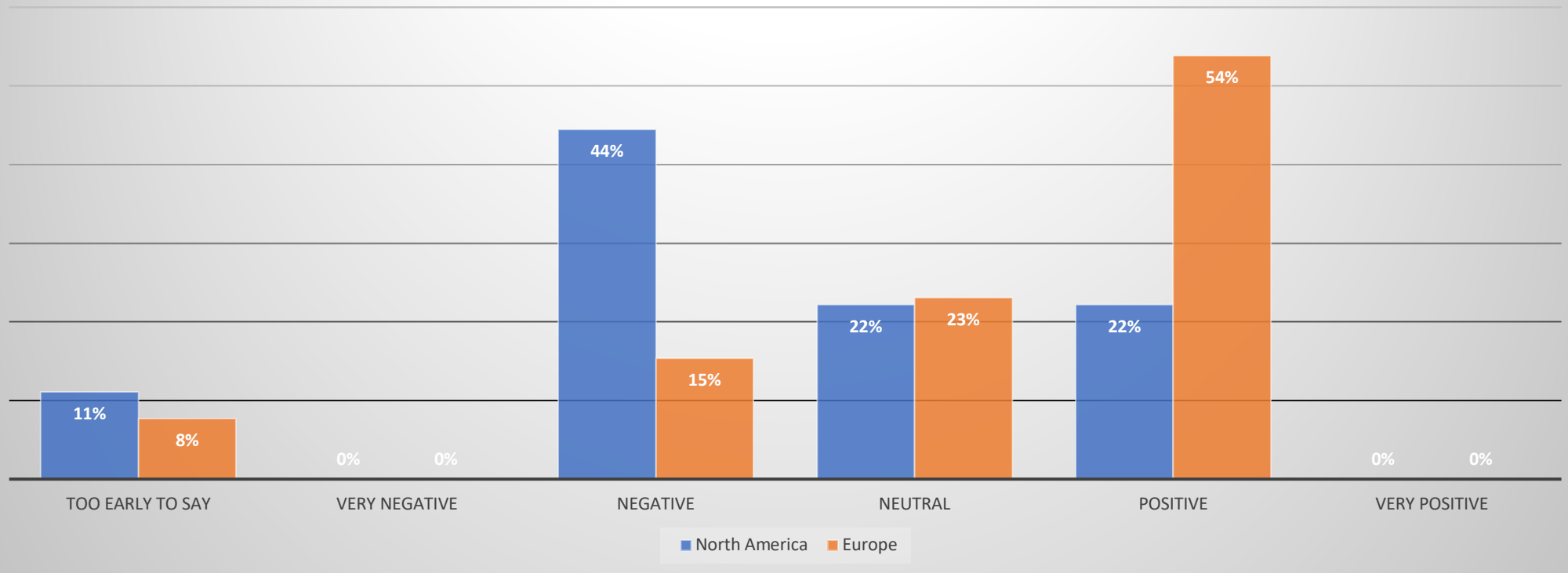




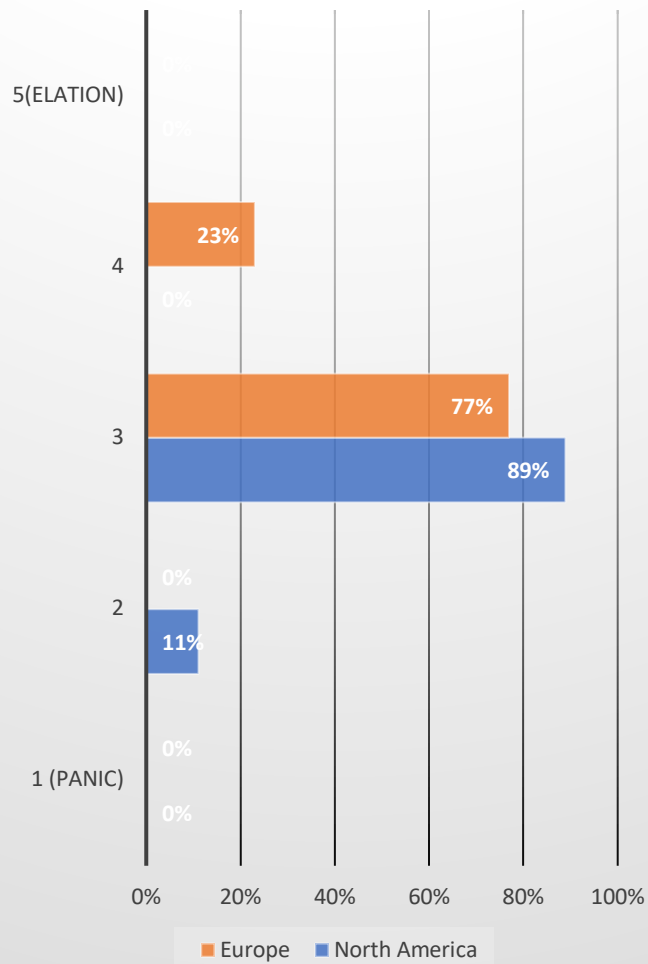
**Poll on impact of lockdown completed by 22 CEOs and C-Suite members at mid-sized professional services firms on 29 September 2021 as part of the 'Re-tuning your firm' Transatlantic show. Respondents were 60% from Europe; 40% from North America**

