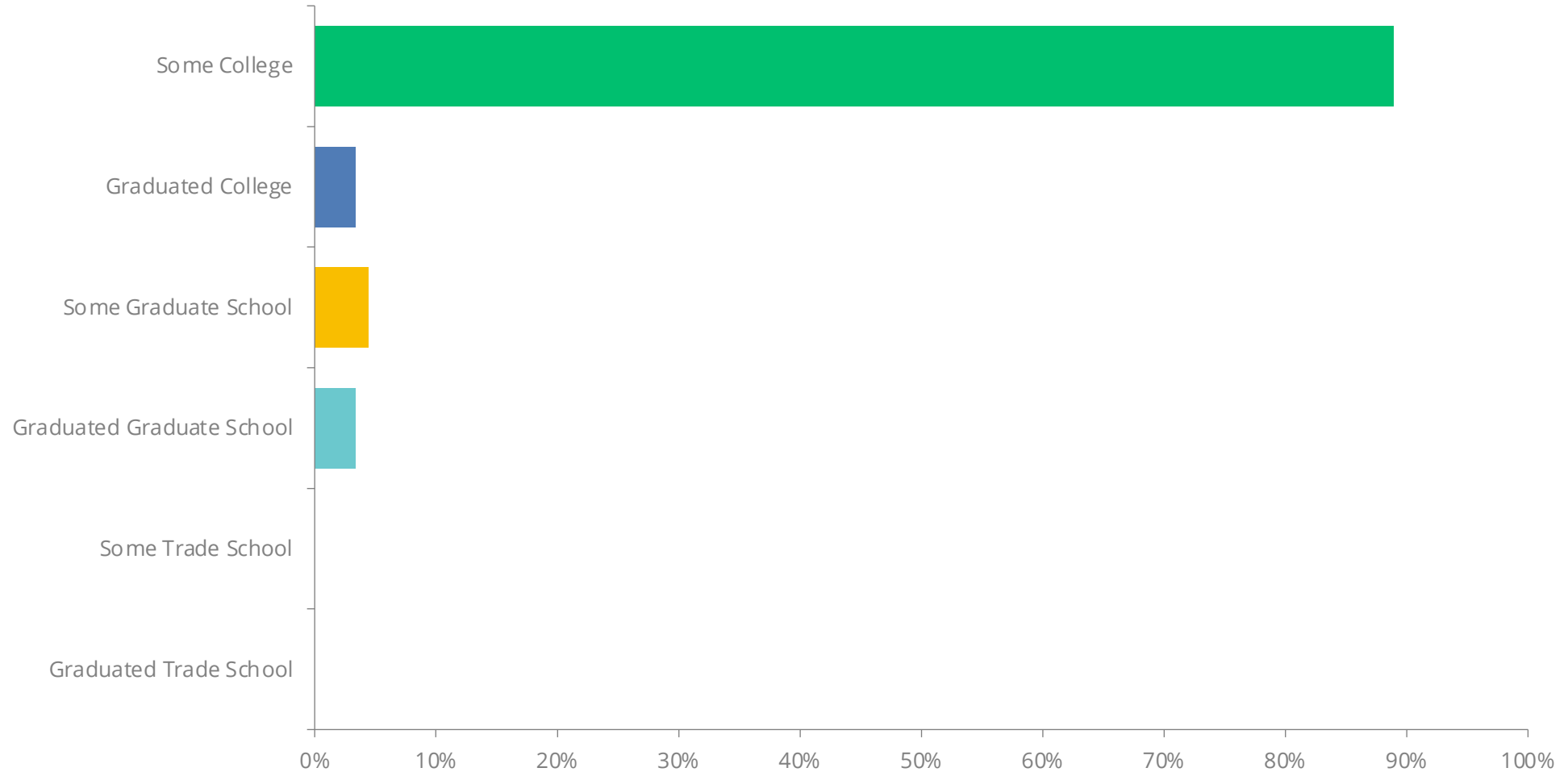
In what state or U.S. territory do you live?

- Answered: 88 Skipped: 2



What best describes your current education situation?

