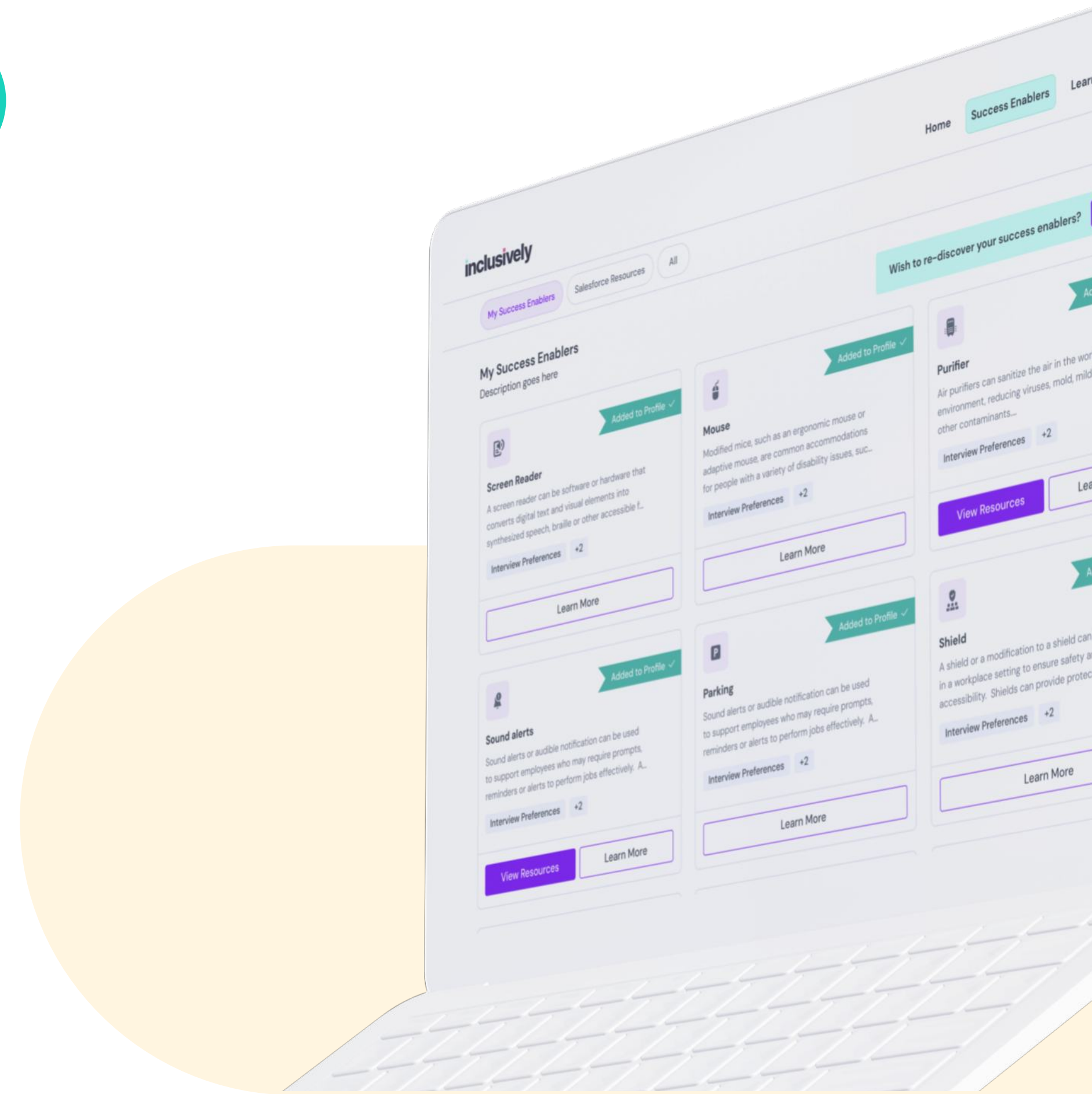