### What is your overall assessment of the impact of the pandemic/lockdown on your firm?

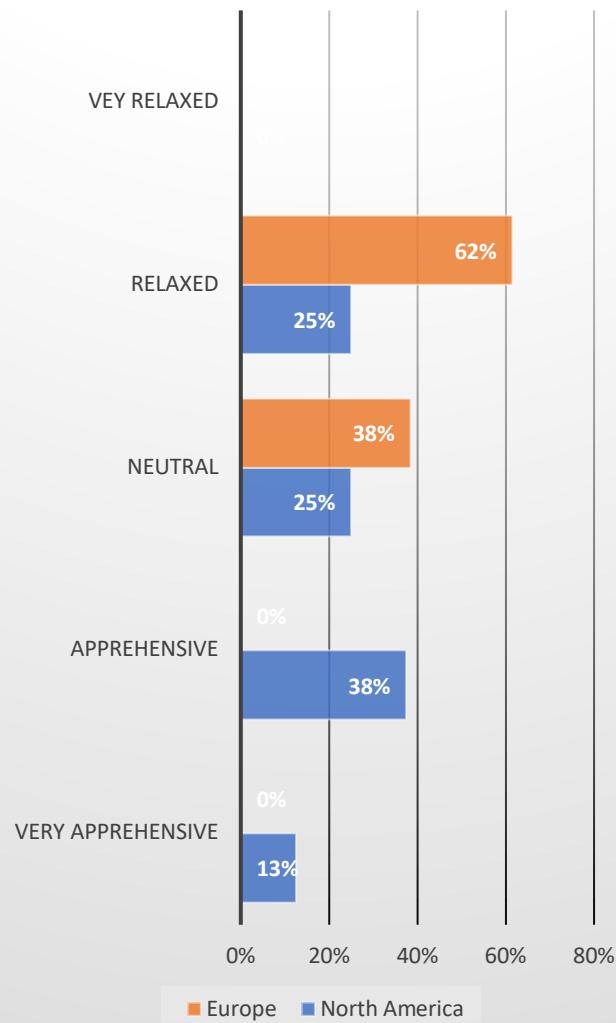


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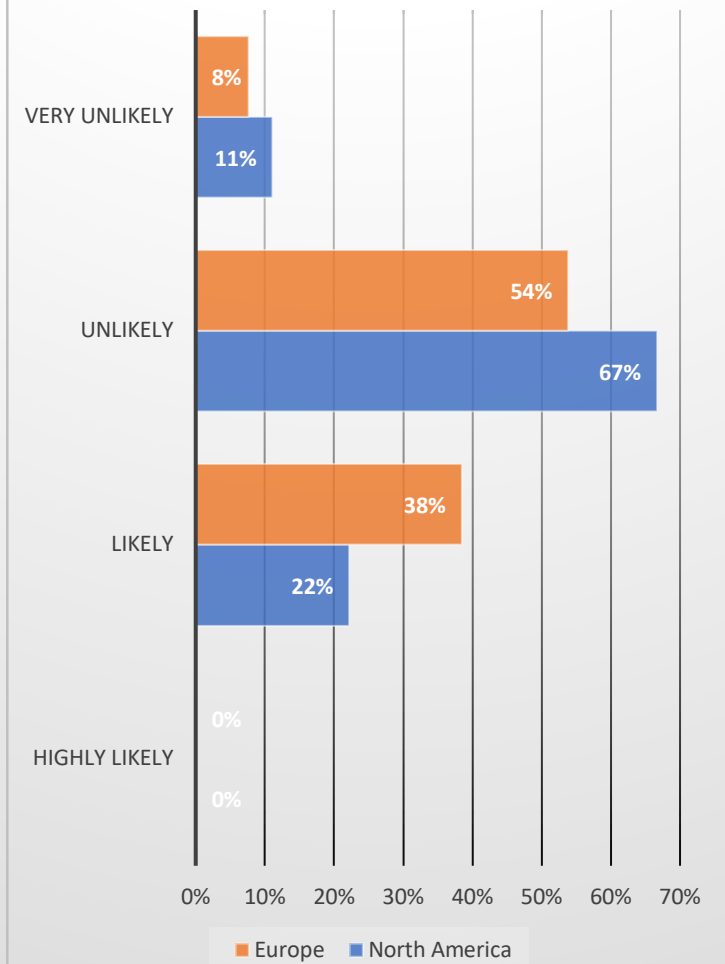
### What is the general mood at your firm towards Covid at this stage of the pandemic?



