



2025 Technology at Work Report

# Reshaping Flexible work

Executive Summary and  
Key Findings

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**ivanti**

Company leadership is pressuring workers to return to the office in hopes of improved productivity. **Yet, most employees say hybrid / remote working makes them more productive.**

**48%** of office workers report experiencing pressure to return to the office in the last 12 months.

**Employees report they are more productive outside the office**

Q: Do you think you are more productive or less productive when working outside the office?

■ Much more / more productive   ■ About the same   ■ Less productive   ■ Much less productive

Productivity level



2025 Technology at Work Report | Ivanti • N = 7,283. Responses from office workers and IT professionals. Responses are rounded to the nearest percent.

75% of office workers say flexible working is “high value” or “essential” — but current jobs do not provide a high level of flexibility.

## Organizations face a "flexibility gap"

Q: How valuable is flexible working to you personally?

Q: How flexible is your current job?



2025 Technology at Work Report | Ivanti • N = 7,293. Responses from IT professionals (n = 1,251) and office workers (n = 6,042).

Nearly all employees work virtually at least some of the time — yet companies still struggle to provide effective out-of-office digital employee experiences.

Nearly all employees log in remotely during "off hours"

Q: Do you ever work remotely during "off hours" — such as checking emails during non-work hours or completing a work task during personal time?

Always / often Sometimes Rarely Never



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Over half of IT teams report that wasteful IT spending is a problem.

**More than half of IT professionals say wasteful IT spending is a problem**

Q: Is wasteful IT spending a problem at your organization?

■ Critical / major ■ Moderate ■ Minor ■ Negligible



2025 Technology at Work Report | Ivanti • Responses are rounded to the nearest percent.  
Responses from IT professionals (n = 1,251).





**38%**

of IT workers say tech complexity is a significant barrier to IT Ops.



**39%**

say outdated hardware drives wasteful IT spend.

