

Employee workspace preferences in a mandated hybrid work policy: A discrete choice experiment¹

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1. Supplementary material
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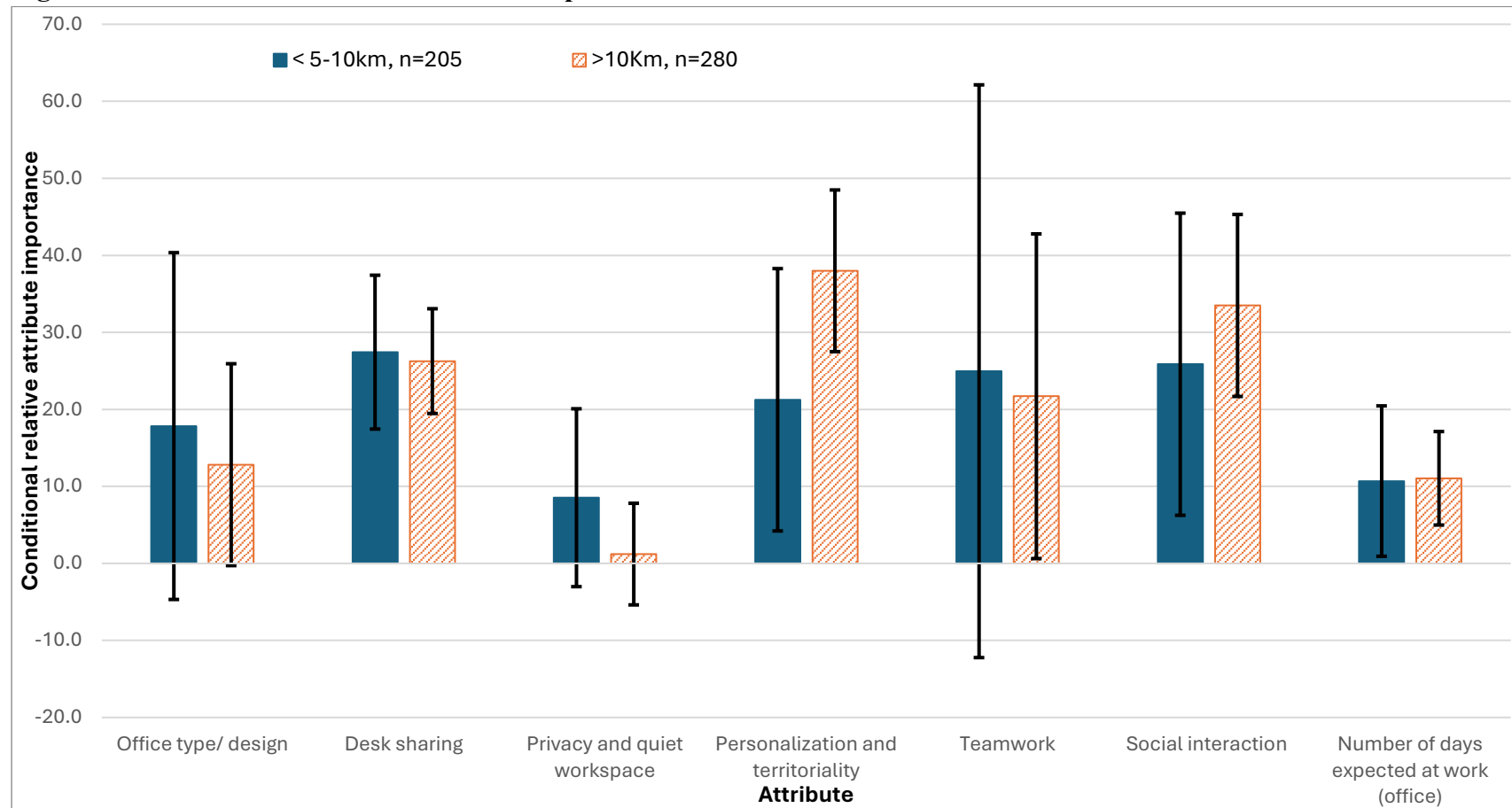
S1 Table. Preference Weights (N=433)

Attributes	Levels	Utility	P-Value
Office type/ design	Own office	0.411	0.013
	Shared office/Mid-size office landscape/activity-based office	-0.411	0.013
Desk sharing	0 (share with none)	0.688	<0.001
	1-2 or more colleagues	-0.688	<0.001
Privacy and quiet workspace	No access	-0.103	0.213
	Limited or some access or full access	0.103	0.213
Personalization and territoriality	Not at all possible	-0.693	<0.001
	Limited possibility	-0.298	0.218
	Somewhat possible	1.112	<0.001
	A great deal possible	-0.12	0.452
Teamwork	Not at all possible	0.196	0.255
	Limited possibility	0.491	0.158
	Somewhat/a great deal possible	-0.686	<0.001
Social interaction	Limited possibility	-0.766	<0.001
	Somewhat possible	-0.129	0.43
	A great deal possible	0.895	<0.001
Number of days expected at work (office)	1 day	-0.31	<0.001
	2, 3 or 4-5 days	0.31	<0.001

