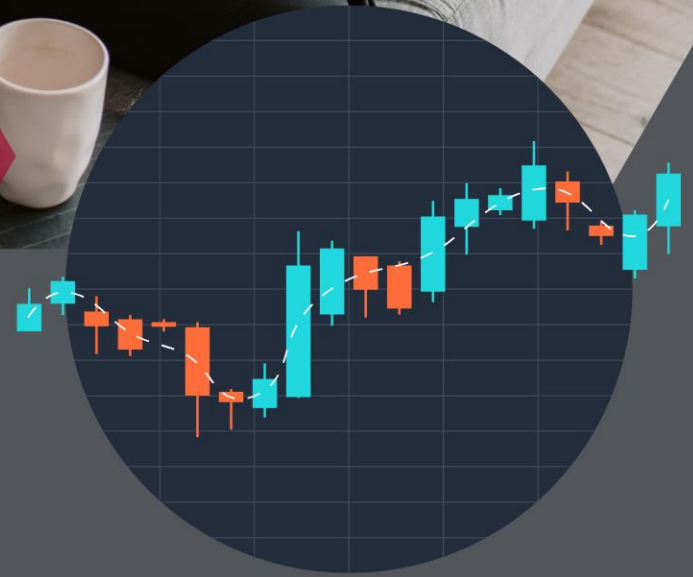




Marketing Poll Results

Data that tells a story.

bgsf.com



POLL QUESTION 1:

Has the pandemic caused you to re-evaluate your career goals? If yes, what is the leading factor? If not listed, please comment below.

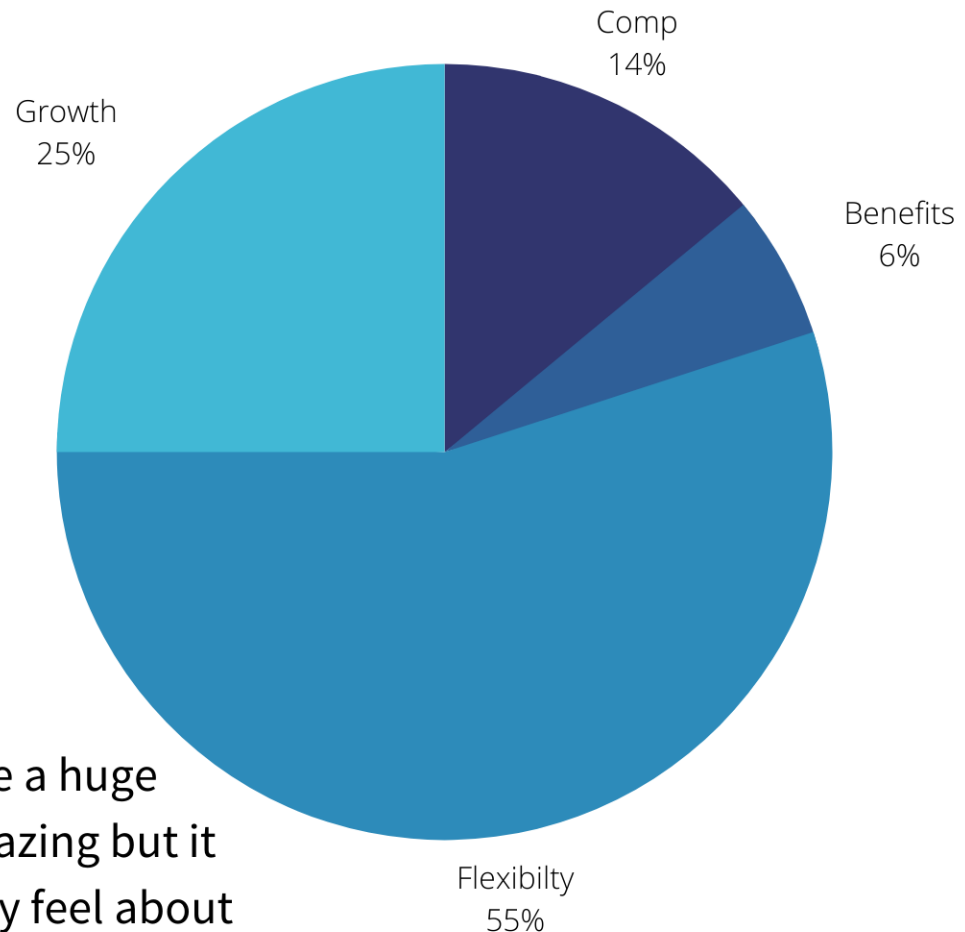
POLL Results:

- Compensation- 14%
- Benefits - 6%
- Flexibility - 55%
- Professional Growth - 25%

Poll Comments:

"The leading factor for me is job change, I just don't know to what."