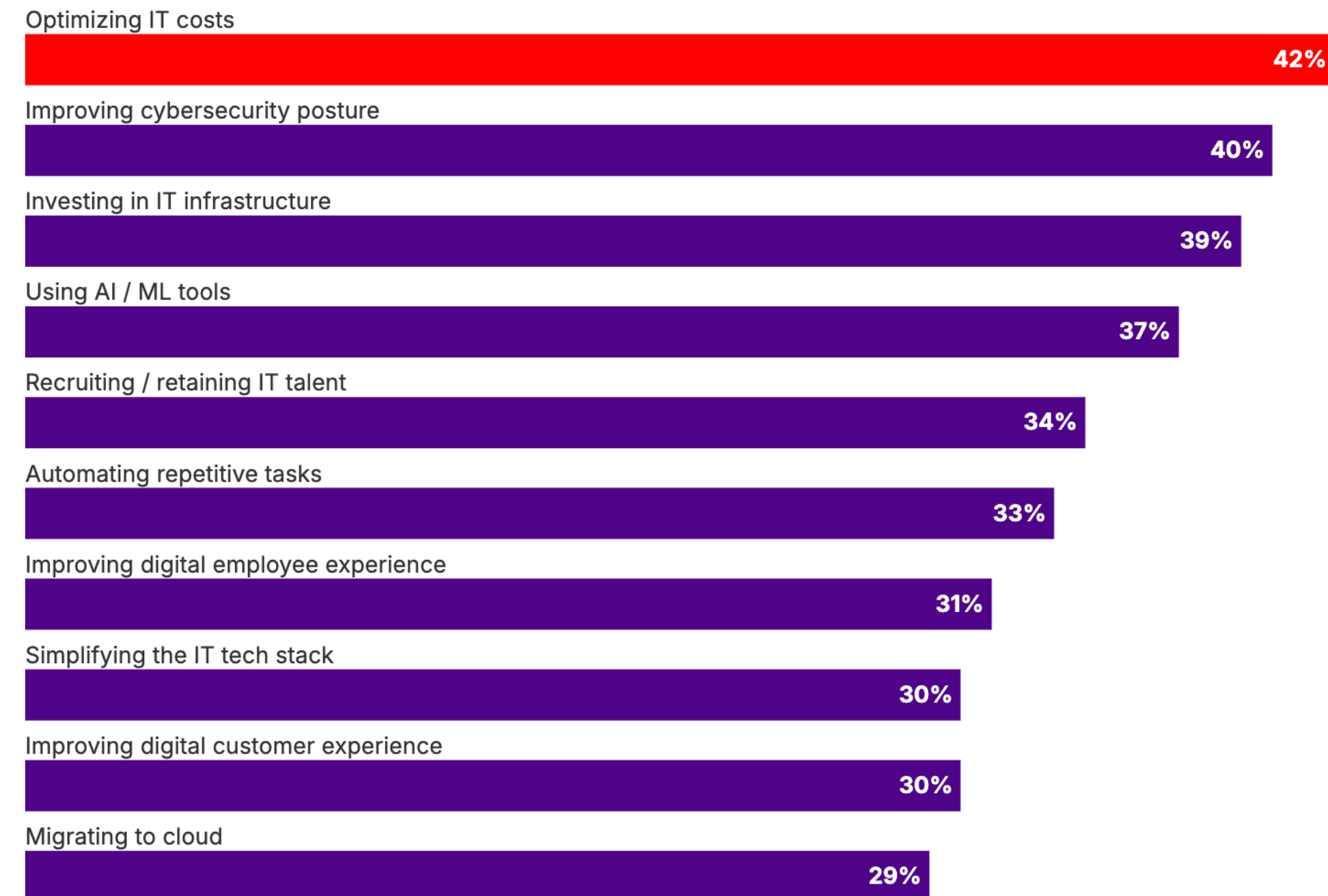


**40%**

say data silos hurt IT efficiency.

Optimizing IT efficiency is a top strategic priority for 2025.

Q: What are the strategic priorities for your team / department in 2025?



2025 Technology at Work Report | Ivanti • Respondents could select multiple options.  
Responses from IT professionals (n = 1,251).

# Most IT teams say leadership lacks visibility into IT efficiency.

Q: Do you think your company's leadership has visibility into IT efficiency / inefficiency?