S2 Table. Attribute Relative Importance Changes (N = 433)

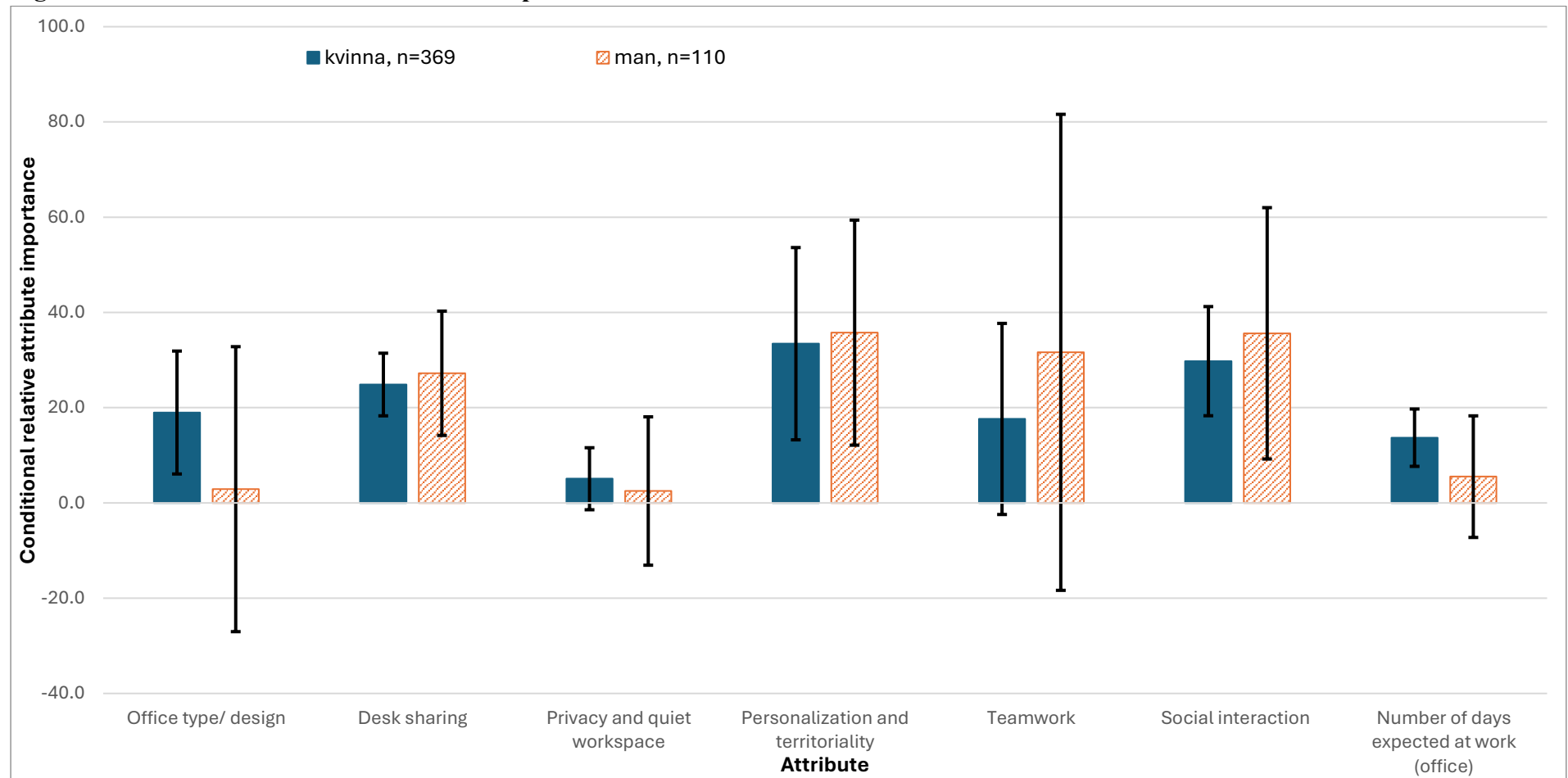
Attributes	From Level	To Level	Change in Utility (Difference Calculation)	<i>p</i> Value
Office type/ design	Shared office/Mid-size office landscape/activity- based office	Own office	0.822	0.013
Desk sharing	1-2 or more colleagues	0 (share with none)	1.377	<0.001
Privacy and quiet workspace	Limited or some access or full access	No access	-0.207	0.213
Personalization and territoriality	Limited possibility	Not at all possible	-0.395	0.299
	Somewhat possible	Not at all possible	-1.805	<0.001
	A great deal possible	Not at all possible	-0.573	0.058
	Somewhat possible	Limited possibility	-1.41	0.006
	A great deal possible	Limited possibility	-0.178	0.233
	A great deal possible	Somewhat possible	1.232	0.004
Teamwork	Not at all possible	Limited possibility	-0.295	0.567
	Not at all possible	Somewhat/a great deal possible	0.882	<0.001
	Limited possibility	Somewhat/a great deal possible	1.177	0.027
Social interaction	Somewhat possible	Limited possibility	-0.638	0.078
	A great deal possible	Limited possibility	-1.662	<0.001
	A great deal possible	Somewhat possible	-1.024	<0.001
Number of days expected at work (office)	2, 3 or 4-5 days	1 day	-0.621	<0.001