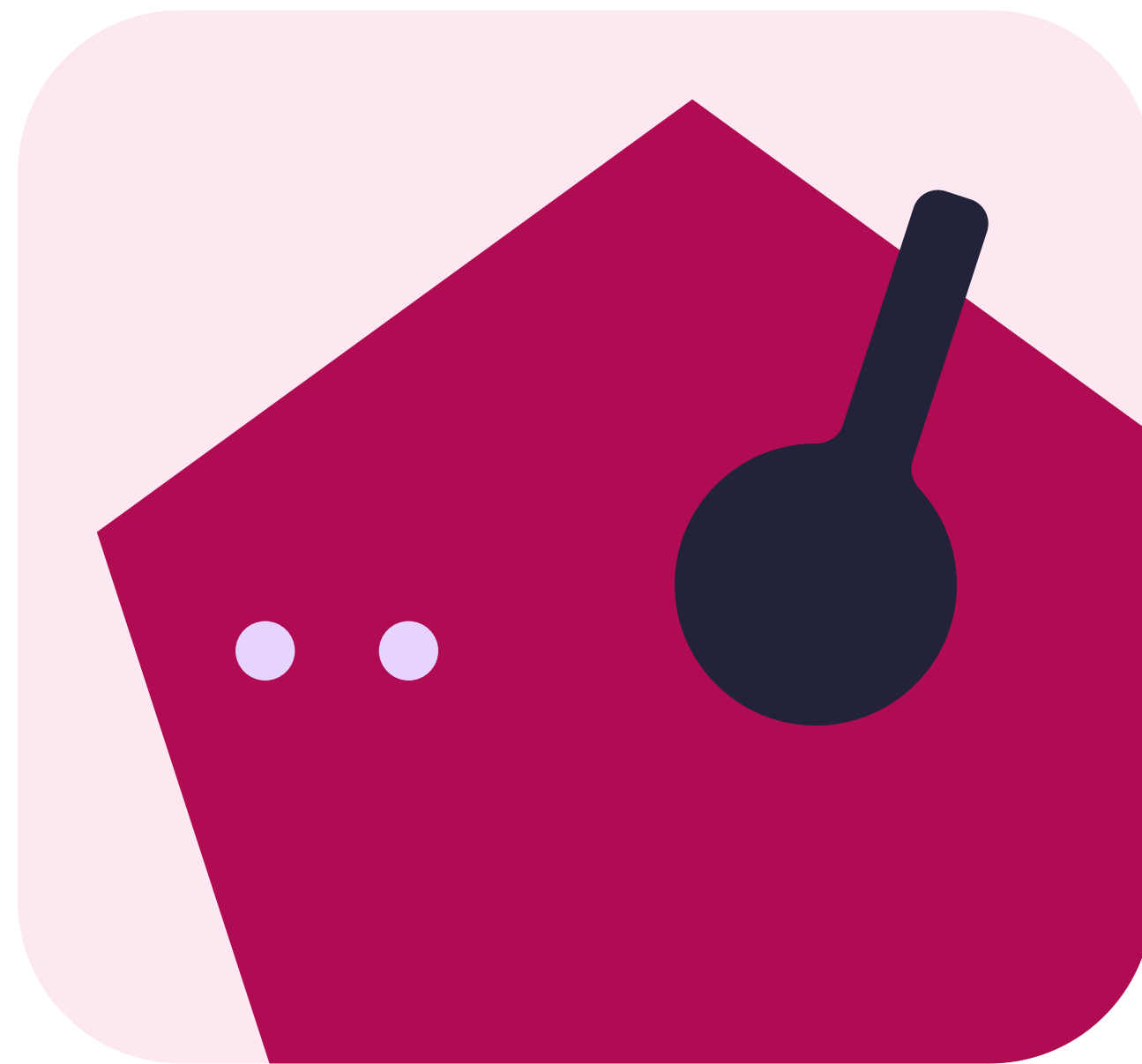
