MODULE OVERVIEW

Hybrid work: Choose your office days, protect your evenings

Adaptive module | ~20 min

More than eight in ten workers prefer hybrid work, yet Gallup describes a paradox: in remote work, engagement rises, and so does distress. This module helps team members find their own balance: choosing their days based on their tasks, their profile, and the team's rhythm rather than at random, building connection without waiting for it to happen, and setting the time when the day ends, because at home no one else will end it for them.

LEARNING OBJECTIVES

01 Choose your days deliberately, based on your tasks, profile, and life stage, and on the team's office days.

02 Build connection remotely without waiting for others to organize it, by knowing and expressing your own need.

03 Prevent misunderstandings in writing: as soon as an exchange gets tense, switch to a video or phone call.

04 Manage when your working day starts and ends: get to work with small routines, and stop at a time you have decided.

WHO IT'S FOR

Anyone working hybrid who wants a rhythm that serves their work, connections, and evenings.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

Estelle, a project manager, works from home two days a week. In the office, she stops at 6 p.m. to catch her train. At home, with no train to catch, she no longer knows when to stop and finishes around 7:30 p.m., without having more work than before. What does she do?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Anchor days – documented practice for organizing hybrid work
- Hybrid work, choosing your rhythm based on profile, tasks, and stage of life – Afthonios method
- Taking responsibility – Afthonios method

SOURCES & REFERENCES

- Owl Labs, "State of Hybrid Work 2025" (United Kingdom) – 93% of employees would take concrete action (looking for another job, asking for compensation, resigning) if flexibility were taken away
- Accenture – study of 9,326 workers: 83% prefer a hybrid model, a preference confirmed by McKinsey and the World Economic Forum
- Gallup – the remote work paradox: higher engagement but lower daily well-being and mental health
- IWG / Censuswide, hybrid work survey (2025) – flexibility, commuting, and employee well-being

Module created by Afthonios.com.

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