

Get feedback on how home office or flextime impacts the functioning of your team!

Project managers:

Univ.-Prof. MMag. Dr. Bettina Kubicek
Institute of Psychology
Work and Organizational Psychology
University of Graz
+43-316-380-8550

Dr. Martina Hartner-Tiefenthaler
Institute of Management Science
Department of Labor Science and Organization
TU Wien
+43-1-58801-33073

Contact:

Dr. Sabina Hodzic
+43-316-380-3888

flex-teams@uni-graz.at



Good teamwork even with home office and flextime!



FWF

Der Wissenschaftsfonds.

What are the benefits for you and your team?

Upon participating in the study, team managers and their teams receive feedback on:

- team communication, coordination and planning compared to benchmarks from other teams
- managers and team members' perceptions of team cohesion, team engagement and team performance

Building on these results, you can plan and promote initiatives for the long-term health and performance benefits of your team or intervene in the optimal design of work.



What is required for participation?

- Employees who work in teams and who work flexibly (**home office, telework, mobile work, flextime**)
- Filling in anonymous online surveys (10-15 min)
- One survey for managers, one for employees

If you are interested in receiving feedback on your team, there are **no costs for your company**.

We look forward to your participation!



Project background

Working flexibly (home office or flextime) is often seen as the key to **higher productivity, greater work engagement, and better work-life balance**. However, it also creates faces **challenges**. These challenges are especially highlighted when it comes to working in teams.

Working in flexible teams requires more and richer **communication**, better **knowledge sharing** and more **coordination** of work between the team members.

In this project, we examine how working flexibly impacts **team functioning** and how team members interact with each other and with their task environment when they are not working at the same time in the same place.



How to participate?

1. Team managers register with their email (we will only contact you to send you the link for the surveys and the team results)
2. Team managers fill in the team-leader-survey and send the link of the employee-survey to their employees
3. Employees fill in the employee-survey
4. Team feedback is sent out to the managers (if at least 5 team members have participated in the study)
→ for an example feedback click [HERE](#)

