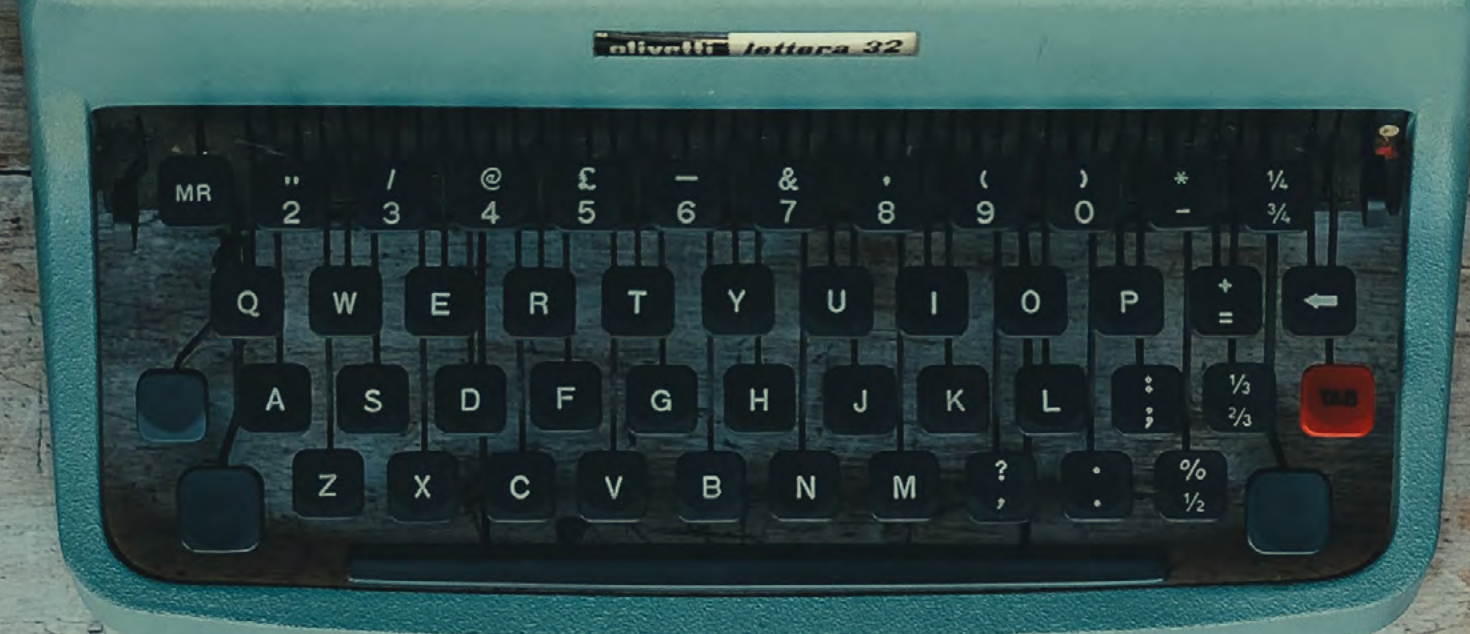




RES FORUM

2022 / 23
paper **III**

Work From Anywhere

Self-assessment
tool



SIRVA | BGRS

 Harmony
Relocation
Network

 Gallagher

wts global

newwork
RES FORUM **series**



RES Forum

International Remote Work Readiness Check

We have explored the opportunities and practical issues of international remote work. It is now time to apply this knowledge in your organization.

Every organization is different and what seems to be a practical issue for one has been turned into an opportunity by another. To acknowledge these differences and to not pretend we could deliver a one-size-fits-all approach, we believe the first and most important step before exploring practical issues and opportunities is to understand the status quo.

The RES Forum International Remote Work Readiness Check consists of 15 questions relating to the five core dimensions of international remote work.

Step 1, answer all questions to the best of your knowledge. There are no right or wrong answers, they are simply a guidance for you to calibrate your organization before investigating your efforts.

Step 2, follow the instructions provided at the end of the tool to calculate values for each dimension.

Step 3, add your values in the radar chart template (Figure 1) by marking your individual value on the respective dimension. Connect all the dots and, if you like, colour in the area for a straightforward visual overview of your international remote work readiness.

The larger the area, the more prepared your organization is to exploit the opportunities and overcome practical issues with international remote work. However, beyond this, you can easily and quickly identify the dimensions in which you are doing well already.

If you feel like undertaking your own gap analysis, fill out the tool a second time responding in an 'ideal' (aspirational) mindset.

Charting the status quo and aspiration will highlight opportunities for improvement. Comparing diverse areas (functions, units) within your organization can help you create a benchmarking approach for intra-organizational international remote work.

Step one

Answer each of the following 15 statements by adding a number between 1 and 7. 1 being strongly disagree, 7 being strongly agree.
(Full scale: 1 – strongly disagree, 2 – disagree, 3 – rather disagree, 4 – undecided, 5 – rather agree, 6 – agree, 7 – strongly agree).

