

# SMARTPHONE BANS

## ARE SHACKLING THE FEDERAL WORKFORCE

Due to concerns over rogue cameras and microphones, many federal agencies have banned smartphones – including some government-managed devices – from secure spaces and other work areas. Unfortunately, restrictive mobile policies are negatively impacting the federal workforce in a number of ways.

### Productivity is suffering



52

minutes of productivity time are lost per day due to not having a smartphone at work.

Source: 2016 Frost & Sullivan survey



#### Lost work opportunities

Employees miss out on chances to react and report during the dark time between meetings while on the go.



#### Inefficient meetings

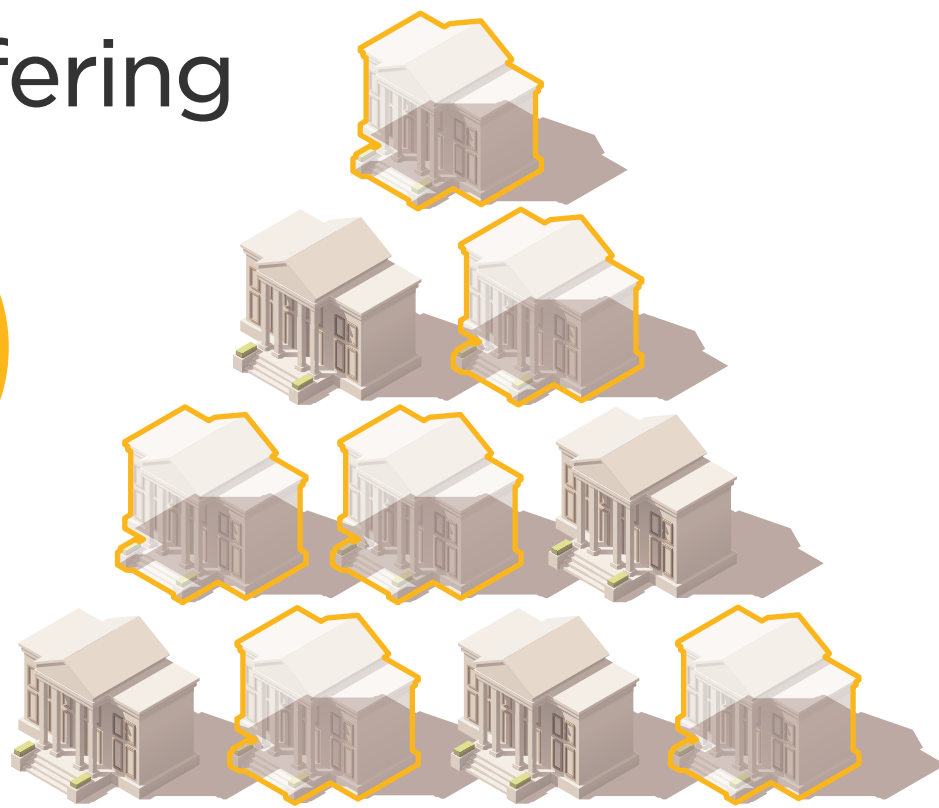
Often with only pen and paper available, meeting participants waste time looking for information, taking notes and arranging follow-up meetings.

### Morale is suffering

6 out of 10

federal agencies have declining employee engagement scores.

Source: 2018 Partnership for Public Service survey



#### Feelings of isolation

Without an avenue for informally collaborating with colleagues or communicating with family and friends, workers feel isolated.



#### Reduced personal time

Employees are forced to leave their offices in order to tend to family emergencies or simply catch up on personal notifications.

### Recruiting is suffering

4 out of 10

millennials refuse to work for an organization that doesn't allow personal devices in the workplace.

Source: 2016 Economist Intelligence Unit survey



#### Looser private sector policies

In addition to the other advantages of the private sector, sensible smartphone policies lure away many skilled applicants.



#### Opposition from digital natives

Millennials, a key hiring target, have become tied to their smartphones and balk at any restrictions.

### Security is suffering

4 out of 10

federal employees are willing to sacrifice government security in order to use a mobile device at work.

Source: 2015 Market Cube survey



#### Need for speed

When employees are forced to choose, convenience and mission success often take priority over smartphone policies.



#### Cavalier attitudes

Rules that fly in the face of how people choose to do their jobs promote a culture of risk-taking over time.

