

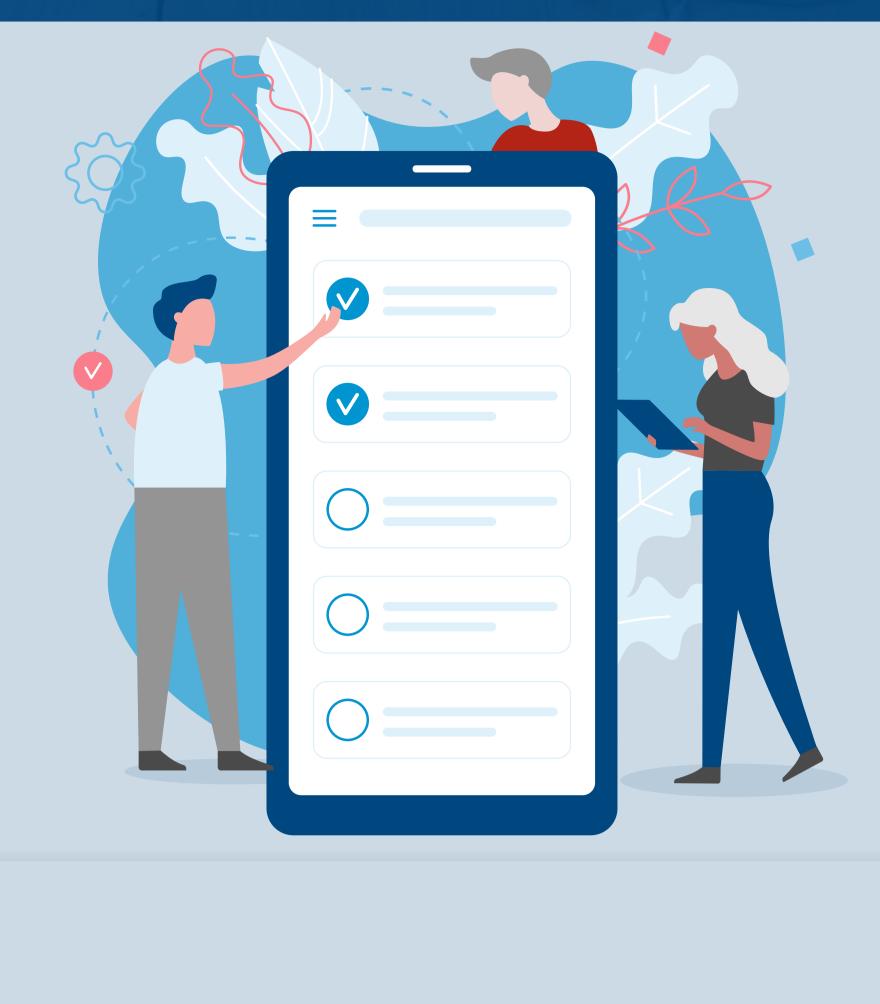
Global Insights How New Work Experiences are Shaping the Future

The global workforce is adapting to working from home. Learn more about what organizations can do to support distributed work experiences by exploring a comparison of our global surveys conducted in the Spring (March) and Fall (September) of 2020.

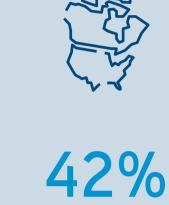
Survey Overview







Geographic Breakdown



N. AMERICA





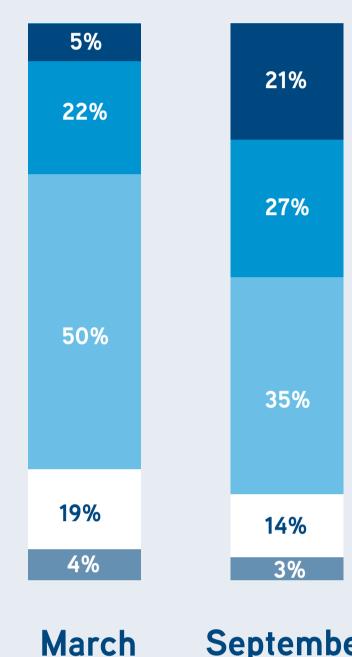


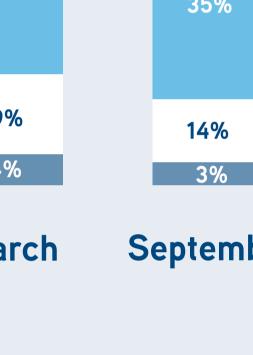


Significantly increased



Size of Company









Increased

48%

Managers agree.