Figure S1: Conditional Attribute Relative Importance – Distance



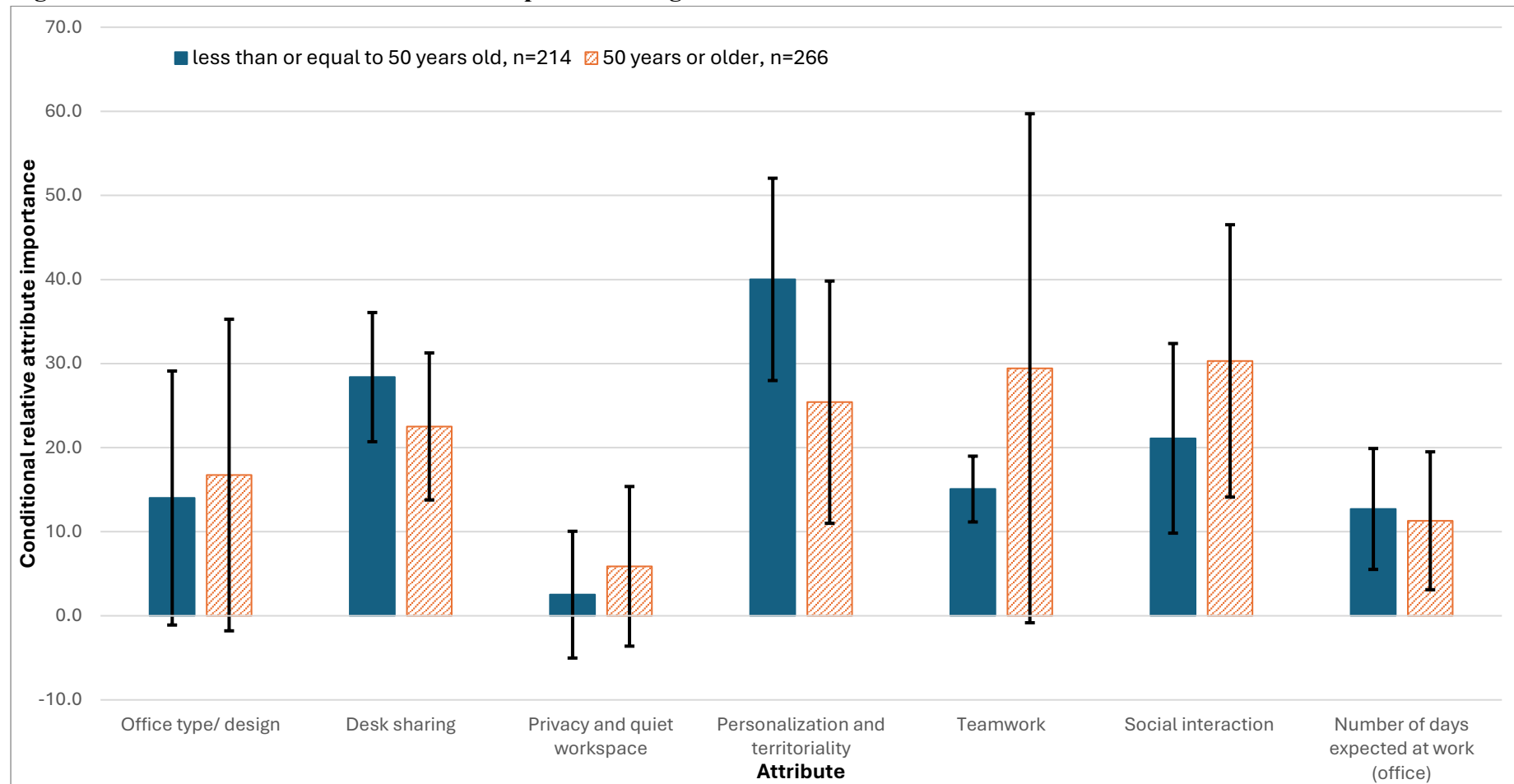
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S2: Conditional Attribute Relative Importance – Gender



