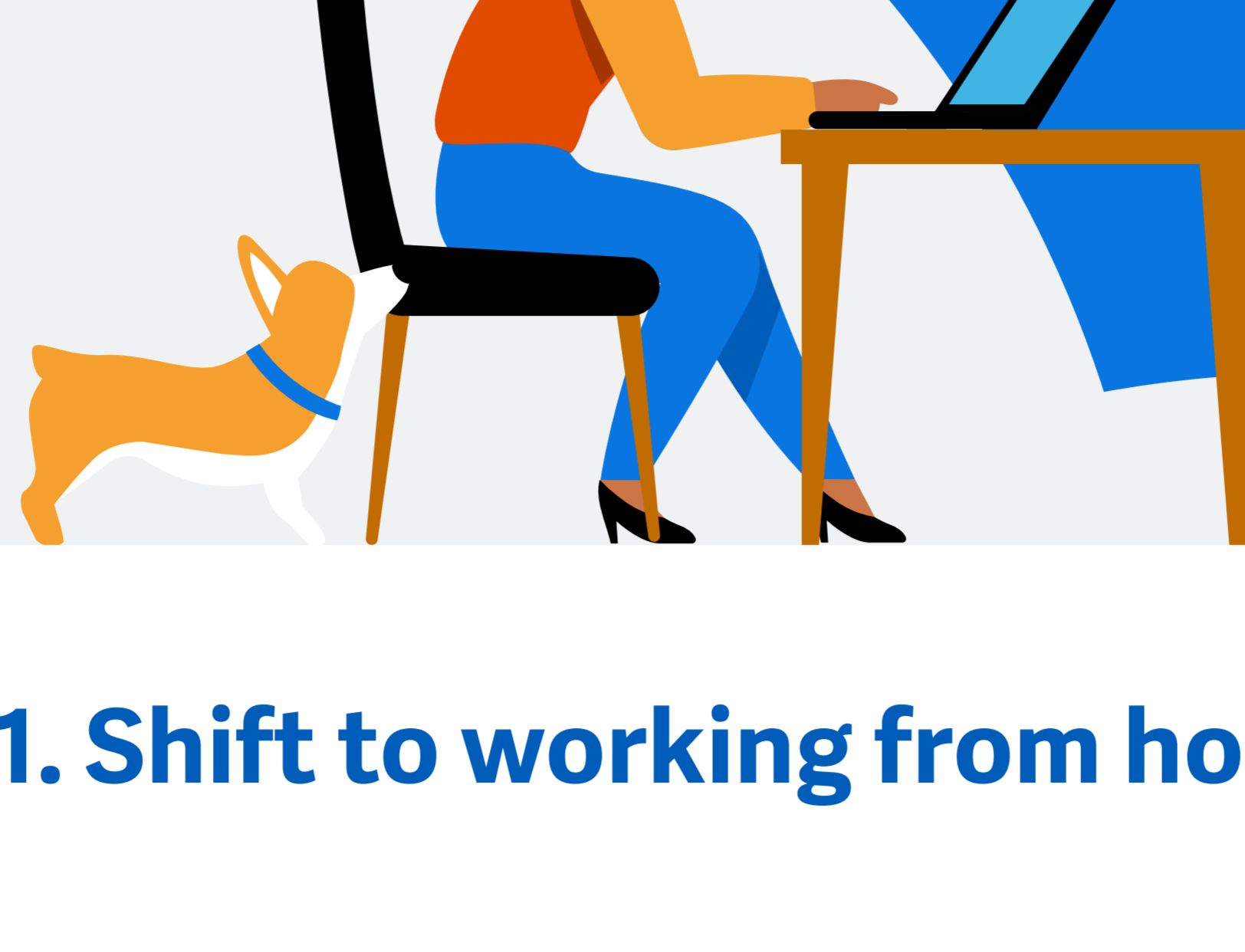


The employee outlook

Understanding employee sentiment and priorities across the Netherlands

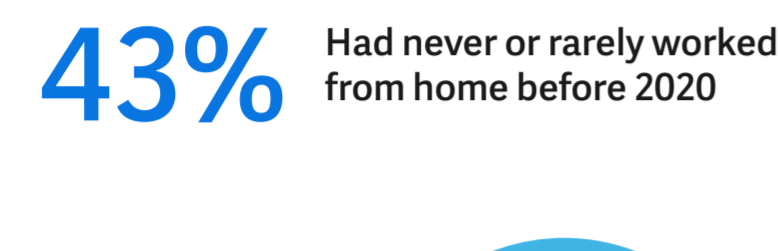


