



Based on survey results from 131 respondents, conducted in Spring 2017

RESPONDENT PROFILE

87%

C-level
Director
Manager

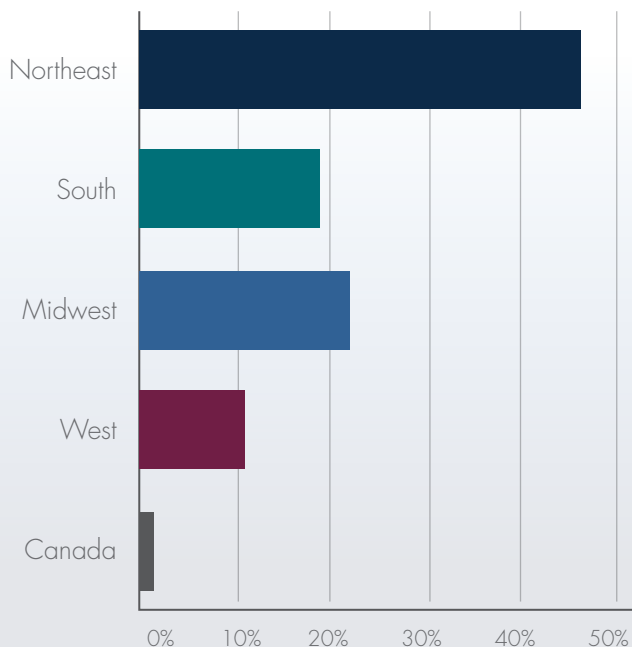
90%

Fall Within
Marketing/Business
Development Departments

FIRM
SIZE

0-100	19%
101-300	14%
301-500	19%
501-1000	27%
1000+	20%

REGION



95%

Full
Time
Employee

92%

Exempt
*not eligible
for overtime

FREQUENCY OF WORKING FROM HOME

< 1 DAY PER MONTH	49.17%
1 - 4 DAYS PER MONTH	29.17%
1 - 2 DAYS PER WEEK	13.33%
3 - 4 DAYS PER WEEK	4.17%
5 DAYS PER WEEK	4.17%

20%

Indicated flex work
was part of their
employment package

72%

Earned their flex work
over time

CURRENT FLEXIBILITY OPTIONS:



note some flexibility to work from home

67%

Most of my time is spent in the office, but I occasionally work from home.

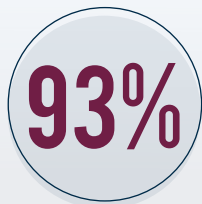
22%

My schedule fluctuates based on work demands, but I generally work from home at least one day a week.

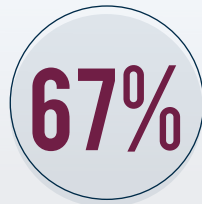
11%

I have regularly scheduled days to be in the office and to work from home.

