Supplemental material

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Supplementary Table 1: Statements and Cluster Report

Cluster	Statement #	Statement	Rating of importance (median)
1. Reduced social contact *(n= 26)*	1	I find informal meetings and discussions very productive and I miss them.	3
	2	Small frustrations in a workday – miss colleagues to "unload" to.	3
	3	One easily loses perception of Parker-projects throughout the institute.	3
	6	Ideas are not developed to the same degree.	3
	7	Miss being disturbed while working	2
	8	It has not been possible to get to know people – was relatively, newly employed at lockdown	3
	11	Missed being in a research environment, with the gains that come along the way.	3
	21	Without the daily contact, one has lost the good collegial contact.	3
	23	Daily physical contact is important for good communication.	3
	32	Sometimes a bit lonely to physically meet up, only to find out that pretty much everyone else is at home on that particular day. It may be a help if everyone makes it obvious in Outlook whether they are home or "out".	3
	35	As an extrovert, working from home can be very hard.	2
	36	If people work from home too much, one loses touch with them and the feeling of unity.	3
	46	I have missed meeting up.	3
	48	Colleagues are less available from home.	3
	53	Some stimuli are missing when one only sits at home	3
	58	Working from home can be lonely	3
	86	Hard to generate relationships with new colleagues	3
	88	that I get left out of the very informal communication and information flow if I am not physically present	3
	93	The advantages of having delightful colleagues decrease when one does not have the prospect of meeting face-to -face	3
	101	Meeting in at work and bumping into colleagues at the coffee machine gives an energy boost	3
	103	A strong camaraderie between them who have been present	2
	105	Deadly boring in the long run	2
	107	Some colleagues have not been very available	3

	109	Spontaneous communication/consultation/discussion regarding small challenges is difficult	3
	113	One tends to forget to contact colleagues who have been away all or most of the time	3
	120	In the long term, I think the social relationships with my colleagues will be weakened	3
2. Online meetings – advantages *(n=23)*	4	Starting online Tuesday and Friday meetings has been very positive for the Parker-spirit.	3
	10	That it has been possible to partake in pretty much all Tuesday and Friday meetings	3
	15	Online meetings make it easier to gather people from various places	3
	17	Less chit-chat at virtual meetings	3
	18	Learning to utilize IT-meetings is quick	3
	20	The many online possibilities have increased the possibility of brainstorming with many more relevant people	3
	29	Virtual meetings made it easier to gather people from various places (local and overseas)	3
	31	Virtual meetings are a fine alternative to physical meetings	3
	33	Being able to link virtual access with physical attendance gives meetings more flexibility – but it demands good meeting-discipline from everyone	3
	42	Had more walk and talk meetings, where one takes a walk at the same time one has an online meeting	2
	57	I did not have much experience with online meetings before lockdown, it has opened up for totally new possibilities for collaboration and flexibility.	3
	60	Really great that people have become used to virtual meetings, so there is no longer the same resistance to digital solutions. They have become a natural part of the working day.	3
	64	I have had to find out how the virtual works and I have learnt a lot from that.	2
	68	One can hold really a lot of virtual meetings in one day…	2
	72	Adjusting all meetings and all education to virtual was very demanding but satisfying when it succeeded.	3
	73	Both internal and external meetings have been easier to plan regarding dates, because transport was not a factor that had to be taken into account.	3
	78	Virtual work meetings were very focused because one could work with a document at the same time.	3
	81	Teams are good to go in and out of if one works together with a colleague to solve a problem	3

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	89	That some days I see more colleagues online, at various meetings, than I would have done if I had met in physically	2
	90	That more people can partake in Tuesday's education and Friday's meetings, when they are held online	3
	110	Online meetings are less time consuming than physical meetings, but not necessarily more effective.	3
	112	Good to find out that many meetings with international collaborators can easily be taken online.	3
	115	It has been easier to partake in web seminars, for example, than physical seminars, also those that end late, because one can often listen in and, for example, pick up children at the same time.	3
3. Advantages working from home *(n=23)*	19	Working from home is more productive	3
	44	Easier to change between different work assignments	3
	45	Timesaving because there is no transport time	3
	49	Now where the children are away in school, the potential for concentration and engagement is greater	3
	54	Time to focus	3
	55	I find concentrating easier at home	3
	59	Working from home and virtual solutions make it considerably easier to juggle between appointments and tasks, when one has more than one workplace.	3
	62	Peace and quiet to work, fewer distractions, better concentration – work more effectively from home.	3
	63	Lovely being able to rest my head, at home, from the buzz and small sounds.	3
	66	For those of us that are more on the introvert side, it was lovely being able to immerse ourselves, alone at home.	3
	67	Because everything was cancelled in the beginning, there were some good opportunities to create periods for larger work tasks.	2
	69	I experienced that I was more productive at home when it came to articles and reports.	3
	74	Tasks that required peace and quiet and concentration were easier to solve from home.	3
	80	Peace and quiet to concentrate on one's tasks	3
	82	Significantly fewer disruptions during problem solving	3

