

Denver Workplace Culture Survey Fall 2021 Results

Introduction



Company culture feeds on interactions between everyone within the organization, which is why COVID-19 has been such an abrupt agent of change for Colorado companies and the technologists they depend on. Even now, many of us remain bunkered in our remote working environments.



Can company culture be sustained amid a pandemic? Might some aspects of culture be changing (possibly permanently and/or for the better)?

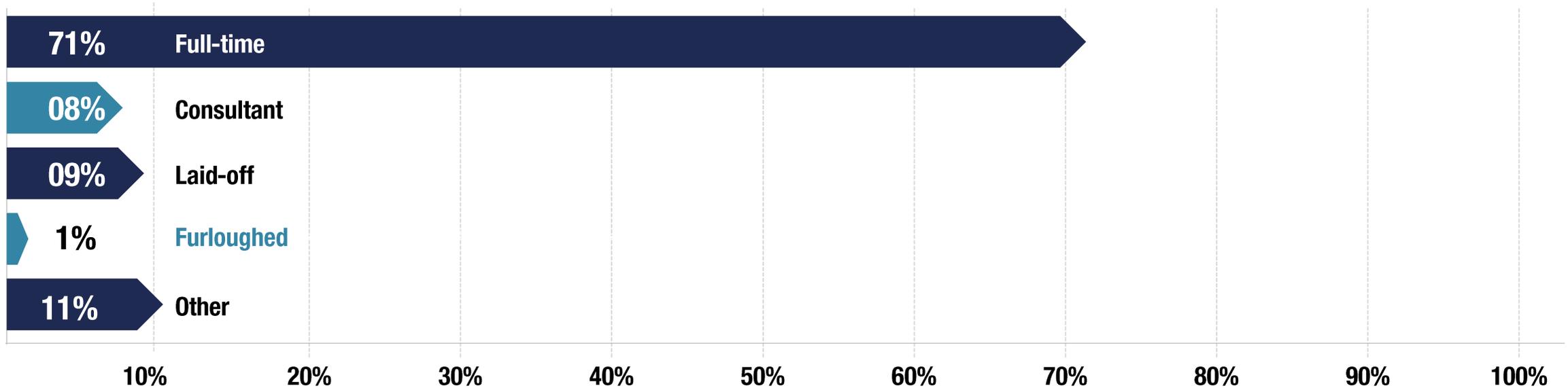


To get answers, we asked 1,000 technologists and 150 Denver-area employers several key questions. Whether you want to know what your peers are experiencing or are a manager looking to gain a better understanding of remote work practices, read on for the survey results.

Work Status Level Set

What is your current work status?

961 out of 968 people answered this question



As in last year's survey, we set a foundation by determining the employment level of technologists in Denver. We found that 71% of respondents were working full-time, again signaling the strength of Colorado companies with large technology teams. This is a 1% increase over last year. Denver's technology sector continues to keep its employees working, even as uncertainty related to the pandemic waxes and wanes.

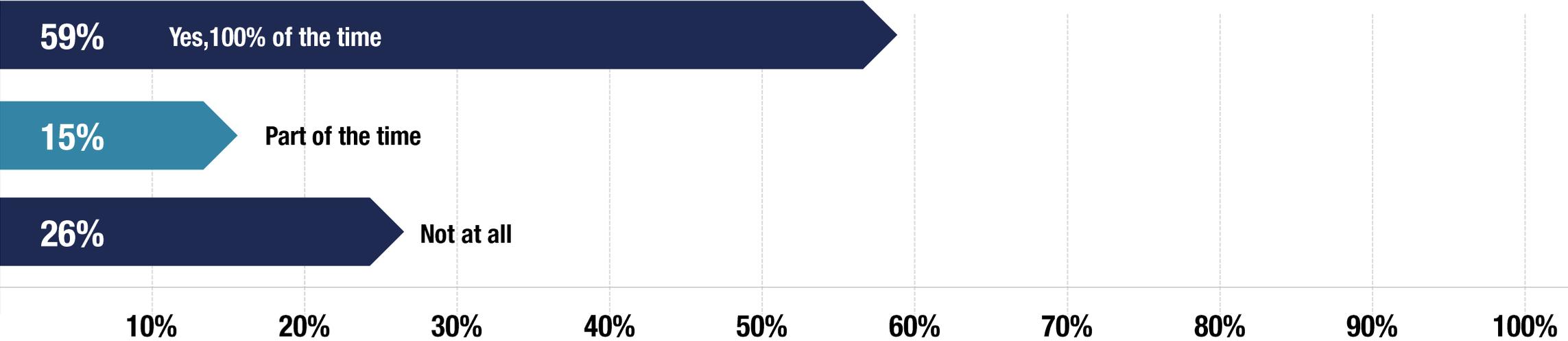


A slightly smaller number of individuals are still out of work—roughly 9% compared to 10% last year. As can be predicted, there have continued to be layoffs and some cases where people stop seeking employment as they care for a child or relatives during this worldwide health crisis.

WFH Progress Report

Are you still working remotely

774 out of 968 people answered this question



Remote work was nothing new to technology-focused employees before the pandemic hit, but numbers have indeed increased since last year. A whopping 59% of technologists surveyed are still working remotely full-time, with 15% working remotely at least part of the time.