- Answered: 90 Skipped: 0



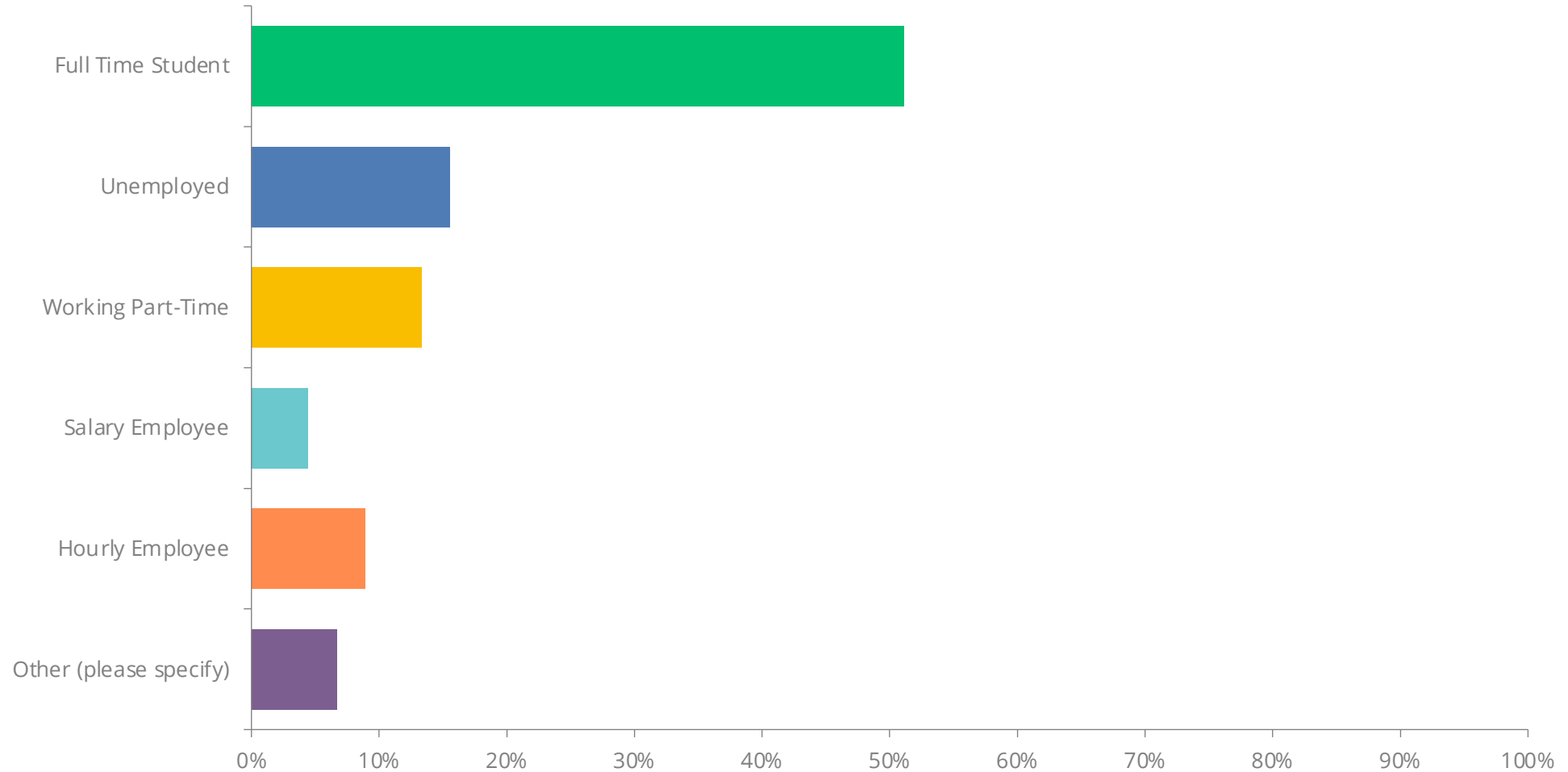
What best describes your current education situation?

- Answered: 90 Skipped: 0

ANSWER CHOICES	RESPONSES	
Some College	88.89%	80
Graduated College	3.33%	3
Some Graduate School	4.44%	4
Graduated Graduate School	3.33%	3
Some Trade School	0%	0
Graduated Trade School	0%	0
TOTAL		90

What best describes your current employment situation?

