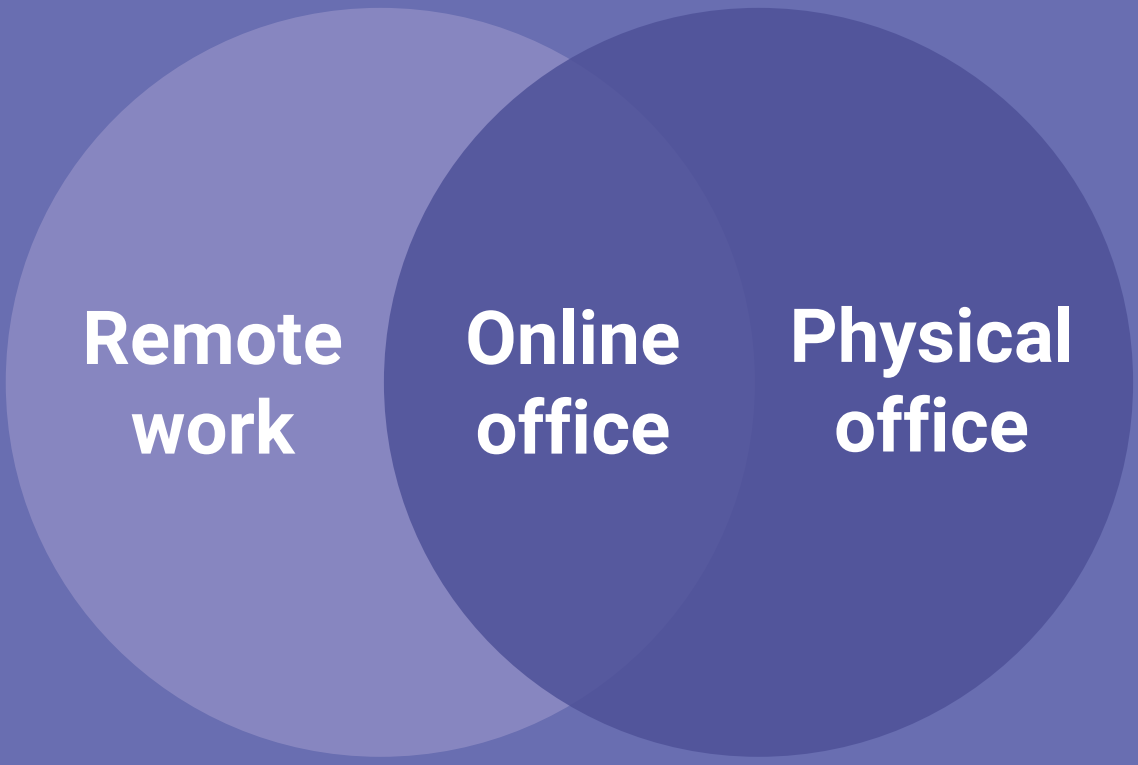
BeZoned

A BEZONED REPORT

Remote work, physical office or online office

What each way of working brings, backed by the latest research, and how to get the best of both.



> [Office] Space is the ultimate collaboration tool that was refined in a 200-year period. We're not just going to trade it away, but we're going to use it perhaps differently.
>
> **- Satya Nadella, Chairman & CEO, Microsoft**

November 2026

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Remote work: more work done, happier people, lower costs

Working from home removes the commute, gives people more control over their day and lets you hire beyond normal commuting distance. Across research, remote and hybrid staff report higher well-being, stay longer and cost less to house, with no drop in performance.

72 min

of commuting saved per day when working from home, averaged across 27 countries. About 40% of that time goes back into work.

Aksoy et al., AEA Papers and Proceedings (2023)

35%

lower attrition when staff worked from home two days a week, with no drop in performance or promotions.

Bloom, Han & Liang, Nature (2024)

4.22 / 5

well-being score for fully remote employees. This is higher then hybrid and much higher than the 3.89 score for fully onsite staff.

Johnson et al., Frontiers in Psychology (2026)

8%

pay raise equivalent. That is what employees say working from home two or three days a week is worth to them.

Nick Bloom, Stanford University (2025)

$11,000

saved per year by a typical US employer for each employee who works remotely half the time.

Global Workplace Analytics (2021)

51%

of employees say they are less productive in the office, where deep work is harder to protect.

