

Is Your Business Ready for the 2026 Working From Home Laws?

Use this checklist to identify gaps and take action toward a compliant, high-performing remote or hybrid workplace.

A Practical Working From Home business risk and leadership tool.

Working from home isn't a policy issue, it is a leadership, compliance, and performance issue. The 2026 changes will expose gaps in how you lead, manage, and protect your business.



Are your WFH decisions consistent — or dependent on who asks?

If two employees request the same flexibility, would they get the same outcome... and could you prove why?



If you said “no” to a WFH request tomorrow, could you defend it?

Do you have clear, documented reasonable business grounds — or are decisions based on preference and pressure?



Are your managers actually equipped to lead remote teams — or just hoping it works?

Do they know how to manage performance, accountability, and communication without visibility?



Do you measure performance based on outcomes — or activity?

Can you clearly define what “good performance” looks like in a WFH environment?



Have you actively assessed your risk — or assumed WFH is “low risk”?

Most risks in WFH are invisible until something goes wrong.



Are you intentionally building culture — or letting it drift?

WFH doesn't damage culture — unmanaged leadership does.

If you hesitated on even 2–3 of these, your business isn't just “not ready”, it's likely already exposed.

And here's the key: ***These aren't HR problems. They are leadership, structure, and risk management gaps.***



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