"Mental health and well-being have become a huge priority. Having work at home has been amazing but it has definitely made me reflect on how I truly feel about my job. And caused me to seek out what my passion is."

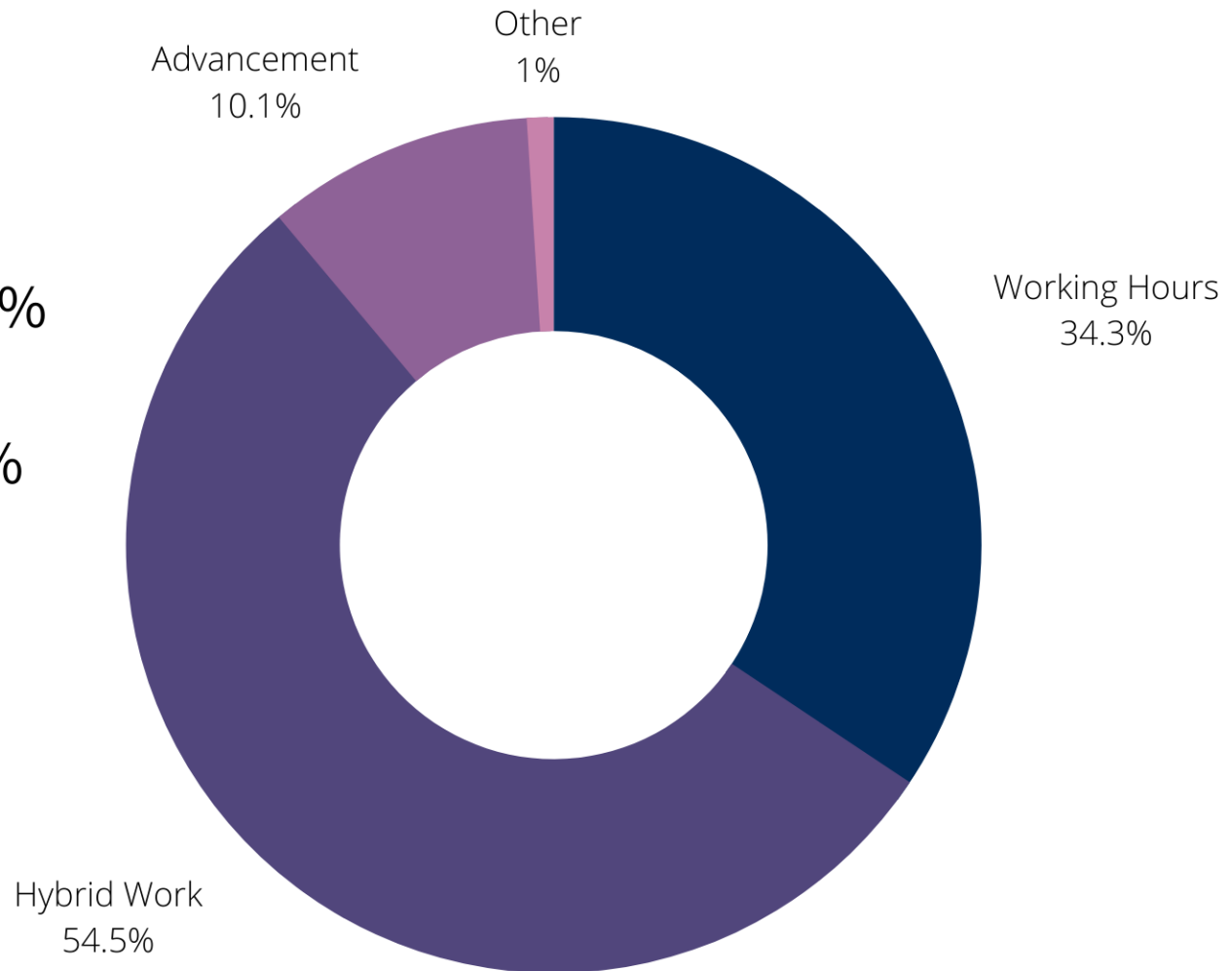


POLL QUESTION 2:

What does FLEXIBILITY mean to you?