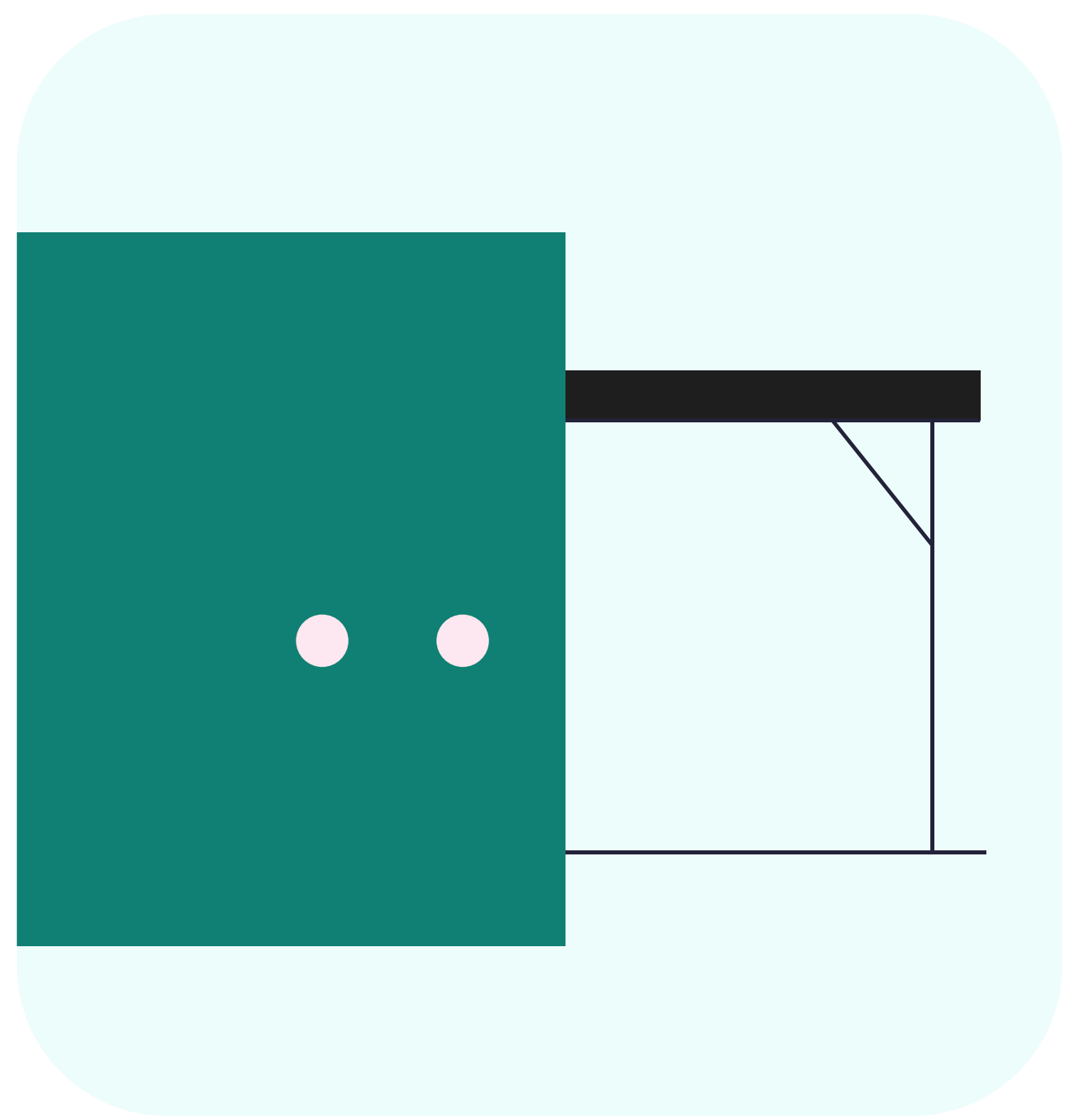
