

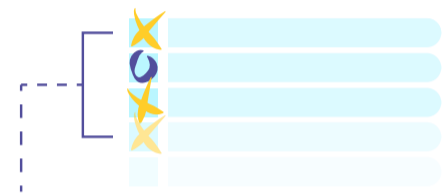
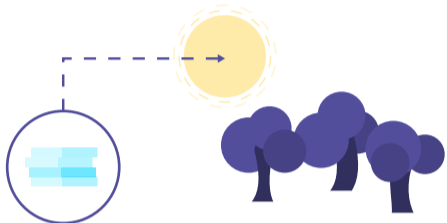
5 Tips for Combating Productivity Paranoia



Employers have largely embraced remote and hybrid work models in recent years, with many forgoing fully in-person work arrangements. Still, some employers are not convinced their workers can be productive outside of the office, even though most employees feel otherwise. This emerging disconnect between employers' and employees' perceptions of productivity is known as productivity paranoia, and it's impacting many U.S. workers by causing them to feel overwhelmed and burned out.

According to a recent survey conducted by Microsoft, **87% of employees** think they're productive at work; however, only **12% of senior leaders** have full confidence their employees are productive. Additionally, **85% of leaders** believe hybrid work has made it difficult to ensure employees are productive.

Here are some tips employers can consider to combat productivity paranoia:

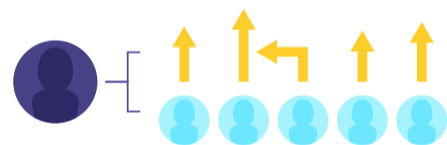


1 Focus on employees' well-being.

Many employees are demanding more autonomy and flexibility to increase their job satisfaction and well-being. Prioritizing employees' well-being can help employers build trust within their organizations, boosting overall productivity.

2 Prioritize employees' outputs.

Despite transitioning to remote and hybrid work arrangements, some employers are using outdated methods to assess employees' productivity, such as visual cues and time in the office. Employers can move away from these methods by focusing on outputs, thus reviewing employees' results.



3 Establish new metrics.

Although employers have traditionally measured employees' productivity by hours logged, establishing metrics related to project management capabilities and deliverables instead of time may prove more valuable.

4 Redefine managers' roles.

Employers can help managers adopt outcome-based strategies, which focus on communicating with employees and analyzing their qualitative contributions rather than collecting quantitative data.

5 Embrace flexibility.

Employers can implement tailored work arrangements that meet employees' individual needs. This means trusting employees when they're working remotely as well as prioritizing the time they spend in the office.

While productivity paranoia is a new term, the disconnect between employers' and employees' perceptions of productivity is not. Proactively addressing this trend can help employers establish a more productive and invested workforce.