ACCOUNTABILITY



do not track and report daily activities when working from home

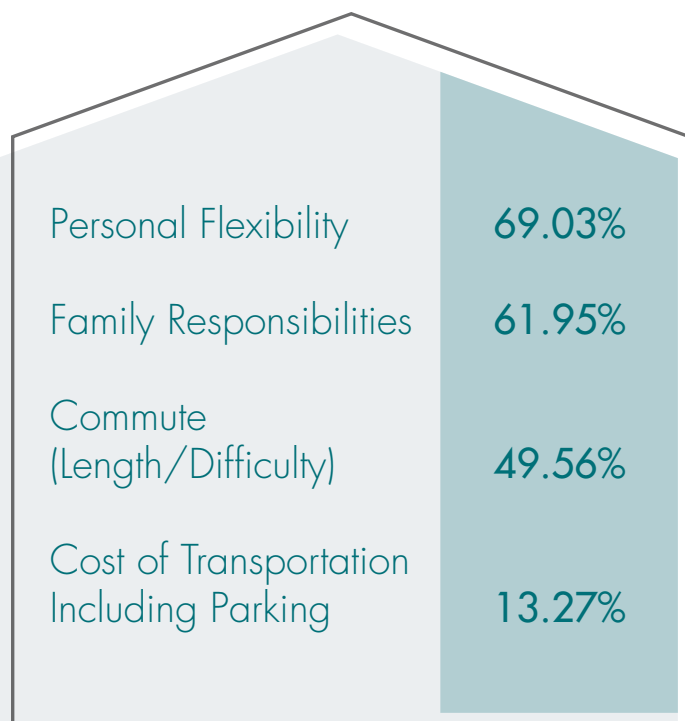


report that there is no formal documentation of their flexible work arrangements

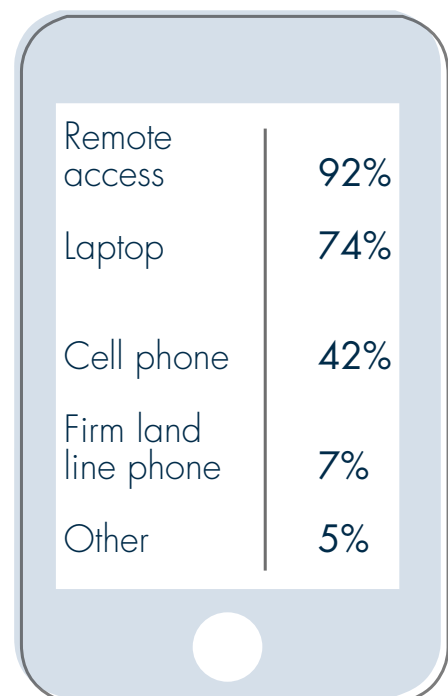


said they value a flexible work arrangement over a new opportunity without it

FLEXIBILITY FACTORS



ACCESS TO REMOTE TOOLS



ADDITIONAL COMMENTS:

If I were afforded the opportunity to work from home more I would. I am more focused at home, feel a greater responsibility to use my time well (v. allowing myself to become distracted at work) and am overall much happier in the environment I love v. a six-foot high beige cubicle that sits next to a distracting break area.

I'm definitely considering negotiating regular telecommuting into my next role. I'd consider leaving legal to get it.

I work on a different floor than the attorneys in our office and I would say that on most days when I am working from home none of the attorneys are even aware I am not in the office. They call me and I answer, that is all they care about. The fact that my assistant is in the office when I am not is also a key factor in making the arrangement work.

My firm does not have a flexible work policy for non attorneys. My boss has allowed me to on occasion because of commuting/family/work responsibilities. I strongly believe that the bus dev/marketing people in my dept would be more productive and happier if a policy that allowed one day from home/week was in place.

I would love to have more flexibility regarding working from home and would actually be more interested in a new opportunity if there was a chance to regularly work from home once a week, two times a week, etc.

I have had a flexible working arrangement in the past and it's a huge selling point. There are times where it's most beneficial to remove yourself from the distraction of being in the office and having people stop by when you're trying to make headway on a large project. Family conflicts are another huge factor. At a previous employer they truly didn't care when/where you worked as long as your work got done. If you wanted to leave at 2 but you planned on working a couple of hours in the evening, they were fine with that.

I requested to work from home for one day a week in October 2016 and it has yet to be approved. It is very frustrating as I have been with my company for 6 years and have had great reviews. I am a new mom and my commute time is getting to me. If I found an opportunity that allowed me to work from home, and it was a good opportunity, I would take it.

I tread very carefully in the realm of "flexible work arrangements." I personally use "work from home" days only when I HAVE to get something done, but can't be in the office (usually, sick kid; sometimes, emergency home repair, etc.) I would like the opportunity to work from home more - but I also realize the value of seeing my peers and attorneys face-to-face in the office. That is still - and will always be, I think - important.

I think law firms are still very reticent to let people work remotely, which is silly. Most of the attorneys I work with aren't local and I would much rather work from home and travel more to get face time with the chairs of my practice groups than come into the office every day where I spend the day on email and phone and accessing documents on the shared drive.

I am currently in the process of requesting a more flexible arrangement...If my firm is not willing to support this situation, then I will be looking for another more flexible position.

I believe that most firms would value and trust their senior marketing and BD leaders to have the flexibility of working from home, specifically if working on strategic initiatives, planning, or projects or simply to get caught up whereby one doesn't have meetings (team or lawyers) or need to be physically be present for whatever reason. I don't see this flexibility as easily accepted with junior or even mid level staff however for the senior leaders it's not an uncommon practice.

Work 4 days per week, 3 in office, 1 at home. Available on demand via email for emergencies outside that time. Negotiated up front and part of work agreement

A flexible working schedule is more valuable to me at this point in my life than money. I value my personal time, and wish my current employer was more understanding of their employees' effort to have a work life balance. You either trust your employees, or you don't. And if you don't, they shouldn't be your employee. With the availability of laptops, remote access, Skype, phones, etc, it is not terribly difficult to implement a work from home policy. I would require this of any future employer.

My flex time is mostly in my hours in the office (9:30am-6pm), but in this day and age, anyone can work from home as long as they have access to email and digital files. This should be a no brainer for employers to offer.

My employer doesn't offer the ability to work from home - it's 2017, this shocks me.

This is an area of ambiguity for us. It seemed to be ok, but now my boss is unhappy that people are working from home. We have no parameters right now, so it is very frustrating.