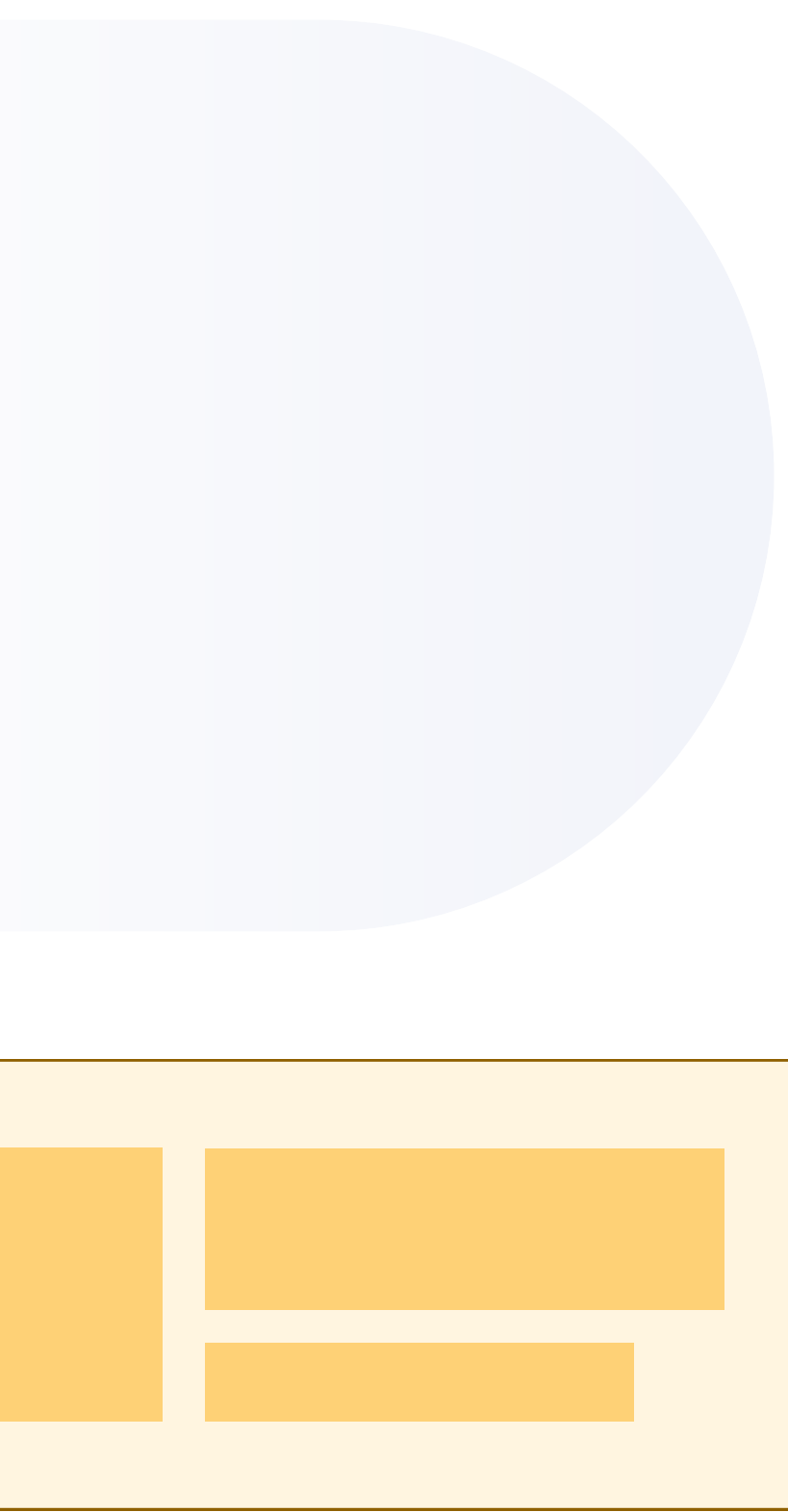