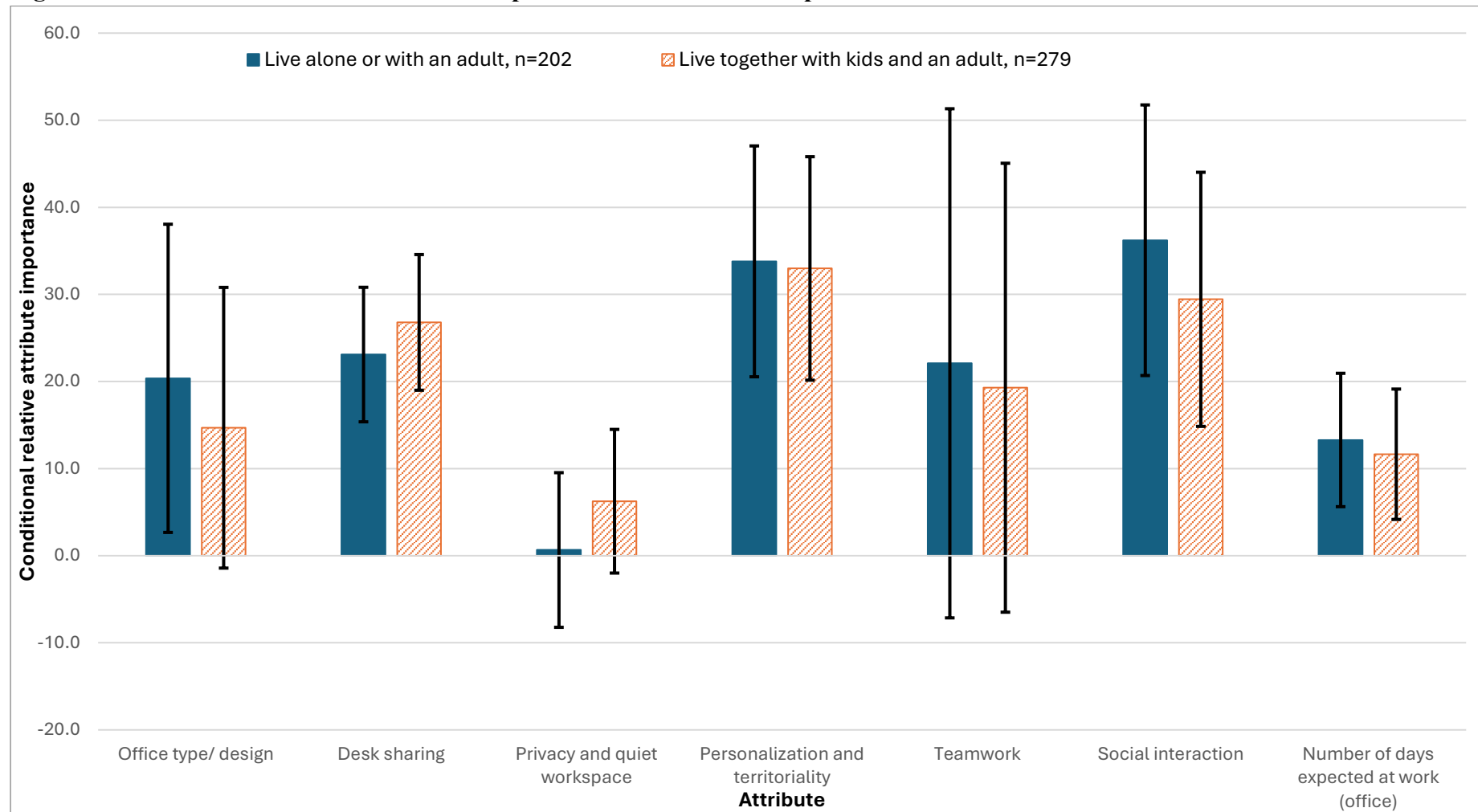
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S3: Conditional Attribute Relative Importance – Age