Morgan McKinley (2026)

Where remote work falls short

Isolation. People in remote-capable jobs spend 58% more hours alone (Emanuel et al., Science, 2026).

Silos. Cross-team collaboration fell about 25% when Microsoft went fully remote (Yang et al., 2021).

Visibility. Fully remote staff are promoted 31% less often than office peers (Live Data Technologies, 2024).

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Physical office: connection, learning and being seen

The strength of the office is people. Being near colleagues makes it easy to ask a quick question, learn from more experienced colleagues and feel part of a team. That is why many leaders reach for return-to-office mandates, and why many employees still value time together.

57%

of employees name better collaboration as the main benefit of the office. 35% name culture-building.

Morgan McKinley (2026)

34%

of employees value the office for mentorship, a benefit that is harder to replicate over scheduled calls.

Morgan McKinley (2026)

18.3%

more feedback on their code for engineers who sit near their teammates. Feedback is critical to on-the-job learning – especially for junior employees.

Emanuel, Harrington & Pallais (2025)

85%

of employees say rebuilding team bonds would motivate them to go into the office. 84% say socializing would.

Microsoft Work Trend Index (2022)

72%

higher odds of going through a full workday with no human contact in remote-capable jobs.

Emanuel et al., Science (2026)

5.6%

of office and hybrid workers were promoted in 2023, compared with 3.9% of fully remote workers.

Live Data Technologies (2024)

Where the physical office falls short

The commute. Around 72 minutes a day spent travelling, every office day (Aksoy et al., 2023).

Well-being. Fully onsite staff report the lowest well-being compared with remote and hybrid (Johnson et al., 2026).

Focus, cost and reach. 51% feel less productive in the office, and hiring stops at commuting distance (Morgan McKinley, 2026).

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Online office: the best of both worlds

An online office is a shared digital space where a remote or hybrid team works together through the day. Everyone can see who's around and available, drop in for a quick word and talk without booking a meeting. People can work from wherever it suits them, but the team feels like it shares an office.

What you keep from remote work

- No daily commute
- Work from anywhere
- Room for focused, deep work
- A wider talent pool
- Lower office costs

What you add from the office

- See who's around and available
- Quick, unscheduled conversations
- Natural alignment, fewer meetings
- Team energy and belonging
- Easier mentoring and onboarding

Why it works: the evidence

54%

of hybrid managers say they lack visibility into their team's work vs. 38% of in-person managers. Seeing who's around and ongoing alignment close the gap.

Microsoft Work Trend Index (2022)

85%

of leaders say hybrid work makes it hard to be confident that people are productive, even though 87% of employees say they are.

Microsoft Work Trend Index (2022)

7–10%

better performance for remote interns who spent informal, virtual time with senior managers.

Bojinov, Choudhury & Lane, HBS

4.7–7.3%

higher chance of a job offer for those same interns. Informal online contact builds real relationships.

Bojinov, Choudhury & Lane, HBS

The real advantage of the office can be expressed by how easy it is to ask a question

Engineers sitting near teammates got more feedback mainly because asking was easier: they asked more follow-up questions and asked more people (Emanuel, Harrington & Pallais, 2025). An online office makes asking just as easy, regardless of where people sit.

WAYS OF WORKING COMPARED

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Remote work, physical office or online office – what do they bring?

The benefits that appear most often in the remote vs. return-to-office debate, and how they are delivered by different work models