Productivity

Employees feel their productivity continues to be high when they WFH. reported increased productivity when WFH, nearly twice as many as in March.

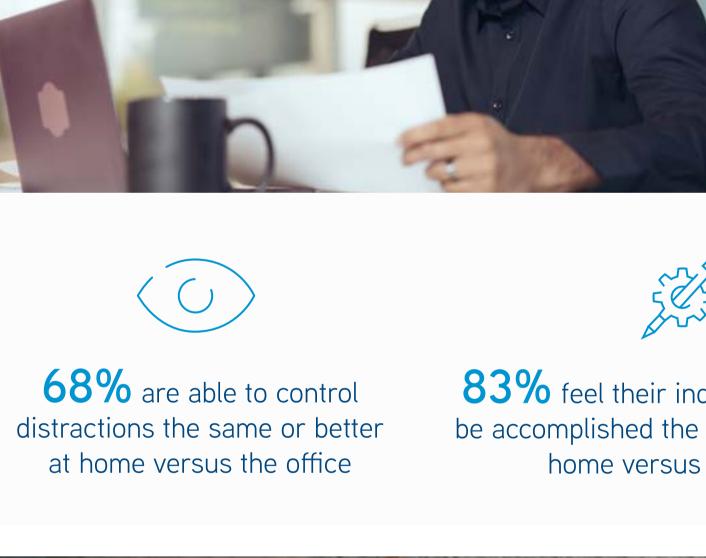
81%

feel their own productivity is the same or increased while WFH.

Top 3 reasons

cited for increased

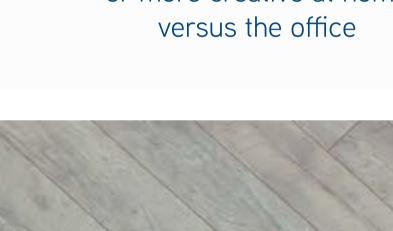
productivity when WFH:

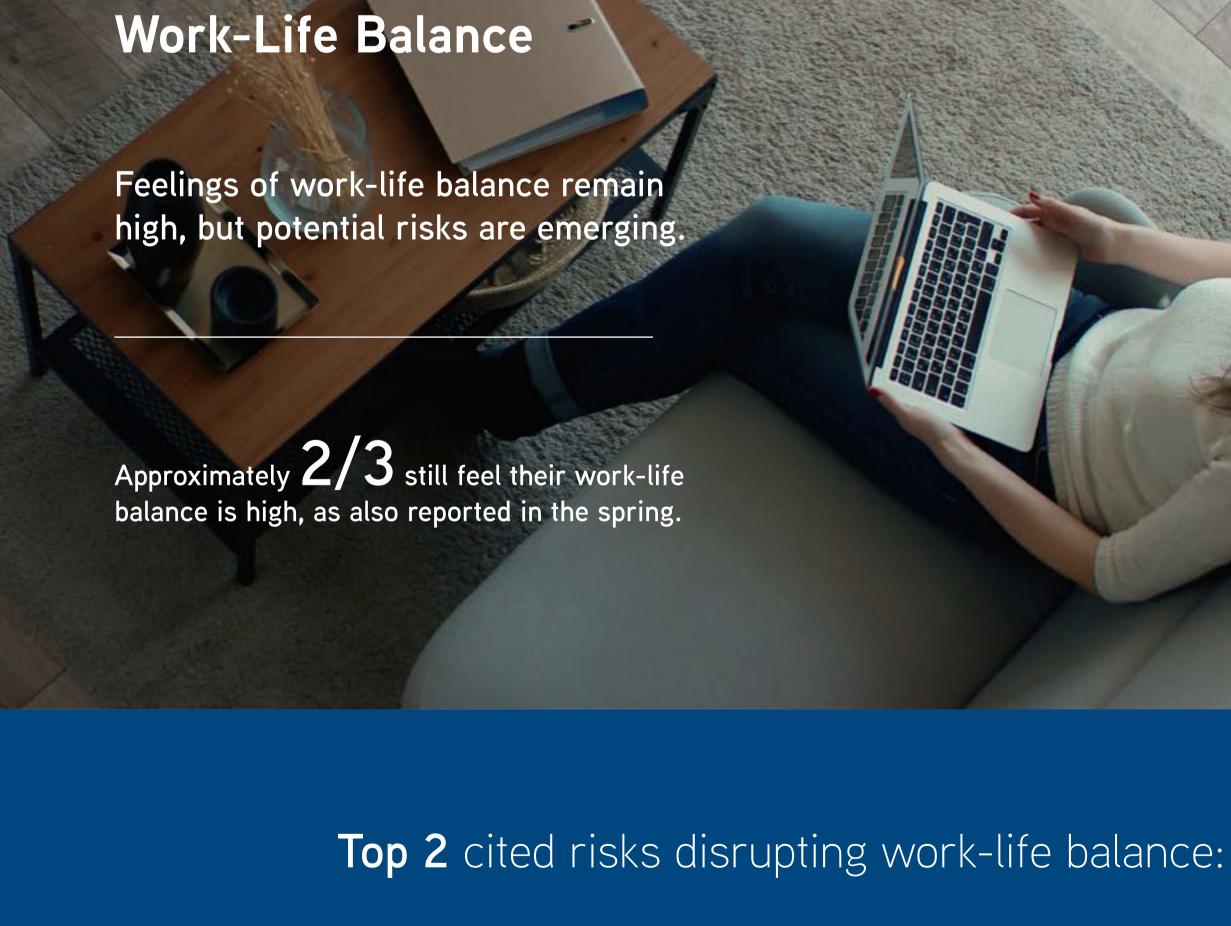


83% feel their individual work can 76% feel they are equally be accomplished the same or better at or more creative at home versus the office home versus the office









85% feel a greater need Nearly 50% reported to be available online working more hours



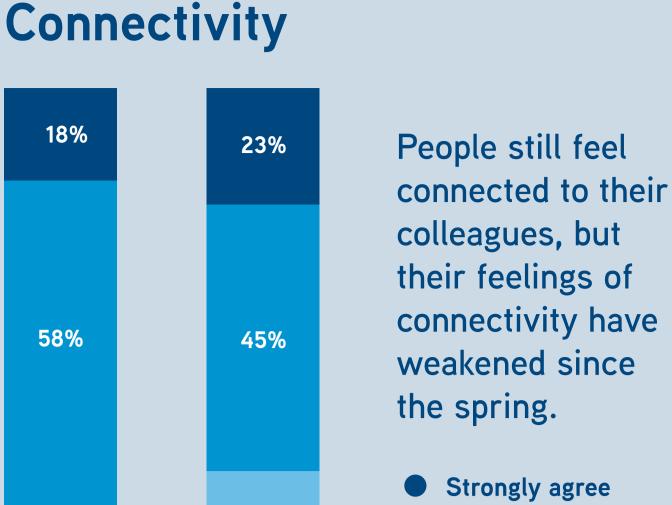


but managers have

concerns.