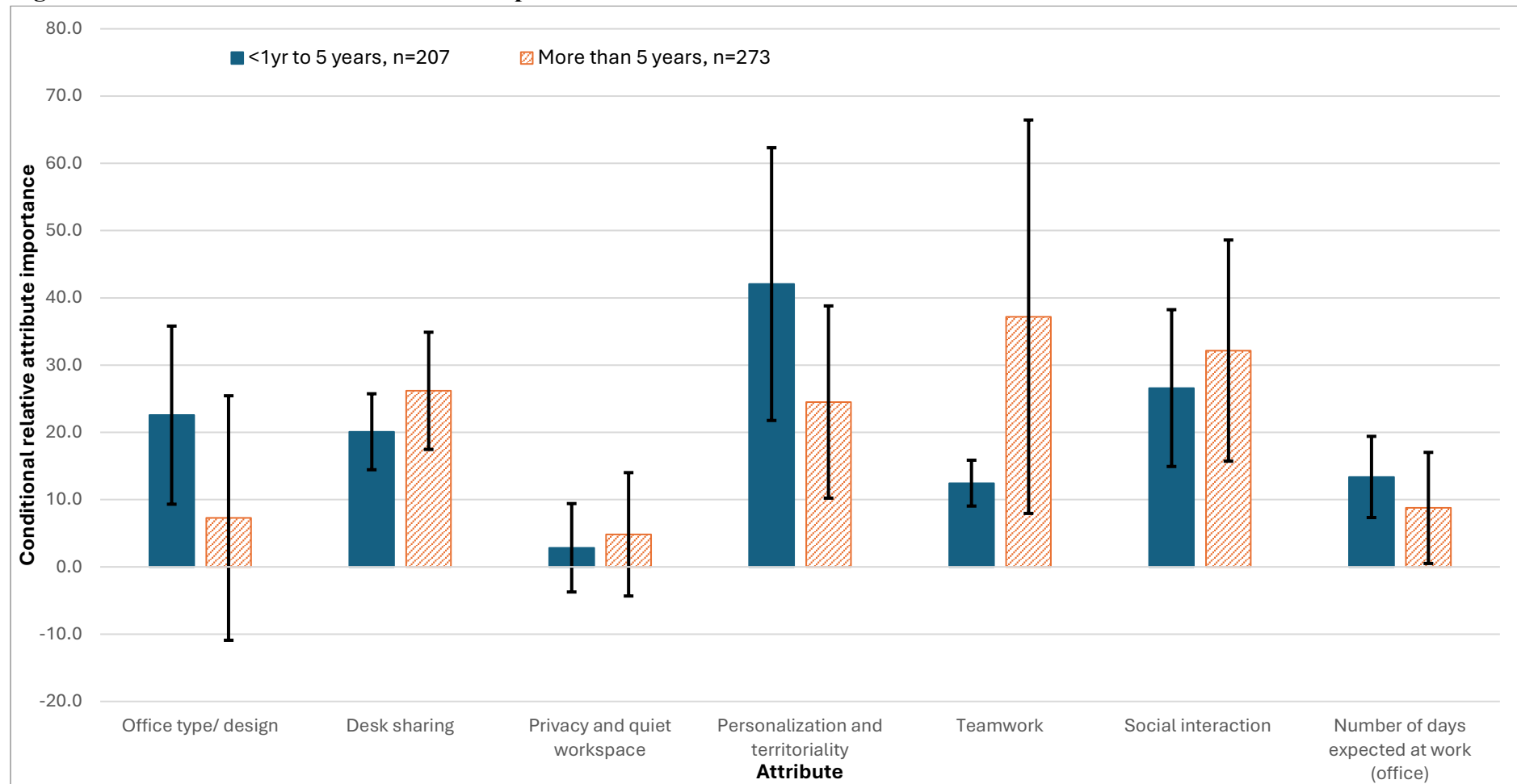
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S4: Conditional Attribute Relative Importance – Household composition