The logo for 'inclusively' is displayed in a dark blue, lowercase sans-serif font. The letter 'i' is unique, featuring a small red dot above it. The logo is positioned in the upper right quadrant of the page, set against a light grey rounded rectangular background.

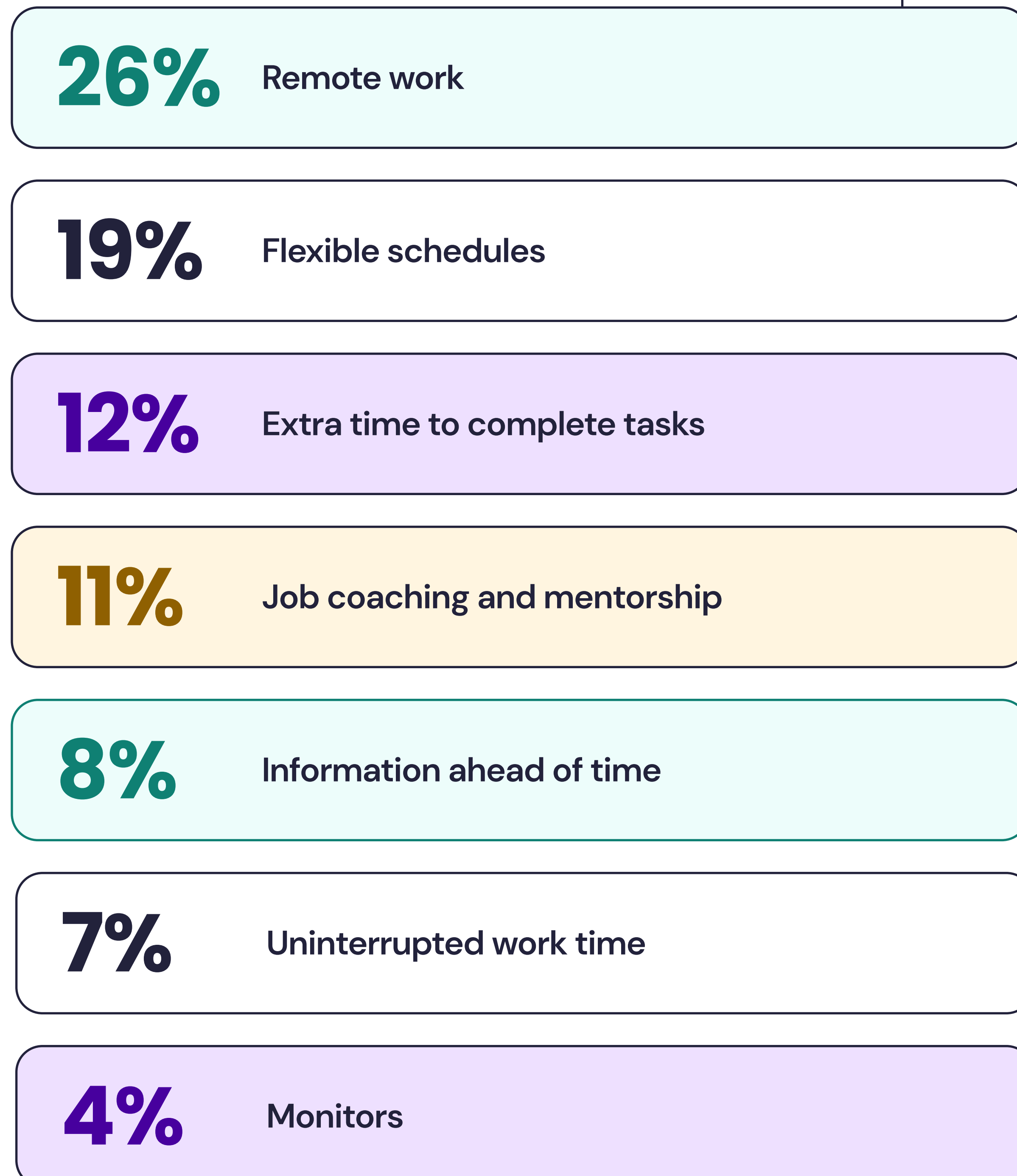
# How Fortune 1000s Create Flexibility Without Chaos

