

# HOW WE RESULTS-ONLY WORK ENVIRONMENT NOW

## Top 5 Takeaways from a Tale of Two Hybrids

- Jody Thompson

1

We are in a unique historical moment to evolve how we work to ameliorate decades-old challenges.

2

Social science has empirically demonstrated that:

- **Job Demand Control Model:** The strain of work itself does not lead to high psychological stress. Rather it is the strain of the work *coupled with* the decision latitude or autonomy that the job offers. Work strain + low autonomy = high psychological stress.
- **Myth of the Average:** Attempting to create an average or equal experience to encourage efficient and effective workplace cohesion has the opposite effect - the environment serves no one.
- **Science of Engagement:** Policies = Control  
"Control leads to compliance; autonomy leads to engagement."  
(Daniel H. Pink - Drive: The Surprising Truth About What Motivates Us)

3

⊘ ~~Time + presence = results~~ ⊘

For decades, we've approached work from a policy-driven perspective under the sub-optimizing workplace foundation that **time + presence = results**. A policy-driven approach assumes that time is owed, and *where, when, and how* we work is dictated by management - roles that are fundamental to decades of methodology and execution. A policy-driven hybrid environment departs from this in no way.

4

We live in a contemporary society with a 20th-century management mindset.

5

A performance-driven hybrid environment of **100% accountability to measurable results and 100% autonomy (equity) for all employees at all levels,**

backed by the social science of the past decades and empirically proven itself, to solve the challenges businesses face globally.