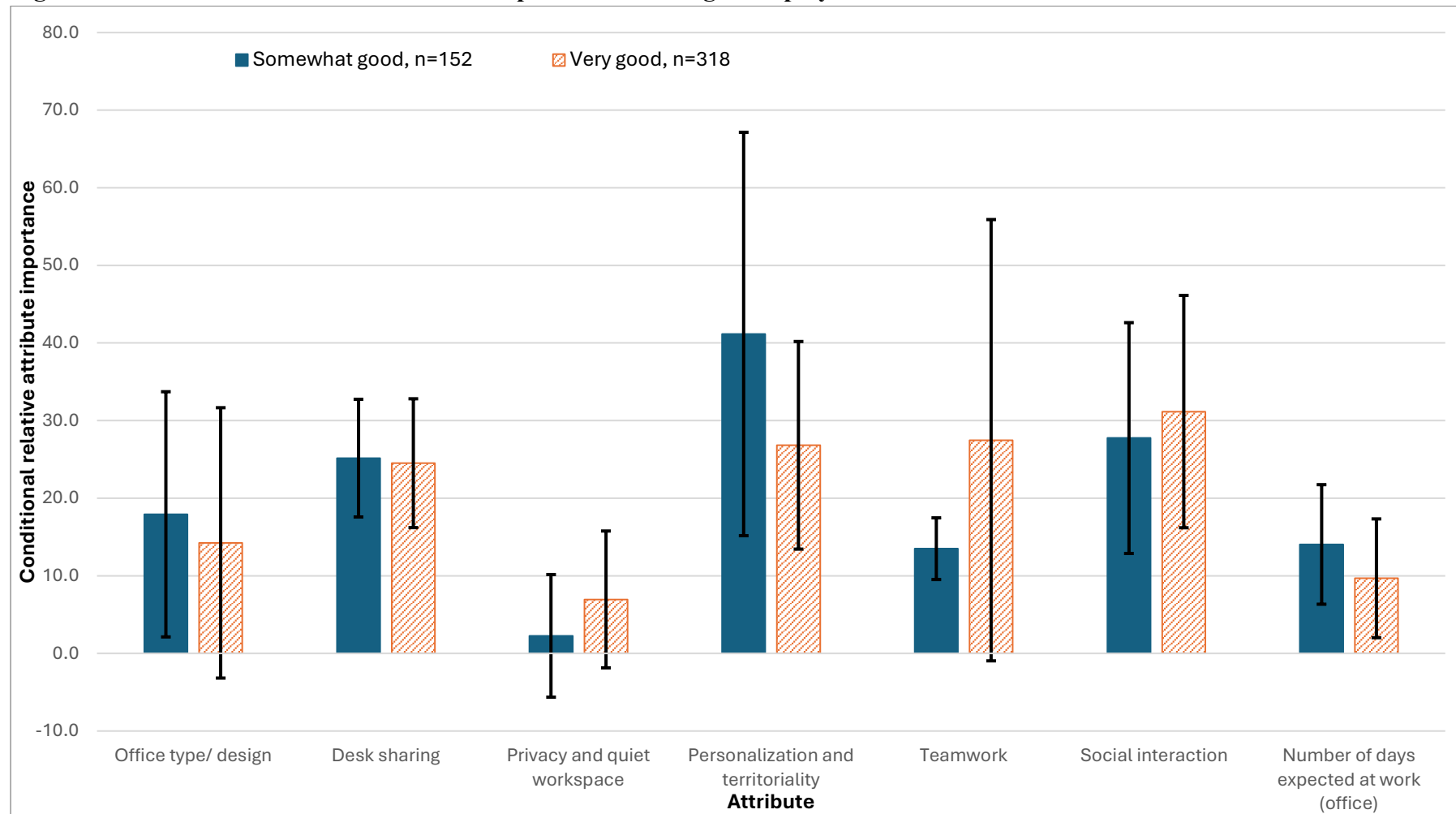
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S5: Conditional Attribute Relative Importance – Tenure



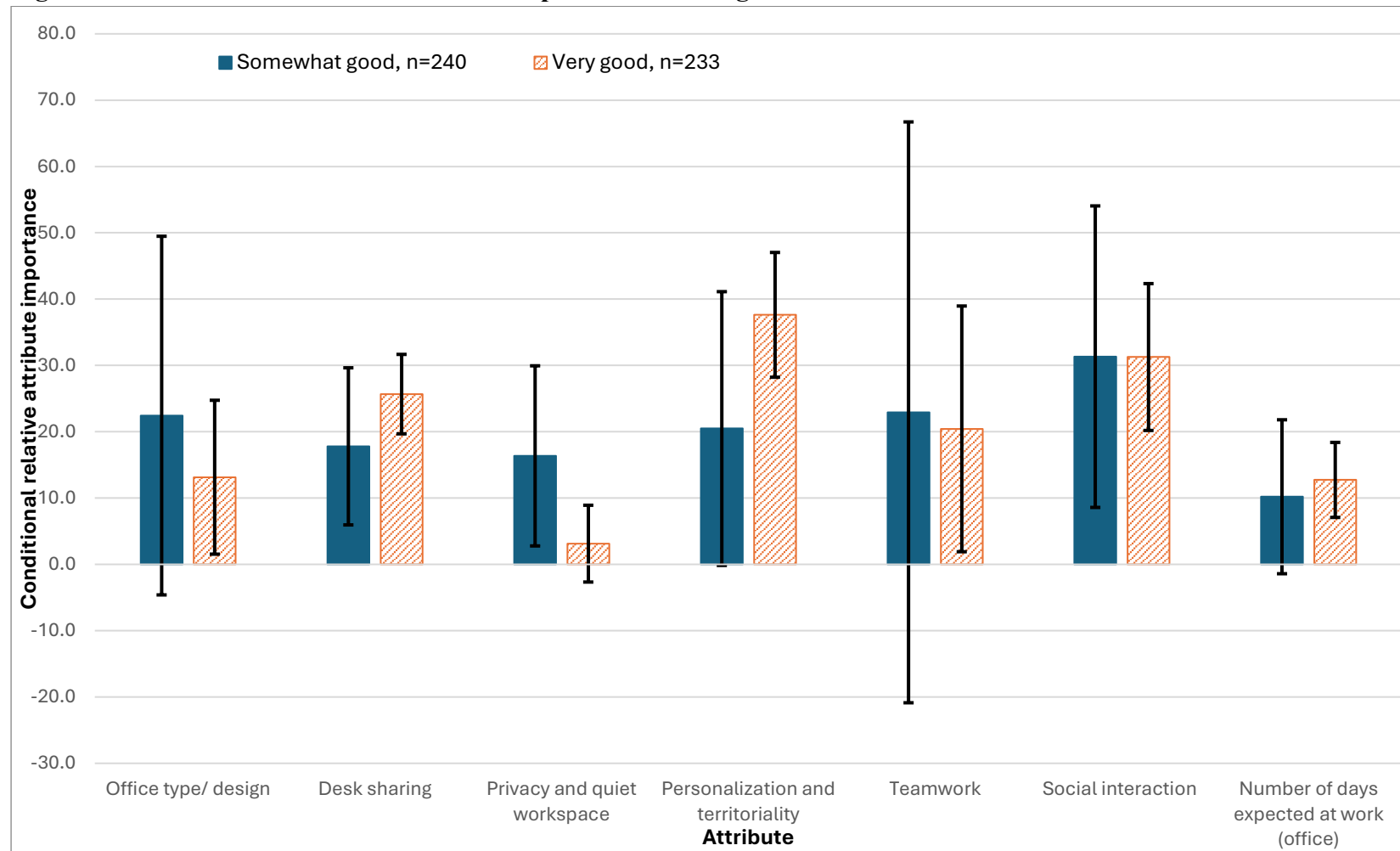
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S6: Conditional Attribute Relative Importance – Rating of employer’s office environment