• Answered: 90 Skipped: 0



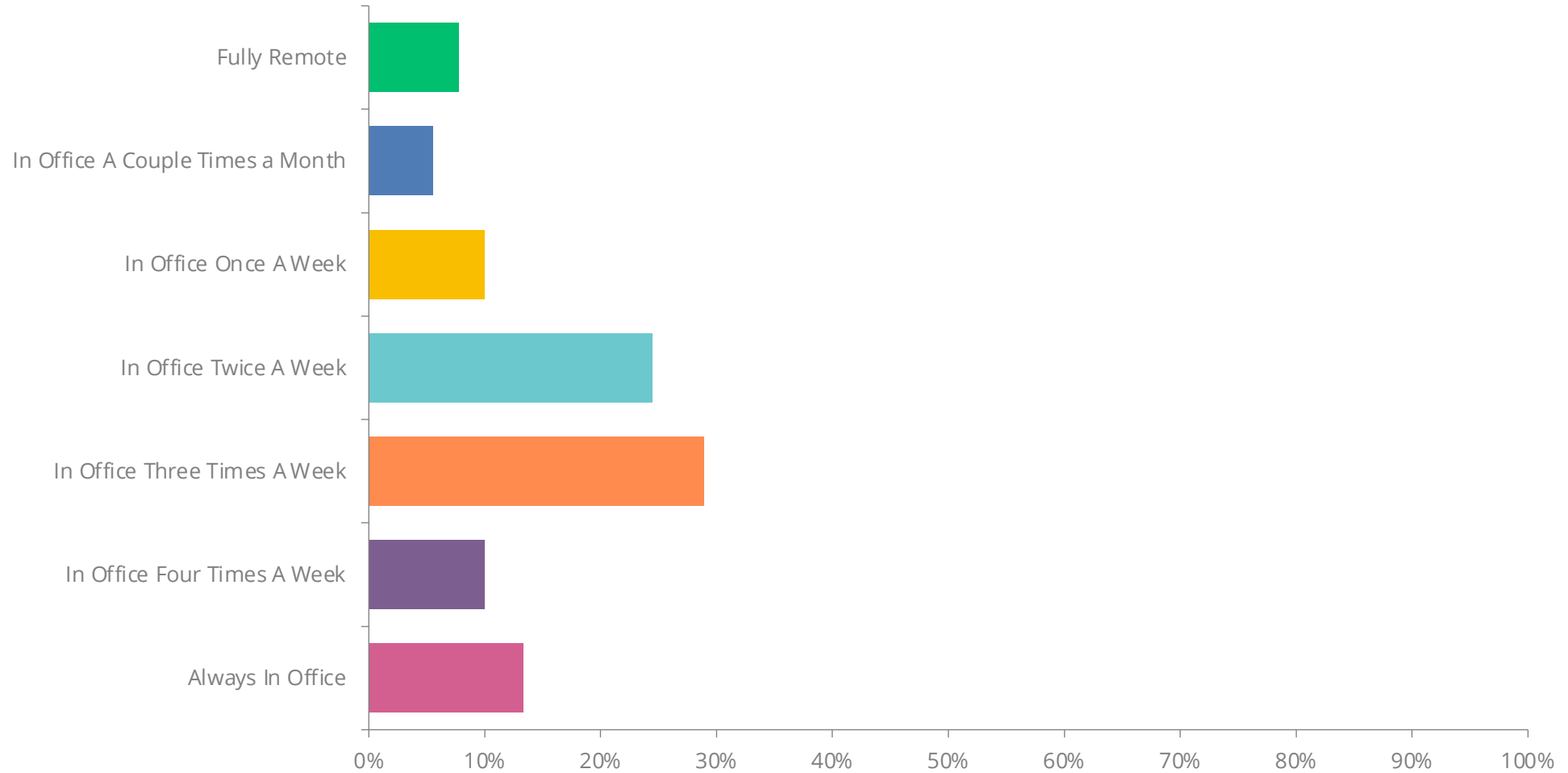
What best describes your current employment situation?

- Answered: 90 Skipped: 0

ANSWER CHOICES	RESPONSES	
Full Time Student	51.11%	46
Unemployed	15.56%	14
Working Part-Time	13.33%	12
Salary Employee	4.44%	4
Hourly Employee	8.89%	8
Other (please specify)	6.67%	6
TOTAL		90

What Would Be Your Ideal Work Arrangement?

- Answered: 90 Skipped: 0



What Would Be Your Ideal Work Arrangement?

