

Legal support solutions.

Remote vs. Office? *Survey Results*

Balancing remote work and office presence in our industry is uniquely challenging. Lawyers need quiet focus for research and drafting, yet in-person collaboration strengthens strategy and mentorship.

As long-standing proponents of flexible, remote work, Obelisk asked 85 legal professionals 11 questions about how remote work is impacting culture and productivity among legal teams.

The survey was conducted in November 2025 via SurveyMonkey and sent to our in-house community.



HIGHLIGHTS

42%

of legal teams work
Hybrid – office first

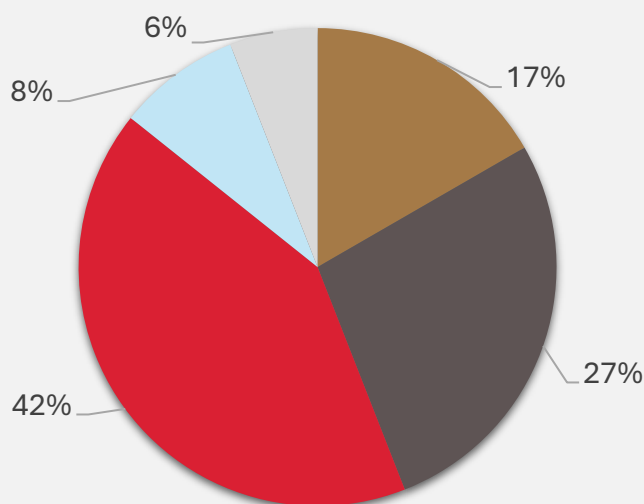
66%

of organisations do not
monitor remote workers

37%

of respondents said that remote
work has improved their personal
work/life balance

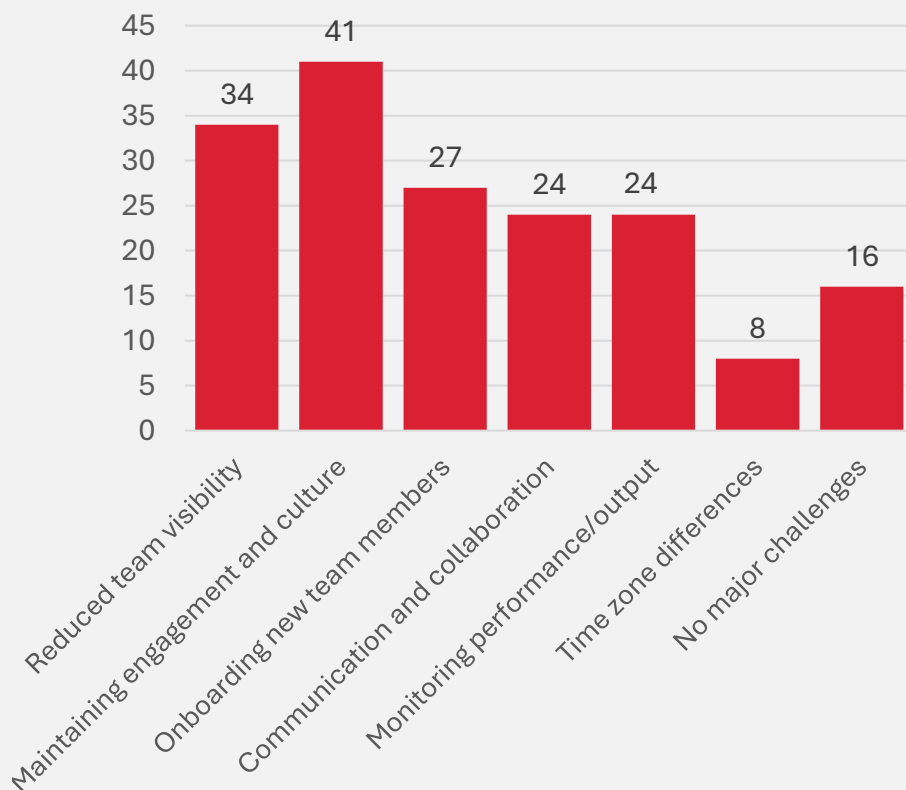
1. What best describes your team's current working model?



