

# The Role Profile Assessment

A methodology to determine functional work patterns in order to establish the direction for hybrid work opportunities at a local or enterprise-wide scale.



## APPROACH

With many organizations looking to maintain an increased level of flexibility in a post-pandemic world, the challenge lies in determining who can continue to work in a hybrid way while maintaining a high level of connection to the business and their teams. The Role Profile Assessment provides the rationale from which to grow and develop your mobility strategy based on functional criteria for how job roles are categorized into worker types. The outcome defines the hybrid opportunity by role and establishes a likely average daily occupancy.

"We are trying to determine if there is an option to continue some level of remote work while balancing company needs for the long term."

"We need a fair and equitable experience for all employees."

"We need to better understand how our employees work before we can make decisions about our long term approach."

## BENEFITS



A quantitative framework that prioritizes **business needs**.



A **consistent approach** that can be analyzed for similarities to create an equitable outcome.



A foundation that enables the opportunity for an overlay of **employee considerations**.

## RELATED SERVICES

Additional services that complement the Role Profile Assessment include:

### Mobility Services

A holistic approach to developing a comprehensive strategy and action plan considering place, practices, technology, and communications.

### Change Management

A communication approach, plan, and messages to facilitate behavioral change and cultural shifts as they relate to this new way of working.

### Strategic Planning

A review of plan and design options to support the new way of working and average daily occupancy to complement your real estate goals.