

**Hybrid**



**is bullsh\*t!**



“The most efficient and effective method of conveying information to and within a development team is face-to-face conversation.”







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The image features the Kinko's logo centered on a background of radiating sunburst lines in shades of yellow and orange. The logo itself is contained within a white rectangular border with a purple interior. The text 'kinko's' is written in a bold, white, lowercase sans-serif font. A small red square is positioned above the letter 'i'. A registered trademark symbol (®) is located to the upper right of the 's'.

**kinko's**®









HIRING

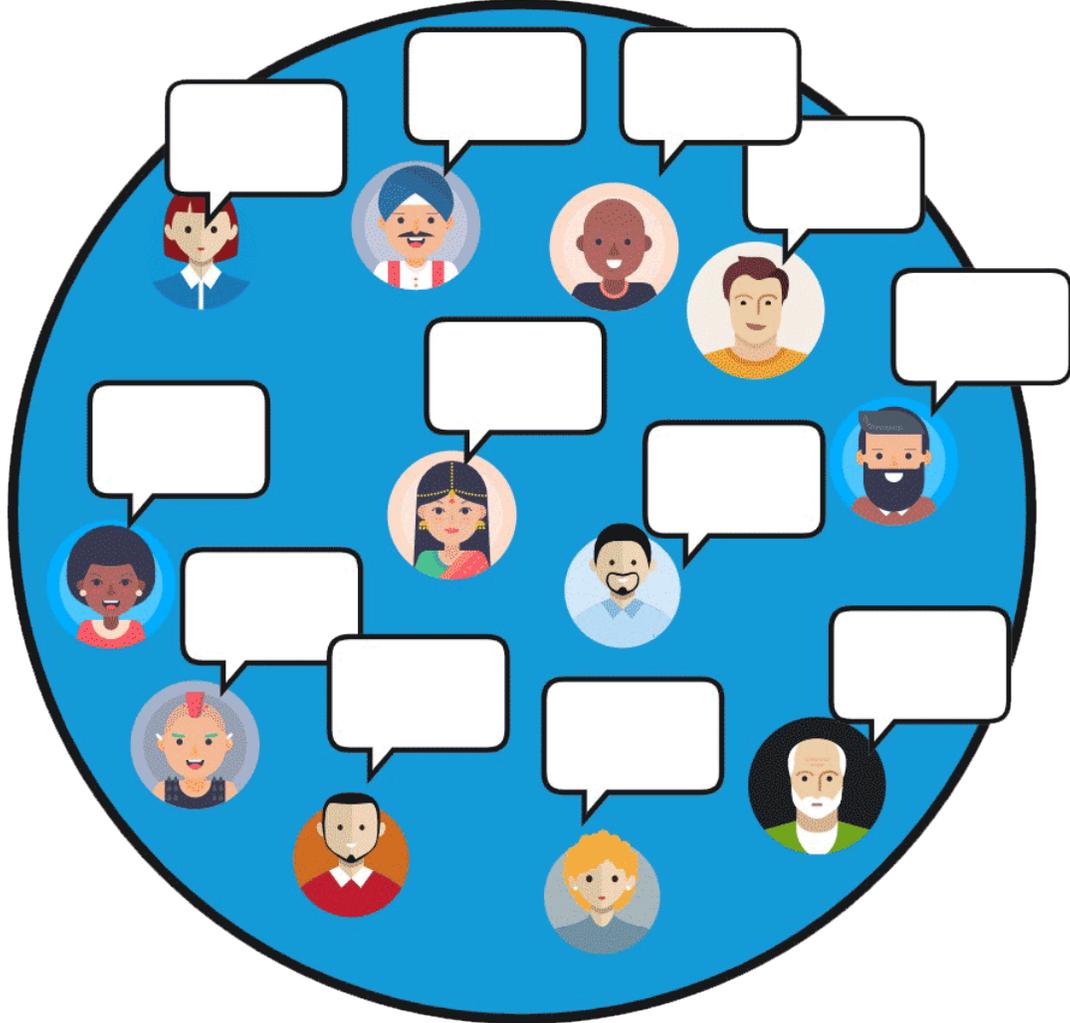
## Remote Workers Are Outperforming Office Workers--Here's Why

Research shows that office workers cannot concentrate at their desks. [🔗](#)