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	87	That I achieve much more, when I get peace and quiet at home, which gives greater daily job satisfaction.	4
	91	That I, as a part-time employee, can be available for both workplaces on the same day, when I work from home. It means, for example, that I can find time in my calendar for a meeting more quickly.	3
	94	Working from home is effective for me in smaller doses	3
	96	Working from home gives better peace and quiet for tasks that require concentration	3
	99	Working from home has made it easier to establish a good working rhythm where one task replaces another.	3
	121	Working from home is a more effective work-form, than I had imagined before lockdown	3
	123	After a few difficult adjustments in the beginning, I have become extremely happy with partially working from home. I get a lot more done (there are less interruptions from colleagues etc. and I am therefore more effective).	3
	124	Effective time without disturbances with peace and quiet to work	3
4. Disadvantages working from home *(n=20)*	13	Time-off and work-life overlap more when you work from home	3
	22	Larger demands are posed on home IT equipment, in order to be just as productive, as at work	3
	25	During the times that several family members were home, due to the pandemic, I was disturbed more – less effective	2
	27	Prefer to meet up at work physically	2
	34	Motivation is lower at home	3
	43	Difficult to remember to hold regular breaks	3
	47	Difficult being effective at home	2
	50	Need bicycle ride, to work, as exercise	2
	51	Some work projects are easiest with large screen	3
	56	On days where motivation is a bit lower than normal – it is better for me to be physically at work	3
	70	Missed separating work-life and private-life during lockdown	3
	71	Became more tired from staring at the screen all day	3
	76	Pain in the back and neck because home is not fitted out, as it is at work	3
	83	Working from home over a long time, demands planning of daily exercise	2
	85	Can be difficult holding momentum up (take care of work)	3
	100	Full time home-office does not work for me because it is too easy to procrastinate	2

	108	I could not imagine having to work from home every day – maximum one day per week	2
	111	I have difficulty concentrating when I work from home	3
	117	In my case, the lack of distinction between work and free time makes it difficult to hold free	3
	118	In my case, it has not been possible to fit out a home-workplace, that is quite the same level as my normal workplace	3
5. Flexibility *(n=19)*	9	I appreciate the possibility of changing between working from home and meeting up physically. It gives job satisfaction and makes me more effective	4
	14	Greater job satisfaction, being able to decide whether one will work from home or at Parker	4
	16	More flexible workday	4
	26	Working from home is a good alternative but I want to decide, myself, when it is most relevant for me	4
	37	Working from home gives more relaxed mornings, where one can start work earlier because one does not need to transport oneself or make small talk with colleagues	3
	40	The combination of meeting at work and the possibility of working from home is optimal	4
	41	The possibility of working from home gives better work/life balance	4
	52	Working from home is wonderful, but it is best when one can self-choose when and for how long	4
	61	Good to save on transport; good for me, good for the dense traffic, good for Denmark, good for the environment.	3
	65	Lovely being able to eat lunch in the garden…	1
	77	Easily came to work longer days – started earlier and finished later because the computer was out and because I saved time on transport.	3
	79	Some tasks are better suited to working from home than others	3
	95	The possibility of working from home gives greater freedom, flexibility, job-satisfaction and motivation	4
	98	Having the possibility of working from home gave a feeling of greater job-satisfaction, less stress and has been very positive on the home front – gave better work-life-balance	4
	102	Lovely with trust from the workplace that one, of course, did one's work – regardless of where one worked from	4
	106	The fitting out of a home office has been a bit of a luxury with a workday from home now and again	3
	116	More flexibility and therefore less stress during the working day, when I have worked from home.	3

	119	The effectiveness of my work from home depends to a large degree on the character of the work	3
	122	It is a lot less stressful working from home under conditions that can be customized to the family.	3
6. Online meetings – disadvantages *(n=11)*	5	As a presenter on a virtual platform, I miss response	3
	12	Online meetings with people I knew before corona, function better than with people I meet online	2.5
	24	Became tired of sitting stuck in front of a screen – when one had many virtual meetings	3
	28	With regard to explaining (presentation or teaching) I clearly prefer physical over virtual meetings	3
	30	One can – at times – quickly lose focus with virtual meetings	3
	38	There is not the same good experience when conveying via screen that there is at a physical meeting	3
	39	Meeting only over a screen is not enough but it is a fine supplement to replace some of the physical meetings	3
	75	If virtual meetings were held back-to-back, or if one should teach virtually a whole day, one became mentally exhausted	3
	84	One needs to have WebCam on for virtual meetings to work	3
	97	Online meetings are ok, but work better face-to-face	2
	114	Online meetings are less personal	2
7. Adequate social contact *(n=3)*	92	That I have less need for the social side of the workplace than many of my colleagues.	2
	104	I do not think working together has been challenging, as long as colleagues are available via telephone/mail during work hours	3
	125	It is easy to stay in contact.	3