

# THE BEST WORKPLACES FOR FLEXIBILITY: MORE OPTIONS. MORE TAKERS. MORE COMMITMENT.

**Companies that made the list of the 2016 Best Workplaces for Flexibility offer plenty of perks and time off to keep their teams energized. But look closer, and you'll also see organizations deeply committed to creating environments of fairness and trust.**

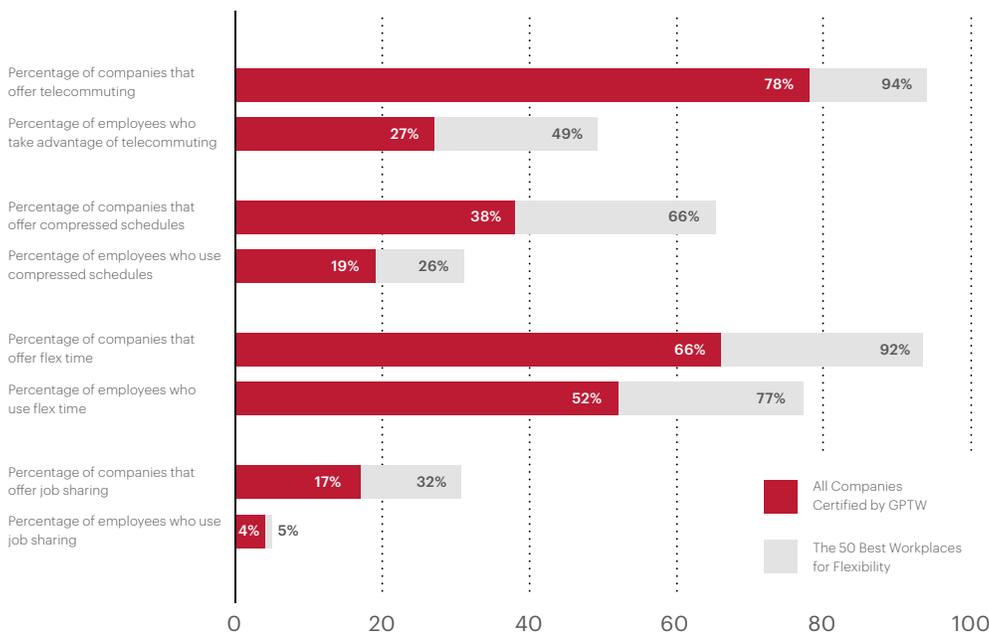


# IT'S NOT JUST PROGRAMS.



People at these companies feel empowered to take advantage of flexible work options without fearing it will compromise their careers. As a result, the most common benefits to encourage work-life balance are used more heavily among the winning organizations compared to their peers.

## Perks Offered Vs. Actually Used At Winning Companies



“I think people here truly act as a family. They are supportive of personal interests and projects. They are respectful and listen when we don’t agree. They let me work remotely for a month when a family member was sick. They allowed me to have a compact—but short—workweek of only 3 days that allows me to pursue other interests. When travel was wearing me down, there was a dramatic effort to put me on project that did not require travel”.

**AN EMPLOYEE FROM XPLANE**  
 (Strategic Design Consultancy, 35 employees worldwide)

# THEY'RE FLEXIBLE WITH FLEXIBILITY.

Companies on the list also customize benefits to their teams' unique needs and culture



## **Wellstar**

At WellStar Health System compressed workweeks and adjustable schedules include the option to take extended breaks mid-day to take care of family needs.

## **Build-A-Bear Workshop**

For store managers who want to work less than full time, Build-A Bear Workshop offers a part-time position with benefits pro-rated to their average hours.

## **Clif Bar**

Clif Bar ups the ante on its wellness initiative by giving employees up to 2.5 hours off every week to exercise in the company fitness center.