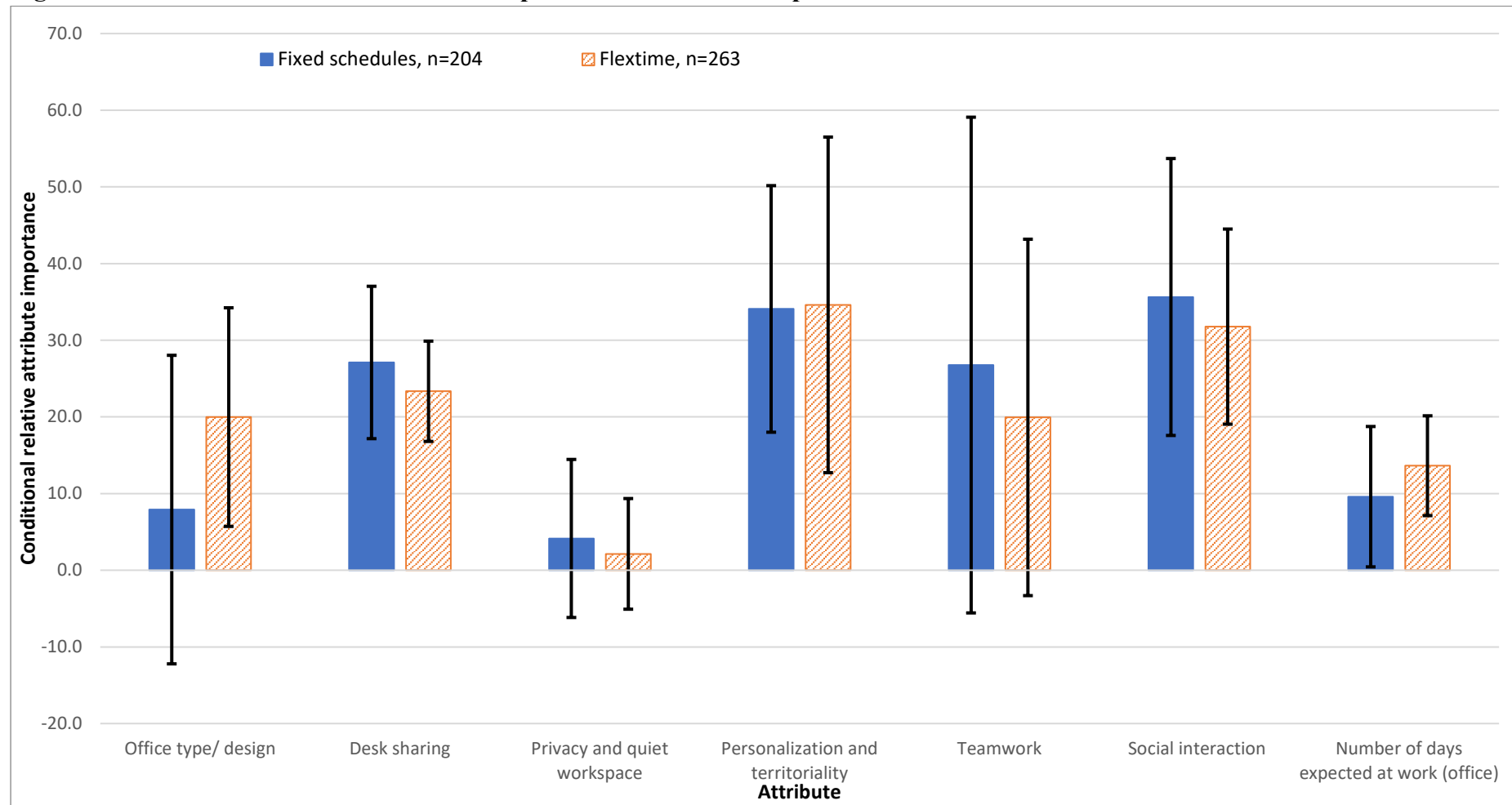
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S7: Conditional Attribute Relative Importance – Rating of home office



