The ‘New Normal’ of Hybrid Work HomeOffice Ergonomics & Hazards Meeting Kit



WHAT’S AT STAKE

Hybrid work has changed where and how people work, but it hasn’t removed risk, it’s just moved it. The same person may switch between a home setup and an office workstation, often without consistent ergonomics or routines. Small issues like poor posture, makeshift desks, or working long hours without breaks can build into real problems over time.

WHAT’S THE DANGER

Hybrid work creates risk because environments, routines, and habits change constantly, making it easier to overlook issues that build over time.

Poor Ergonomics and Repetitive Strain

Inconsistent setups between home and office can lead to poor posture, awkward positioning, and repeated strain on the body. Over time, this can cause back pain, neck stiffness, shoulder tension, wrist injuries, eye strain, and headaches that affect both health and performance.

Fatigue and Blurred Work Boundaries

Without clear routines, work can extend longer than expected. Skipping breaks and staying mentally engaged increases fatigue, reduces focus, and slows reaction time, making mistakes and poor decisions more likely.

Home and Workspace Hazards

Working outside a controlled office environment introduces risks that are often missed

- Cables, clutter, or unstable furniture creating trip hazards
- Poor lighting leading to eye strain and reduced visibility
- Makeshift workspaces that encourage unsafe posture

- Frequent switching between setups causing inconsistent habits and awareness

HOW TO PROTECT YOURSELF

Hybrid work only works safely when your setup and habits stay consistent, no matter where you are.

Set Up Your Workstation the Right Way

Whether you’re at home or in the office, your setup should support your body, not strain it. Keep your screen at eye level, your back supported, and your feet flat on the floor. Avoid working from couches, beds, or surfaces that force awkward positions.

Control Your Routine, Not Just Your Work

Hybrid work can blur boundaries, so you need to create structure. Set clear start and stop times, take regular breaks, and step away from your screen to reset your focus and reduce fatigue.

Protect Your Body Throughout the Day

Small adjustments make a big difference over time.

- Change position regularly and avoid staying in one posture too long
- Stretch briefly to reduce stiffness and tension
- Rest your eyes by looking away from the screen periodically

Keep Your Environment Safe and Organized

Your workspace should be as safe as any office. Watch for hazards that can affect both comfort and safety.

- Keep cables and clutter out of walkways
- Make sure lighting is adequate and reduces eye strain
- Use stable furniture that supports your work

Stay Aware When Switching Environments

Moving between home and office can lead to inconsistent habits. Take a moment each time to adjust your setup, check your posture, and reset your routine so you don’t carry bad habits with you.

Act Early When Something Feels Off

If you feel pain, discomfort, or fatigue building, don’t ignore it. Adjust your setup, take a break, or speak up. Addressing small issues early prevents long term problems.

FINAL WORD

Hybrid work gives flexibility, but safety still depends on how you set yourself up and manage your day. Small adjustments each day are what keep you working safely long term.