



THRIVING IN A HYBRID WORKPLACE

BALANCING FLEXIBILITY, CONNECTION, AND PERFORMANCE

HYBRID WORK REALITY



FLEXIBILITY
INCREASED



CONNECTION
DECREASED

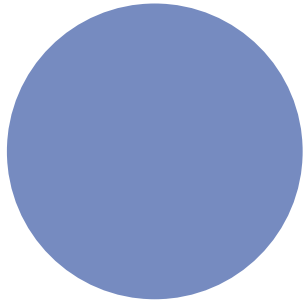


EXPECTATIONS
UNCLEAR



NEW SKILLS
REQUIRED

THE TENSION MODEL



Flexibility vs Visibility

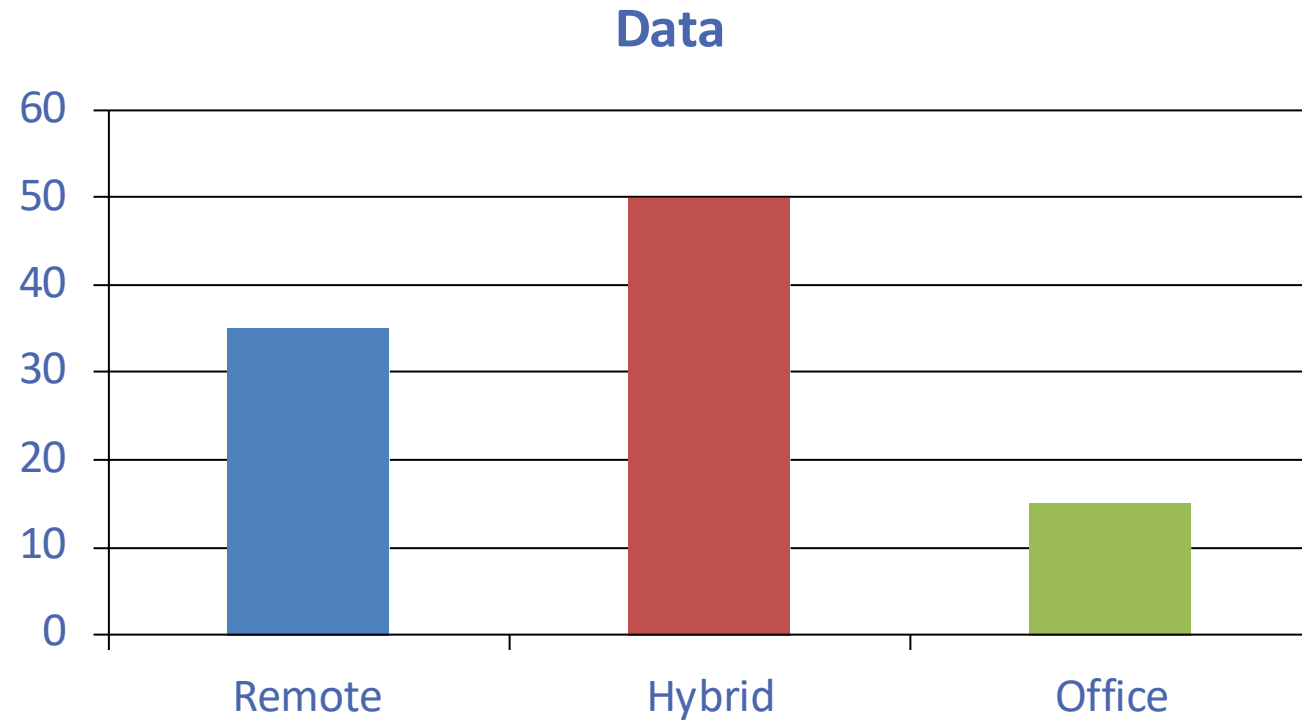


Autonomy vs Alignment



Efficiency vs Connection

WORK PREFERENCE TRENDS



LONELINESS EPIDEMIC

1 in 2 feel lonely

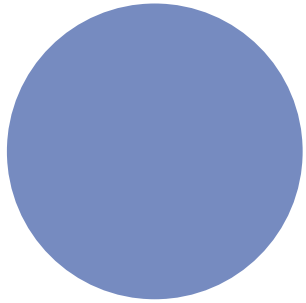


Impacts health and performance



Hybrid can amplify isolation

WHY IT MATTERS

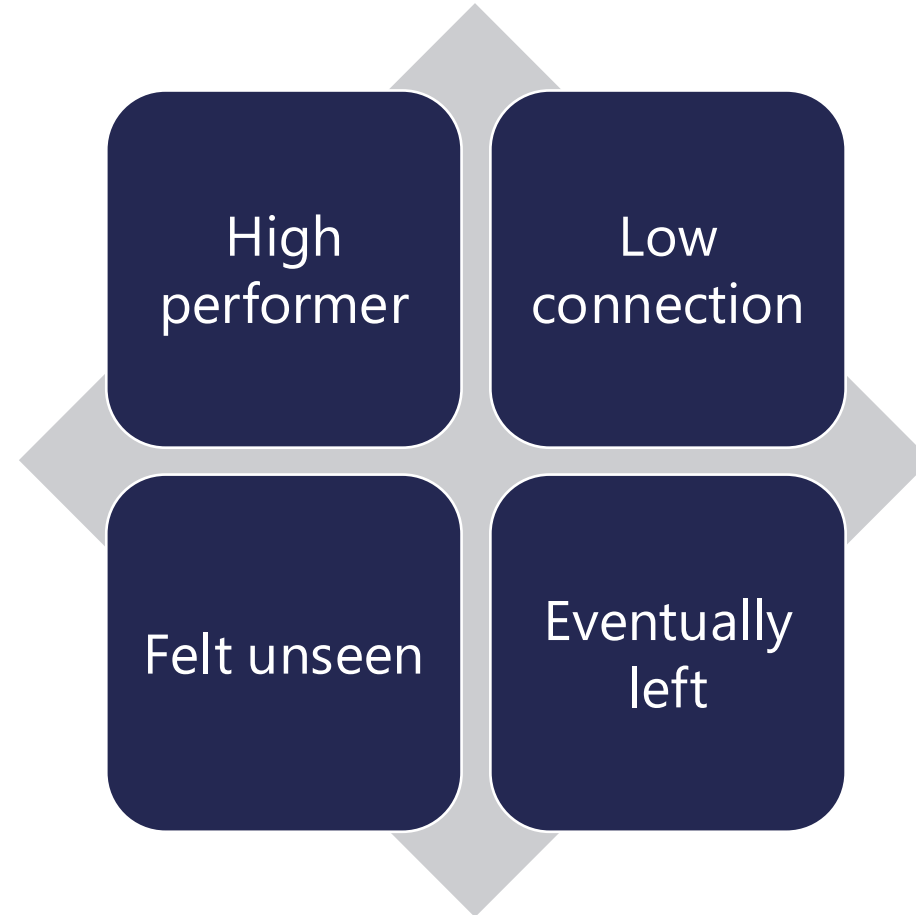


Loneliness = Disengagement

Disengagement = Turnover