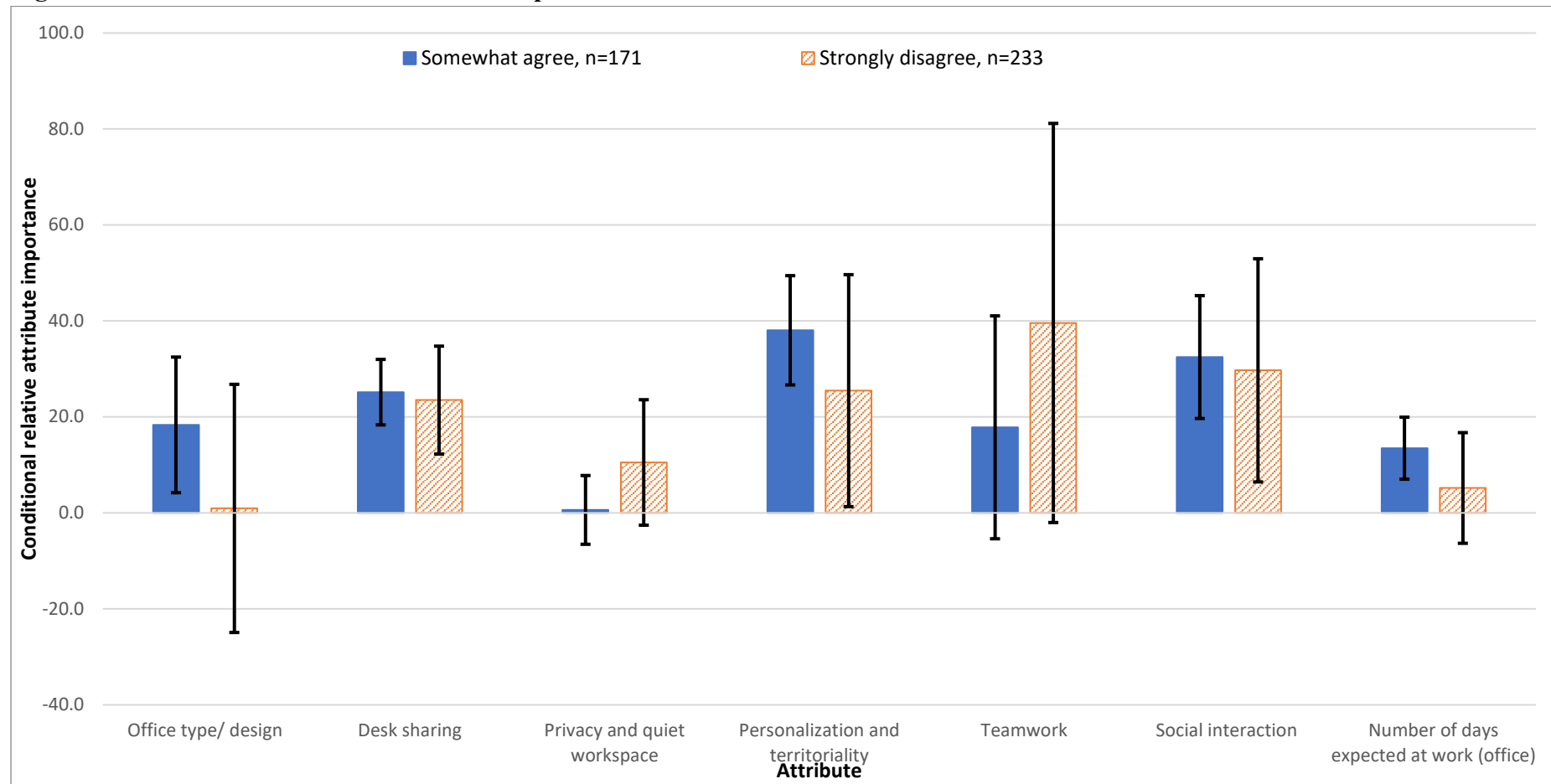
Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S8: Conditional Attribute Relative Importance – Work form option



Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).

Figure S9: Conditional Attribute Relative Importance – Disturbance



Note: The conditional relative importance is the difference between the preference weights on the most influential attribute level and the least influential attribute level. These differences are summed across attributes and the sum is scaled to 100. The conditional importance of each attribute is a percentage of this total. The vertical bars surrounding each relative importance weight estimate denote the 95% CI around the point estimate (computed by the delta method).