



# Return to Office Roadmap

*How do we shape our working environment and the way we work to complement our product and reflect the changes catalyzed by the pandemic?*

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## Our primary objectives:

- Optimizes **in-person** interactions
- Accommodates **flexibility** (less location + time dependent)
- Promotes **productivity and collaboration**
- Protects and increases the amount of **focus time**
- Provides **consistent employee experience** for our distributed team
- Keeping the safety of our team and our **company values top of mind**

## How we determined this roadmap:

- **Talked to and surveyed our team** to better understand what you want now that we've been working remotely for 9+ months
- **Spoke with external experts** to get a sense of what worked and what didn't for hybrid companies, and to get a sense of what will change
- **Did independent research** to see how other companies plan to reopen, and see what will change with their long-term workplace strategies