### What is the general mood at your firm over being in the office?

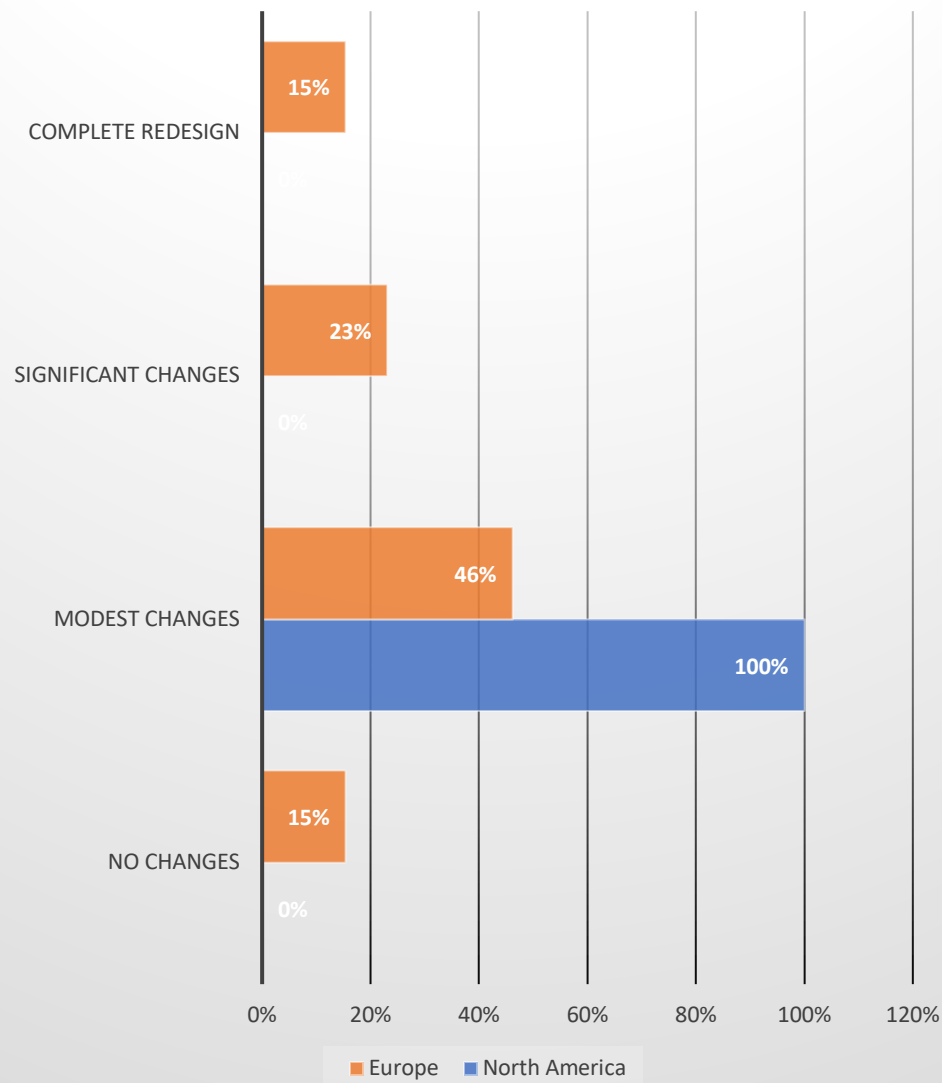


### Do you believe that lockdown restrictions will be re-imposed in your country in the next year?

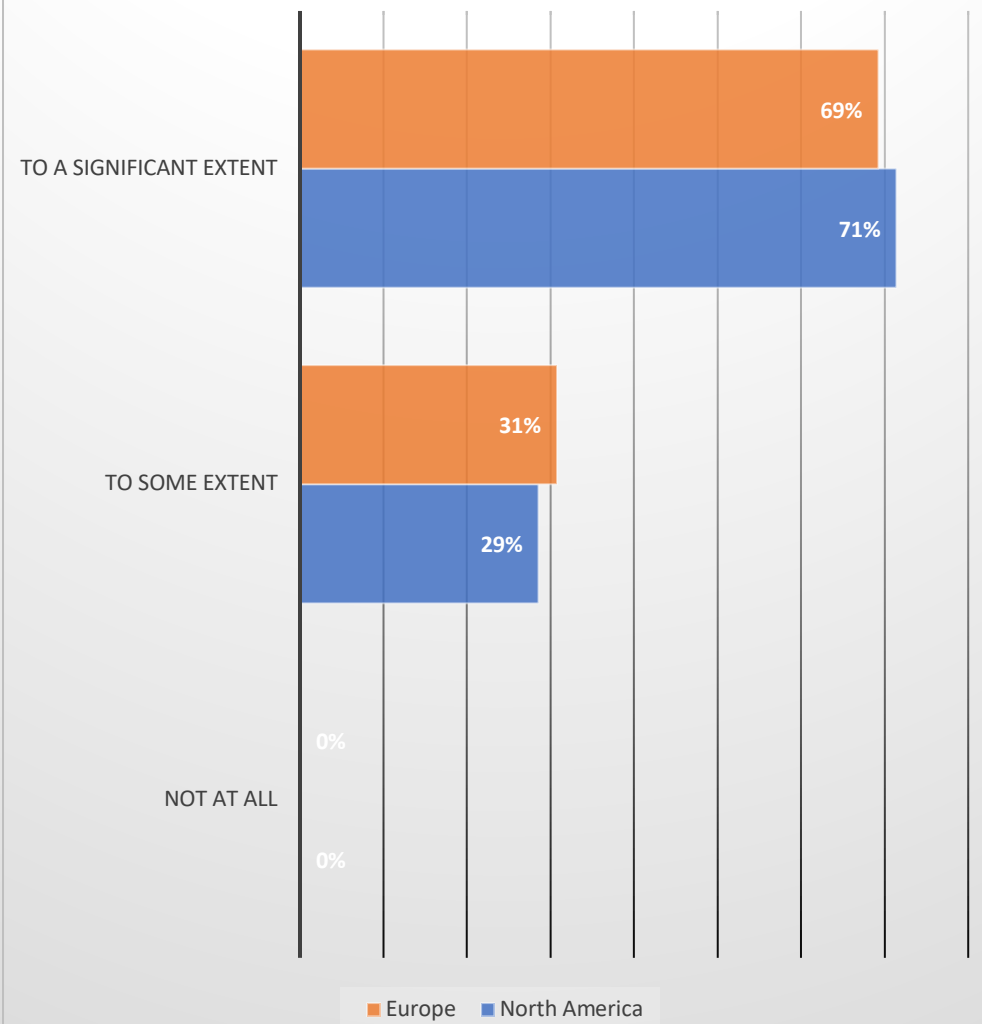