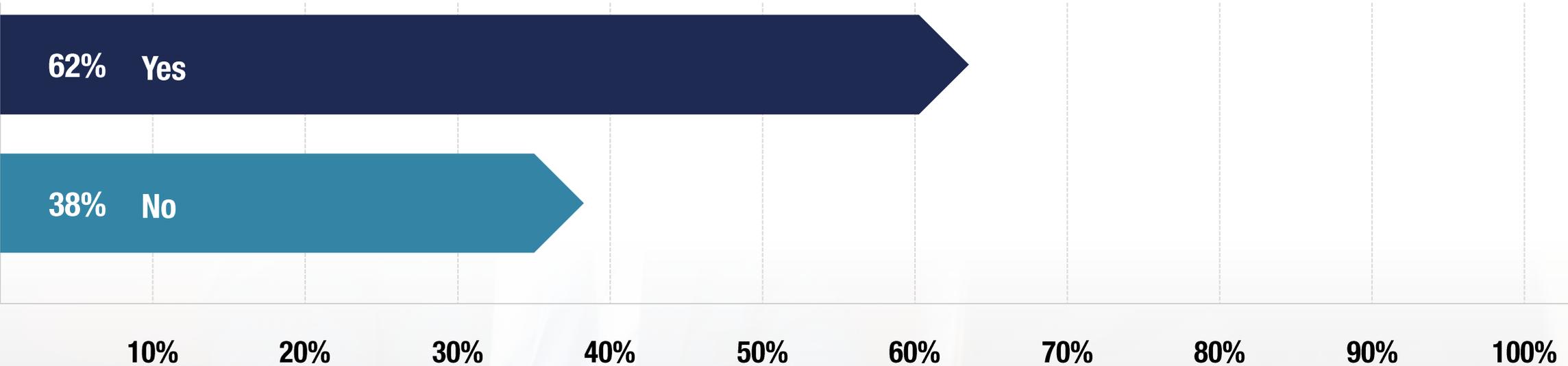


If nothing else, this points to the resiliency of the technology arena, one that is seemingly built to withstand changing working conditions. There's no advancement in tech without adaptability, and that frame of mind has no doubt influenced Denver's remote technologists.

Welcome Back

At any point during the pandemic, did your company welcome employees back to the office?

744 out of 968 people answered this question

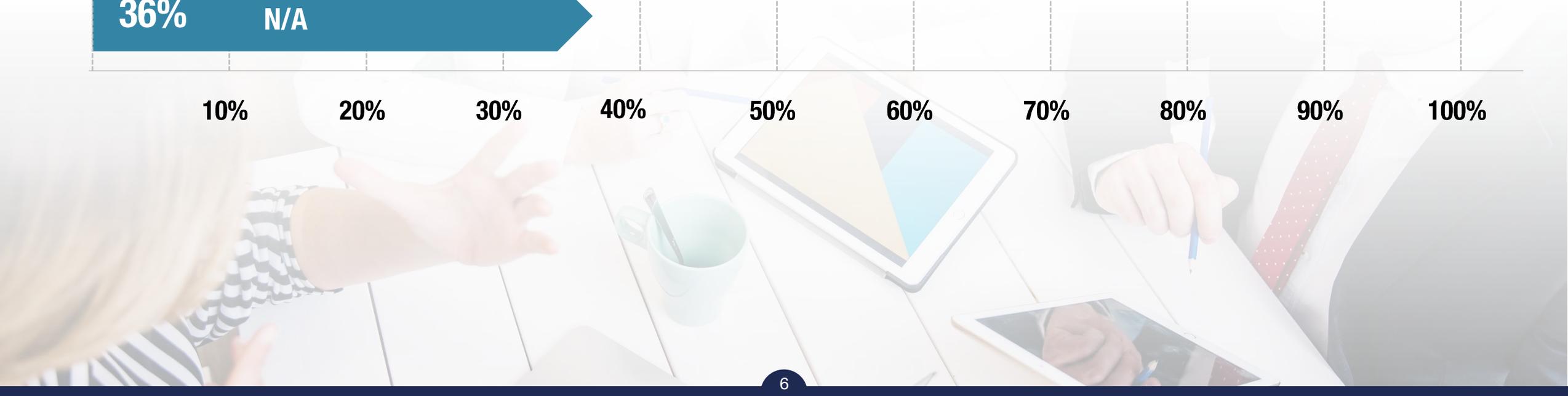


If so, how many days a week?