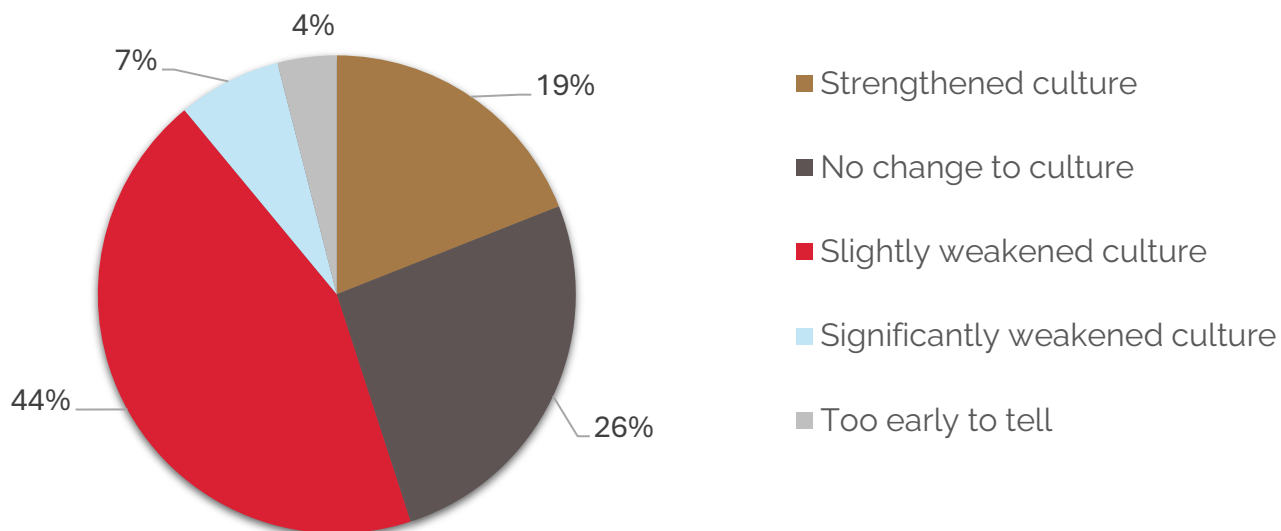
- Fully remote
- Hybrid – remote-first
- Hybrid – office-first
- Fully office-based
- Other