- Answered: 90 Skipped: 0

ANSWER CHOICES	RESPONSES	
Fully Remote	7.78%	7
In Office A Couple Times a Month	5.56%	5
In Office Once A Week	10.0%	9
In Office Twice A Week	24.44%	22
In Office Three Times A Week	28.89%	26
In Office Four Times A Week	10.0%	9
Always In Office	13.33%	12
TOTAL		90

What Workplace Amenities Matter Most To You? (Rank From Most to Least Important)

- Answered: 90 Skipped: 0



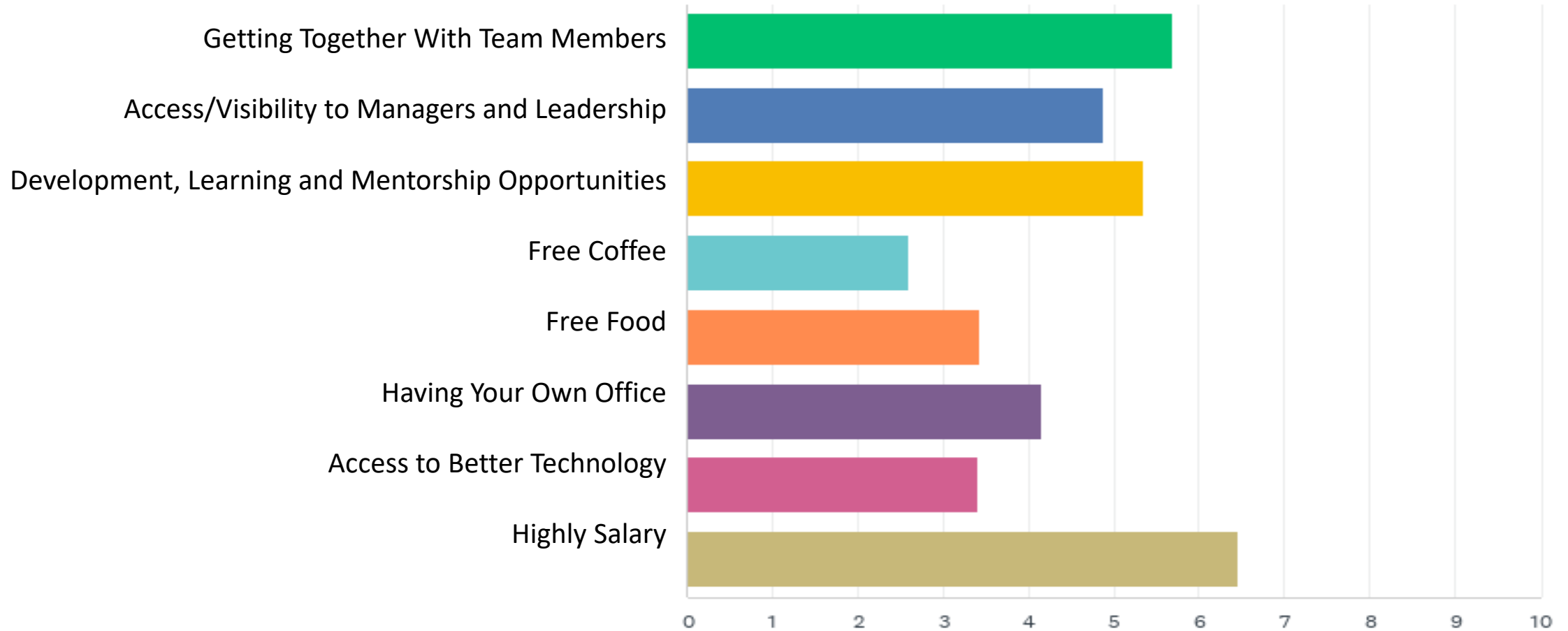
What Workplace Amenities Matter Most To You? (Rank From Most to Least Important)