# Modern work demands flexibility — but companies must avoid chaos.

As Fortune 1000s scramble to improve productivity and retain talent, the concept of "flexibility with guardrails" gains traction.

Flexibility is still top of mind for most employees. There's urgency for employers to leverage workplace technology that enables personalization at scale.

According to Inclusively's internal data, remote work and flexibility are still the most-requested Success Enablers in the workplace.



# Success Enablers

Workplace accommodations and personalization requests that make employees happier and more productive at work. Most cost little or nothing to implement.

[Learn more about Success Enablers here.](#)

## The big idea

Give employees autonomy over how and where they work, but have systems in place to keep things productive. It's about harmonizing flexibility with necessary structure, boosting morale without compromising output.

## The relationship crisis

- 27%: The percentage of knowledge workers feel they have a healthy relationship with work, according to HP.<sup>1</sup>
- Gartner found similar trust and expectation issues between employees and employers.<sup>2</sup>

## Redefining flexibility

Flexibility doesn't mean less work — it's about optimizing human capital, so more work gets done and companies retain workers. The name of the game is balancing flexibility with enough structure to keep things productive.

Following transparent steps like these lets companies modernize their practices without descending into chaos.



# Flexibility with guardrails: a step-by-step guide

1

First, companies need to get clear on what's actually on the table. Develop a predefined framework detailing all potential Success Enablers, along with how you'll support each one. No guessing games.

2

Don't bury the framework in some HR handbook black hole. Make it prominently available and encourage employees to explore what's offered. Let them provide honest feedback.

3

Treating it as a static policy is a no-go. The options have to stay fresh and relevant as workplace norms shift. Continuously update the framework based on what's resonating and what new needs emerge.

4

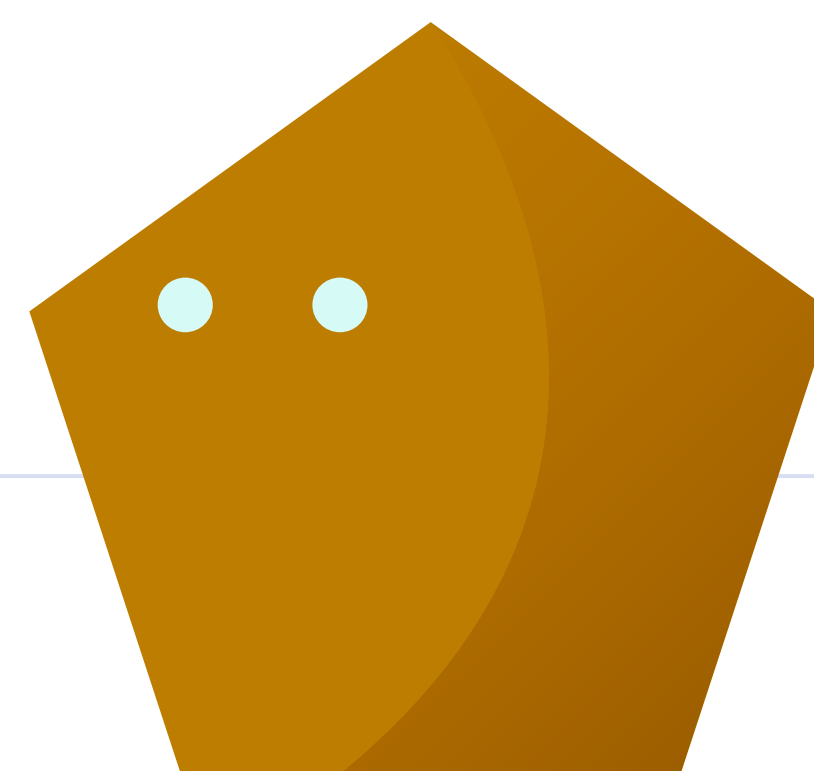
Make it anonymous, so employees don't have to disclose personal details. They're armed with the education and information up front to make decisions about the resources they need, self-serve, and choose what the employer has already invested in, setting themselves up for success.