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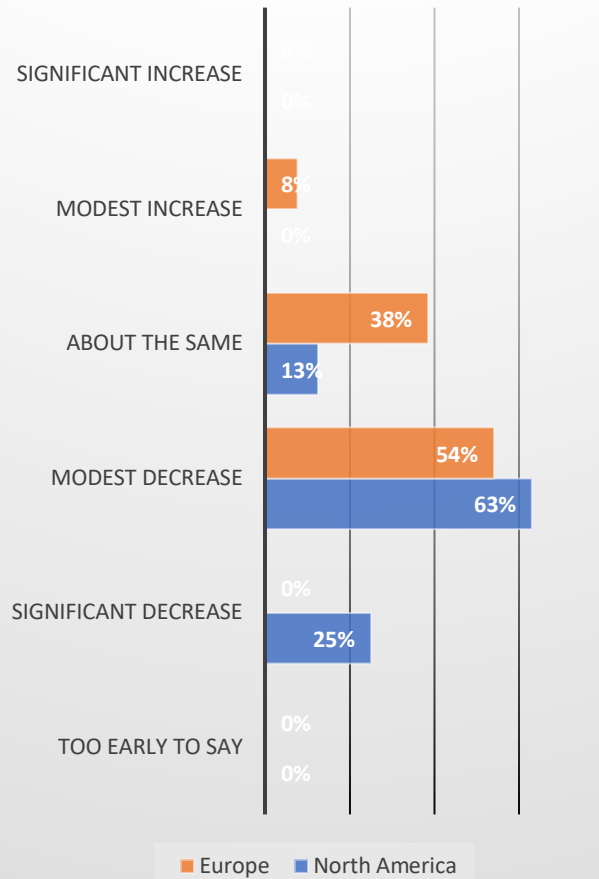
## To what extent have you reconfigured your offices for social distancing?



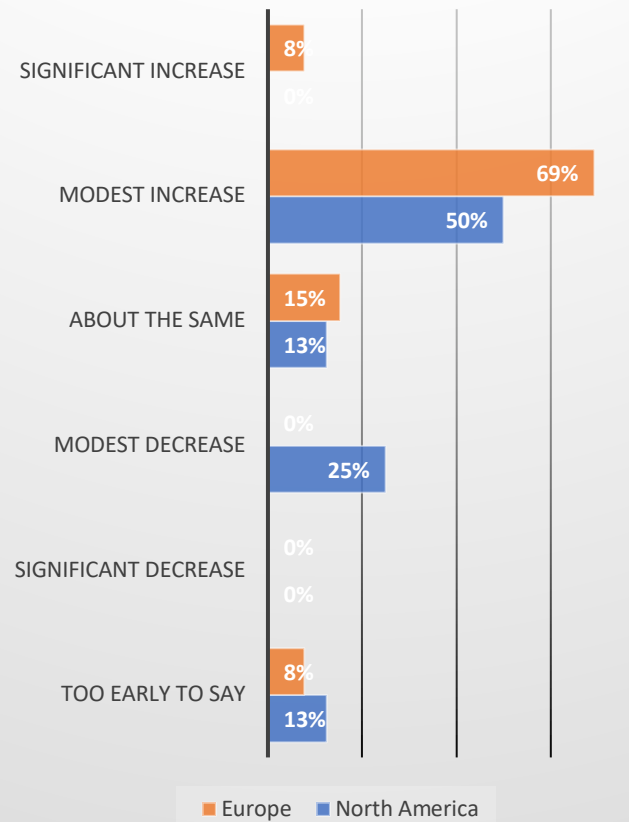
## To what extent are you providing greater flexibility in working hours when your people are in the office?



### Have you observed any changes during the pandemic in the level of happiness among your people?



### Have you observed any changes during the pandemic in the proportion of your people with mental health issues?



### Have you observed any changes during the pandemic in the level of conflict among your people?