- Answered: 90 Skipped: 0

	1	2	3	4	5	6	7	8	9	10	11	TOTAL	SCORE
Modern Technology	38.89% 35	16.67% 15	12.22% 11	12.22% 11	10.00% 9	5.56% 5	1.11% 1	2.22% 2	1.11% 1	0.00% 0	0.00% 0	90	9.23
Ergonomic Furniture (Height Adjustable Work Surface, Quality Task Chair, etc)	7.78% 7	13.33% 12	10.00% 9	7.78% 7	13.33% 12	15.56% 14	10.00% 9	12.22% 11	2.22% 2	3.33% 3	4.44% 4	90	6.74
Biophilic Design (plants in the workplace)	0.00% 0	3.33% 3	4.44% 4	4.44% 4	7.78% 7	14.44% 13	21.11% 19	16.67% 15	12.22% 11	12.22% 11	3.33% 3	90	4.87
Abundant Collaboration Spaces	5.56% 5	12.22% 11	5.56% 5	17.78% 16	6.67% 6	13.33% 12	14.44% 13	13.33% 12	5.56% 5	3.33% 3	2.22% 2	90	6.53
Abundant Focus Spaces	5.56% 5	4.44% 4	13.33% 12	10.00% 9	12.22% 11	17.78% 16	7.78% 7	12.22% 11	8.89% 8	6.67% 6	1.11% 1	90	6.27
Audio and Visual Privacy	3.33% 3	11.11% 10	16.67% 15	5.56% 5	17.78% 16	6.67% 6	12.22% 11	10.00% 9	4.44% 4	8.89% 8	3.33% 3	90	6.42
Access to Natural Light or Window Views	14.44% 13	18.89% 17	17.78% 16	20.00% 18	10.00% 9	5.56% 5	5.56% 5	2.22% 2	4.44% 4	0.00% 0	1.11% 1	90	8.22
Strong Workplace Branding	3.33% 3	4.44% 4	1.11% 1	2.22% 2	4.44% 4	1.11% 1	3.33% 3	11.11% 10	28.89% 26	17.78% 16	22.22% 20	90	3.52
My Own Assigned Work Area	18.89% 17	13.33% 12	10.00% 9	8.89% 8	5.56% 5	8.89% 8	8.89% 8	3.33% 3	8.89% 8	12.22% 11	1.11% 1	90	7.04
A Fitness Center On-Site	0.00% 0	0.00% 0	2.22% 2	3.33% 3	1.11% 1	2.22% 2	5.56% 5	4.44% 4	12.22% 11	20.00% 18	48.89% 44	90	2.39
Access to Food and an On-Site Cafeteria	2.22% 2	2.22% 2	6.67% 6	7.78% 7	11.11% 10	8.89% 8	10.00% 9	12.22% 11	11.11% 10	15.56% 14	12.22% 11	90	4.76

What Would Encourage You To Come To An Office? (Rank From Most to Least Important)

• Answered: 89 Skipped: 1



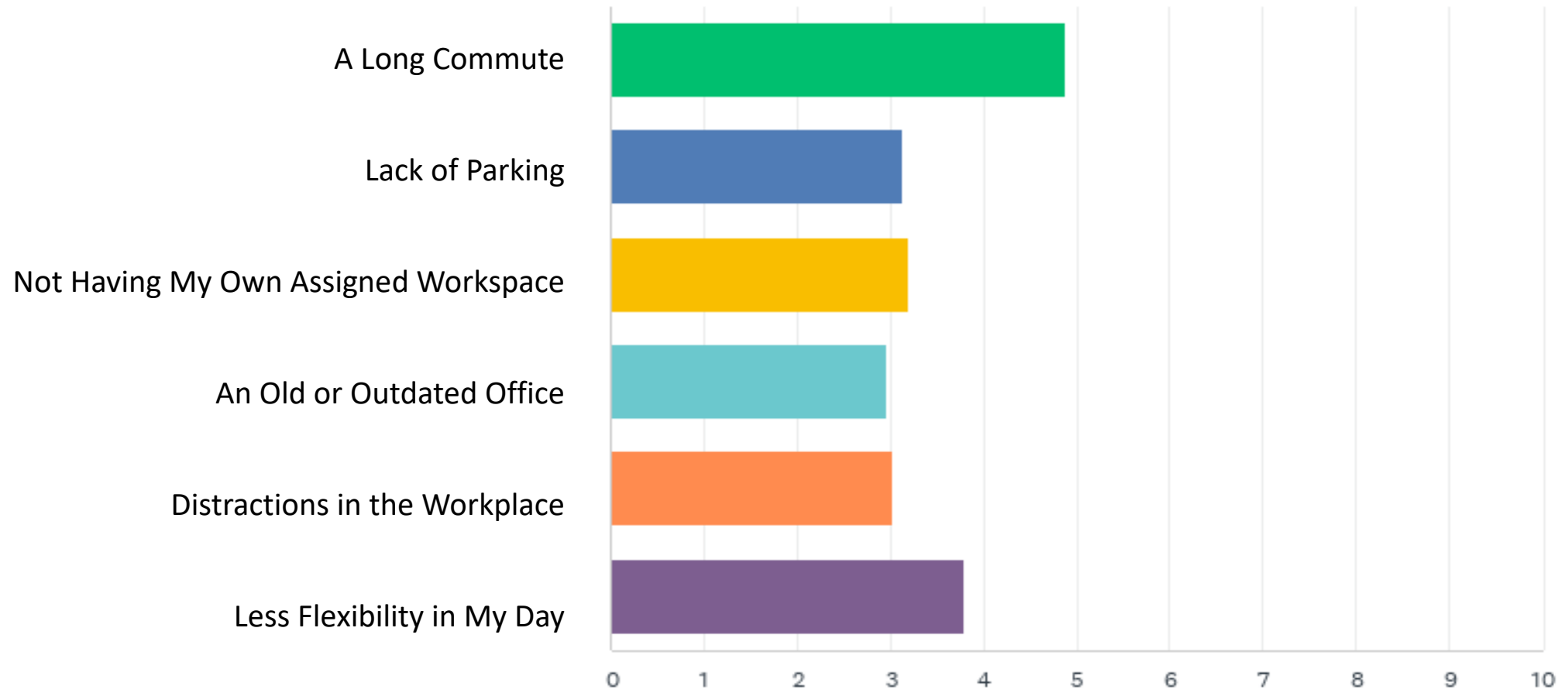
What Would Encourage You To Come To An Office? (Rank From Most to Least Important)