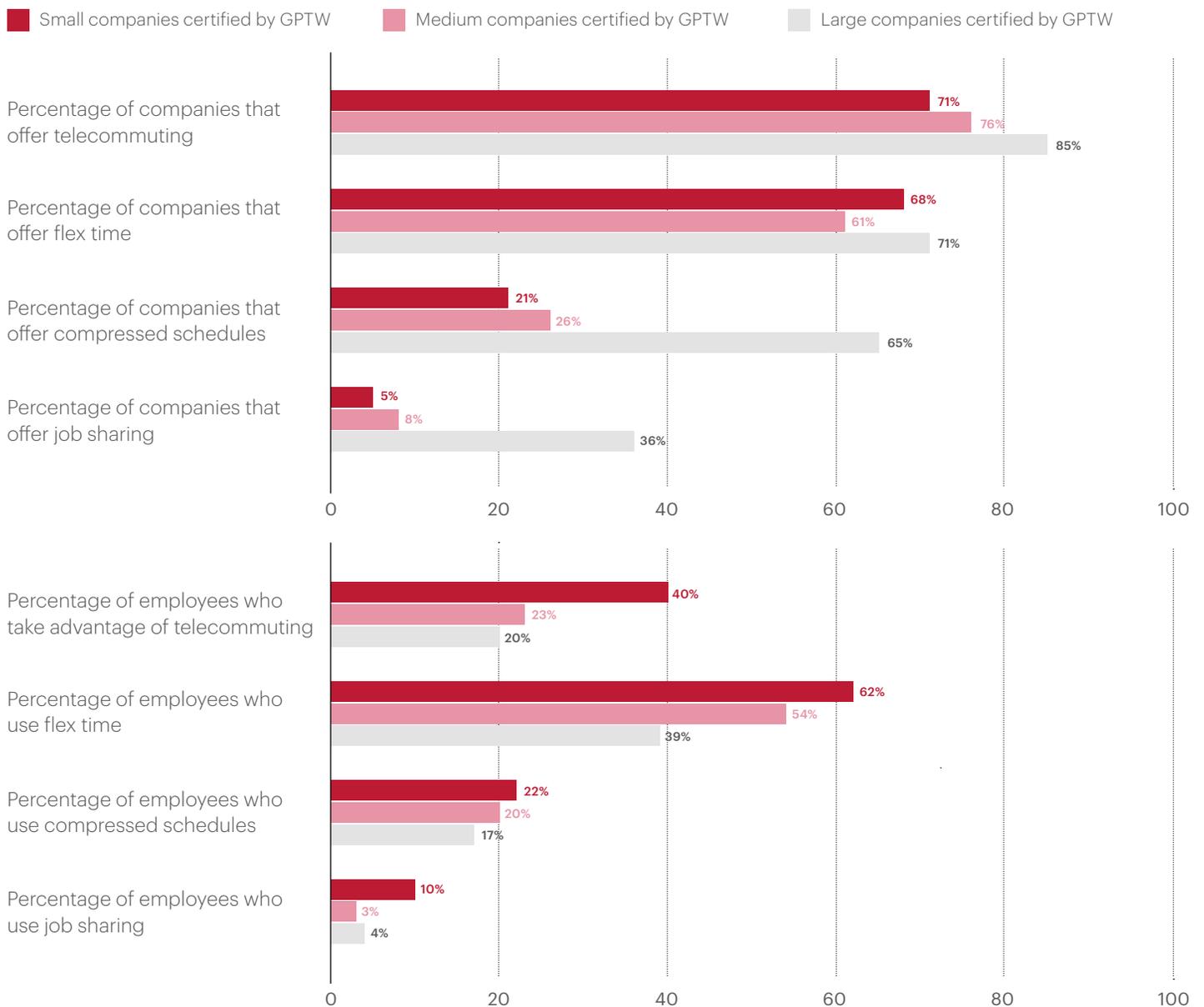
## **Monsanto**

Monsanto relies on the honor system for sick days, without setting a formal limit on how many an employee can take in a given year. Additionally, this large agricultural company gives its people paid time off between Christmas and New Year's, in addition to the month of vacation that team members earn after two years with the organization.

# BIGGER ORGANIZATIONS BRING BIGGER CHALLENGES.

Among the broader universe of employee-focused businesses certified by Great Place to Work, the share of people who take advantage of flexible workplace policies decreases with size.

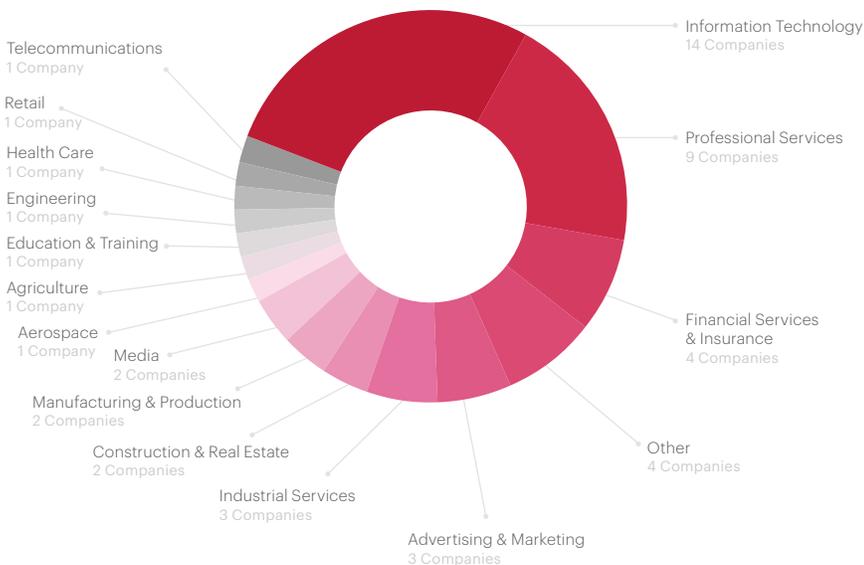
## The Use Of Flexibility Benefits Among Small, Medium And Large Certified Companies



