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What did we ask?
Surveyed Early Career Scholarly Publishing Professionals and Managers to study:
- How the COVID-19 pandemic impacted work environments
- Benefits and challenges of these new workplaces
- Strategies for success in these diverse environments

Who Contributed?
Have Experienced a Change in Work Environment Since 2020

Top Tips for Early Career Professionals:
1. Be proactive connecting with colleagues in less formal, social settings.
2. Stay accountable for your working hours and routine - when you stop working, STOP!
3. Take charge of monitoring your workload and communicating this to your team. It's not always obvious to others when you're overwhelmed.
4. Try to separate work-life space to switch off at the end of the day.

Top Tips for Managers:
1. Learn your team’s communication styles, and plan for consistent check-ins accordingly.
2. Trust your employees - give them clear expectations and then encourage them to take breaks and offer flexibility so they can get their jobs done.
3. Be present for onboarding assistance, coaching, and facilitating introductions.
4. Create structured social time through informal chat sessions, buddy-system, and team meet-ups, if possible.

In a remote work environment, early career publishers love flexibility, and save time and money, but struggle switching off and staying connected.

Benefits
- "Fully remote work has significantly benefitted my mental health, saved money and time on commuting to the office"

Challenges
- "Difficult to separate work from home life"
- "Better represent those diverse voices the industry is attempting to cultivate"
- "Working remote can be lonely, and it can be challenging to feel connected"
- "There are no in-office distractions so I am able to focus on my work as fully as I need to"