

MYTH versus FACT

There is strong evidence that shows a significant relationship between participation in work-life programs and desired organizational outcomes. However, there are common misconceptions surrounding the use of work-life programs. OPM's recent Governmentwide work-life survey's highlights want to bring light to realities of work life programs and all the good that they bring to employees, supervisors, and the agency.

Myth: Work-life programs do not have a significant positive impact on the recruitment and retention of employees.

Fact: Many employees who engage in work schedule flexibilities, or health and wellness programs are significantly **more likely** to be satisfied with their jobs and express greater intentions to remain at their agencies.

Myth: Federal Employees like to telework to avoid coming into the office to do less work.

Fact: The top **two** reasons Federal Employees say they telework is to **minimize** office interruptions/distractions and to **maximize** productivity.

Myth: Work schedule flexibilities are only desired by Millennials.

Fact: **More than half** of Generation X'ers and Baby Boomers say the availability of work schedule flexibilities would be an important factor in their decision to take a new job.

Myth: Federal managers are not concerned about employees' personal needs or family issues.

Fact: **82%** of employees report their immediate supervisor as responsive to needs to take care of personal or family needs.

Myth: Most employees in the federal government telework, so no one is ever around the office.

Fact: Only **20%** of the Federal Workforce teleworks on a routine basis while **15%** telework on a situational basis. The average day's teleworked is only **2 days** per two-day pay period for all teleworkers.

Myth: Work-life programs are only important for employees who have caregiving responsibilities for children.

Fact: Adult dependent care (e.g., elders, adult dependents) responsibilities is expected to double to **31%** over the next five years, equaling the number of employees with child care responsibilities.

Myth: Employee Assistance Programs (EAPs) are only for employees who are seeking referral services for mental health and other related short-term counseling.

Fact: **13%** of employees said they have participated in their agency's EAP. Approximately 1 out of every 2 Federal employees (**55%**) said they desire to use one or more EAP services.

Myth: Federal employees are not interested in using worksite health and wellness services.

Fact: **66%** of all Federal employees use at least one or more worksite health and wellness service in their agency.