POLL Results:

- Working Hours - 34%
- Hybrid Work - 54%
- Advancement - 10%
- Other - 1%

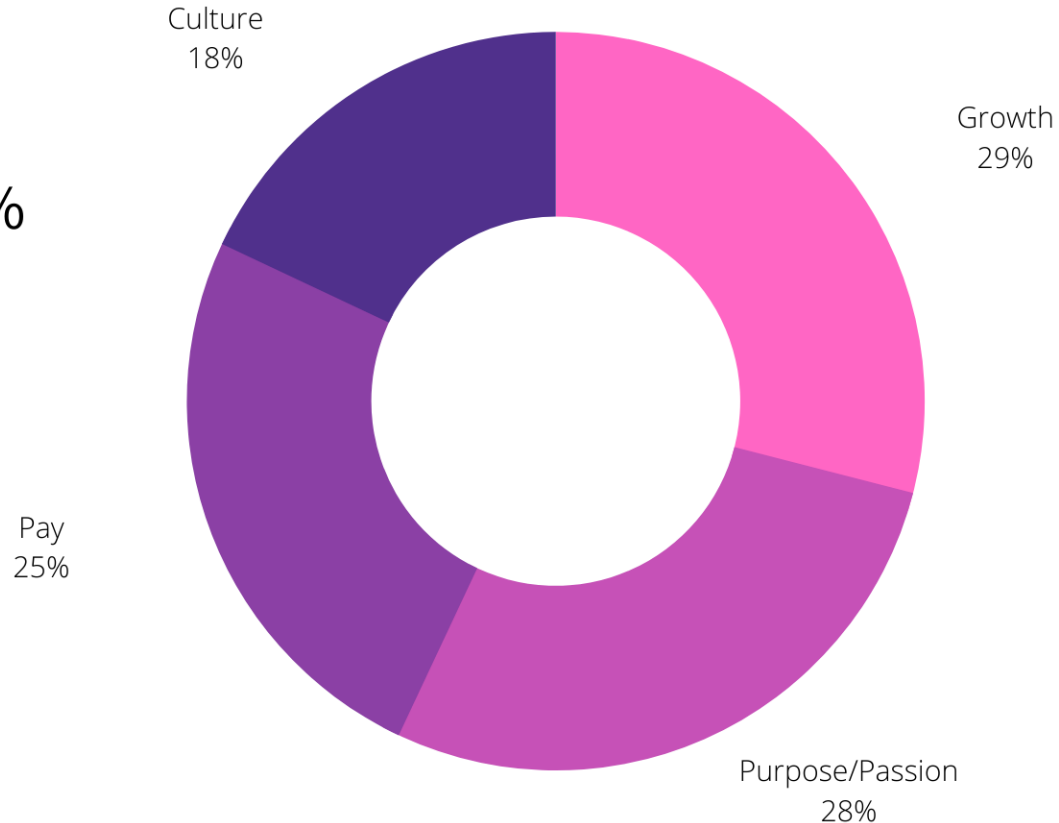


POLL QUESTION 3:

What matters the most to you at work

POLL Results:

- Growth Opportunities - 29%
- Purpose & Passion - 28%
- Pay - 25%
- Company Culture – 18%