• Answered: 89 Skipped: 1

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Getting Together With Team Members	26.97% 24	17.98% 16	13.48% 12	11.24% 10	13.48% 12	7.87% 7	4.49% 4	4.49% 4	89	5.70
Access/Visibility to Managers and Leadership	5.62% 5	21.35% 19	12.36% 11	20.22% 18	15.73% 14	8.99% 8	12.36% 11	3.37% 3	89	4.88
Development, Learning and Mentorship Opportunities	12.36% 11	21.35% 19	26.97% 24	8.99% 8	8.99% 8	10.11% 9	2.25% 2	8.99% 8	89	5.35
Free Coffee	1.12% 1	2.25% 2	5.62% 5	7.87% 7	8.99% 8	14.61% 13	23.60% 21	35.96% 32	89	2.61
Free Food	1.12% 1	7.87% 7	11.24% 10	4.49% 4	16.85% 15	17.98% 16	26.97% 24	13.48% 12	89	3.43
Having Your Own Office	4.49% 4	10.11% 9	10.11% 9	21.35% 19	14.61% 13	13.48% 12	16.85% 15	8.99% 8	89	4.16
Access to Better Technology	0.00% 0	5.62% 5	10.11% 9	13.48% 12	15.73% 14	22.47% 20	11.24% 10	21.35% 19	89	3.42
Highly Salary	48.31% 43	13.48% 12	10.11% 9	12.36% 11	5.62% 5	4.49% 4	2.25% 2	3.37% 3	89	6.47

What Would Prevent You From Wanting to Work in an Office? (Rank from Most to Least Preventative)

