

Hybrid Working Improves Mental Well-being

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Cartridge People research reveals that flexibility boosts productivity and happiness

Hybrid working has moved from an experiment to a permanent feature of the modern workplace, resulting in increased productivity and well-being, according to new research from office supplies specialist [Cartridge People](#).

The company's latest Office and Home Office Workers Survey, which explored employee attitudes towards remote, hybrid and on-site working, shows that flexibility is now a defining expectation for employees. While 38% of workers continue to work fully in-office or on-site, almost half (46%) now operate in a hybrid model, with a further 15% working fully remotely.

Flexibility drives satisfaction

Respondents consistently reported valuing choice over where they work. Hybrid models allow workers to combine the focus and convenience of home working with the collaboration and structure of the office, a balance that appears to be paying off. More than four in five hybrid-working respondents said they are satisfied with their current working arrangement.

Productivity rises - but so do hours

One insight from the survey is the relationship between home working and productivity. Nearly half of hybrid-working respondents (45%) said they feel most productive at home, while more than half (52%) reported working longer hours there.

Home working environments were widely seen as more conducive to focused, independent work, with fewer interruptions and greater control over time. However, the data also points to a potential downside: longer hours and blurred boundaries between work and personal life.

Wellbeing benefits, with caveats

Despite the risk of overworking, the survey found a positive link between home working and mental well-being. More than three-quarters of respondents said working from home has a positive impact on their mental health, with fewer than one in ten reporting a negative effect.

However, social connection remains a key consideration. While most respondents said they rarely or never feel lonely when working remotely, more than a quarter reported experiencing loneliness at least some of the time. Many also highlighted that social interaction was a key aspect of office working that they valued (56%), with collaboration with colleagues a close second (52%).

Offices still play a vital role

Rather than becoming obsolete, offices are evolving into hubs for teamwork, culture and connection.

Commenting on the findings, John Flanagan, Managing Director at Cartridge People, said: “The future of work isn’t about choosing between home or the office. Instead, it’s about getting the balance right. Our research shows that offering flexibility over where employees work supports productivity and wellbeing, while offices remain essential for teamwork and building connections with colleagues. Employers who listen to what employees value will be best placed to attract and retain talent.”

The full survey findings and analysis are available in a downloadable report on the [Cartridge People website](#).