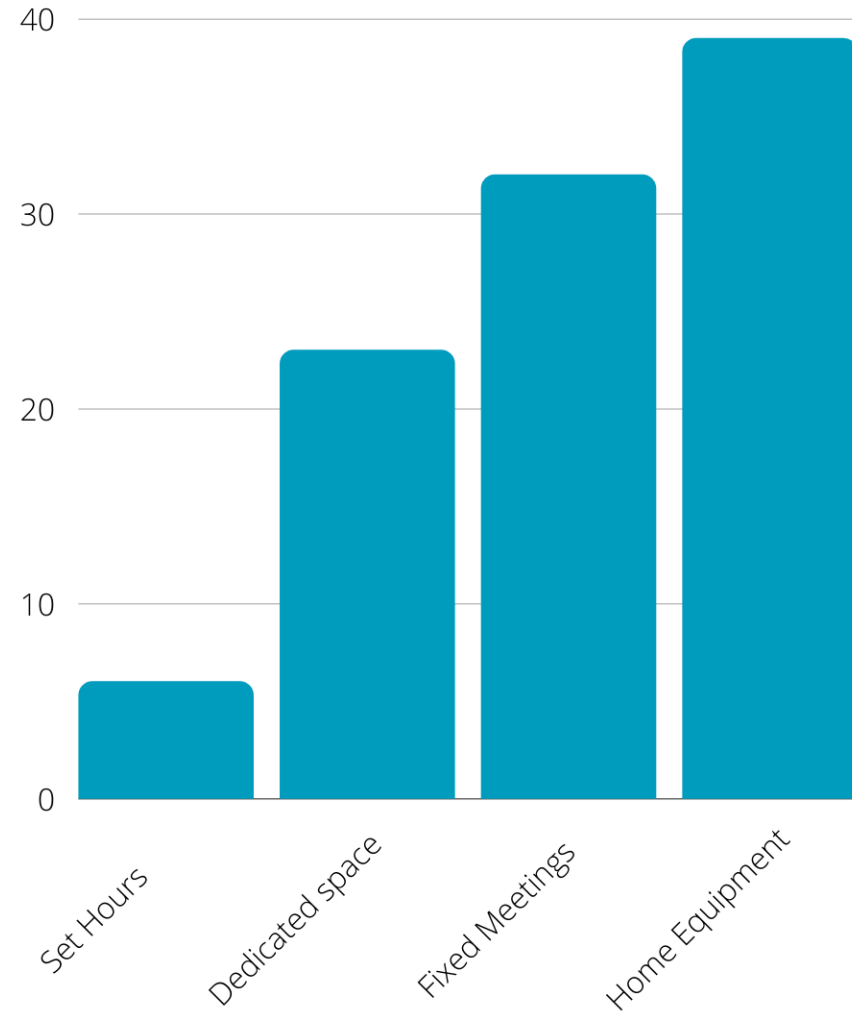


POLL QUESTION 4:

What type of support is most important to you in a hybrid work environment?

POLL Results:

- Sufficient equipment at home- 39%
- Fixed meetings & expectations- 32%
- Dedicated space (if in-office)- 23%
- Set hours when remote- 6%

