

A woman with dark hair, wearing a grey sweater and an orange blazer, is smiling and looking at her smartphone. She is standing in front of a kitchen with white cabinets and a sink on the left, and a city street with parked cars and buildings on the right. The image has a teal and orange color gradient overlay.

A year in polls

What people really think about hybrid work?

dstny

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Bite-sized insights from a year of LinkedIn polls by Dstny

Hybrid work, productivity rhythms, communication habits, and digital overload. Throughout the year, we asked people about how they actually experience work today.

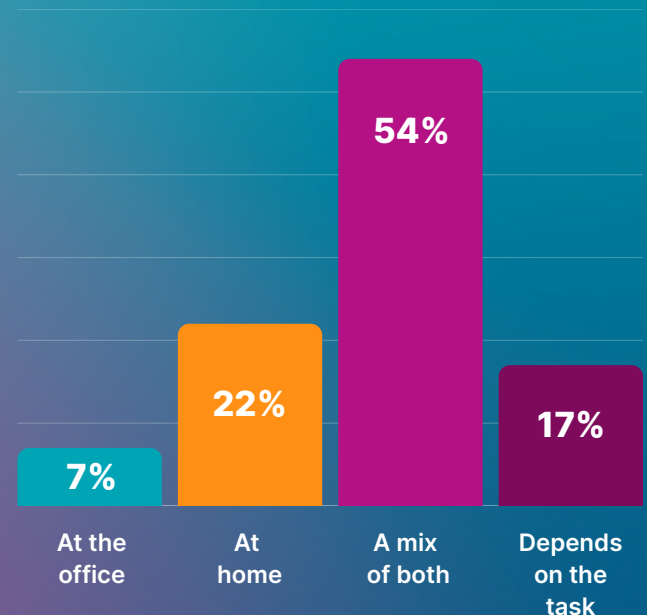
This ebook captures the most interesting takeaways.



1.

Where do people feel most productive?

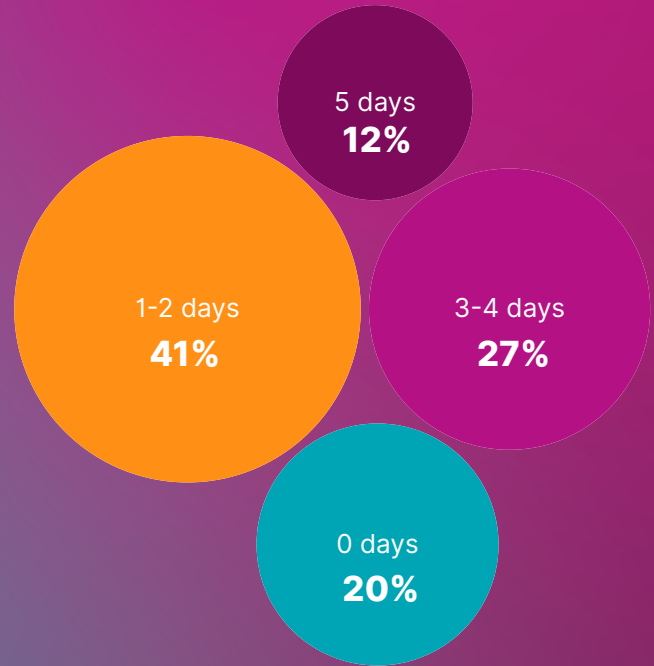
Most respondents feel at their best when they can switch between home and the office. The hybrid model clearly remains the productivity sweet spot, offering the flexibility people need to do their best work.



2.

How many office days do people actually want?

Hybrid clearly wins. Most respondents prefer spending just 1–2 days in the office each week, enough for connection, but not enough to break flexibility. Only a small group want full-time office work, showing how expectations have shifted.

