2020. A year to remember. The year where 9 to 5 jobs, and the daily grind of commuting came to a halt. The year where most individuals' experienced working from home.

Working from home is something that has been on the rise in the last few years, but the recent outbreak of coronavirus has forced many people to work from home for the first time. For some industries, this will prove to be a huge challenge but for others it has increasingly become the new normal.

Research has found that at the height of lockdown 60% of the UK's adult population were working from home. From the 60% of working from home adults, **26%** plan to continue to work from home permanently or occasionally after lockdown. Before the lockdown 1.54 million individuals worked from home for their main job that is a massive increase from the 884,000 individuals working from home from 2010. (https://www.finder.com/uk/working-from-home-statistics)

With this huge increase over 10 years and now a further increase due to the pandemic it looks like working from home really is the new normal. But is everyone suited to work from home?

Personality can tell us a lot about an individual, and a personality test can give you a great deal of insight about the core components that make up who you are. So, what if we took those core components to see whether or not an individual is suited to working from home?

MindMill want to run a pilot scheme to see whether there is a correlation between certain personality traits and working from home. The study will involve 100+ employees completing a MindMill personality assessment and answering 5 environmental questions. To ensure the reliability and validity of the test Managers will also be asked 6 questions about each employee to measure whether or not the individual work from home effectively. From the results we hope to find that there is a correlation. The end goal will be to help organisations in selection and recruitment and developmental training for potential candidates and current employees who will work from home and whether they are capable and suitable for working from home. The test could also identify a range of different outcomes and potential factors that employers will need to take into consideration.

Factors to be wary of include:

- Mental health factors i.e isolation could lead to depression, anxiety
- Workaholic – not being able to switch off from work could potentially cause a burnout
- Daydreamer – easily distracted
- Unwilling recluse – Fall into habit of home life (stay in lounge clothes, limited social interaction and communication) and become demotivated in self, self-confidence, self-esteem

Should your organisation be interested to be part of the study, (Free of Charge), please contact MindMill's Research Psychologist Jemma @ jemma.m@mindmill.co.uk for further information.