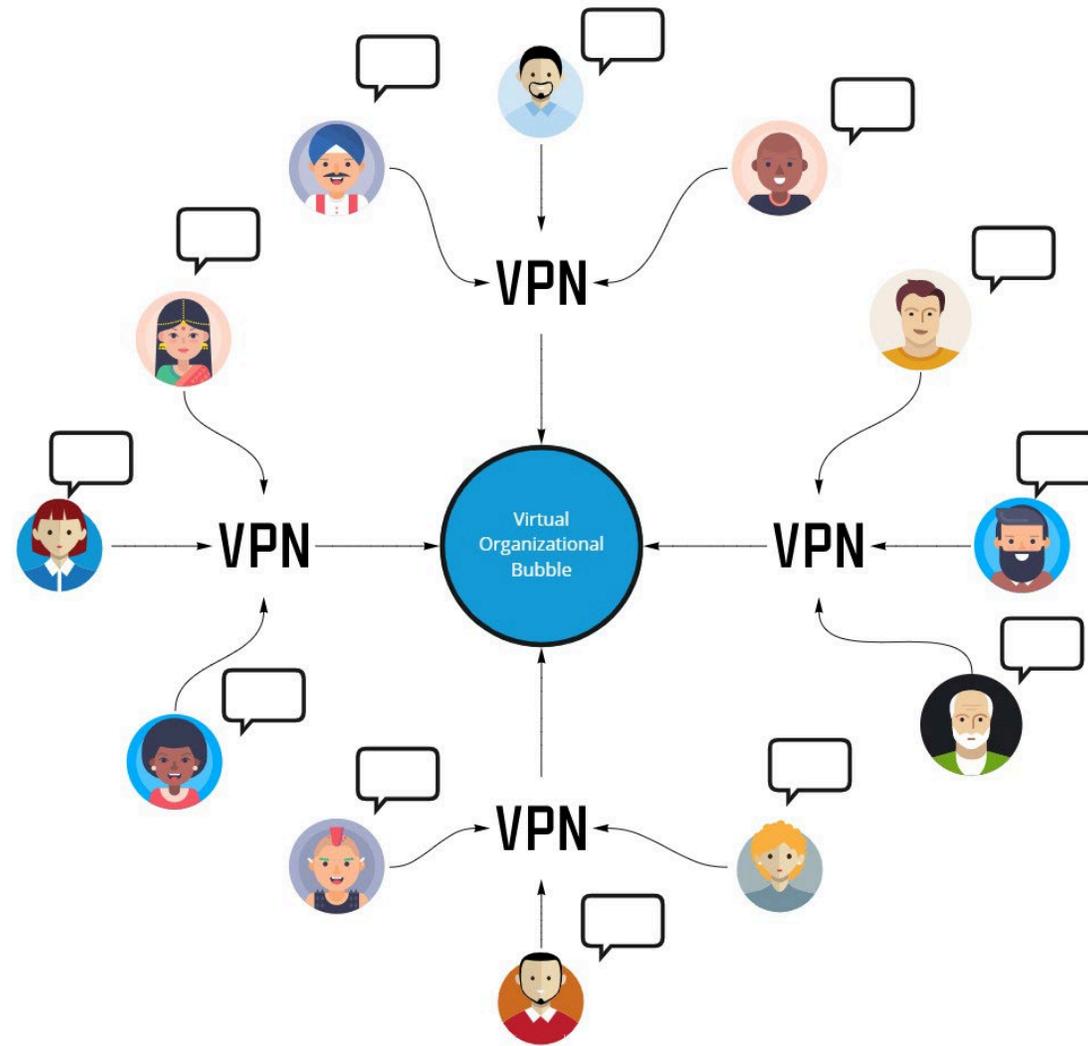
BY BRIAN DE HAAFF, CO-FOUNDER AND CEO, AHA! @BDEHAFF