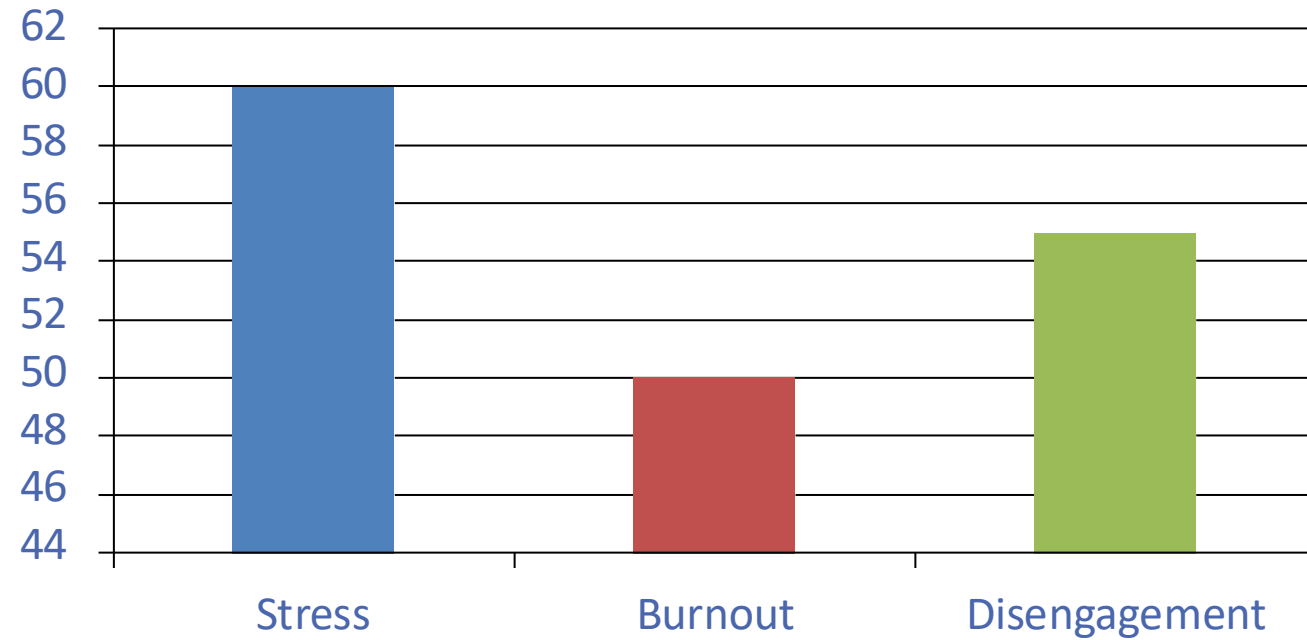
Connection Drives Retention

STORY: DISCONNECTED EMPLOYEE



LONELINESS IMPACT

Data



COMMUNICATION BREAKDOWN

Wrong
channel used

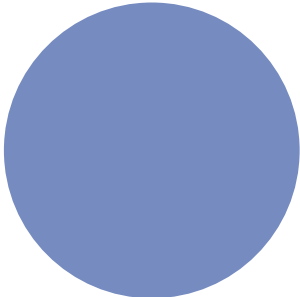
Lack of
clarity

Assumptions
increase

CHANNEL STRATEGY

- Message = quick
- Call = clarity
- Video = connection
- In-person = trust

STORY: SLACK MISFIRE



Message	Message misread
Tension	Tension created
Call	Quick call solved it

ADVANCED COMMUNICATION



CONFIRM
UNDERSTANDING



SUMMARIZE
DECISIONS



FOLLOW UP
CONSISTENTLY

VISIBILITY CHALLENGE



Out of sight = out of mind



Overcompensation risk

HEALTHY VISIBILITY



SHARE OUTCOMES



WEEKLY UPDATES



