



MORE THAN A NUISANCE? PRODUCTIVITY LOSS & LONG COMMUTES

December 2024

Better never settles



Commute is the #1 reason employees choose to work remotely.

61%

of employees say they work remotely to avoid the commute

Overwhelmingly, the biggest issue is the commute length.

67%

of those employees say their commute is too long

Further, studies indicate that commute times have lengthened since the pandemic.^{1, 2, 3}

Source: C&W Occupier Experience Survey powered by Experience Per Square Foot™ results from Q1 2023 – Q3 2024; Reasons to WFH n = 10,812, Commute issues n = 5,516.
1 <https://www.businessinsider.com/millennials-high-earners-moved-office-work-from-home-remote-work-2024-3>
2 <https://www.census.gov/library/stories/2024/05/exurbs-city-population.html#:~:text=Before%20the%20pandemic%2C%20telework%20and,the%20past%2C%E2%80%9D%20Rogers%20said.>
3 <https://doku.iab.de/discussionpapers/2024/dp0624.pdf>

MORE THAN A NUISANCE: LONG COMMUTES ARE LINKED TO LOWER PRODUCTIVITY FOR OFFICE REGULARS

Significant differences in **Best Work, Team, and Focus** scores drive the **dip in Productivity** for office regulars with long commutes.

Differences in Productivity (and its components) between those with and without a long commute
(employees working from the office 3+ days/week, “office regulars”)



Source: C&W Occupier Experience Survey powered by Experience Per Square Foot™ results from Q1 2023 – Q3 2024; Only including employees who come into the office 3+ days/week. Productivity n = 3,931; Best Work n = 983; Team n = 3,931; Focus n = 3,931.

MAKE OFFICE ATTENDANCE WORTH THE COMMUTE

Employees' ROI on office attendance must overcome the negative impacts of commuting

To make commuting worthwhile, it is essential to align the workplace with its primary purpose: **fostering connection**.

Just over half of the workforce thinks the office supports its main purposes, indicating clear opportunity for improvement.

For more on office purpose alignment, see [**The Purpose-Driven Office**](#), the April 2024 XSF Instant Insight.

Top 3 purposes of the office, according to employees:

#1 Collaboration



57% of employees believe the current office supports collaboration

#2 Relationships



56% of employees believe the current office supports relationship-building

#3 Socializing



56% of employees believe the current office supports socializing



Commuting challenges have always been a part of office life, but their importance has increased as remote work becomes a stronger competitor. Traditional workplaces often struggle to provide compelling reasons for employees to make the commute worthwhile.

To explore what people now consider the purpose of the office and how legacy workplaces fall short of meeting those needs, refer to our insight, [The Purpose-Driven Office](#).

Contact the [XSF team](#) at Cushman & Wakefield to discover the requirements for your future workplace and identify investments that will yield a positive ROI while addressing commuting challenges.



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