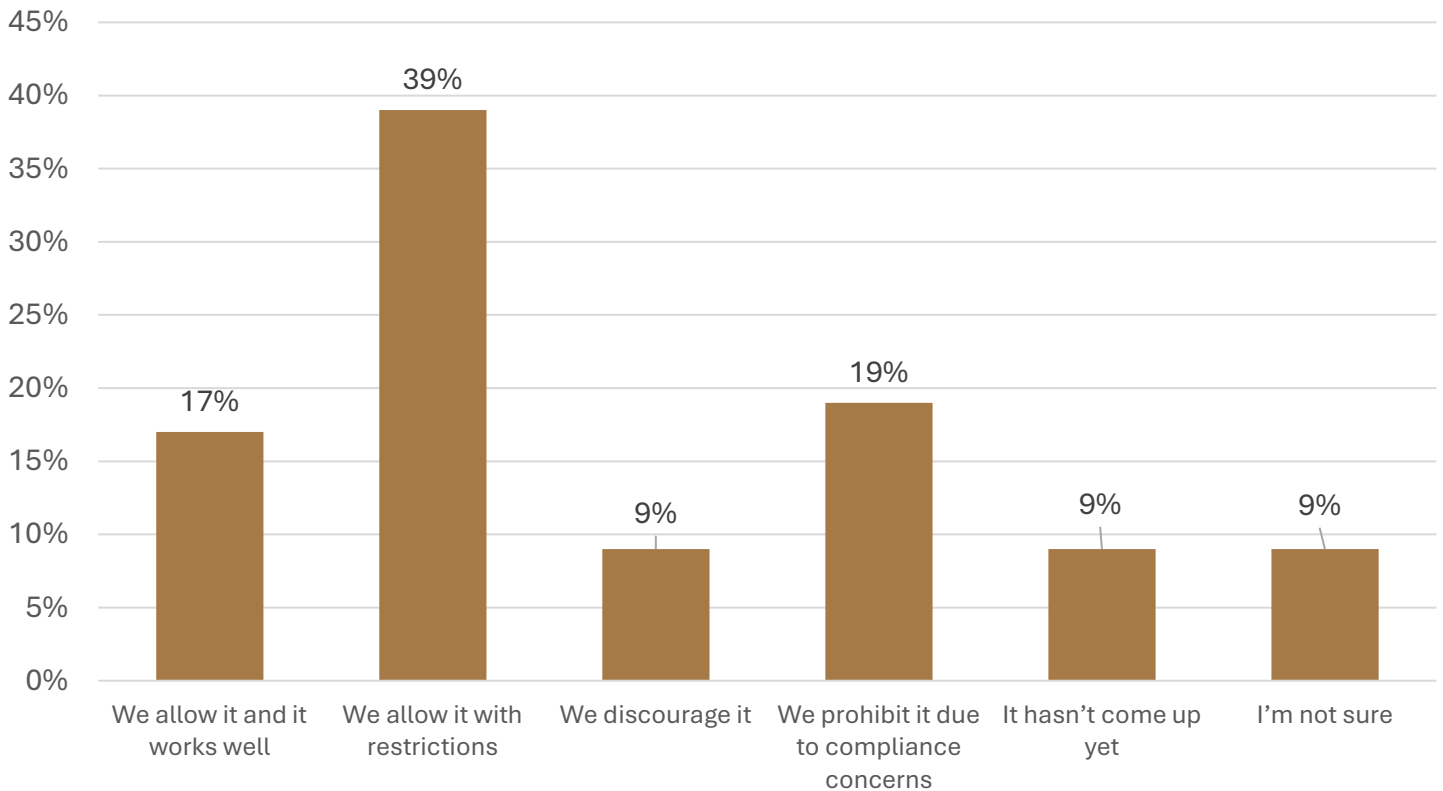
2. What are the top challenges you face when managing a remote or hybrid legal team?



3. Do you believe remote working has helped or hindered team cohesion and culture?



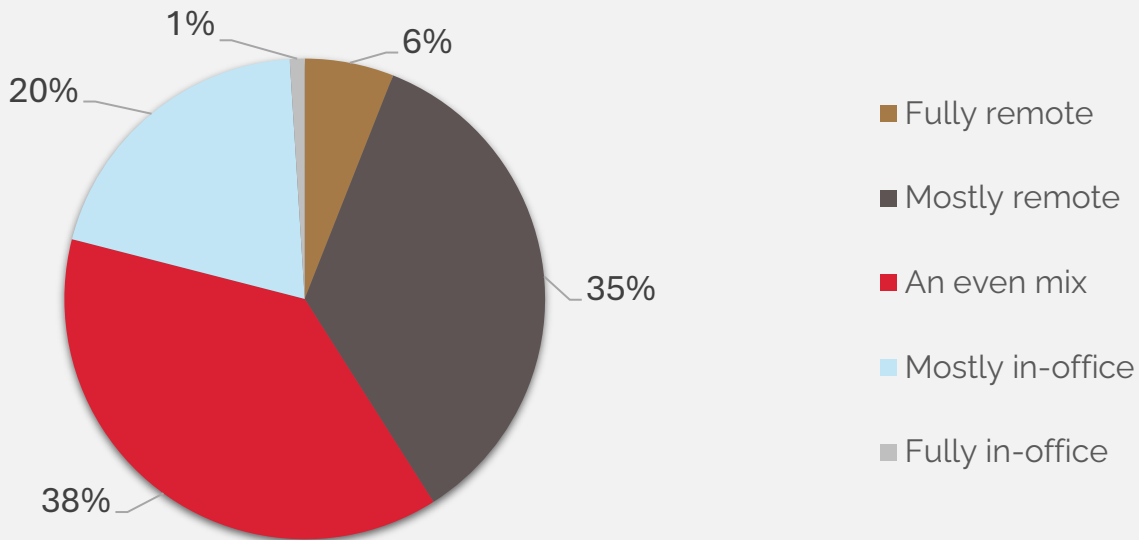
4. How do you feel about team members working remotely from abroad (e.g. extended working holidays)?