5

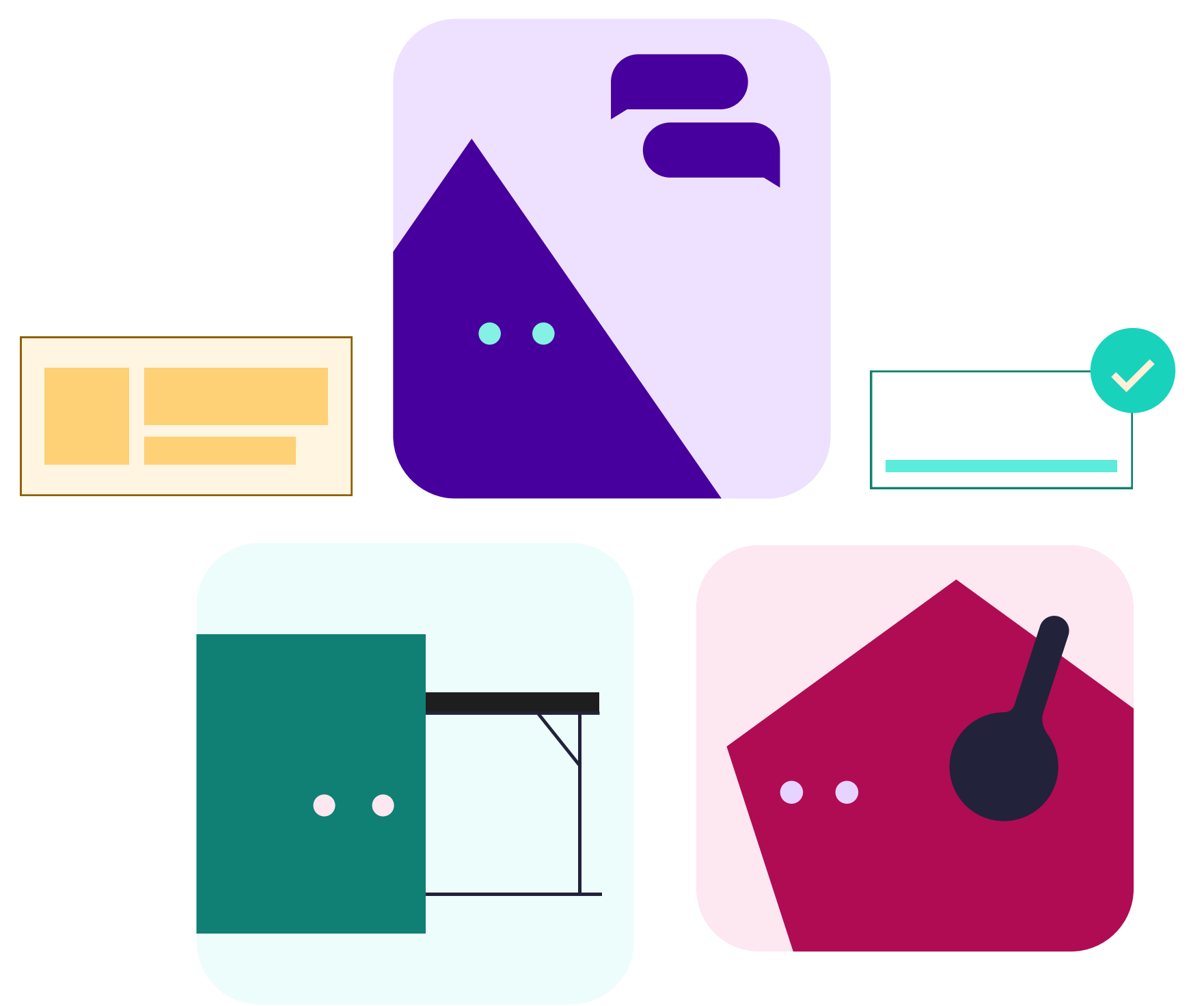
If more is needed for a particular accommodation, employees can go through the legal and compliance process.