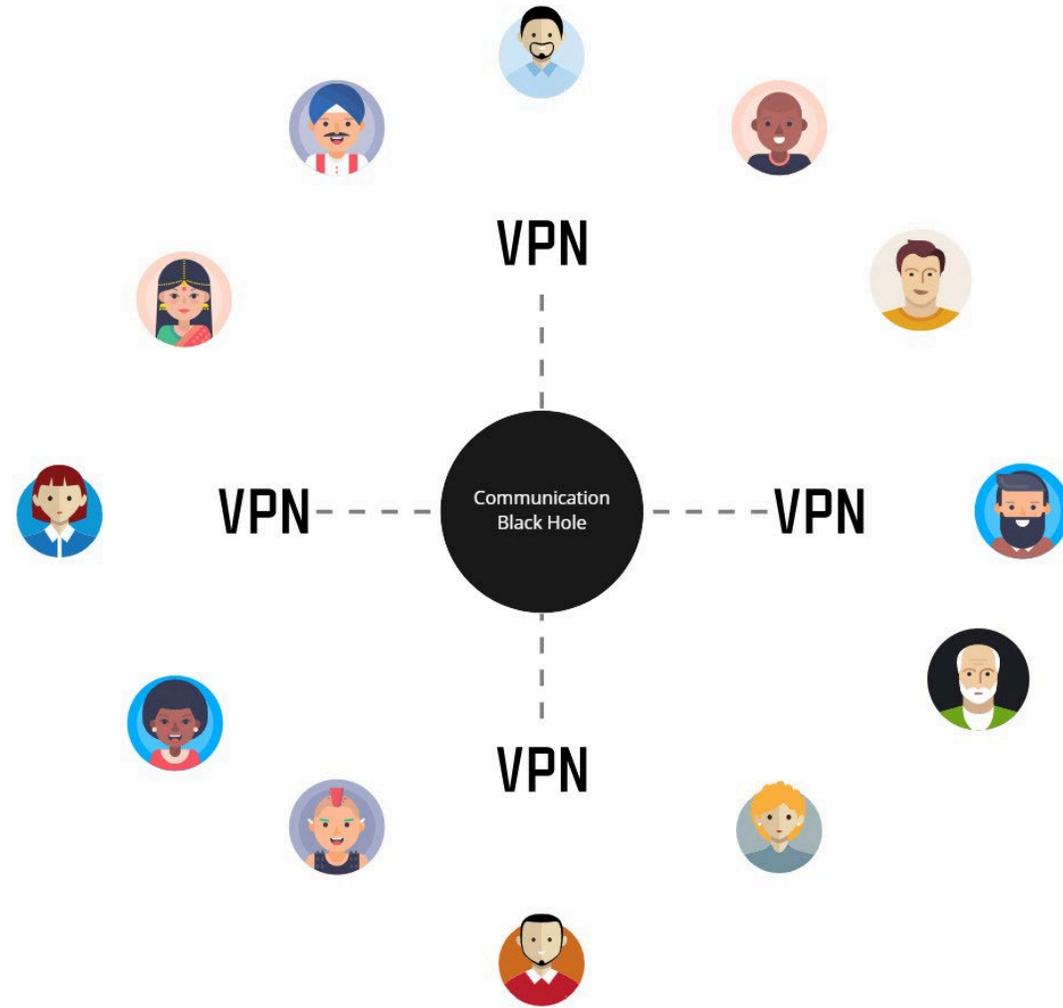


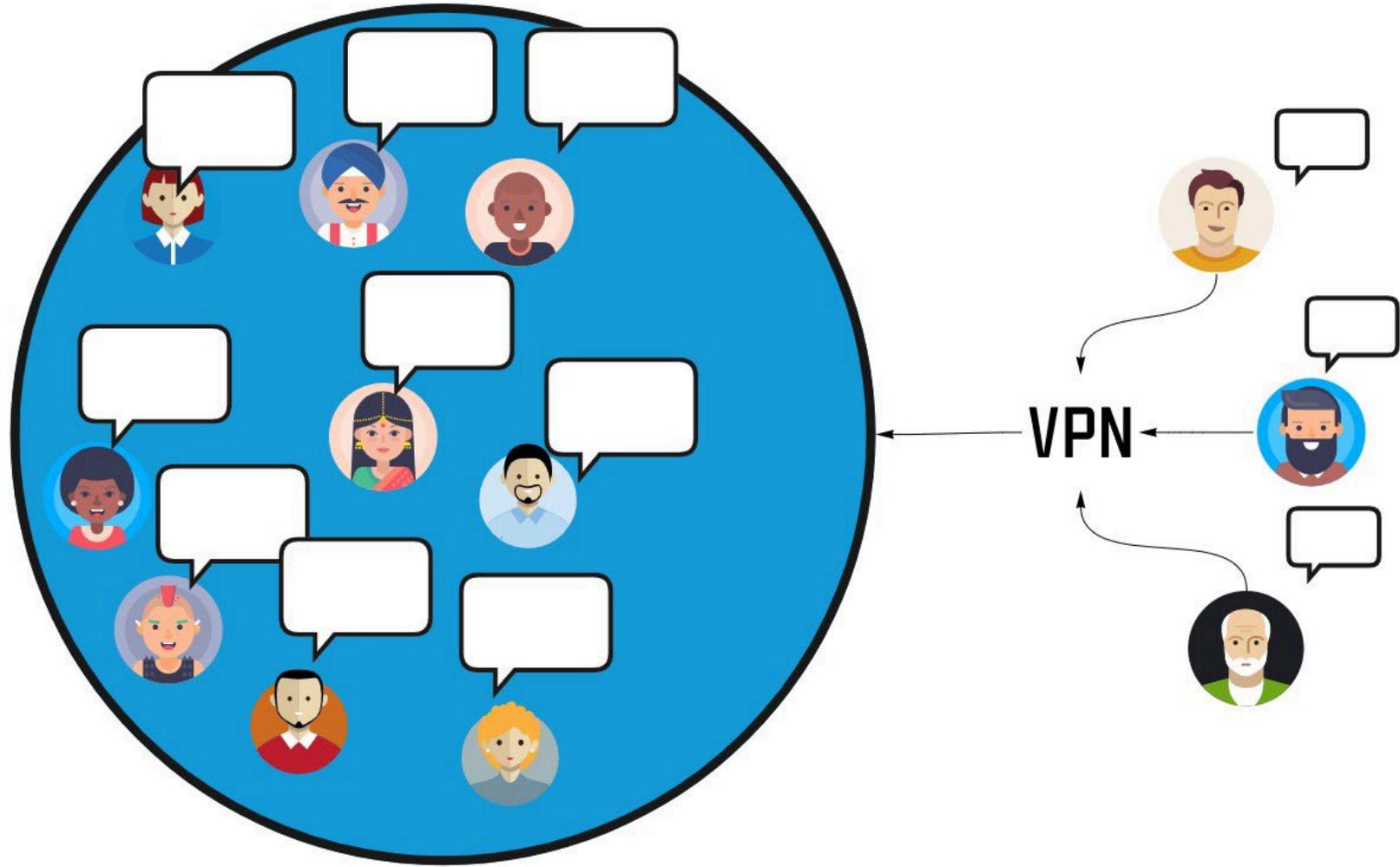
