The ‘New Normal’ of Hybrid Work HomeOffice Ergonomics & Hazards Picture This

This image shows a remote worker sitting at a kitchen table late in the evening, working on a laptop with no proper workstation setup. The chair has no back support, forcing the worker to slouch forward with a rounded spine and neck bent downward for hours. The screen is too low, the keyboard is too high, and the worker’s wrists are awkwardly positioned. Around the workspace, cables and clutter are scattered across the floor, while the lighting is dim and uneven. The worker appears fatigued, shifting uncomfortably and rubbing their lower back, but continues working without taking breaks.

In hybrid and home-office environments, injuries don’t happen in a single moment—they build silently over time. Poor posture, prolonged sitting, and improper workstation setup place continuous strain on the spine, muscles, and joints. What starts as minor discomfort can quickly develop into chronic back pain, nerve issues, or long-term disability. Without proper awareness and setup, workers may ignore early warning signs until the damage is serious. Always

adjust your workstation, maintain neutral posture, take regular breaks, and treat discomfort as a warning—not something to push through.