718 out of 968 people answered this question

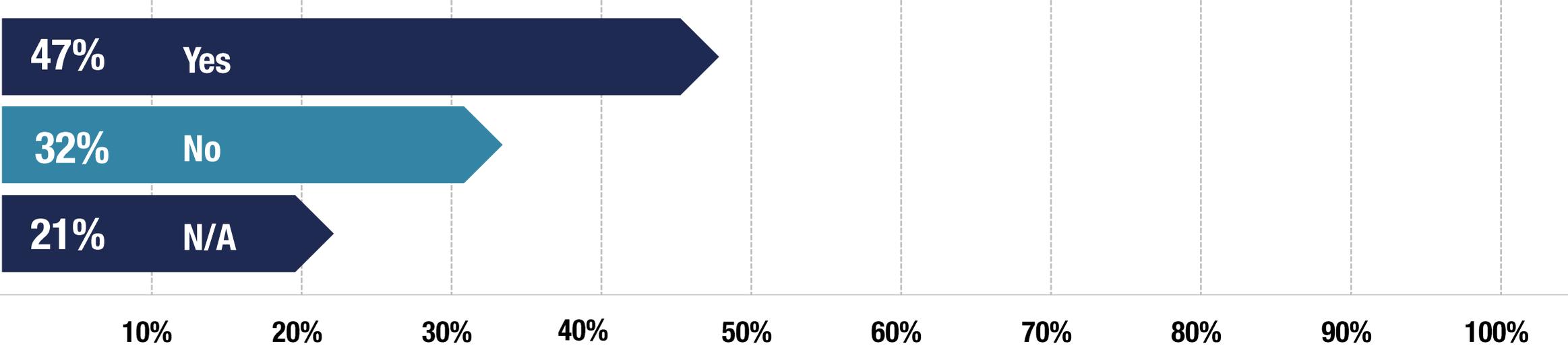


10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



Did you feel safe returning back to the office?

713 out of 968 people answered this question



Most technologists (62% of respondents) reported that their organizations invited them back to the office, which makes sense given the brief period of vaccine positivity in spring of 2021. In fact, at the time the survey was taken, 57% of employers reported that their employees were already back at work in some capacity. Interesting to note, however, that 38% of technologists were never once invited back, again highlighting the remote-ready nature of tech.

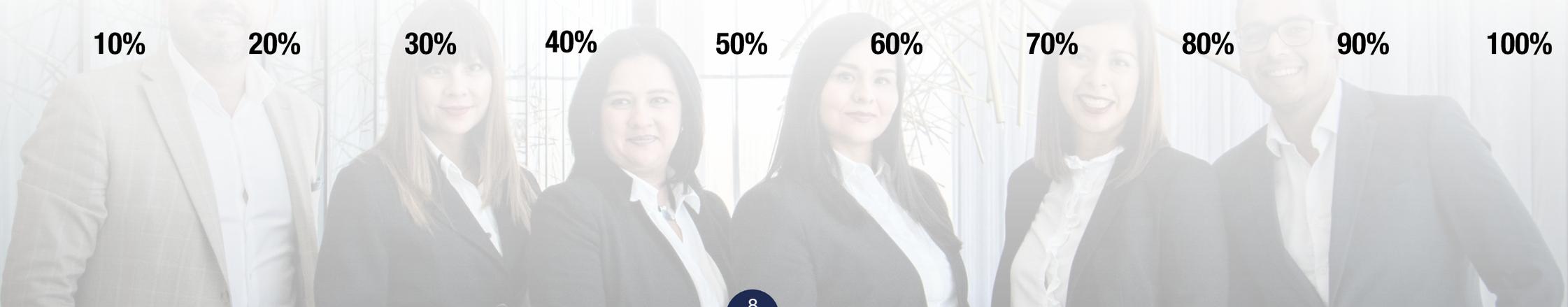


Of those who were invited back, a significant portion (28%) were asked to return for five or more days a week, which speaks to the return to normalcy that companies crave. When asked about whether they felt safe coming back, results were slightly mixed: 47% reported they were while a significant 32% reported they weren't.

Office Allure

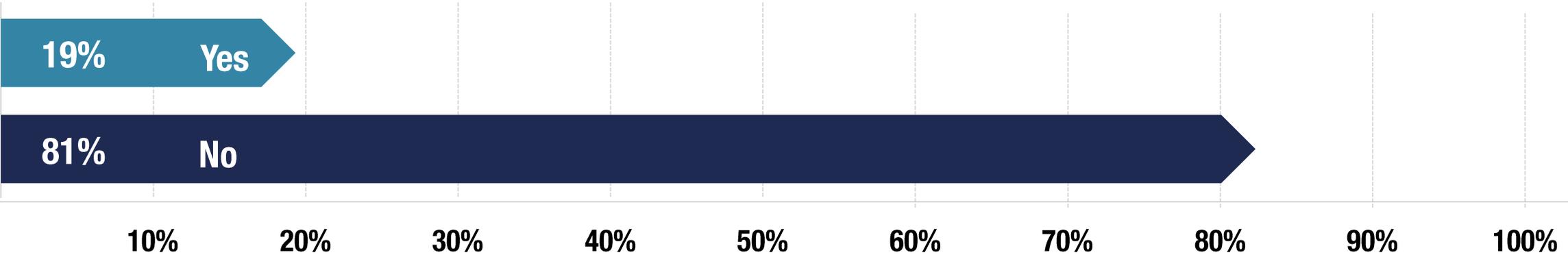
What would you want to come into the office more often?

659 out of 968 people answered this question



Company perks used to lure employees into the office (e.g., massage therapy, free lunches, onsite gyms, etc.). Have you spent time creating perks for the new remote work environment (e.g., delivered meals, gift cards, health stipends, etc.)?