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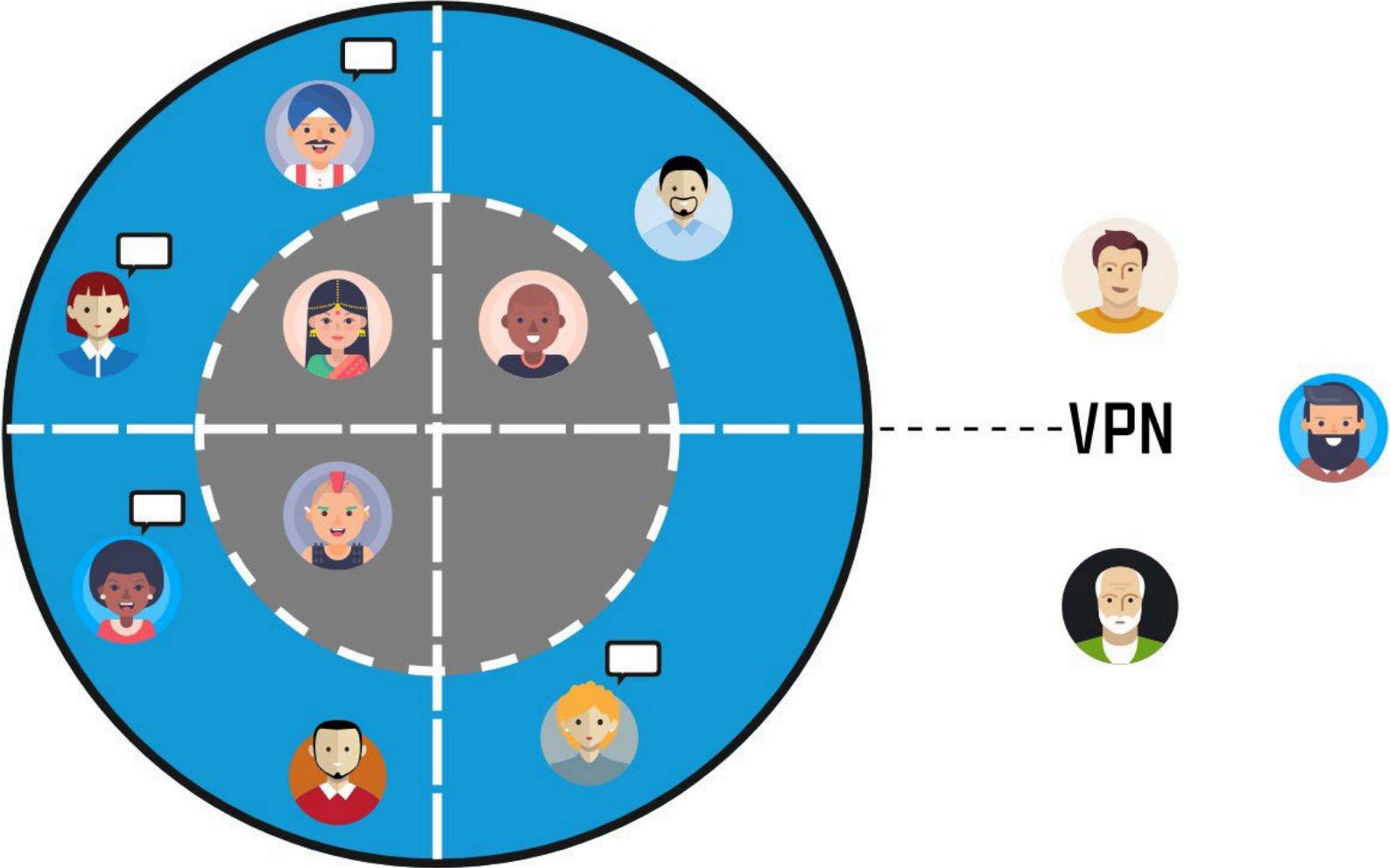








