

# **COVID-19 Return to Work Survey Results**



**The Top 5 Things  
That Keep You Awake At Night**



**911 CONSULTING®**

# Methodology

- Survey conducted April 2-7, 2021
- Emailed to 6,158 workplace leaders with responsibility for employee safety
- Workplaces include offices, manufacturers, medical care facilities, schools, colleges, and camps across the United States
- Survey included 8 multiple choice questions and 1 open-ended question: **“What keeps you awake at night about reopening?”**

# **The Top 5 Things That Keep You Awake At Night**

## **#5**

### **“Managing remote employees”**



## #5

### “Managing remote employees” comments

“What keeps me up is the fractured work from home/work from office mix that’s going on, and the increase in my own time to coordinate WFH employees.”

“How do we determine which roles can stay remote, which need to be on-site, and how to create a hybrid plan that’s equitable to all?”

“Figuring out how to not favor in-person workers over remote workers. Or vice-versa.”

“I worry that those coming back will have bad feelings towards those who don’t.”



# **The Top 5 Things That Keep You Awake At Night**

**#4**

**“Employees who don’t want to  
return to our worksite”**



**911CONSULTING®**

## #4

### **“Employees who don't want to return to our worksite” comments**

“I worry that some will resign or retire rather than come back to work full time.”

“Some co-workers are scared and/or have grown accustomed to working remotely.”

“Our employees are happy to work remotely and if we force them to work in the office it may make a huge turnover.”

“Employees refusing to return keeps me awake.”

# **The Top 5 Things That Keep You Awake At Night**

## **#3**

**“COVID-19 variants, a  
resurgence, new pandemics”**



**911CONSULTING®**

**#3**

**“COVID-19 variants, a resurgence,  
new pandemics” comments**

“New variants and new pandemics keep me awake.”

“Employees testing positive for COVID, especially with a highly contagious strain.”

“With variants, vaccine failure may occur. The worst case would be someone dies after being required to come back.”

“How to effectively manage positive cases and contact tracing.”

“How to handle if exposure occurs in the building after we are fully open. Do we have to shut down again, etc.?”



# **The Top 5 Things That Keep You Awake At Night**

## **#2**

**“Employees who aren’t  
vaccinated”**



**911 CONSULTING®**

## #2

### **“Employees who aren’t vaccinated” comments**

“I worry about unvaccinated employees returning to the office and our communal areas.”

“I’m worried many of our staff will choose to not get vaccinated and a new variant sends us back to working from home for another 18 months.”

“New virus strains that spread more rapidly and are more dangerous to those with underlying health conditions.”

“We have members of the public come through. We attempt to minimize contact with staff, but will I be able to fully protect them?”



# The Top 5 Things That Keep You Awake At Night

**#1**

**“Enforcing safety protocols”**



**911CONSULTING®**

**#1**

## **“Enforcing safety protocols” comments**

“What keeps me awake is possible increase in conflict between employees regarding the required safeguards.”

“Employees not keeping their masks on and Facilities having to police it.”

“Attitude of fighting the masks.”

“Keeping them safe and not having an outbreak of the virus.”

“Safely managing the ‘amenities’ like gathering at coffee stations, break areas, etc. And enforcing mask mandates.”

“I worry about visitors and third parties coming into the office.”

## **The Top 5 Things That Keep You Awake At Night**

- 1. Enforcing safety protocols**
- 2. Employees who aren't vaccinated**
- 3. COVID-19 variants, a resurgence, new pandemics**
- 4. Employees who don't want to return to our worksite**
- 5. Managing remote employees**

## Survey insight: training builds trust

- Training all employees in your COVID-19 safety protocols will improve compliance, reduce risk, and build trust—their trust in you, and your trust in them.
- Training gives employees “social permission” to tell others to follow safety protocols (e.g., wear a mask correctly, maintain social distance, wash hands)—and report offenders. They trust you have their backs.
- Training teaches employees some colleagues may have health conditions that prohibit getting vaccinated, and may need to follow more strict protocols. These vulnerable employees trust they won’t be singled out.
- Other workplace emergencies—fire, medical events, workplace violence, active shooter, severe weather, toxic spills—remain foreseeable threats that require training. Employees want to trust you’re prepared, and they know how to respond.





**911 CONSULTING®**

**“Good leaders protect their people.”**

—Bo Mitchell, 911 Consulting founder and president

Every police officer and firefighter responding to an emergency hears, **“I never thought this could happen to us.”**

Be ready instead of regretful.

911 Consulting provides emergency planning, **training**, drills and exercises for organizations of all types and sizes. You can protect your people, your property—and your posterior.

[Contact us](#) today to see how straightforward it can be to prepare for the unthinkable.