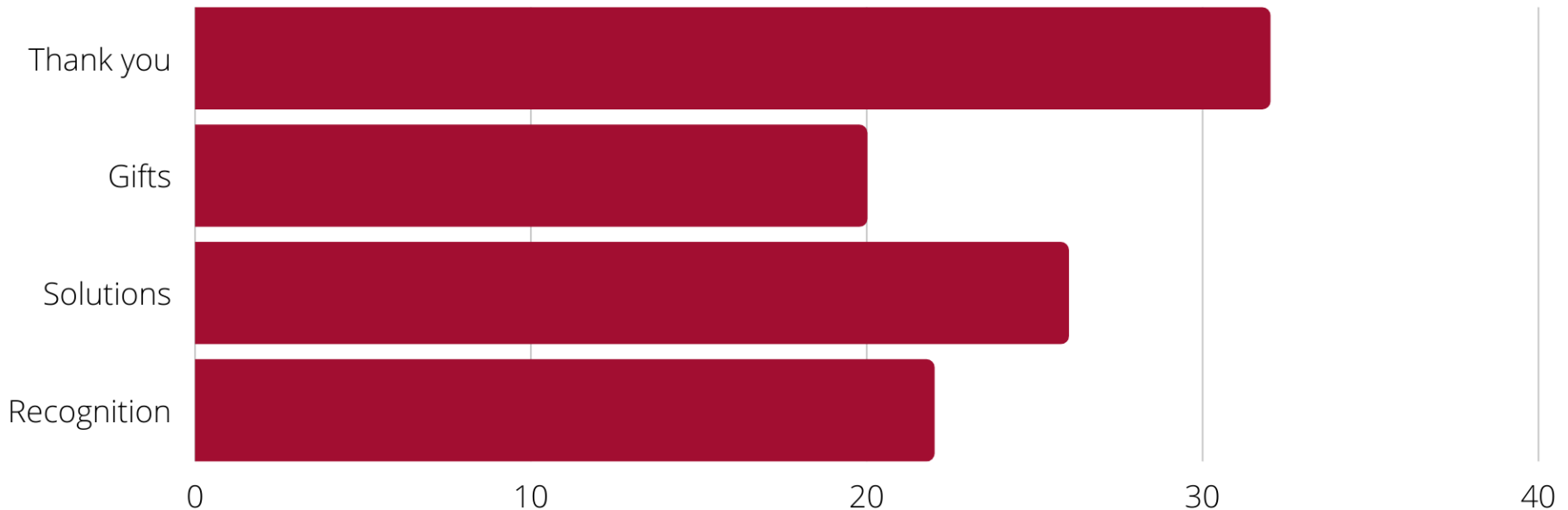


POLL QUESTION 5:

What makes YOU feel APPRECIATED?

POLL Results:

- Personalized Thank You -32%
- Gift Card or Treats -20%
- Providing Immediate Solutions -26%
- Being Publicly Recognized - 22%

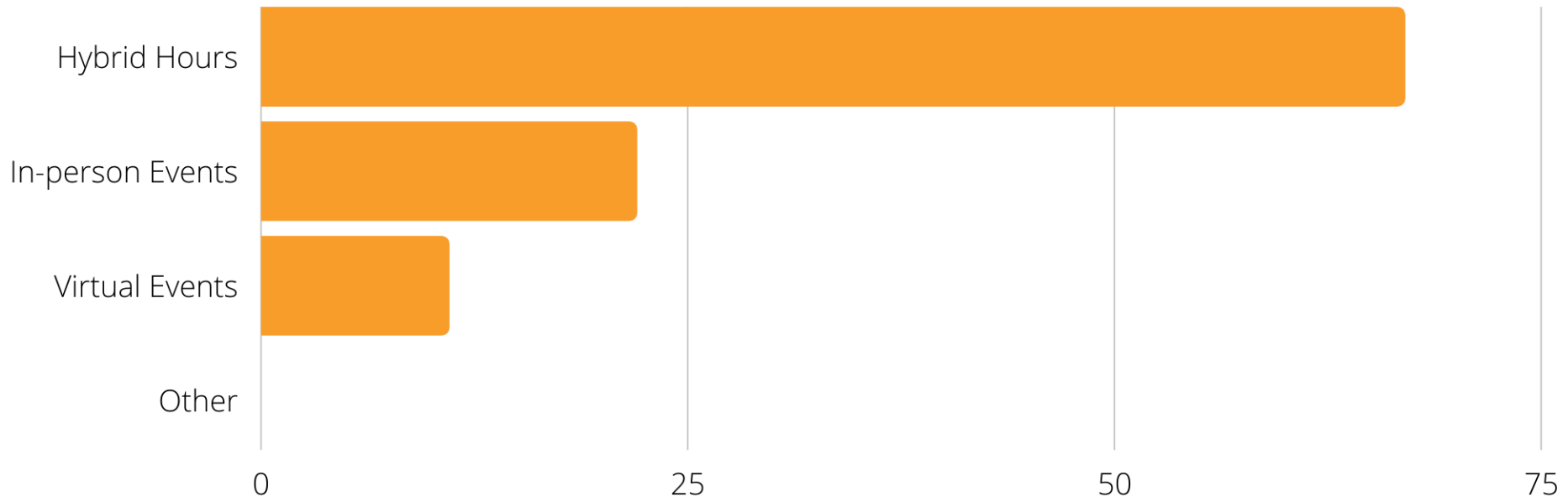


POLL QUESTION 6:

How can companies invest in a thriving culture while remaining flexible?

POLL Results:

- Hybrid Hours - 67%
- In- Person Events - 22%
- Virtual Events - 11%
- Other - 0%





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