

Results Over Rules? 61% of UK Professionals Want to Adopt a 'Microshifting' Schedule

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Three-fifths of UK white-collar workers want to trial 'microshifting' at work - an approach to hours which sees the traditional working day split into shorter blocks of time, based around professional's personal obligations or energy peaks.

The new findings from talent solutions partner, [Robert Walters](#) reveal that as UK employers across professional services grapple with productivity and office attendance targets, the trend of 'microshifting' is presenting a new evolution on flexible working.

The rise in popularity of 'microshifting' comes as employees express dissatisfaction with current flexible working modes, with only 35% of UK workers now believing their company's current policy is fit-for-purpose.

Lucy Bisset, Director of Robert Walters North, comments: "Despite years of debate around flexible working, many organisations still measure commitment by visibility rather than results.

"Trends like microshifting will continue to emerge as professionals seek flexibility that actually works - instead of policies that look progressive on paper but fail in practice."

Interestingly, the findings also reveal how flexible work hours could lead to increased office attendance.

In fact, 40% of UK workers confirm that switching to a microshifting approach would encourage them to increase the days they spend in the office each week.

Office days are an increasing priority for UK employers, with Robert Walters' [Employee Benefits Guide](#) finding that 52% now expect staff in the office for 3 or more days each week.

“Offering flexible hours may feel counterproductive for employers looking to increase in-person attendance. Yet, a more adaptable schedule, without the pressure of rush hour commutes or staying at their desk all day, could motivate professionals to attend the office more frequently,” Lucy adds.

Over two-fifths (43%) of the senior leaders and line managers surveyed by Robert Walters thought microshifting could help improve engagement within their teams, while a further 37% said they were open to testing it out.

This comes as a third (33%) of UK managers already admit to having ‘covert’ flexible working agreements with many of their team members, provided they maintain strong track records of meeting deadlines and high-quality work.

“Microshifting is a more transparent version of the unofficial flexible working arrangements that already exist in many UK organisations,” Lucy remarks. “For managers and senior leaders, the question is whether it should be governed by trust and outcomes or quietly negotiated between colleagues.”

However, many senior leaders still have their concerns, 51% worry that the new way of working could equally risk giving rise to quiet-quitting and professionals slacking.

“While fears of microshifting fuelling disengagement are justified, the reality is that rigid working patterns are already pushing professionals to seek workarounds,” concludes Lucy.

“Our findings suggest that when expectations are clear and performance is measured by output rather than visibility alone, microshifting has the potential to increase engagement, accountability, and even time spent in the office.”