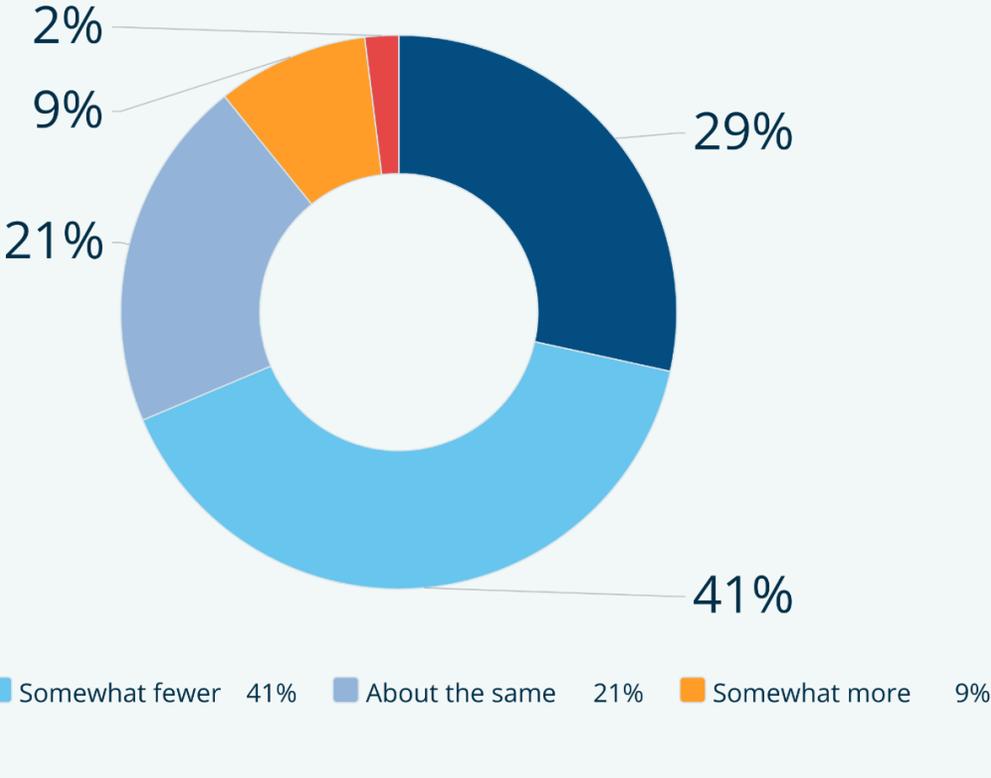






**What you didn't know  
remote made better.**

# 70% of HR leaders have received fewer toxic behavior complaints from employees after move to hybrid/remote work



Source: Capterra's 2022 Toxic Culture Survey  
Q: Since transitioning to hybrid or remote work across your organization, have you received more or fewer complaints about toxic behavior from employees?  
n: 195  
Note: Percentages in chart may not add up to 100% due to rounding.





“Welcome **changing** requirements, even late in development. Agile processes harness **change** for the customer's competitive advantage.”

—Agile Manifesto

“Scrum events are designed to provoke **change.**”

—The Scrum Guide

Extreme Programming Explained:  
Embrace **Change** by Kent Beck

“Agree to pursue incremental, evolutionary **change.**”

—Kanban Principle 2

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# John Clopton

He/him. Certified Sailor. Agile Coach. Public speaker. Author. Urban legend. I'm not a player I just Scrum a lot.



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