1. Shift to working from home

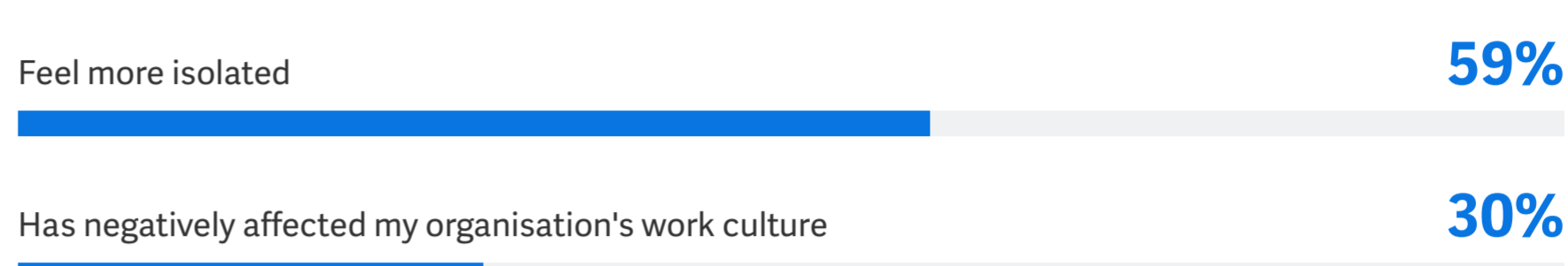
Proportion who have worked from home



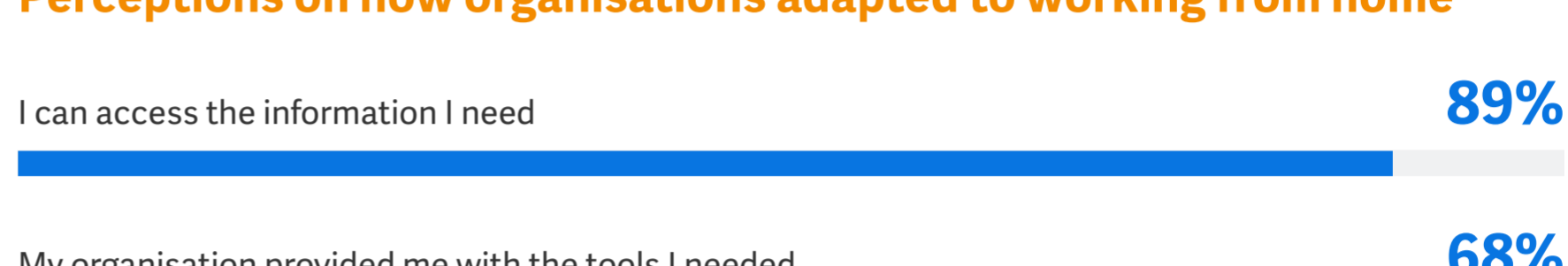
43% Had never or rarely worked from home before 2020