43 out of 151 people answered this question



On the general subject of making offices and/or jobs more appealing to workers, an interesting contrast emerged. Technologists remained somewhat split on what exactly would draw them back into the brick-and-mortar workplace—safety measures, perks, and workplace improvements all registered at roughly 30%. But a significant majority (41%) chose “Other” as an option, suggesting a desire for some creative thinking on behalf of employers. In other words, the ideal perk to bring back Denver’s technologists may not exist yet—or at least it may not exist within the four walls of an office.

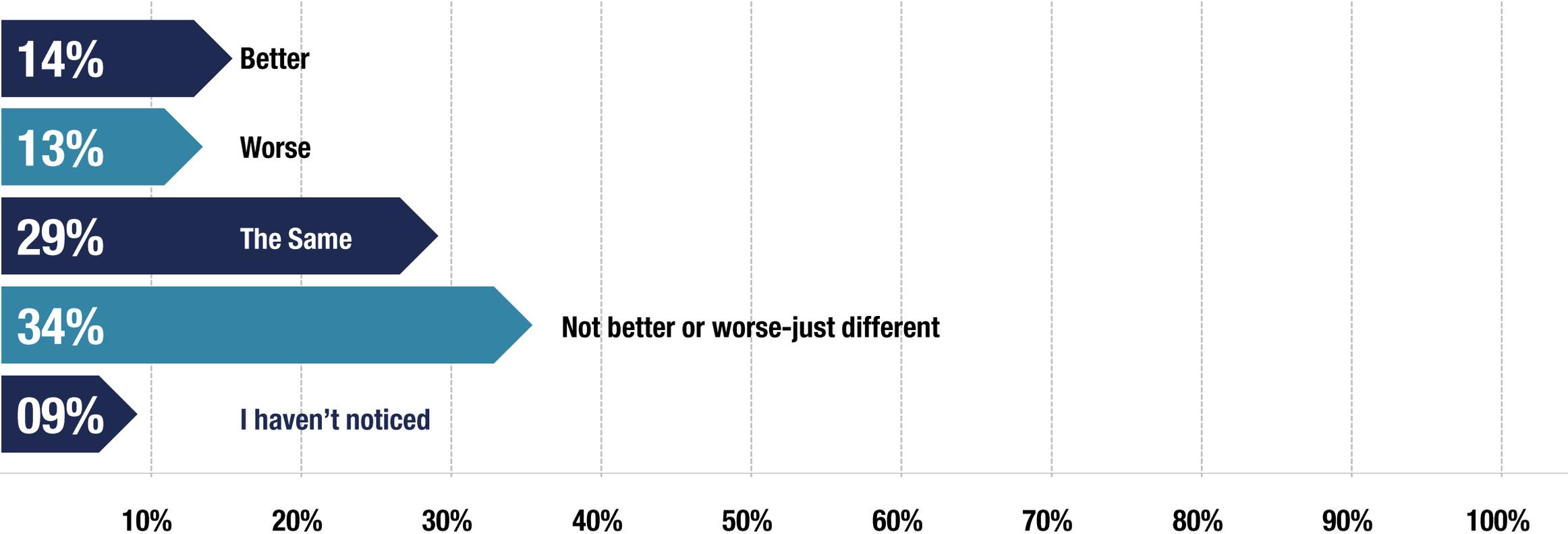


Interestingly enough, when asked if they had spent time creating new perks for the remote work environment, a resounding 81% of employers said “No,” which may reveal an impending communication breakdown. Technologists want something new, and employers may need to start putting more effort into ideation.

Cultural Evolution

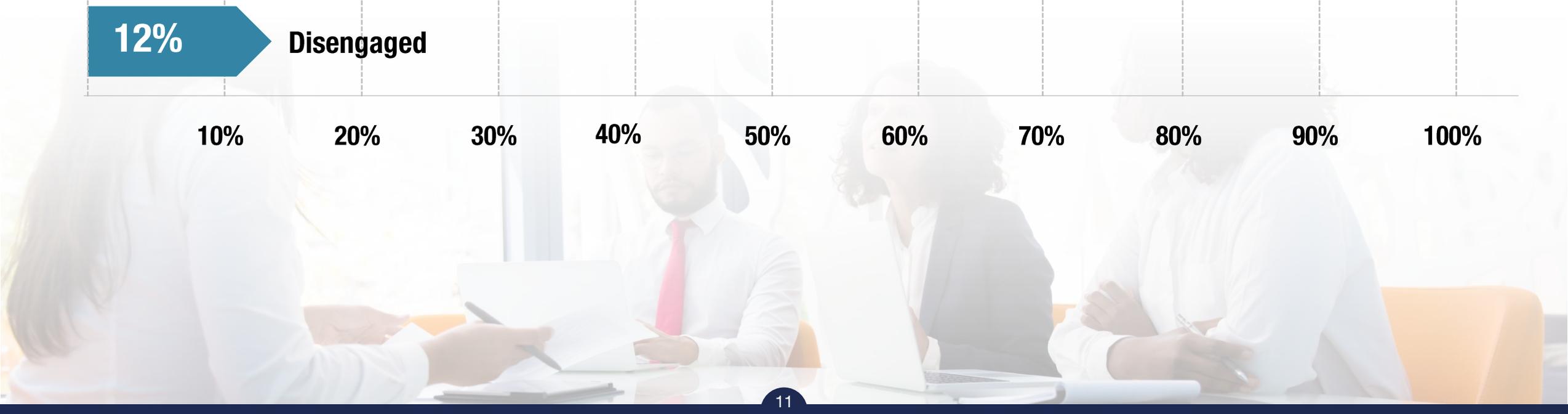
After more than a year of using Teams and/or Zoom at work, my organization's culture is:

645 out of 968 people answered this question



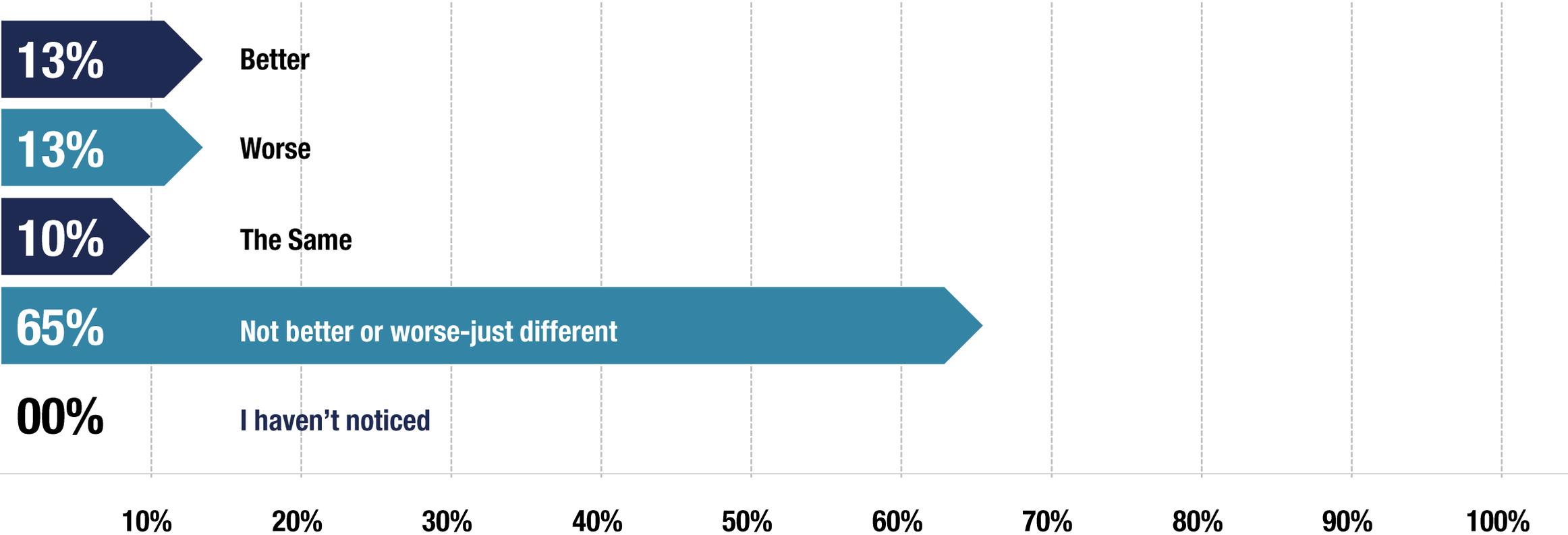
How would you rate your current engagement level at work?

616 out of 968 people answered this question



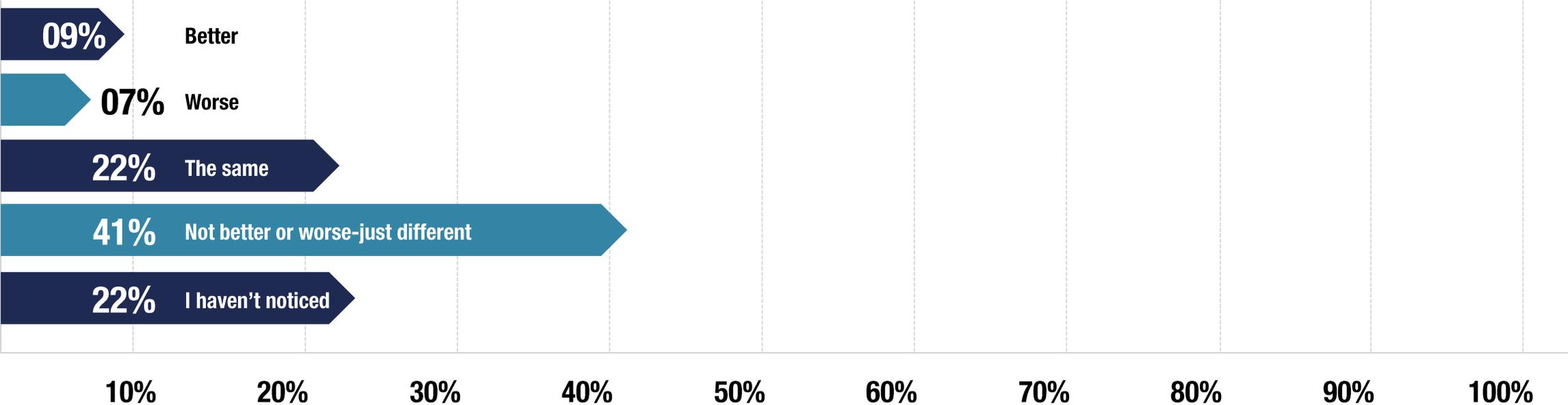
After more than a year of using Zoom/Teams to stay in touch with employees, the culture of my organization is:

48 out of 151 people answered this question



After more than a year of using Zoom/Teams to meet with clients, our relationship is:

48 out of 151 people answered this question



When asked directly about the enduring strength of company culture, results were largely positive among technologists and employers. Generally speaking, the numbers show that most people think the culture of their organization isn't better or worse—just different in the wake of seismic changes around the world. The same can be said for the relationship between company and client, with 41% of employers reporting that things are different without applying any sort of value judgement to the response. This again speaks to the unique resilience and adaptability for which the tech industry is known.

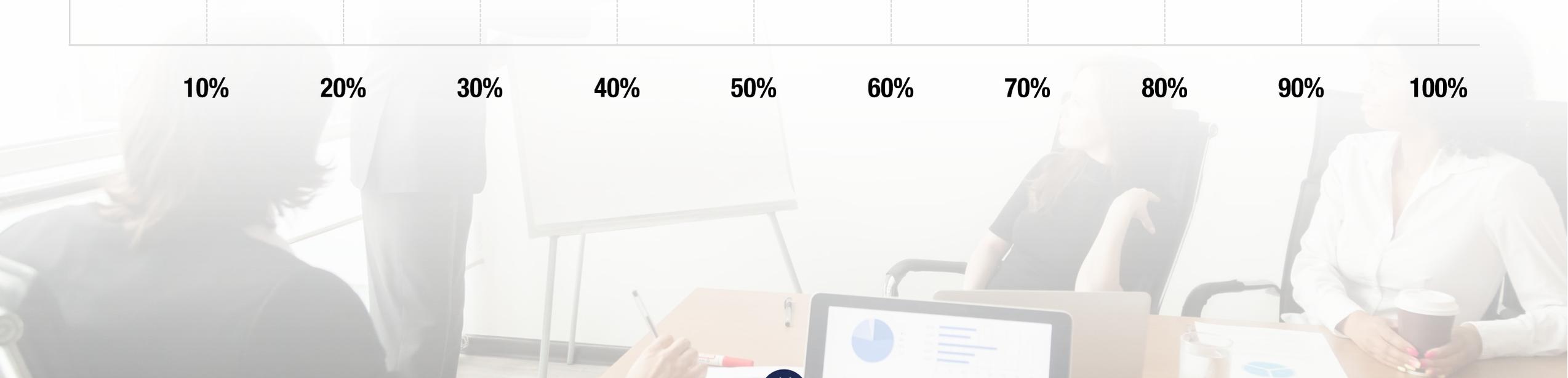
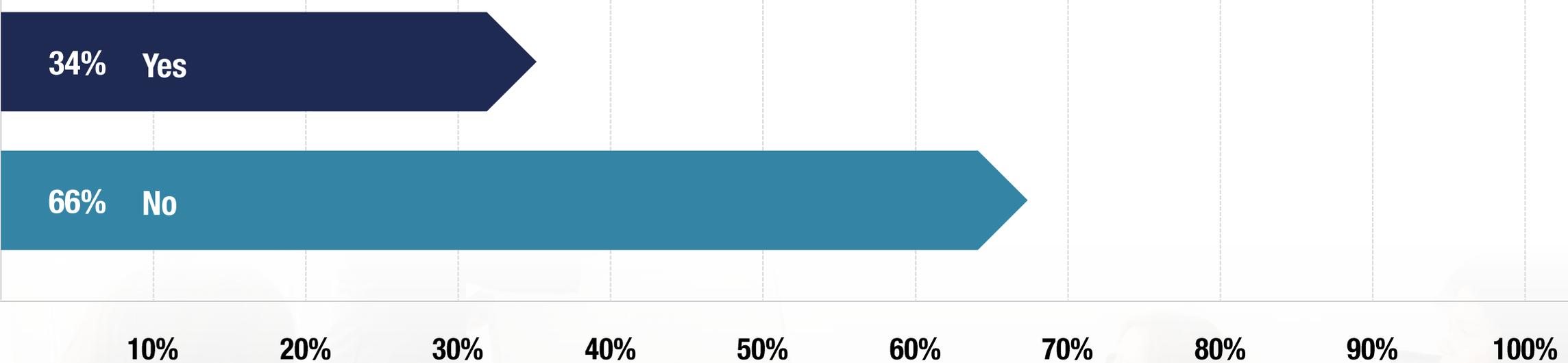


However, it should be noted that, among tech employees, a very significant 25% reported being somewhat disengaged or disengaged. We've all come to know "The Great Resignation" as a household term in 2021, and this sizeable portion of the workforce should be viewed as a very real flight risk against that backdrop.

