

The background of the image features a woman's profile in a warm, orange-toned light. Overlaid on her hair and head is a complex network of white lines and dots, resembling a neural network or a data visualization. In the upper left corner, there is a blue semi-circular area containing a white bar chart with vertical bars of varying heights. The overall composition suggests themes of technology, data, and human cognition.

emtrain[®]

New Findings
on Workplace
Culture During
Pandemic

2020
UPDATE

New Findings on Workplace Culture During Pandemic

The definition of “workplace culture” has changed dramatically for those of us fortunate enough to have a coronavirus-resistant job. At Emtrain, we see companies focusing on more deliberate communication and enhanced flexibility for employees working in a new home-based, distraction-rich environment.

The data shows changes to key indicators in Emtrain’s Workplace Culture Benchmark for the period after March 15, 2020, when compared with employee responses from the prior ten months.

Emtrain compared responses from more than 100,000 employees collected before March 15th, 2020 with the responses from more than 20,000 employees collected after that date. Here are some key findings:



Positive Shifts in Employee Sentiment

- More employees – an **8%** increase – see their co-workers exhibiting social awareness
- **3%** fewer employees believe that their bosses could get away with disrespectful behavior than prior to the crisis



Negative Shifts in Employee Sentiment

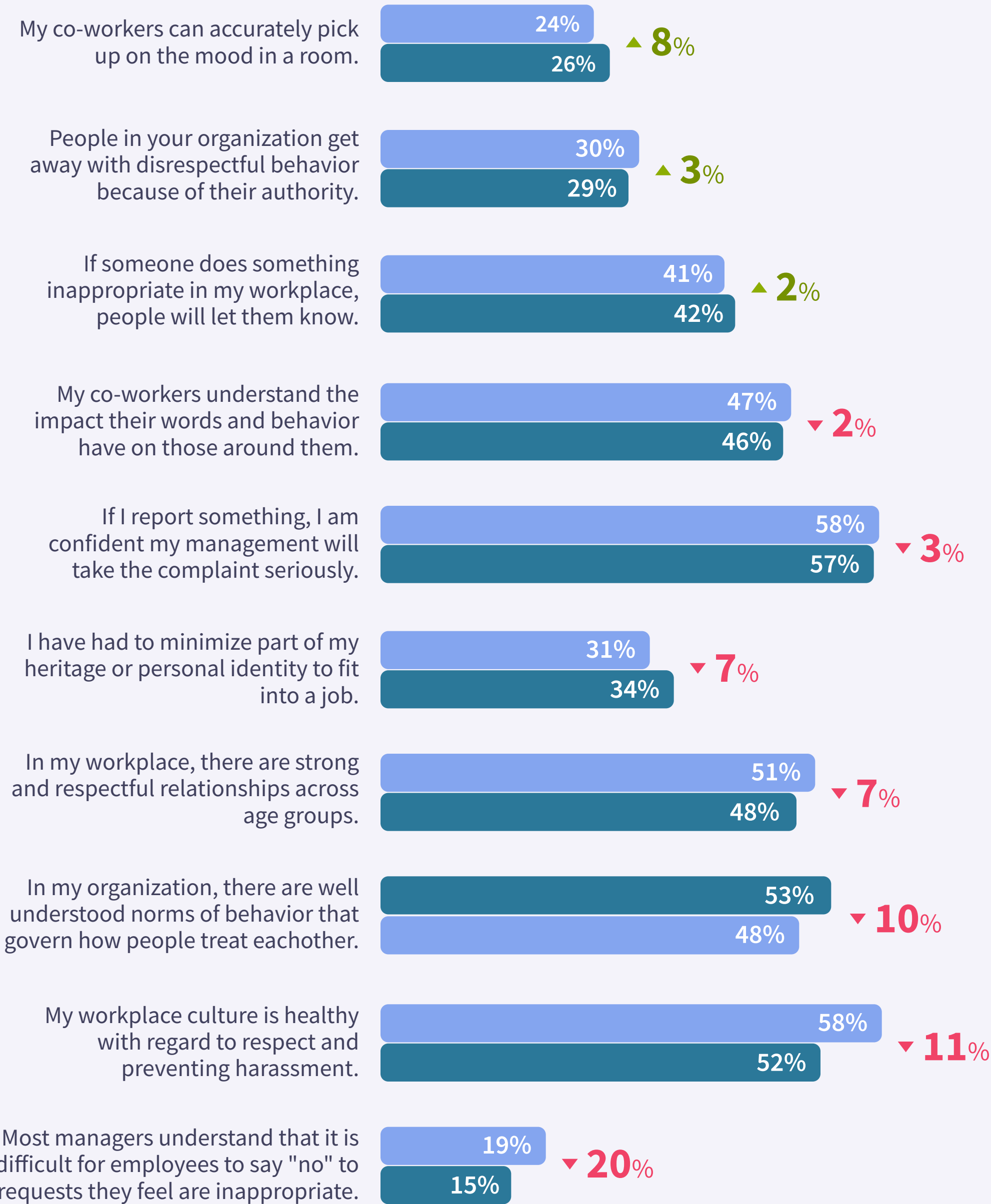
- **11%** fewer employees rated their company’s workplace culture as “healthy” in the area of preventing workplace harassment
- **7%** fewer employees said there are “strong and respectful relationships across age groups” at their company
- The number of employees who say they’ve had to minimize their heritage and identity at work jumped **7%**
- Significantly fewer employees – a **10%** decrease – said “there are well-understood norms of behavior governing how people treat each other in their workplace”

The graph below displays the employee sentiment responses from the period prior to the mid-March declaration of a national state of emergency in blue, and the responses collected after that date in green.

Workplace Culture Benchmark™

Before and After Questions

Before After



For a deeper dive into Emtrain's findings on Workplace Culture, and how we collect this data, check out Emtrain's [Workplace Culture Report 2020](#).