Impact of working from home on the employees



Perceptions on how organisations adapted to working from home

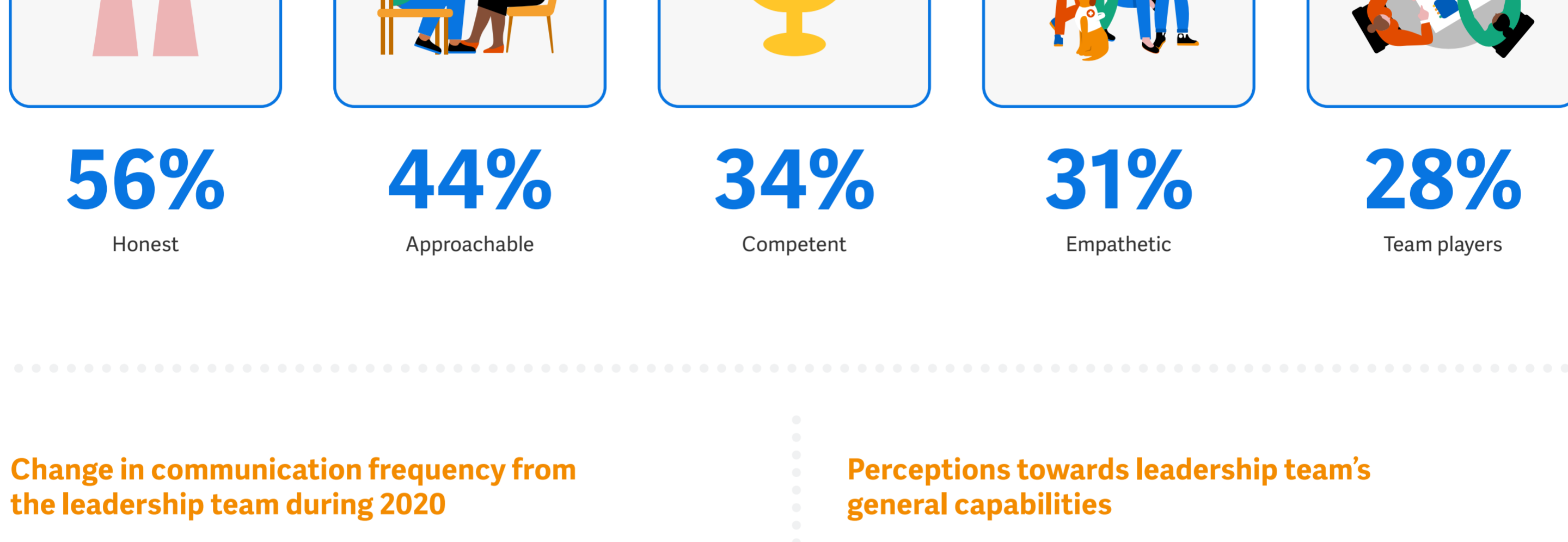


2. Evaluating leadership performance

Leadership performance score



Top 5 desired characteristics within a leadership team

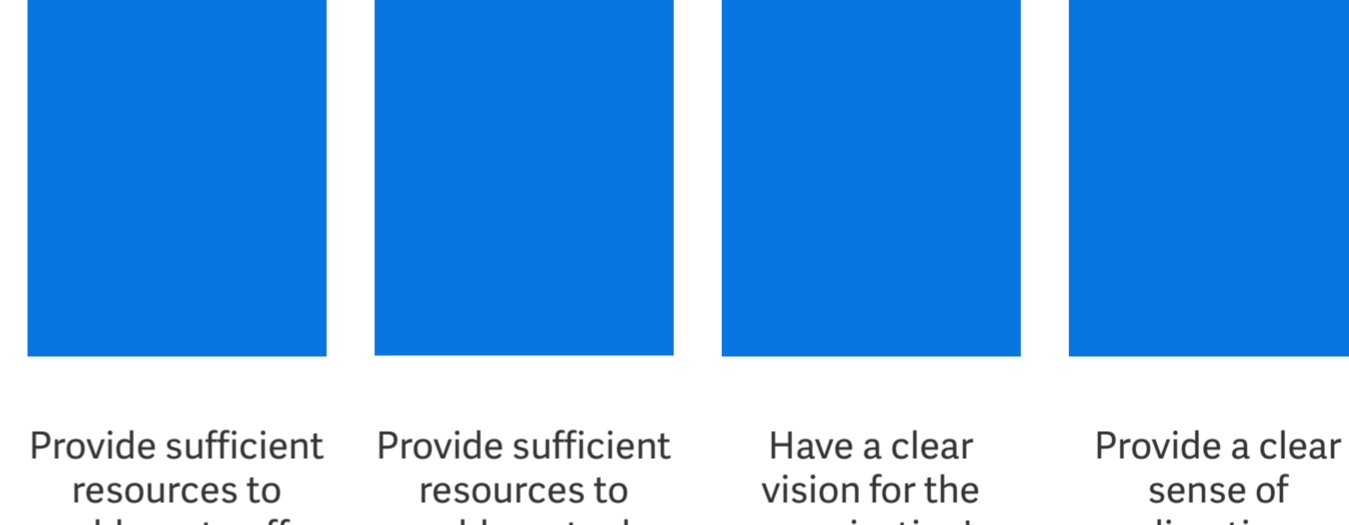


Change in communication frequency from the leadership team during 2020



32% Stayed about the same

Perceptions towards leadership team's general capabilities



Provide sufficient resources to enable us to offer a good service to our customers
Provide sufficient resources to enable us to do our job well
Have a clear vision for the organisation's long term future
Provide a clear sense of direction