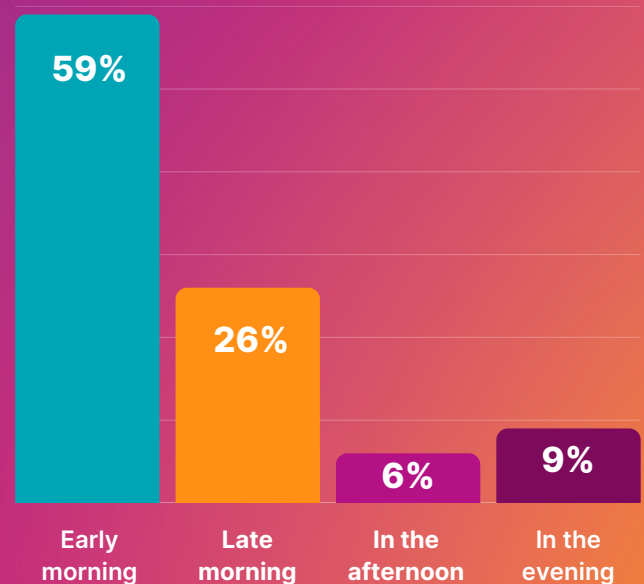


- 0 days, fully remote - 20%
- 1-2 days - 41%
- 3-4 days - 27%
- 5 days, full-time office - 13%

3.

When do people hit peak productivity?

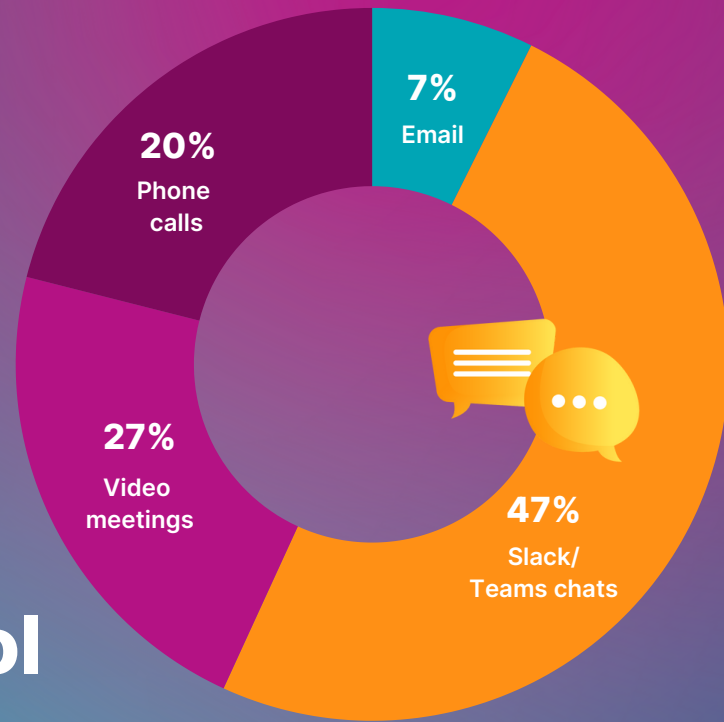
The early hours win by a landslide. Most respondents feel sharpest in the morning, with productivity gradually declining as the day progresses. Afternoon and evening focus? Much harder to come by.



4.

Which communication tool overwhelms people the most

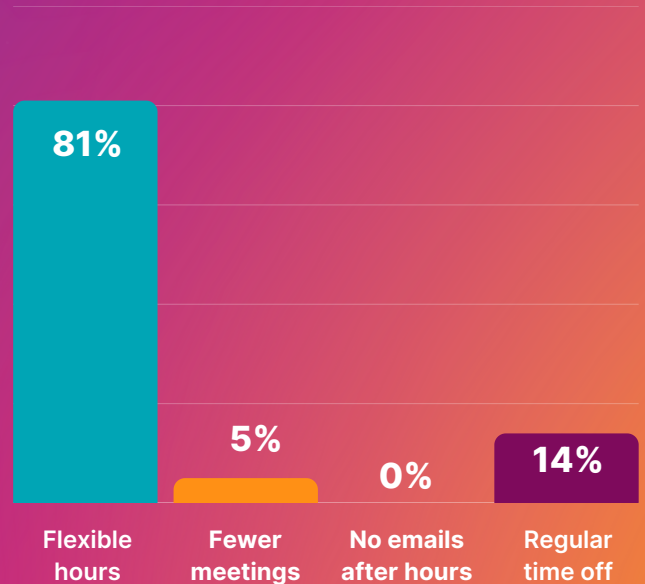
Instant chats dominate modern work, and for many, they're also the biggest source of overwhelm. Slack and Teams notifications clearly top the list, far ahead of email and calls, showing that real-time messaging can easily become real-time distraction.



5.

What supports a healthy work-life balance?