Open (Virtual) Arms

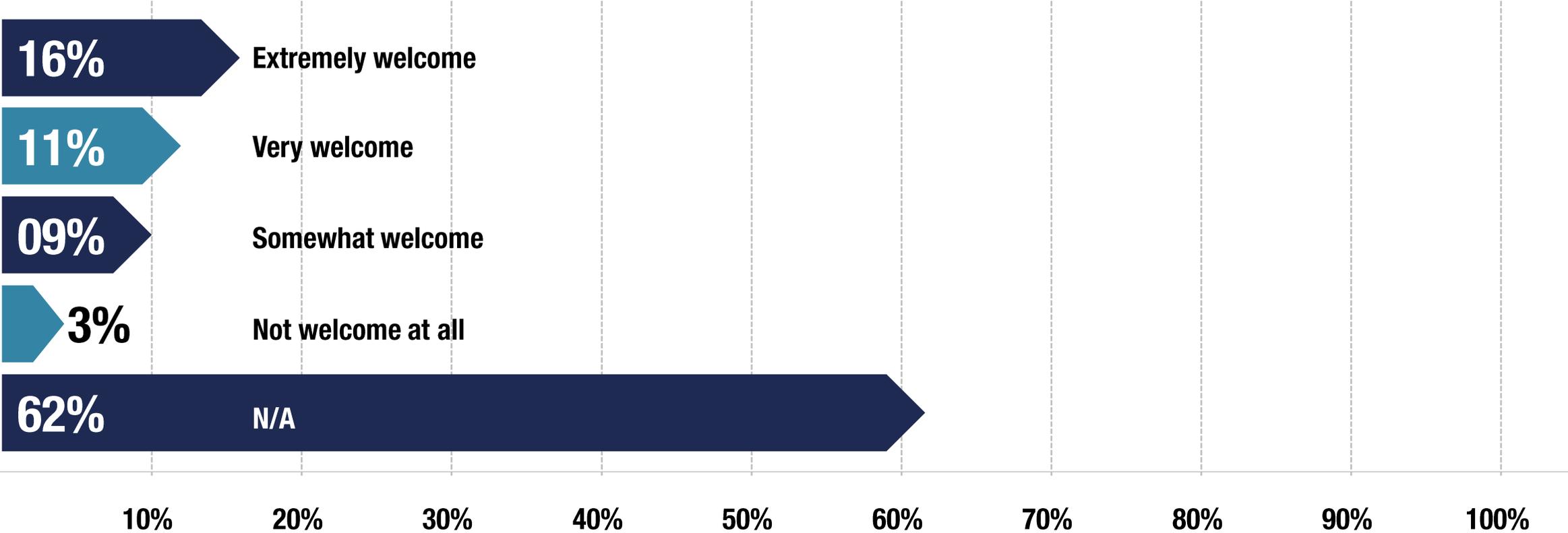
Did you start current role during the pandemic?

615 out of 968 people answered this question



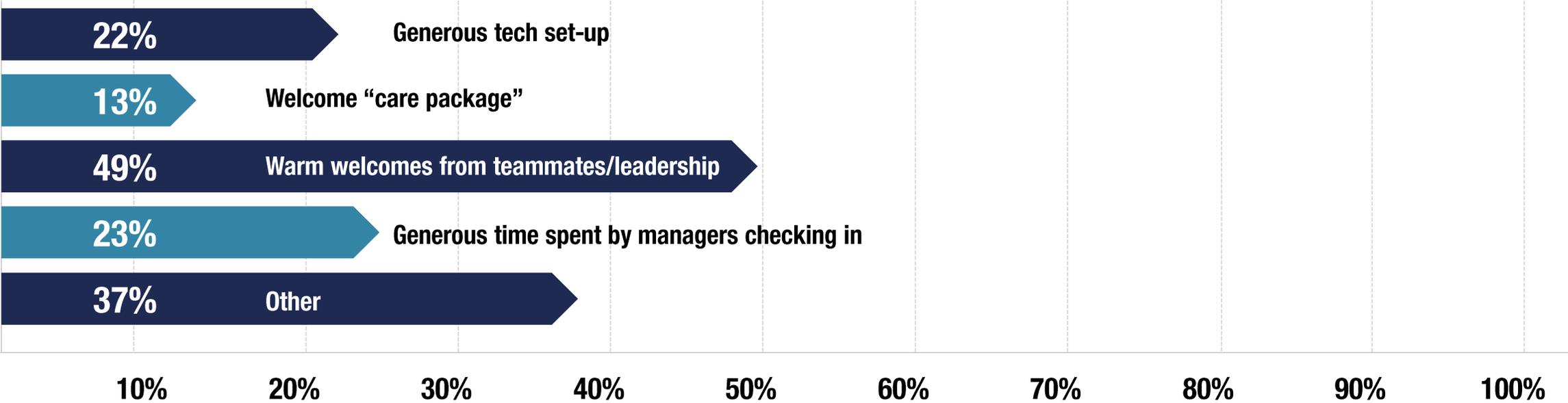
If you answered yes, how welcome did your new employer make you feel in a remote work environment?

608 out of 968 people answered this question

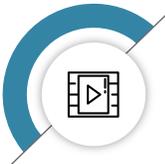


What made you feel welcome you started your current role?

