The conversation around Hybrid Work is evolving—from mandates to purpose. Cisco's Global Hybrid Work Study 2025 reveals that leaders face a pivotal opportunity - to move beyond policy enforcement and design an intentional workplace model that builds trust, supports performance, and reflects the modern workforce.

Status quo

In-office work is on the rise—with employers viewing it positively for boosting productivity, fostering innovation, and strengthening workplace culture.

Trust Must Underpin the Hybrid Work Strategy

Employees interpret hybrid work mandates as signals of trust-or lack thereof.

72% of organizations now mandate in-office work.

However, significant perception gaps remain between employers and employees.

7% of employees believe hybrid work mandates are driven by a lack of trust, not productivity.

Only 39% of employees agree with employers' belief that mandated office days boost productivity.

The Wellbeing Story

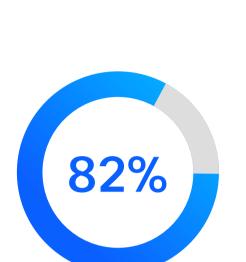
85% of hybrid employees believe the arrangement enhances their well-being.

of employers with a hybrid work model say it enhances personal well-being.

Employees value office time for



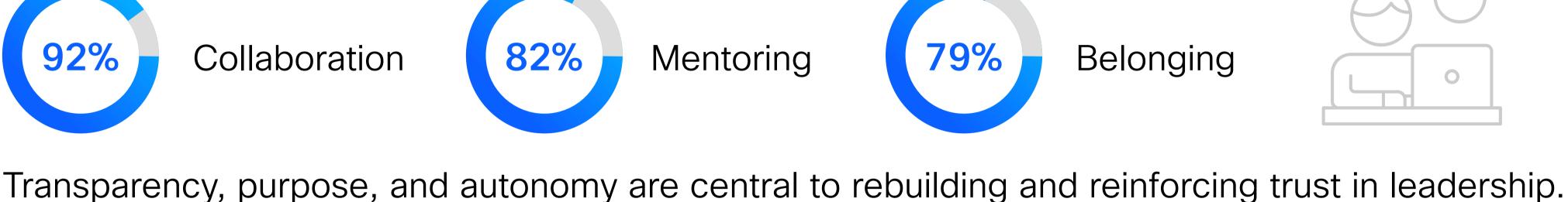
Collaboration



Mentoring



Belonging



Build Shared Value into the Office Strategy

Bridging the gap between business efficiency and employee experience is key to long-term hybrid work success.



Employee View



16% feeling time spent commuting must be justified by in-office value.

The Employer View

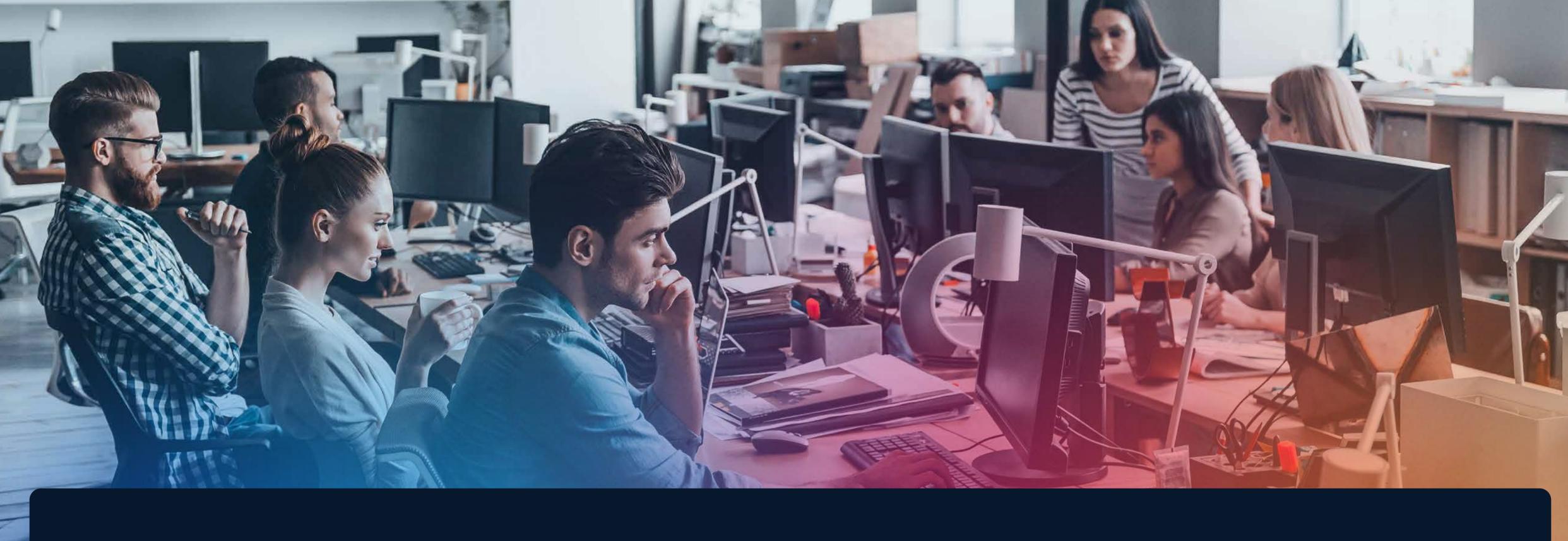


of employers cite real estate and building costs as primary hybrid work drivers.

Leaders have an opportunity to reimagine the office footprint and leverage office optimizing technologies while also offering flexible schedules that help employees balance their time, effort, and financial investment.

Flexibility Remains a Strategic Imperative Rigid hybrid work policies risk disengagement and attrition-especially among high

performers, despite positive sentiments about the office's role in career growth.



of high performers have considered

of high performers prefer working from the office

of high performers say

By designing hybrid work strategies that make the office a destination for high-impact activities, not an obligation, leaders can unlock stronger performance and retention.

a career change due to their current

work-from-office policies.

over home or hybrid.

to career advancement.

in-office time has contributed



Workplace Strategy Must Reflect Generational

Younger talent expects flexibility, digital fluency, and a wellbeing-oriented experience.

 $48^{\text{\%}} \, \begin{array}{l} \text{of Gen Z} \\ \text{employers} \end{array} \quad \begin{array}{l} \text{Vs.} \\ 28^{\text{\%}} \, \begin{array}{l} \text{of Boomer} \\ \text{employers} \end{array}$

Expectations

say remote work is more productive.

prefer the office.

 $40\% \ \ \begin{array}{c} \text{of Boomer} \\ \text{employers} \end{array} \quad \begin{array}{c} \text{Vs.} \\ 28\% \ \ \text{employers} \end{array}$

of Gen Z cite wellness technology as highly valuable.

 $56\% \ \, \begin{array}{lll} \text{of Gen Z} \\ \text{employers} \end{array} \ \, \begin{array}{lll} \text{Vs.} \end{array} \ \, \begin{array}{lll} 34\% \ \, \text{of Boomer} \\ \text{employers} \end{array}$

see digital transformation and collaboration tools as critical.

Leaders must design for multi-generational needs, including modern tools, workplace wellbeing investments, and inclusive definitions of productivity.

people-first design.

Technology should Support the Strategy Technology is foundational to hybrid success—but only when aligned with



Hybrid success depends on an infrastructure that enables people to do their best work—from anywhere.

of employees regard collaboration tools as effective at enhancing productivity and efficiency.

Infrastructure Investment

3% of employers and

of employers are investing in Al.

of employers are investing in collaboration tools to enhance hybrid models.