BE PROACTIVE

STORY: OVERWORKER



WORKED LONGER
HOURS



TRIED TO PROVE VALUE



BURNED OUT

PRODUCTIVITY MYTH



Not location-dependent



Driven by habits

ANCHOR ROUTINE



Start ritual



Focus blocks



Shutdown ritual

CONSISTENCY ACROSS ENVIRONMENTS

Portable
routines

Same structure
anywhere

HYBRID BURNOUT

Always on

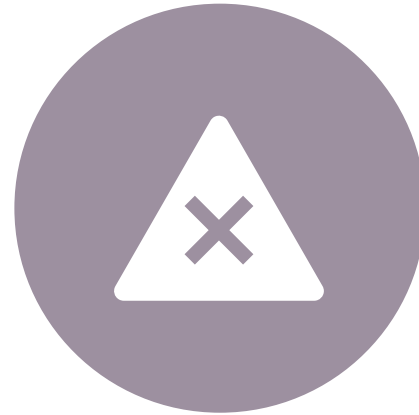
Blurred
boundaries

Digital
fatigue

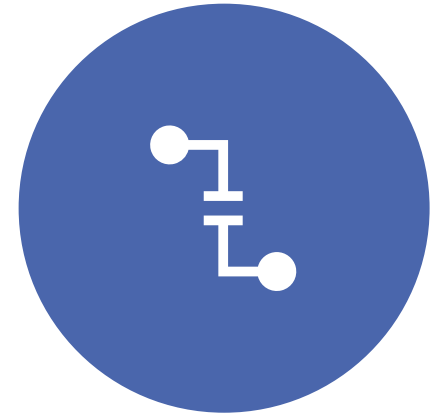
WARNING SIGNS



EXHAUSTION



IRRITABILITY

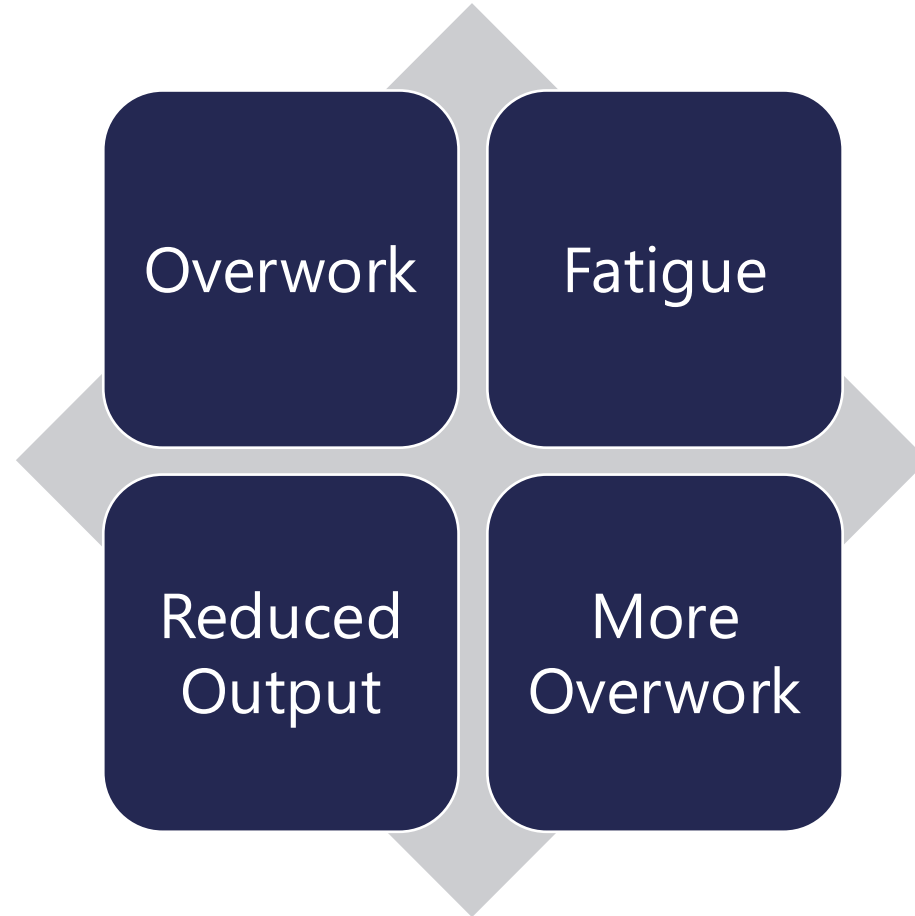


DISCONNECTION

PREVENTION TOOLS

- Set boundaries
- Take breaks
- Communicate limits

STORY: BURNOUT CYCLE



CONNECTION IS A SKILL