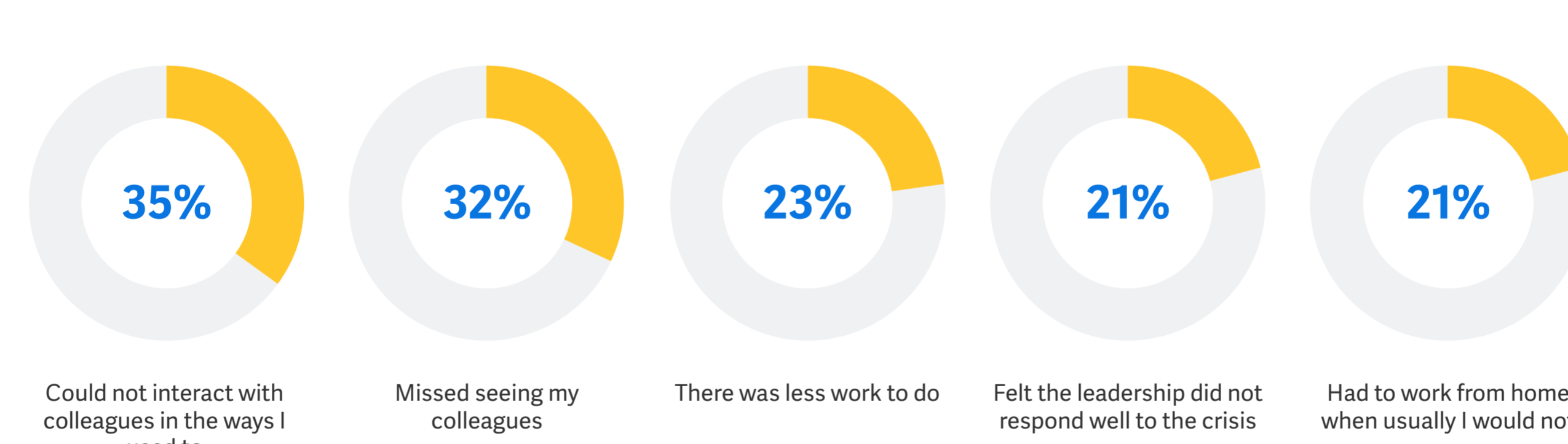
Perceptions on the leadership teams performance during 2020



3. Motivation



Top 5 reasons why employees have found it challenging to motivate themselves recently

