



Hybrid Working vs Remote Working

Mix of in-office and remote working days.

Structured office time with flexible remote options.

Easier access to spontaneous collaboration when on-site.

Some autonomy, but also depends on office days and expectations.

Moderate improvement. Office commutes still exist, but fewer days.

Requires both home and office setups.

Increase focus with dedicated days for different types of work.

Work Location

Flexibility

Communication & Collaboration

Employee Autonomy

Work-Life Balance

Tech and Equipment

Productivity

100% location-independent, working from anywhere.

Flexible work location and schedule.

Requires scheduled meetings and clear communication tools.

Full autonomy in managing time and location (within company rules).

Significant work-life balance enhancement due to the removal of commuting and flexible schedules.

Complete home office setup required.

Productivity varies but can be high when supported with the right tools.

Hybrid Work Tips

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Claudia Amaral**

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