None Slight Moderate High Extremely high



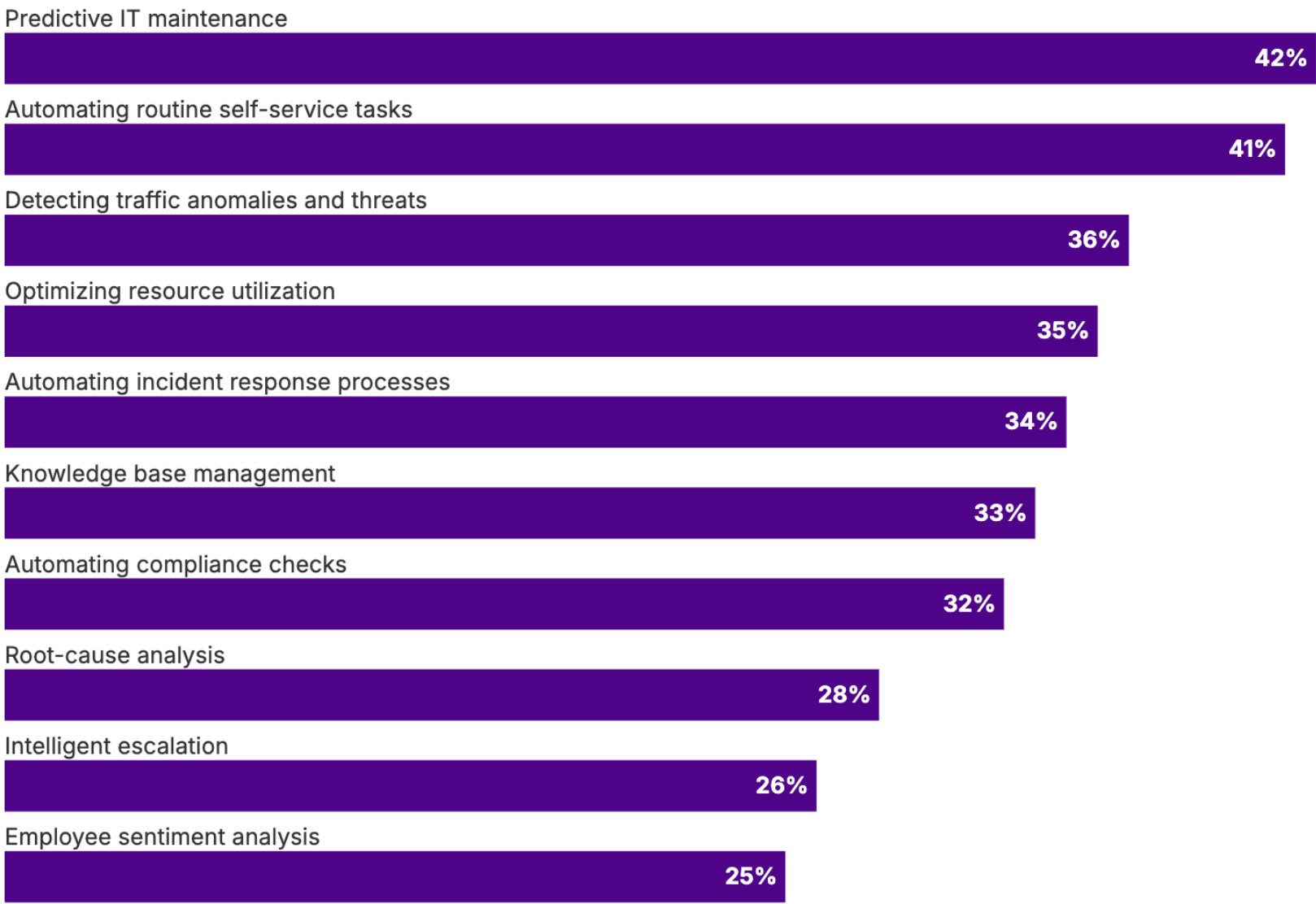
2025 Technology at Work Report | Ivanti  
Responses from IT professionals (n = 1,251).



Many workers hide AI use from their employers as organizations struggle with fragmented AI implementation and training.

AI and automation use in IT is still uneven

Q: In which of these areas does your organization use AI and / or automations?



2025 Technology at Work Report | Ivanti • Respondents could select multiple options. Responses from IT professionals (n = 1,251).



1 in 3  
workers who use AI tools  
keep their use a secret  
from their employer.

# Discussion Guide

Questions to assess how your technology drives optimization and engagement in the workforce.

1. How do we define and measure efficiency and productivity for employees both inside and outside of the office?
2. What changes do we need to make to our tech infrastructure to improve digital experiences and collaboration for employees working virtually?
3. How can IT leaders and other executive leadership ensure better visibility and alignment on IT investments?
4. How are we prioritizing how the organization balances innovation and technology investments with managing our levels of tech debt?
5. What is our plan for equipping employees with the skills they need to leverage AI investments in a way that supports overall business objectives?



# About the research

Ivanti surveyed over 6,000 office workers and 1,200 IT and cybersecurity professionals in February 2025 to explore the challenges and opportunities employers face as they empower employees to work flexibly and remotely. The research also explores how companies can deploy technology to safeguard productivity and maintain security while giving employees greater autonomy at work.

This study was administered by Ravn Research, and panelists were recruited by MSI Advanced Customer Insights. Survey results are unweighted. Further details by country are available by request.

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