48%

47% of managers believe it's hard to unite their team



18%

58%

21%

Building team cohesion

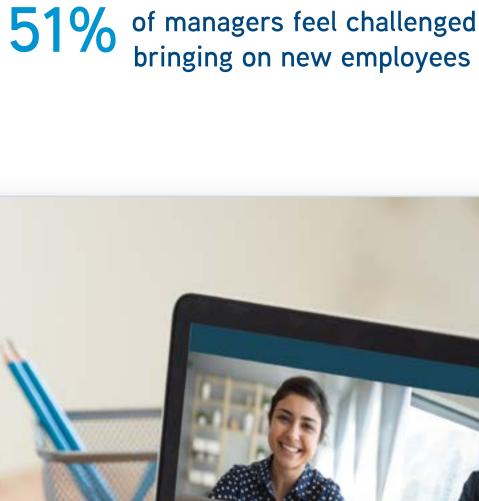
3% Strongly disagree March September

26%

6%

Agree

Disagree



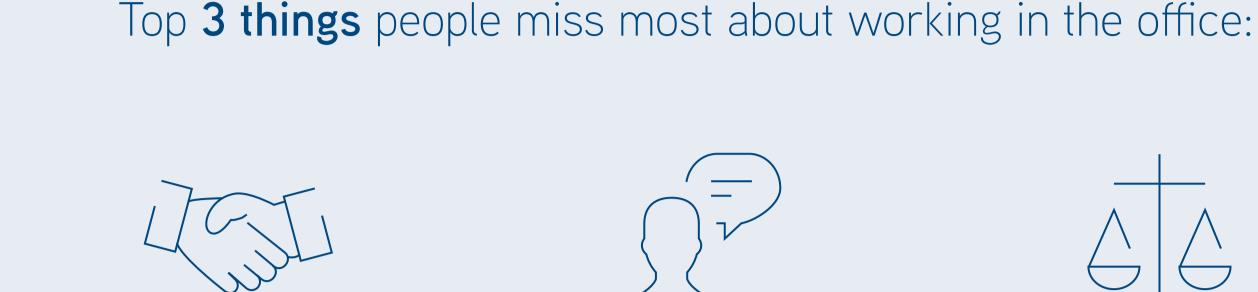
The ability to connect

at the office is one of

the key reasons why

workplace matters.

On-boarding new hires



Maintaining and building

relationships with colleagues

24%

25%

8%

September

1,20% 49%

12%

22%

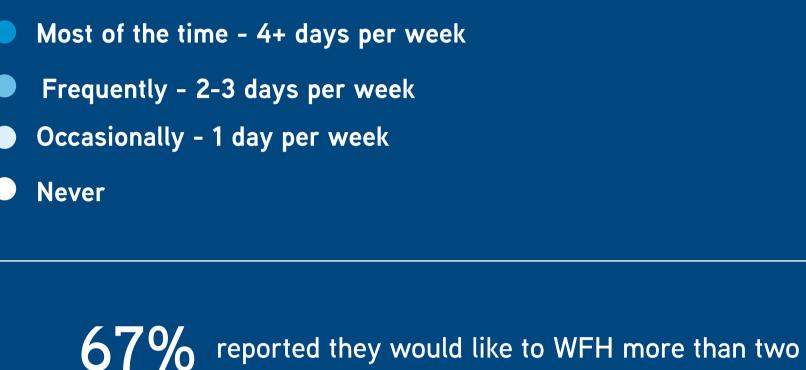
18%

March

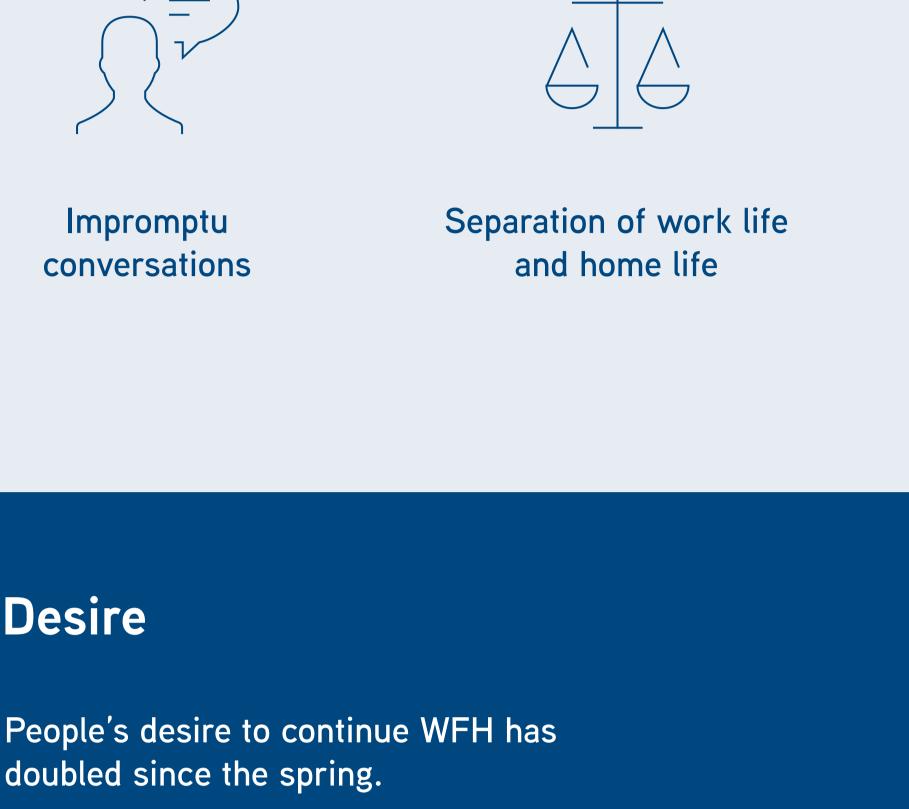
There is a direct

correlation between the

number of days desired



Desire



days a week now, compared to only 34% in the spring.



