

Self-disclosed performance preferences

	In-office								Remote		
	Reflection	Individual work	Teaming						Reflection	Individual work	A
			A	B	C	D	E	F			
A	70%	90%	90%	70%	100%	60%	90%	50%	100%	100%	100%
B	50%	70%	80%	70%	80%	60%	80%	60%	80%	80%	90%
C	80%	90%	90%	80%	100%	80%	90%	70%	100%	100%	100%
D	70%	80%	90%	80%	80%	80%	90%	100%	90%	90%	90%
E	80%	90%	90%	80%	90%	80%	90%	80%	100%	100%	100%
F	40%	60%	80%	70%	90%	100%	80%	70%	60%	70%	80%

Volumes, prioritisation of work and overall performance results (including % contribution, when factoring in self-disclosed

	Volumes	Reflection	Individual work	Teaming		In-office	Remote	In-office
A	5	40%	40%	20%	100%	1.8%	2.2%	1.5%
B	1					0.3%	0.4%	
C	30	30%	40%	30%	100%	11.4%	13.1%	9.9%
D	6					2.1%	2.4%	
E	180	10%	50%	40%	100%	69.6%	77.9%	68.5%
F	3					0.9%	0.9%	
	225					86.0%	96.8%	79.8%

Overall performance as per self-disclosed information

	In-office	Remote	In-office	Remote	In-office	Remote	Delta
A	79.3%	97.0%	79%	97%	77%	94%	17.7%
B	62.3%	80.7%	62%	81%			18.3%
C	85.5%	98.5%	86%	99%	84%	97%	13.0%
D	79.0%	89.0%	79%	89%			10.0%
E	87.0%	97.3%	87%	97%	87%	97%	10.3%
F	66.7%	70.3%	67%	70%			3.7%

emote				
Teaming				
B	C	D	E	F
80%	100%	70%	100%	60%
80%	90%	80%	90%	70%
100%	100%	90%	100%	80%
80%	100%	80%	80%	90%
90%	100%	90%	100%	80%
60%	80%	90%	70%	60%

Remote	In-office	Remote
1.9%	2%	2%
11.3%	10%	11%
76.6%	68%	77%
89.8%	80%	90%

Classification
Integrated and motivational leadership
Absent leadership
Competitive and catalysing managerial skills
Sub-standard mgmt. (i.e. micromanagement)
Self-organising high-performant individuals
Demotivated or distracted individuals