Discover your Success Enablers →

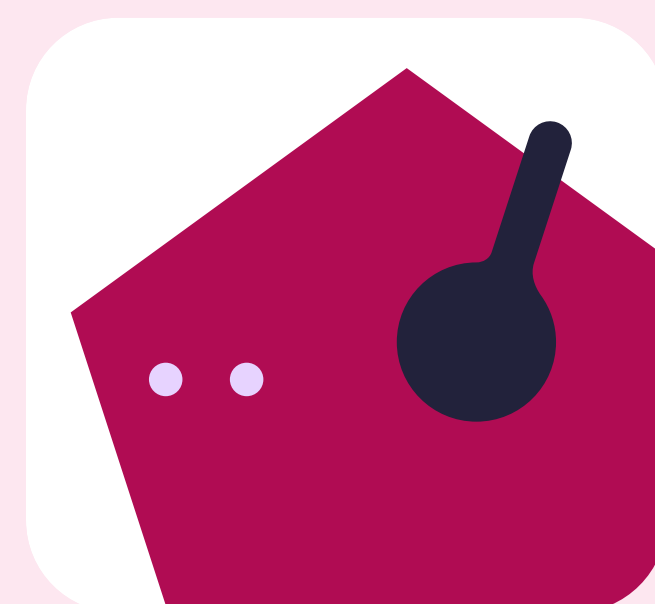


# Three employees, three different ways they do their best work.



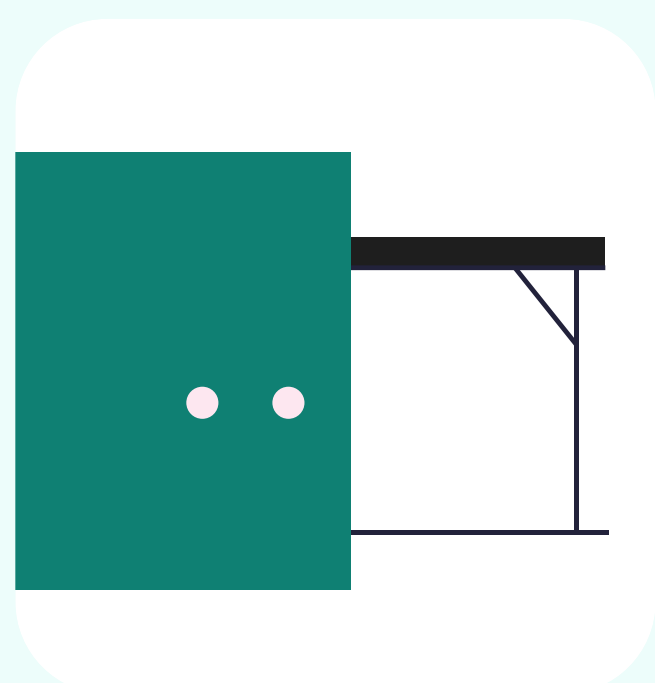
Breana is a director-level marketer who works best remotely.

- Her career is accelerating, but she's still balancing childcare and a recent ADD diagnosis.
- Working from home has changed the paradigm for her: the breaks she takes, the cadences at which she completes her tasks, and the amount of time she spends with kids.



Royce is a software engineer who works best in a hybrid setting.

- He's single, in his mid-30s in a major urban area, and a genius at what he does.
- He sometimes struggles with processing multiple meetings and groups of people.
- He needs specific "heads down" time to work effectively, but prefers coming into the office on quieter days for collaboration.



Demi is fresh out of school and works best in an office.

- They live in a small apartment with roommates and hate working from home.
- They're desperate for mentorship and want to form bonds in the office.
- Getting to know people over Slack isn't cutting it.

## Without a certain degree of flexibility, all three might see negative outcomes.

- Breana might quiet-quit as she looks for other options.
- Royce might leave for a company that's biased toward productivity and offers a hybrid model.
- Demi might look for work in an in-office environment.

## The productivity boost

Simple tweaks like focused work time and tailored break schedules can have an outsized payoff.

- People work best when they can tailor their workflow.
- According to the Harvard Business Review, "when employees are not working in their preferred ways... they are less engaged, more likely to report burning out at work, and more likely to be watching for or actively seeking a new job."
- Most Success Enablers are low cost but hugely impactful for well-being and output.

## The bottom line

As work evolves, so must the tech and processes that optimize human capital.

Staying rigid is a recipe for turmoil in today's fluid environment. "Flexibility with guardrails" balances individual needs with operational discipline — improving morale and effectiveness alike.

### Find my success enablers

[How to use & Disclaimer](#)



Hey there, Kate! 🍌 Let us help you discover your success enablers to add to your profile. When you are done, simply close the chat or type "exit".

Please Note: Inclusively does not store chat history and personal data is not shared unless specifically included in your chat question.



Do you have questions about which success enablers you need to be successful at work? If so, let's get started!

"What accommodations can I request for anxiety disorder?"  
"I require a note taker to be successful. What else do you

Write your message

Send

# How Fortune 1000s optimize human capital at scale.

Companies like Salesforce, Lyft, and more use our scalable workforce solution to get the most out of their employees.

Book a demo now at [inclusively.com/request-demo](https://inclusively.com/request-demo), or contact us at [sales@inclusively.com](mailto:sales@inclusively.com).

<sup>1</sup> Lores, Enrique. "HP CEO: The world has an unhealthy relationship with work." Fast Company, 5 October 2023.  
<sup>2</sup> Top 5 HR Trends and Priorities For 2024." Gartner, 17 October 2023.

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What I like the most is the opportunity to read the feedback we receive and optimize the processes based on that. In addition, the "Retain" tab can provide us with real-time response statistics, which I find incredibly valuable.

INCLUSIVELY RETAIN CUSTOMER

**inclusively**