Benefit	Remote work Video calls and chat	BEST OF BOTH WORLDS BeZoned Online Office	Physical office Everyone on site
FLEXIBILITY AND WELL-BEING			
No daily commute Time and travel cost savings, every working day	✓	✓	–
Work from anywhere Live where you want without changing jobs	✓	✓	–
Better work-life balance Fully remote employees report the highest well-being[4]	✓	✓	–
Room for focused, deep work 51% of employees say they are less productive in the office[5]	✓	✓	◑
BUSINESS AND TALENT			
Hire from a wider talent pool Recruit beyond normal commuting distance	✓	✓	–
Lower office costs Less spending on rent, office equipment and facilities	✓	✓	–
Higher retention Working from home cut quit rates by a third in a Stanford trial[1]	✓	✓	–
CONNECTION AND COLLABORATION			
See who's around and available Instant overview of who is in the office and available to help	–	✓	✓
Quick, unscheduled conversations Speak seamlessly with your colleagues across the desk	–	✓	✓
Natural alignment without extra meetings Small questions get answered before they become problems	–	✓	✓
Sense of belonging, less isolation Remote work raises isolation, most for people living alone[3]	◑	✓	✓
Team energy and culture Culture-building is a top reason employees value the office[5]	◑	✓	✓
Easier mentoring and onboarding Virtual chats with senior staff raised intern performance 7–10%[6]	–	✓	✓
LEADERSHIP AND FAIRNESS			
Lead the team as you would in an office See who's at work and drop in to listen or have a word	–	✓	✓
Equal visibility, less proximity bias Fully remote staff are promoted 31% less often than office peers[2]	–	✓	◑
In-person, face-to-face time Birthday cake in the kitchen, or a Friday bar with the team	–	–	✓

Symbols: ✓ Yes ◑ Partly – No

An online office keeps the flexibility of remote work and adds the everyday presence of an office.

[1] Bloom, Han and Liang, "Hybrid working from home improves retention without damaging performance," Nature (2024)

[2] Live Data Technologies analysis of 2 million white-collar workers, reported by The Wall Street Journal (2024)

[3] Emanuel et al., remote work, isolation and mental health, Science (2026)

[4] Johnson et al., study of 7,704 employees, Frontiers in Psychology (July 2026)

[5] Morgan McKinley, From Hybrid to HQ: The Impact of Return to Office on Financial Services (2026)

[6] Bojinov, Choudhury and Lane, field experiment with 1,370 remote interns, Harvard Business School working paper

Marks summarize the research and typical setups. Results vary by team and by how each way of working is run.

ABOUT BEZONED

BeZoned

Your online office, inside Microsoft Teams

BeZoned is an online office workspace inside Microsoft Teams. It lets distributed teams work together through the day the way they would in an office, with nothing new to install or learn.

Everyone visible, wherever they work
No asking, no checking, no guessing.

Fewer meetings, alignment as work happens
Get a 30-second answer, not a 30-minute meeting.

Keep work flowing and engagement high
Not just people on calls.



For leaders

- Lead the team the way you would in an office
- Stay close to your team and onboard faster
- Build a culture that holds across locations

For teams

- Work side by side throughout the day
- Get quick answers instead of waiting
- Feel the office energy, wherever you work



Stefan Krulj
CEO of Toolsite

"BeZoned has removed the friction from remote collaboration. It gave us back the spontaneous interaction we were missing - and with it, the feeling of being one team."



Daniel Vamvouklis
CEO of Hexagon Logistics

"BeZoned literally makes me feel like I'm still 'in' the office. I can see who's available and, instead of waiting on chats or meetings, jump straight to colleagues and talk instantly. It's a game changer."



Torbjørn Mandahl Pedersen
Director of IT at LE34

"It is a game-changer for us. Giving us simple and natural collaboration across our teams working out of various locations."

Start free
Work together in the office – from anywhere

bezoned.com

Sources

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2. Bloom, Han & Liang, “Hybrid working from home improves retention without damaging performance,” Nature (2024)
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4. Nick Bloom, Stanford University, interview on The Allwork.Space Future of Work podcast (September 2025)
5. Global Workplace Analytics, The Business Case for Remote Work (2021)
6. Morgan McKinley, From Hybrid to HQ: The Impact of Return to Office on Financial Services (2026)
7. Emanuel et al., study of remote work, isolation and mental health in five US national surveys, Science (June 2026)
8. Yang et al., “The effects of remote work on collaboration among information workers,” Nature Human Behaviour (2021)
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10. Emanuel, Harrington & Pallais, “The Power of Proximity to Coworkers,” RFBerlin Discussion Paper (2025)
11. Microsoft, Work Trend Index Pulse: “Hybrid Work Is Just Work. Are We Doing It Wrong?” (September 2022)
12. Bojinov, Choudhury & Lane, field experiment with 1,370 remote interns, Harvard Business School working paper
13. Satya Nadella on ReThinking with Adam Grant, TED Audio Collective (May 2022)

Figures are reported as published by each source. Survey results describe the groups studied and may differ for your team.