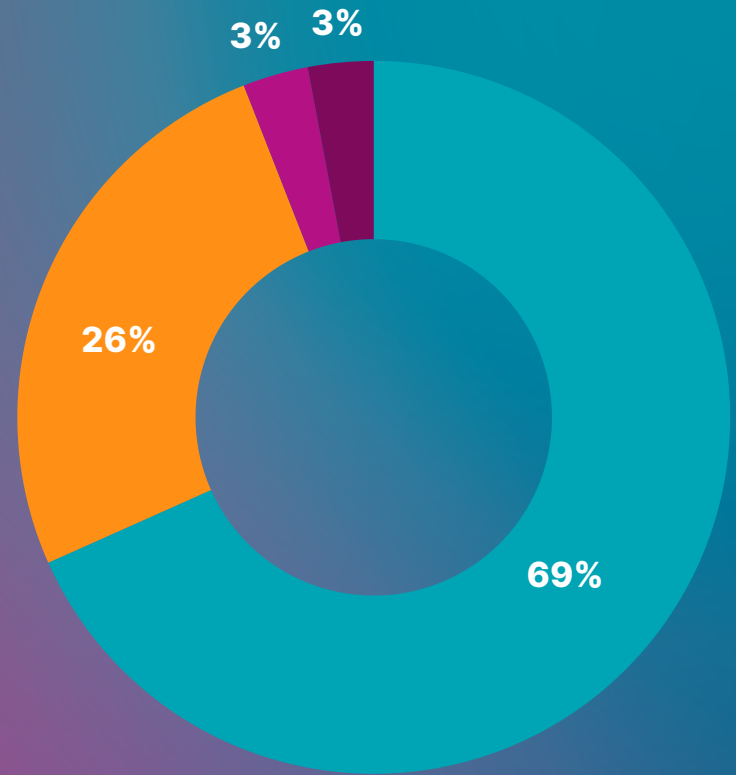
When it comes to balance, flexibility is king. An overwhelming majority said that having control over when they work makes the biggest difference to their well-being, far more than meeting reductions or strict “no email” rules.



6.

Cameras on or off? How people really feel

Despite “camera fatigue” being a hot topic, most people still prefer face-to-face connection in virtual meetings. A strong majority say having cameras on helps engagement — but many still reserve it for important moments.

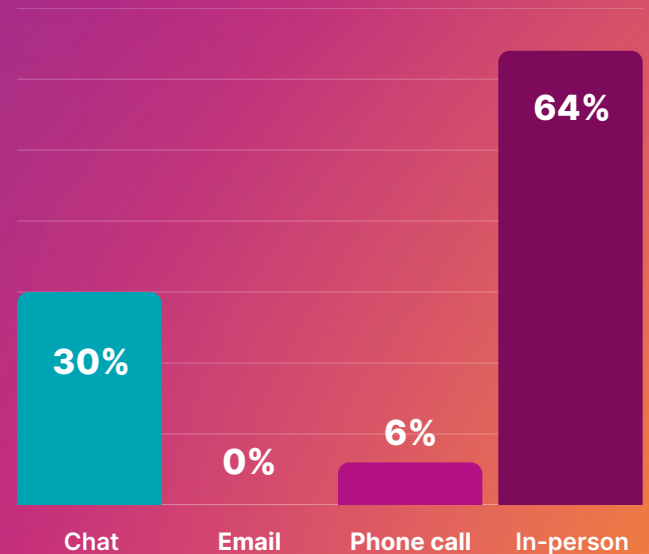


- Always on – It's engaging — 69%
- Only for important meetings — 26%
- Off unless I'm presenting — 3%
- Never – I prefer voice only — 3%

7.

How teams actually stay connected

Even in a world full of digital tools, nothing beats face-to-face connection. While quick chats are still popular, most people say in-person conversations remain the most effective way to communicate with coworkers.



Wrapping it up

What we learned this year

Throughout the year, we asked our community how they work, collaborate, and stay productive in a world where hybrid work has become the norm. And while the answers varied, one clear message emerged:

People want flexibility, not just in where they work, but in how and when they work.

Across the polls, we saw that:

- Hybrid beats extremes. Most feel their best with a mix of office and home, rather than choosing just one.
- Time matters. Productivity peaks early for many, showing how important it is to let people work when their energy is highest.
- Communication overload is real. Chats and meetings are helpful—until they're not. Finding the right balance is key.
- Boundaries matter. Flexible hours and real downtime make the biggest impact on wellbeing.
- Human connection still wins. Despite all the tools available, face-to-face communication remains the most valued way to stay connected.

Together, these insights paint a simple but powerful picture:

Hybrid work works best when it's built around people, their rhythms, their needs, and their moments that matter.





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