



HubSpot

2019 Remote Work Report

Let's build better remote communities.

At HubSpot, we've always believed that results matter more than when or where they're produced. Today, we're proud to have a community of 200+ fully remote employees (and counting) all over the world.

But we have a lot to learn. That's why we created the 2019 Remote Work Report. By surveying thousands of fully remote workers - both HubSpot employees and non-HubSpot professionals across the United States, U.K. and Ireland - we hope to better understand the trends, challenges, and opportunities of remote work.

From what remote workers are motivated by, to how much vacation they take, the 2019 Remote Work Report shares insights, big and small, about what it's like to work remotely. And more importantly, where employers have an opportunity to improve the remote employee experience.

Hopefully this data can help us all build better remote communities. So, thank you to our respondents for giving us a peek into your world.

Survey Demographics



1,200+ surveyed



Respondents in US, Ireland,
UK, Sweden, Australia



Full-time working
professionals



Male and female



25+ industries

Tenure of working remotely:

Non-HubSpot Remote Workers

7% Less than a year

28% 1-2 years

41% 3-5 years

24% 5+ years

HubSpot Employees

52% Less than a year

38% 1-2 years

9% 3-5 years

1% 5+ years

As Us Weekly Magazine might say: Remote workers, they're just like us!

55% of those surveyed describe themselves as introverts, and 45% describe themselves as extroverts.

When asked to rate their work/life balance on a scale of 1 to 10, 27% of remote HubSpotters chose a 7, and 16% chose a 10. Of non-HubSpot remote workers, 24% gave an 8, with 13% giving a 10.

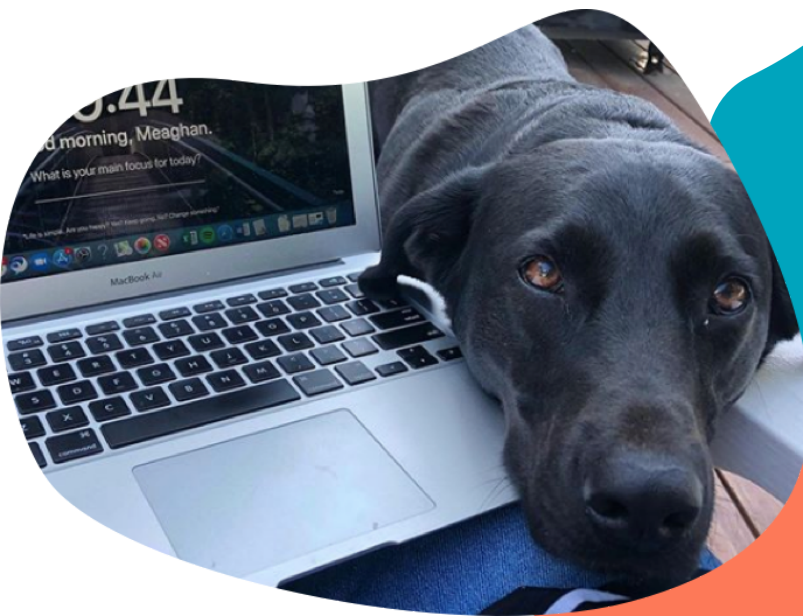
When it comes to a job, HubSpotters are most motivated by:

35% Money

29% Career growth opportunities

26% The mission & vision of the company

10% Benefits



Say hi to Remy! 55% of remote HubSpotters surveyed have at least one pet.

What do coffee, lunch, and vacation have in common? Remote workers enjoy them all.

Believe it or not, remote workers don't fill their days with caffeine any more than office workers, drinking two cups of coffee a day on average.

45% of remote workers take less than an hour lunch break, while 25% work through lunch.

5.3% of remote HubSpotters take less than a week of vacation a year while 41% of take 2-3 weeks.

24% of non-HubSpot remote workers take less than a week of vacation a year, and 22% take 2-3 weeks.

35% of non-HubSpot remote workers save on average \$100 - \$150 a week by working remotely.



What's a day in the life of a remote worker look like?

On average, 61.5% of all remote workers listen to music at least one hour per day.