# THE BEST WORKPLACES MAKE WORK-LIFE BALANCE HAPPEN—EVEN IN HIGHLY DEMANDING INDUSTRIES

In fact, more than half of companies on the list were in the competitive fields of IT, professional services and finance

## Breakdown Of Winning Companies By Industry



At the same time, flexibility and commitment go hand in hand.

### Among employees at the 50 best:

**95%** ...say their colleagues are willing to give extra to get the job done.

**95%** ...say their colleagues are given a lot of responsibility in their jobs.

**90%** ...say they want to work for their current employers for a long time.

“We really value accountability. And for people that are accountable, Acceleration Partners offers flexibility and lifestyle possibilities that are just not available in many companies. I am likely moving to a more rural location in the next couple of years, and for most companies that would mean quitting my job. But here there is no tradeoff. Others have spent time overseas, moved to Hawaii, etc. And as long as they have been accountable for their work, there have been zero issues”.

### A MEMBER OF THE VIRTUAL WORKFORCE AT ACCELERATION PARTNERS

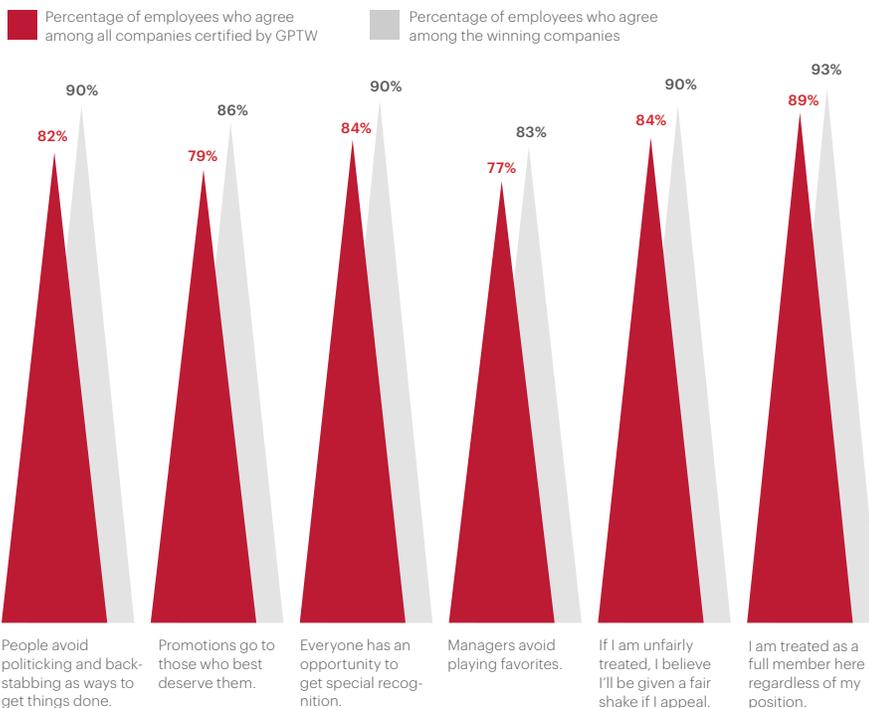
(Marketing Firm, 45 US employees)

# FOCUS ON FAIRNESS

Winning companies stand out for maintaining a level playing field. This gives co-workers the confidence they need to align the demands of their jobs with their responsibilities outside the workplace.



## Fairness-Related TI Scores Among Winners And Peers



“The flexible work schedule also known as ‘MyRyan’ was one of the reasons I accepted a position in the company. Being able to take time off as necessary without any backlash or fear of repercussions, as long as the needs of the business are met, is a unique circumstance in today’s workplace”.

**AN EMPLOYEE AT RYAN, LLC**  
 (Global Tax Services Firm, 2098 employees worldwide)

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