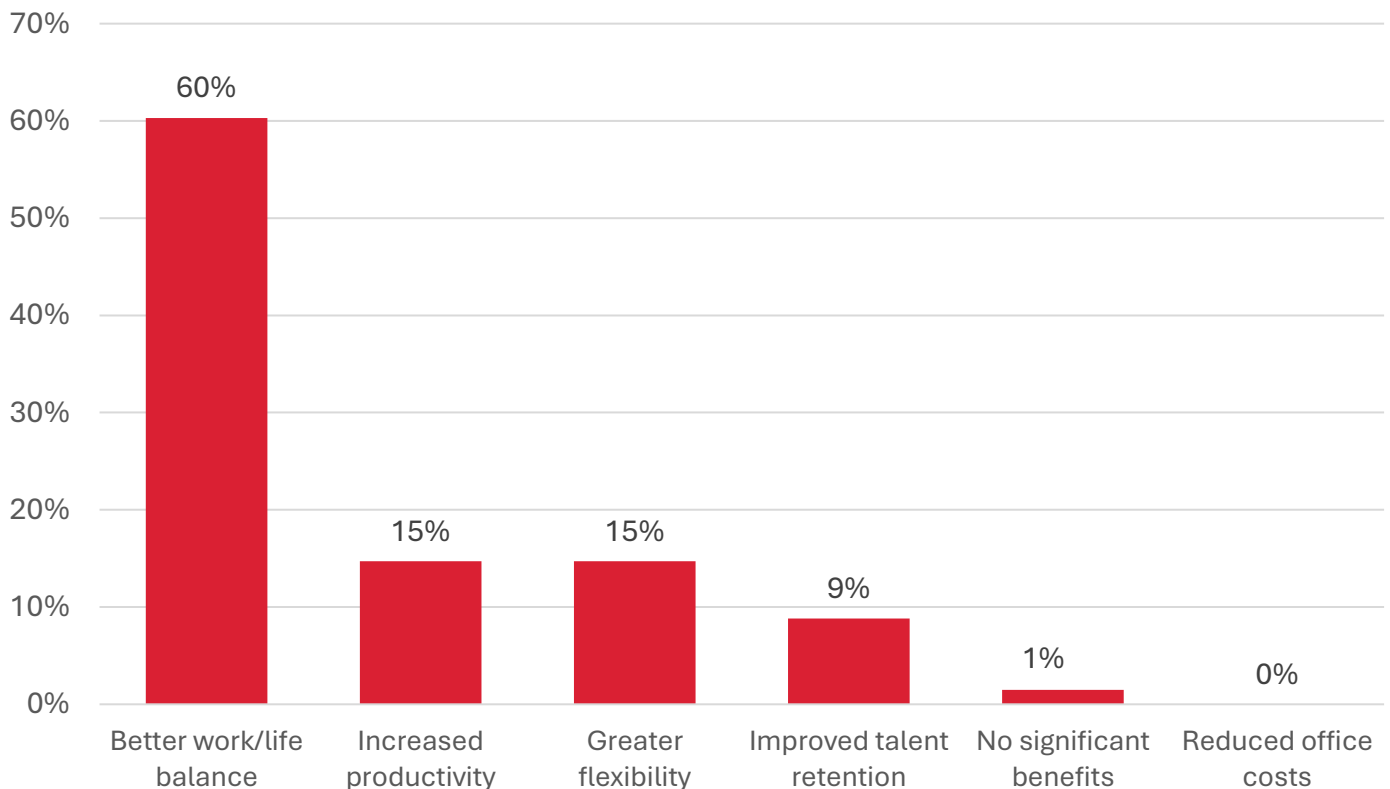
5. Do you or your organisation monitor employees who work remotely?