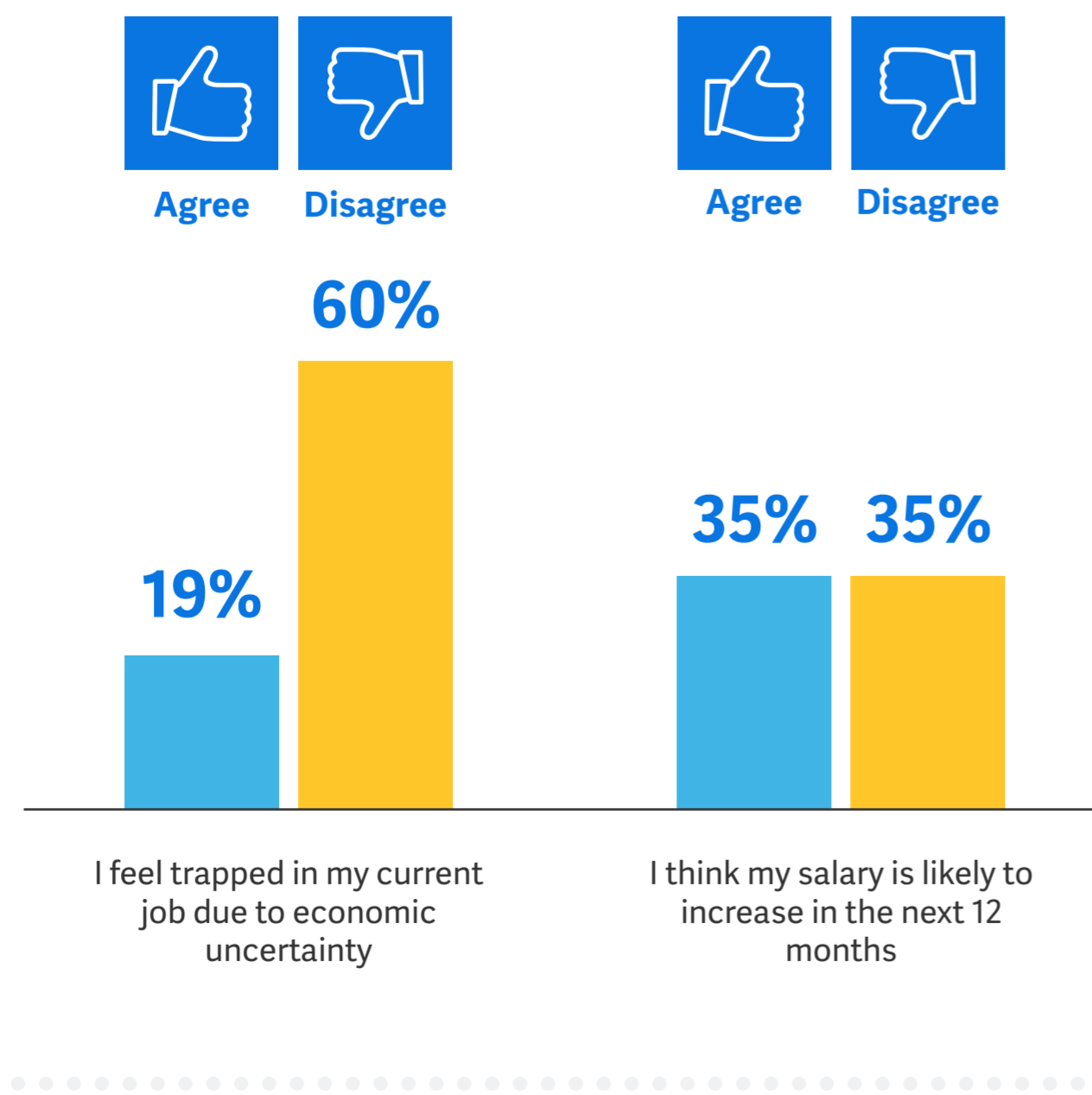


Could not interact with colleagues in the ways I used to
Missed seeing my colleagues
There was less work to do
Felt the leadership did not respond well to the crisis
Had to work from home when usually I would not



4. Future outlook

Employee future career optimism

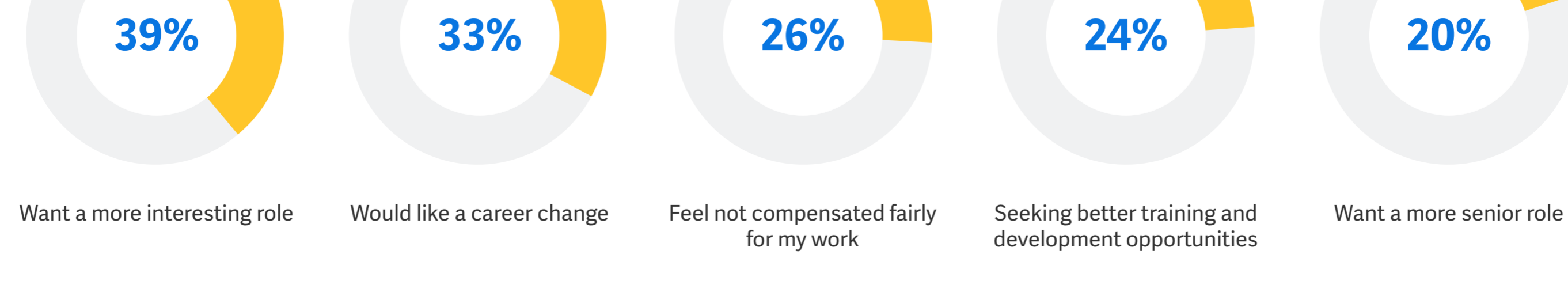


I feel trapped in my current job due to economic uncertainty
I think my salary is likely to increase in the next 12 months



Looking to seek a new role in the next 12 months

Top 5 reasons why seeking a new role in the next 12 months



Want a more interesting role
Would like a career change
Feel not compensated fairly for my work
Seeking better training and development opportunities
Want a more senior role