Shaping The Future

returning to the office. Top five aspects most important for a return to the office:

2. Cleanliness

4 Takeways: Redefining the Post-COVID-19 Workplace Here are recommendations to build your future workplace to accommodate your

people's desire for choice and flexibility.

Leverage choice and flexibility

1. Ability to choose if/when they go into the office

3. Ability to meet safely with colleagues

5. Colleagues observing new protocols

People want to choose where they live and work - more than 20% currently living in urban areas plan to relocate as a result of COVID-19.

to attract talent.

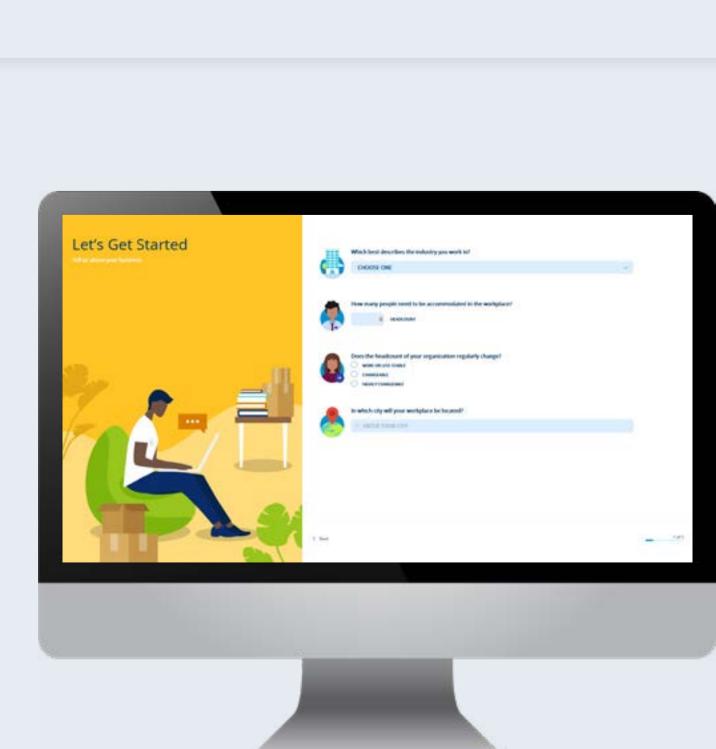
Create a culture based on trust, establish new norms and align policies with work processes.



4. A clear understanding of COVID-19 response plan

workspaces at least some of the time. Adopt and foster new ways of working Rethink what the workplace can be. (championed by leaders).

size the workplace by aligning portfolio strategy.



we accelerate success at corporate.colliers.com, Twitter @Colliers or LinkedIn.

How can workplace strategy

shape your business?

with our technology app.

Provide alternative working solutions.

People want to be provided options on where

(ages 20-30) are interested working in flexible

Build community and collaboration! Integrate the

digital and physical work experiences and right-

they work. About 65% of young workers

Workplace Expert Tool > Access Here

Explore your ideal work environment

Designed to help you take the first steps in shaping your future workplace strategy.

Source: The Next Work Experience Survey, Colliers' Global Workplace Advisory Team, September 2020 **About Colliers International** Colliers International (NASDAQ, TSX: CIGI) is a leading diversified professional services and investment management company. With operations in 68 countries, our more than 15,000 enterprising professionals work collaboratively to provide expert advice to maximize the value of property for real estate occupiers, owners and investors. For more than 25 years, our experienced leadership, owning approximately 40% of our equity,

has delivered compound annual investment returns of almost 20% for shareholders. In 2019, corporate revenues were more than \$3.0 billion

(\$3.5 billion including affiliates), with \$33 billion of assets under management in our investment management segment. Learn more about how