568 out of 968 people answered this question



While a sizeable 66% of Denver-based technologists are still in their pre-pandemic roles, 34% report that they started a new job at some point over the past 18 months, whether by choice or necessity. These brave souls had to get accustomed to a new company culture in a changing remote work landscape, so we thought it appropriate to ask how welcome they felt and what made the difference in creating that feeling.



Very few people felt outright unwelcome, although a large portion of respondents answered "N/A" when asked how welcome they felt. What is more encouraging, however, are the results around what made people feel welcome at these new jobs. Nearly half of all respondents (49%) cited warm receptions from teammates and leadership as the biggest difference-maker. It's heartening to know that even amid our new landscape of remote work, simple human connection translates over email and Zoom meetings.

Denver Remains a Resilient Tech Town

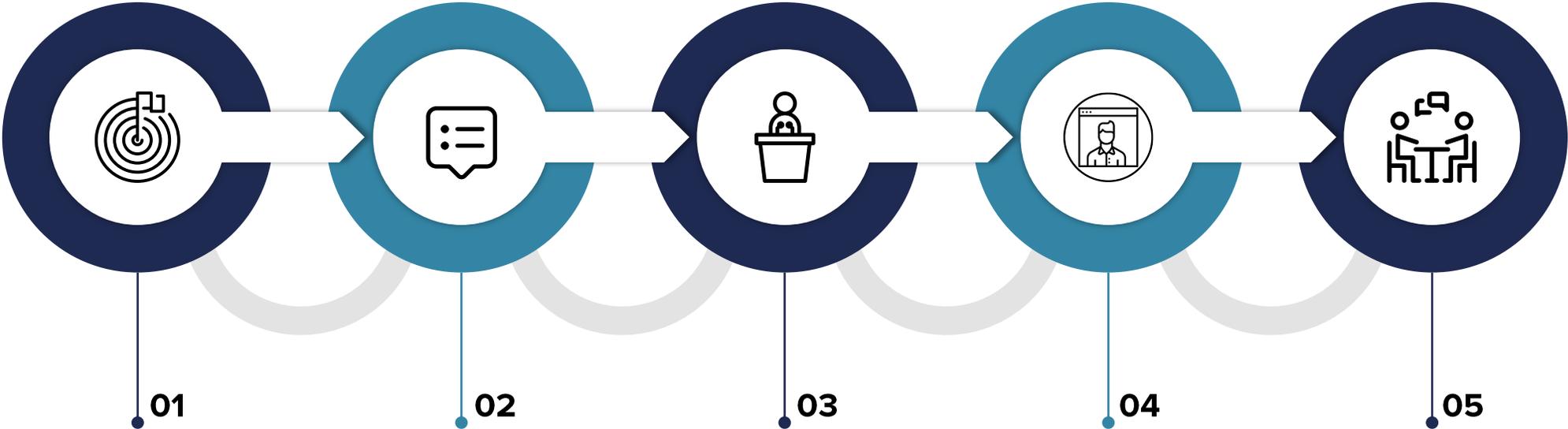


Nobody working in technology has experienced something like COVID-19 before. It's unprecedented in our lifetime, and it has the power to quickly disrupt workflows and cultures. This survey reveals what we've known for a long time—that our tech talent finds a way to weather almost any storm through adaptation and flexibility.

Technologists find a way to thrive in the new remote world of work, and they look to their employers to bridge any gaps through collaboration, creative thinking, and understanding.

Save for a few factors, employers are on the same page. They're listening, shifting their strategies as necessary, and doing what they believe is best for their company and their team members. The fact that Denver-based employers continue to run remotely with relatively few hiccups is a major contributing factor to these mostly positive survey results. It also shaped this important and final question we asked employers.

How's your business doing in the pandemic?



01
We're still on track to hit our goals 61%

02
We're down a bit but doing well overall 20%

03
It's been a rough year and we've had to make some serious cuts 8%

04
We're just trying to survive 2%

05
We're back to chasing big goals after more than a year of keeping the lights on 8%

The world is still changing in front of our eyes as we navigate the lingering effects of the pandemic, but positivity abounds in our industry. The Denver technology scene remains strong, both in the health of companies and their cultures. After all, 89% of organizations report that their business is performing well despite the pandemic. How many businesses in other sectors can say the same?

About BridgeView

Headquartered in Denver, Colorado, BridgeView has delivered exceptional technology consulting, project augmentation, and placement services for more than 15 years. No matter your project or technologist needs, we have a proven solution that is based on strong relationships.



For those seeking cloud enablement, Agile transformation, or digital engineering, our solutions practice is ready to meet you where you are and accelerate your project lifecycle journey. Minimize risk and achieve higher product quality through executive strategy consulting or project outsourcing.



When in need of a highly capable technology team, our sourcing, recruiting, and staffing offerings are ready to make an impact. Higher interview-to-placement ratios and competitive pay rates mean you save time and money while boosting hiring.



Technologists rely on us to progress their careers. We dig into your professional and personal goals and connect you with the company and role that will get you where you want to go.

DENVER BUSINESS JOURNAL



2019 BEST PLACES TO WORK



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