58% of remote HubSpotters take 1-2 breaks a day, with 29% taking 3-5, and 10% taking none.

*Defined as up to 15 min. away from your workspace

51% of all remote workers check Instagram several times a day.

51% of all non-HubSpot remote workers prefer to work inside, but 41% sometimes work outside, weather permitting.



Fun Fact: The remote support team at HubSpot has over 50 collaborative playlists on Spotify.

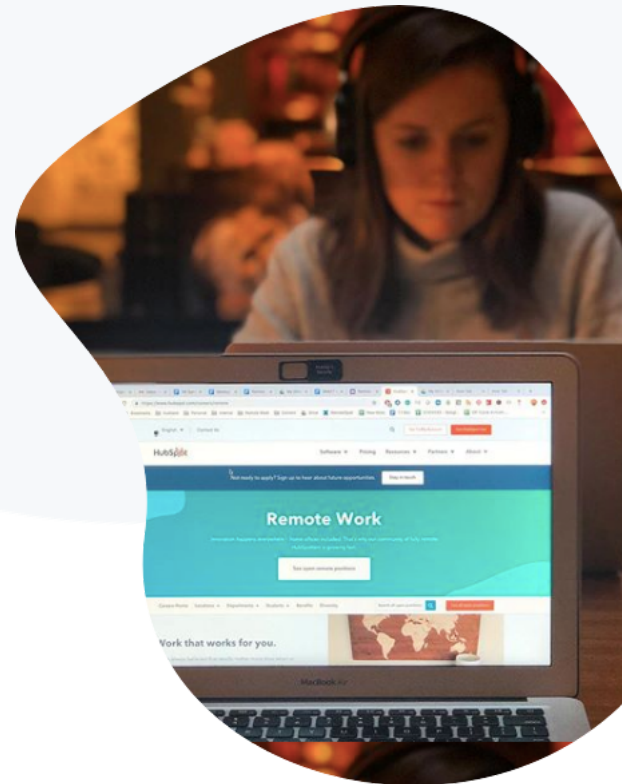


According to our findings, communication with co-workers, feelings of loneliness, and overworking are challenges that remote workers face daily.

56% of those surveyed work around 8 hours a day, with 35% reporting working more than 8 hours.

20% of non-HubSpot remote workers feel lonely every day, with 35% feeling loneliness 2-3 times a week.

Non-HubSpot remote workers noted a lack of social connection (29%) and communicating with co-workers (29%) as the two biggest challenges they face being remote.



The Future of Remote Work.

One thing we know to be true is that remote work is a key ingredient to building a high-performing and diverse company. That's why remote work isn't just the future of work, it's the present.

While it's important to recognize that remote workers have a lot in common with non-remote workers, there are some unique differences. It's not about reinventing the wheel, but rather adapting our skills, workflows and lifestyles. Here are some tactics we think could help:

Communication

When you can't turn to the person next to you, communication becomes much more intentional - and sometimes - more complicated. Having the technology for communication is important - from instant messaging platforms like Slack to smart whiteboards - for team collaboration.

Work hours

Working smarter, not harder is just as important for remote employees as it is for in-office employees. And having the same resources to do so needs to be available to both. For example, we encourage using Google's working hours tool and Slack snooze option to ensure employees aren't working (or getting pinged) around the clock.

Team meetings

It can be hard to engage in a meeting if you're the only one dialing in remotely. We've found that infusing empathy into simple team operations goes a long way. We encourage dispersed teams to have fully virtual meetings wherever possible to create an equal playing field during meetings. It also helps to pause during a discussion and proactively ask team members dialing in if they have anything to add.

Networking

Our #remote-brains-trust Slack channel includes conversation starters such as Tuesday Tips, where our remote employees share their advice about making the most of the remote experience with the larger remote community, as well as weekly remote water cooler sessions over Zoom where remote employees are encouraged to "drop by and say hi".



Thank You!

Thank you for checking out HubSpot's 2019 Remote Work Report. Share your tips and ideas with us by tweeting at [@HubSpotLife](https://twitter.com/HubSpotLife).