• Answered: 86 Skipped: 4



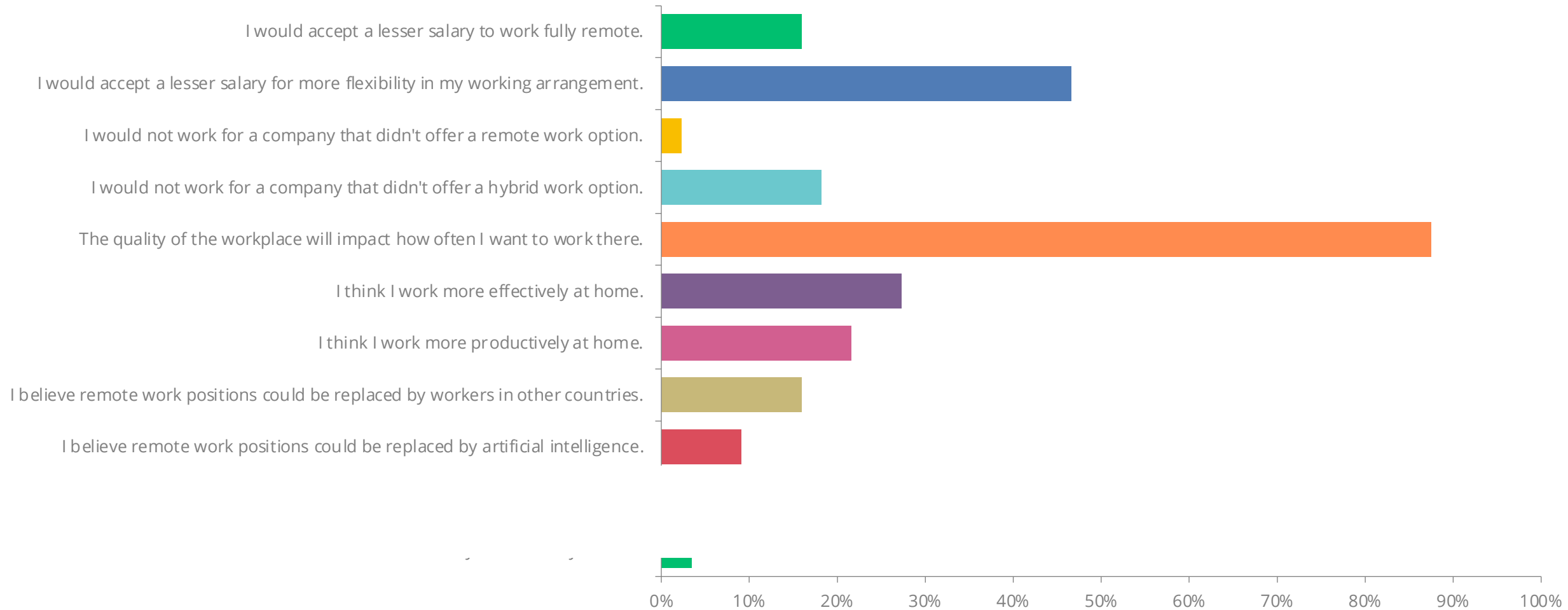
What Would Prevent You From Wanting to Work in an Office? (Rank from Most to Least Preventative)

• Answered: 86 Skipped: 4

	1	2	3	4	5	6	TOTAL	SCORE
A Long Commute	51.16% 44	17.44% 15	11.63% 10	9.30% 8	9.30% 8	1.16% 1	86	4.88
Lack of Parking	3.49% 3	30.23% 26	9.30% 8	16.28% 14	13.95% 12	26.74% 23	86	3.13
Not Having My Own Assigned Workspace	6.98% 6	11.63% 10	23.26% 20	22.09% 19	23.26% 20	12.79% 11	86	3.19
An Old or Outdated Office	8.14% 7	9.30% 8	18.60% 16	20.93% 18	20.93% 18	22.09% 19	86	2.97
Distractions in the Workplace	6.98% 6	17.44% 15	18.60% 16	10.47% 9	22.09% 19	24.42% 21	86	3.03
Less Flexibility in My Day	23.26% 20	13.95% 12	18.60% 16	20.93% 18	10.47% 9	12.79% 11	86	3.80

What Statements Below Are True For You (Check All That Apply)

- Answered: 88 Skipped: 2



What Statements Below Are True For You (Check All That Apply)

- Answered: 88 Skipped: 2

ANSWER CHOICES	RESPONSES	
I would accept a lesser salary to work fully remote.	15.91%	14
I would accept a lesser salary for more flexibility in my working arrangement.	46.59%	41
I would not work for a company that didn't offer a remote work option.	2.27%	2
I would not work for a company that didn't offer a hybrid work option.	18.18%	16
The quality of the workplace will impact how often I want to work there.	87.50%	77
I think I work more effectively at home.	27.27%	24
I think I work more productively at home.	21.59%	19
I believe remote work positions could be replaced by workers in other countries.	15.91%	14
I believe remote work positions could be replaced by artificial intelligence.	9.09%	8

Additional Comments

- Answered: 88 Skipped: 2

The lab that I currently work in has no windows/natural light and the heating/AC only works some of the time. This is unpleasant and I prefer working at home.

I would not take the lower salary

I didn't check the box for more effective or productive work at home, but my most effective and productive work is not done around others in an office either. Instead, it is done in a separate space specifically for working where I still have privacy.

Personally, a hybrid situation is the most ideal for me. However, if working in person meant that I didn't have access to my own desk or quiet spaces, I wouldn't be able to get anything done.

As a fully remote employee early in his career, I wish I had more in person time. I'm missing out on mentoring and collaboration, and barely feel a connection to the products I put out.

I personally enjoy working in person.

Flexibility in the work place should be expected not something you that's offered for lesser pay