



# LIBRARY LINK

## Post COVID-19 Workplace



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Issue 23

**Library Link: Post-COVID-19 Workplace** is a monthly compilation of news, advice and best practices for working during and beyond the pandemic. This issue features articles on the **Hybrid Workplace**, **Return to Office**, **Travel**, and **Wellbeing**.

We hope this issue serves as a reliable resource to help you in your work. Email us at [Library@IMF.org](mailto:Library@IMF.org) to get help with any links, or to share your feedback. For an optimal reading experience, use Chrome or Edge to open the articles.

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### Hybrid Workplace

[Forget Flexibility. Your Employees Want Autonomy.](#) (Harvard Business Review, Oct 29, 2021)

For leaders to facilitate flexibility and succeed in hybrid work, enabling employee autonomy will be paramount.

[5 New Rules for Leading a Hybrid Team](#) (Harvard Business Review, Nov 17, 2021)

Some of the pre-pandemic rules still apply — but not all of them.

[From 'the Great Resignation' to 'the Great Reimagination'](#) (The Wall Street Journal, Nov 11, 2021)

To prepare for a future in which crisis may be business as usual, companies have an opportunity to shift their thinking on talent and many other aspects of work. (Article is free for anyone to read, no login required)

### Return to Office

[Don't Be That Awkward Colleague: A Guide to Office Etiquette](#) (The Wall Street Journal, Nov 8, 2021)

As we head back to work, everything from face masks to greetings can be fraught. Well, this is awkward. We're back at the office, yet our social skills seem to have stayed home. Or maybe it's just that the rules and boundaries have changed. (Full report requires a WSJ login, [access instructions](#))

[What to Do About "Back to the Office" Jitters](#) (Harvard Business Review, Oct 26, 2021)

The majority of professionals in a recent survey said that they were anxious about returning to the office after working remotely during the pandemic. What can managers and employees do to manage the transition? Employees need guidance and flexibility to decrease their anxiety if they decide to return to the office.

[Return to the Office: FT Readers Discuss Camaraderie, Collaboration — and Presenteeism](#) (Financial Times, Nov 14, 2021)

More than 1,000 readers, from London to Qatar, shared their concerns and hopes. (Article is free for anyone to read, no login required)

[What Makes Transformations Work?](#) (The Wall Street Journal, Nov 17, 2021)

Consider steps CFOs can take to help imbue their organizations with the flexibility needed to thrive amid ongoing waves of uncertainty. (Article is free for anyone to read, no login required)

[Working Safely in a Hybrid World](#) (WorkPro, Nov 12, 2021)

After months of working remotely, workers around the country are returning to their physical workplace. While many are welcoming the return to the office, others are less excited at the prospect of leaving home to go back to their usual place of work. Regardless of your perspective, there are some simple steps we can all take to help readjust to office working once more.

## Travel

[When Will Business Travel Bounce Back?](#) (Forbes, Oct 10, 2021)

While many people have taken at least one post-pandemic leisure trip, business travel hasn't been as quick to rebound. Here are some of the latest projections on when people will start traveling for businesses.

[Gen Z More Willing to Commute, Millennials Say No](#) (Statista, Nov 15, 2021)

According to a survey of 1,200 people carried out in Australia and New Zealand by Here.com, members of Gen Z commuting by car feel more drawn to it since the onset of the pandemic, while especially older Millennials were adamant about not returning to their car commutes. Those over the age of 45 - part of Gen X - were most steadfast in their attitudes about commuting - 50 percent said they hadn't changed their views.

[Evidence of a Post-COVID Change in Travel Behaviour – Self-reported Expectations of Commuting in Melbourne](#) (Transportation Research Part A: Policy and Practice, Nov 2021)

This paper addresses the question, "Will post-pandemic travel behaviour, when the virus has gone, be different to pre-pandemic travel?"

## Wellbeing

[What to Do if You Are Anxious About Returning to the Office](#) (Forbes, Nov 17, 2021)

Anxious about returning to the office? Here are some ways to help you cope and make the transition.

[Don't Let Returning to the Office Burn Out Your Team](#) (Harvard Business Review, Nov 12, 2021)

Burnout and anxiety are running high as employees return to the office after the Covid pandemic. After a year and a half of shock, change, and isolation, the regular life of the physical workplace itself can be overwhelming.

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