Must be intentional



Small daily actions

MICRO-CONNECTIONS



Check-ins



Celebrate wins



Follow-ups

BELONGING PRACTICES

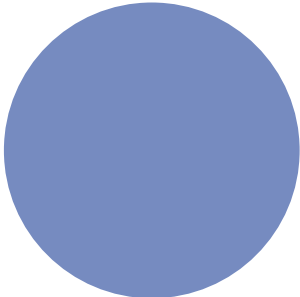


INCLUDE ALL VOICES



AVOID PROXIMITY BIAS

STORY: CONNECTED EMPLOYEE



Intentional connection



Higher engagement

SELF ASSESSMENT

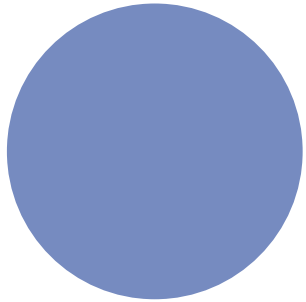


Where am I thriving?



Where am I struggling?

ACTION PLANNING



1 habit

1 boundary

1 connection strategy

COMMITMENT SLIDE

- What will you do differently tomorrow?

DEEP DIVE INSIGHT

Reinforce	Reinforce key hybrid principle
Provide	Provide example behavior
Encourage	Encourage reflection
Link	Link to performance



QUESTIONS?