Number	Statement	Your value
1	Digital technologies simplify the communication in and between our teams	
2	Our organization uses highly efficient digital technology	
3	Our leaders believe that teamwork is possible without being personally present	
4	Due to digitalization, employees worldwide have greater possibilities to intensively communicate with each other	
5	Our top management team fully supports working from anywhere	
6	Our employees are generally highly energetic and positive – whether they work virtually or non-virtually	
7	Digital initiatives are actively promoted and implemented by top management	
8	Communication in our organization normally is effective and efficient – irrespective of the means used	
9	Routine tasks that don't require creativity are taken over by robots/machines	
10	Staff in my organization is often immersed in their work	
11	Leaders in my organization support the use of digital media to increase promptness and flexibility	
12	Employees in my organization are very enthusiastic about their work	
13	Necessary information is shared transparently between leaders and followers	
14	Digital applications are generally seen as an advantage for the work of our organization	
15	Top and middle management are in total agreement about policies regarding remote work	

Step two

Communication

Add up your values for statement 1, 4, and 8 and divide this by 3.

Your result: _____

Digital Maturity

Add up your values for statement 2, 9, and 14 and divide this by 3.

Your result: _____

Digital Leadership Skills

Add up your values for statement 3, 11, and 13 and divide this by 3.

Your result: _____

Top Management Support

Add up your values for statement 5, 7, and 15 and divide this by 3.

Your result: _____

Employee Engagement

Add up your values for statement 6, 10, and 12 and divide this by 3.

Your result: _____

Figure 1, mark your results along each axis and connect the dots

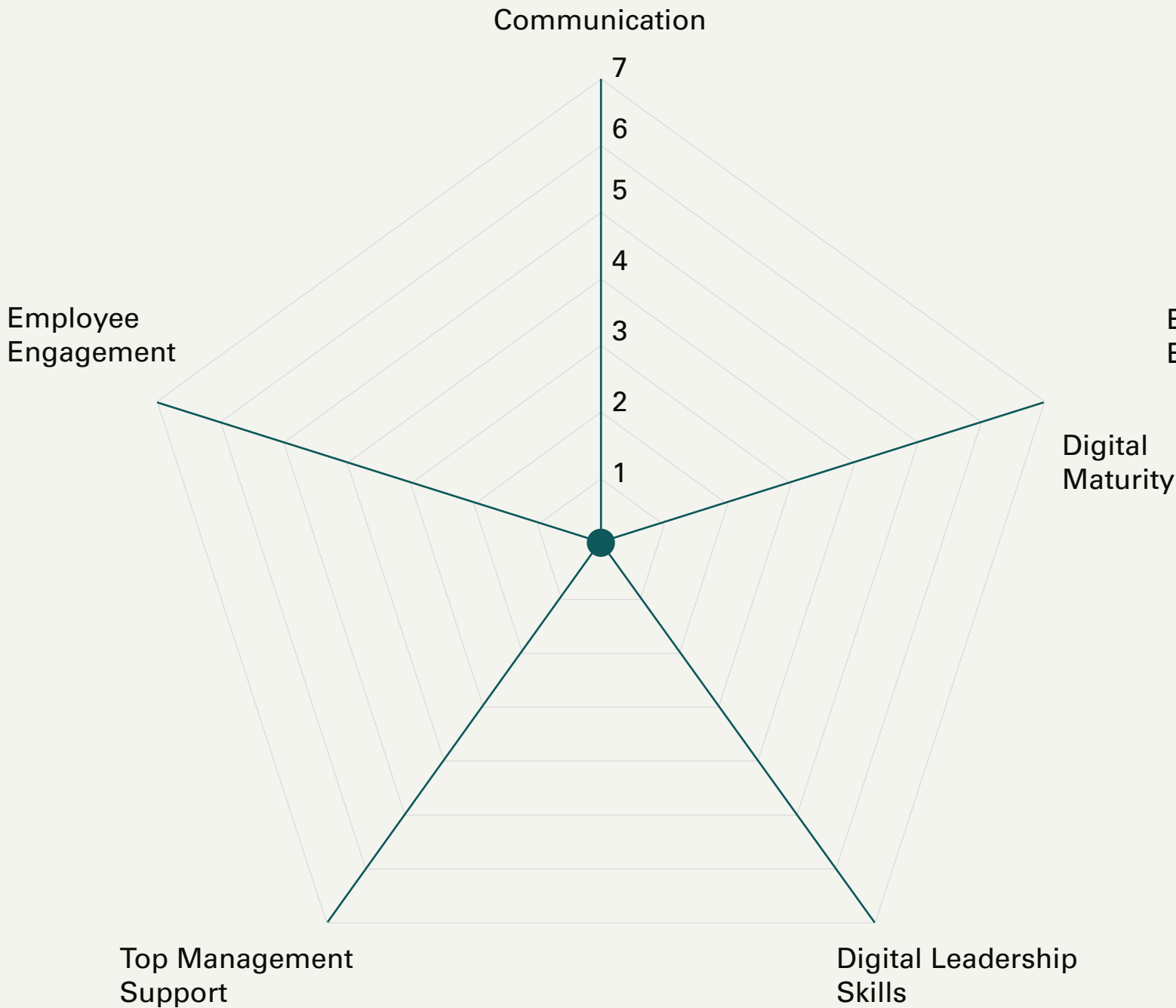


Figure 2 illustrates an example and shows how you can use this tool as a benchmark.