YES**33%****NO****67%**

6. Do you personally prefer working remotely, in the office, or a mix of both?

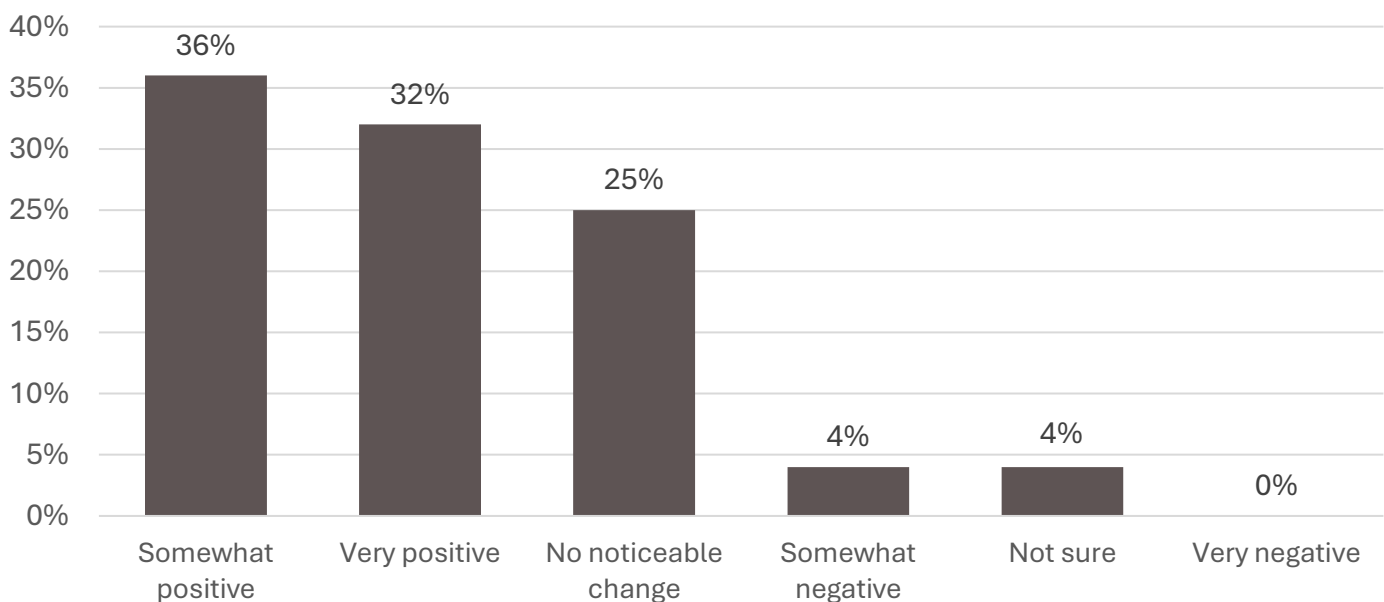


7. What is the single biggest benefit you've experienced from remote or hybrid working?

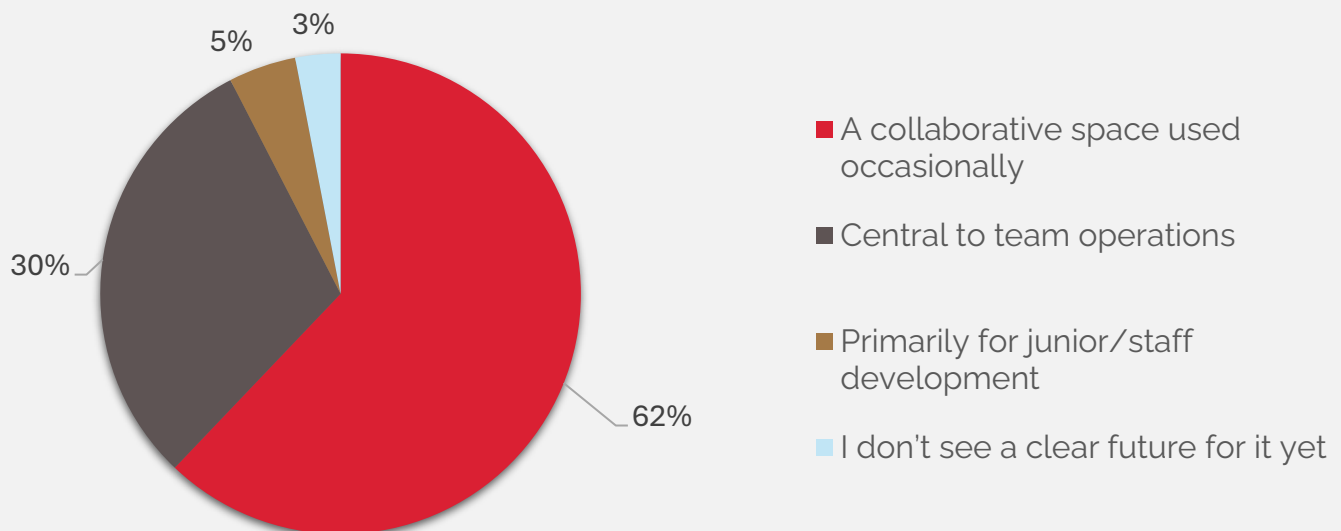




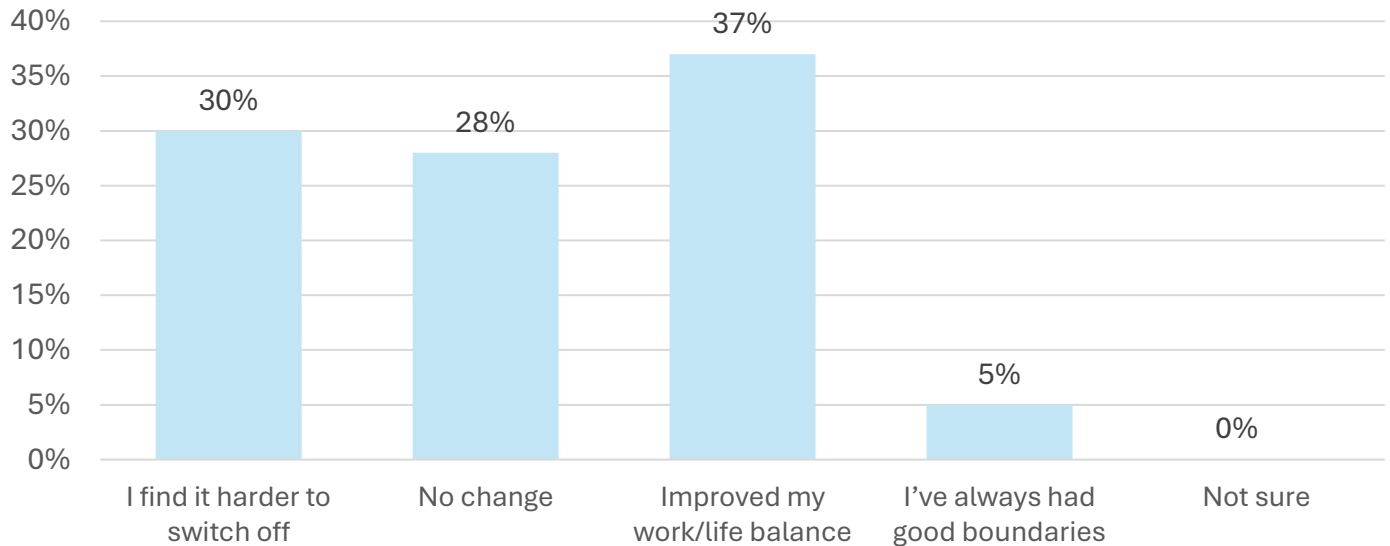
8. Overall, what impact has remote or hybrid working had on your team's productivity?



9. What role do you see physical office space playing in your legal team over the next five years?



10. Overall, what impact has remote or hybrid working had on your team's productivity?



11. If you could change one aspect of how remote working operates in your organisation, what would it be?

“ Fewer and more focussed meetings - my diary now fills up with remote meetings which were previously quick queries resolved by a 2-minute chat.

“ Adapt office spaces for more collective interactions.

“ Management doesn't trust people working remotely and penalises them.

“ Obligation 1 day every week in office.

“ Can lead to too much email traffic / messaging that is not necessary when in person.

“ Greater flexibility over days in or out, instead of having to decide a minimum of a week in advance.