

WORK FROM HOME (WFH) PREPAREDNESS ASSESSMENT

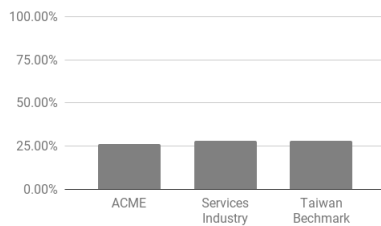
This executive summary provides you with a snapshot of the most important findings from the WFH Preparedness Assessment. A more detailed and extensive analysis of the assessment is available in the full report. The Preparedness Assessment distinguishes two critical preparedness areas:

- 1) **Organizational Preparedness**: policies, tools and processes in your organization
- 2) **Human Preparedness**: mindset, resistance to change, team member engagement

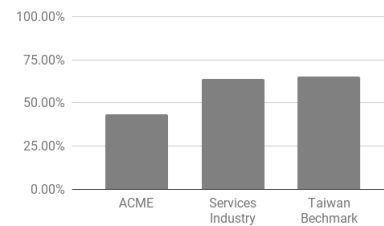
Overall Rating
26.09% - TRANSITIONING



ORGANIZATIONAL PREPAREDNESS



HUMAN PREPAREDNESS



Any score below 50% highlights challenges for your teams to engage in remote-working from an organizational or human point of view.

The following two **Organizational Preparedness** levers are below the industry standard and general Taiwan average:

1. **Policies & Compliance**: A team with a low score in this lever may be overexposed to a wide range of policy and compliance issues. Mitigation steps to reduce the risks in this lever include considering location-specific laws and international security guidelines, as well as procedures for remote work at every operational level. Specific areas of improvement may include global worker classification policies, remote security and infrastructure policies, and remote team management policies.
2. **Hiring, Engagement & Management**: Scoring low on hiring, management, and engagement might highlight current remote work challenges that can impact your employee's productivity and retention. Identify the departments at risk and define high-impact opportunities to establish best practices and programs that help your remote or hybrid workers and managers. With the right level of development you can shift from reactive to thriving within a remote working environment

The following two departments have the two lowest scores in **Remote Collaboration Effectiveness**:

1. **Production** Departments that score low in Remote Collaboration Effectiveness have teams and members that are personally struggling to cope with the new remote communication and collaboration setting. Teams in these conditions lose efficacy and there is a higher risk of errors or delayed corrective actions.
2. **IT**

The following two departments have the two lowest scores in **Autonomous working sustainability**:

1. **R & D** Departments that scored low in Autonomous Working Sustainability might be suffering from overwork, isolation or anxiety. Studies show that companies who proactively support employees showing such signs of difficulties systematically increase their staff motivation, engagement and retention.
2. **IT**

WFH perceived Benefits

82.14% of your team perceives **Save commuting time** as being the most important benefit of working from home.

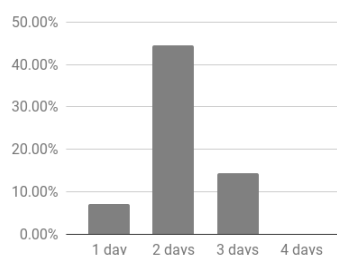
55.36% of your team perceives **Budget savings** as being the second benefit of working from home.

48.21% of your team perceives **More flexible time management** as being the third benefit of working from home.

WFH future work perspective

66.07%

of your team is positive about working from home in the future



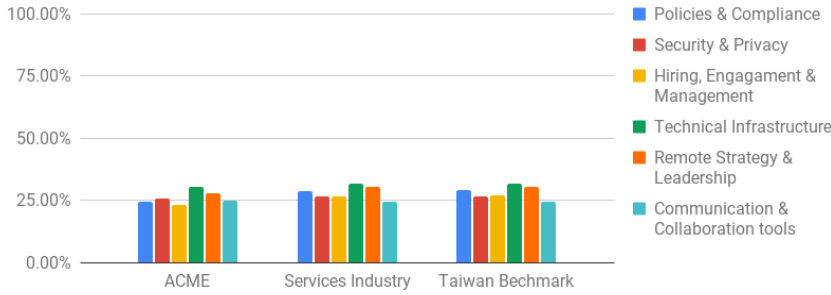
Amount of days the teams are ready to work remotely

44.64%

of the positive members would be ready to work remotely

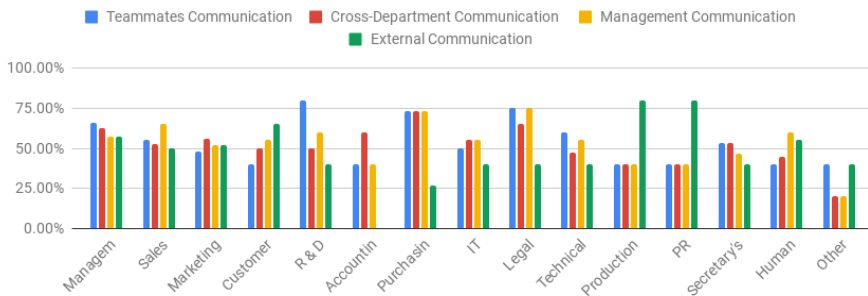
2 days

Benchmark overview of each Organizational Preparedness Lever



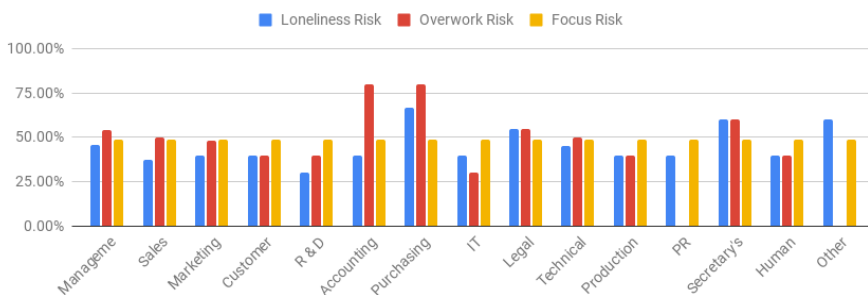
Any lever below 50% highlights organizational weaknesses that prevent your organization from capitalizing from the remote working positive effects. See more detailed analysis about the six Organizational Preparedness levers in the full report — watch out for low scores, the lower the score, the worse the status. Companies that have managed to develop their teams to benefit from WFH score in the range between 60-80%.

Human Preparedness Communication Focus by Department



This report is based on all the collected insights related to communication within the teams, management, cross-department, and external organizations. This lever is less about the technical and organizational setup but focuses more on the human impact of communication. This score might highlight silos, low transparency and difficulties to manage teams remotely. The lower the score, the worse the status.

People Remote Sustainability Focus by Department



This report is based on all the collected insights related to people's loneliness, overworking tendency, or focus capability in a WFH environment. Note that employees scoring low are often not asking for support. Industry leaders proactively tackle those issues and increase their performance.

The full report includes additional insights comparing the score from multiple lenses:

- Management Layer Gap analysis
- Department Gap Analysis
- Industry Benchmark
- Company-Size Benchmark

Example: Management Layer Gap analysis

| Level | Score |
|-----------|-------|
| CEO/GM | 45% |
| n-1 | 20% |
| n-2 | 25% |
| n-3 | 25% |
| Employees | 25% |

This analysis highlights gaps of preparedness between management layers. These insights allow a more focused and effective development strategy. This example highlights an important gap between GM and n-1.

These insights and more are available with the Full Work From Home Company Preparedness Report. We can provide valuable insights into the preparedness status and urgent areas of development.

Contact us at: contact@mind-trust.com

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