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# The new model for dog friendly offices

An engaging work environment

The pandemic changed how we live and work **#hybrid**

Employees' needs are evolving as the hybrid workplace emerges

Their loyalty and passion are fueled by employers who show interest in them both professionally and personally

1 in 7

people in the U.S. welcomed pets into their home during the pandemic <sup>(5)</sup>

61%

of millennials are dog parents. The highest of all generations <sup>(3)</sup>



## Who got a new pet during the pandemic?<sup>(5)</sup>

Gen Z 26%

Millenials 24%

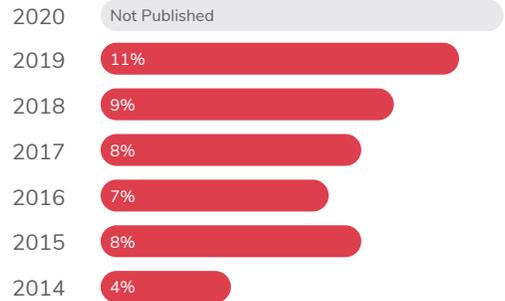
Gen X 13%

# Employees are asking themselves, “How will my pup react when I leave for work?”

Younger generations have not only recently acquired pets quickly, but they also feel the greatest attachment to them and often consider their dogs to be family members.<sup>(3)</sup> This bond has strengthened over the pandemic and now that people are preparing to return to the office under a hybrid model, they are looking for solutions to accommodate their pup.

Hundreds of innovative companies such as Amazon, Google, Salesforce, Proctor and Gamble, and other businesses of all sizes support their employees and differentiate themselves by allowing dogs at work. While this is not a new concept, over the past few years the number of companies offering dog friendly workplaces has grown dramatically. Research from the Society of Human Resource Management estimates that in 2019 11% of employees in the U.S. work for a company that allows dogs at work. This trend is expected to continue as companies look to attract employees back to the office under a hybrid model.

**% of U.S. employees surveyed who can bring their dogs to work<sup>(9)</sup>**



## Benefits

While allowing dogs in the workplace has previously been considered a benefit for employees, recent research has found a significant benefit for companies. In fact, multiple studies found that dog friendly workplaces enhance employee wellbeing, company loyalty, engagement, and collaboration.

### Wellbeing



of employees who work for a pet friendly company feel the company supports their physical and mental health.<sup>(2)</sup>

### Loyalty



of employees who work for a pet friendly company plan to stay with the company for the next 12 months versus 73% who work in non-pet friendly workplaces.<sup>(2)</sup>

### Engagement



greater satisfaction with their work environment was reported by employees who often bring their dog to work.<sup>(1)</sup>



