

WORKPLACE WELLBEING AND CAPTIW®

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WORKPLACE WELLBEING & WORKPLACE ANALYTICS CAPTIW®

WORKPLACE WELLBEING & CAPTIW®

- ❑ Open Source Online Workspace Analytics
- ❑ Funded by the American Society of Interior Designers
- ❑ A collective effort of over 40 industry and academic partners
- ❑ Alternative workplace performance metrics encompassing productivity, health, & wellbeing beyond the conventional metrics of cost per SF
- ❑ Key performance indicators (KPIs) of the physical workspaces supporting the organizational performance in innovation and innovation strategies



WORKPLACE WELLBEING & CAPTIW®

Industry and Academic Partners

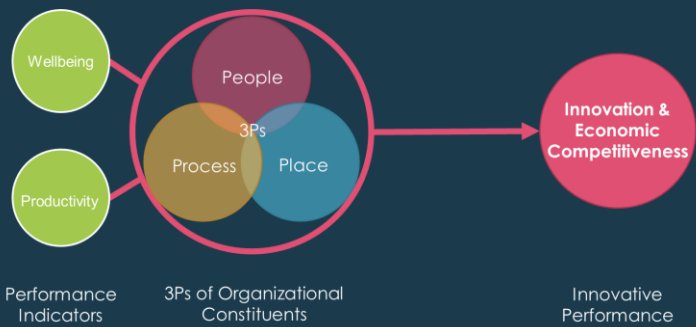
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WORKPLACE WELLBEING & CAPTIW®



6 DIMENSIONS OF WORKPLACE WELLBEING (6DWW)





IMPLICATIONS FOR MENTAL WELLBEING DIMENSIONS

WORKPLACE IS MY HOME

Growing Trends with Integrating Psychological Comfort of Home
Autonomy/ Freedom and Organizational Performance in Innovation

Evidence from Emerging Neuroscience & Understanding Human Emotional/ Psychological Responses to Environments

- ✧ Choice of workspaces to support various work modes and individual work styles
- ✧ Comfortable and casual settings
- ✧ Psychological comfort via auditory, visual, thermal, & olfactory comfort (sensory stimulus control & balance)
- ✧ Personal controls and personalization of spaces

- ✧ Organizational culture of respect for individuality and ease
- ✧ Openness, transparency & flattened organizational structure

- ✧ Reduction in stress, anxiety & depression
- ✧ Lower absenteeism & presenteeism
- ✧ Winning the talent war

- Design implications
- Organizational implications
- Human performance impact

* Images that are freely available online are randomly selected for the presentation



10 Workplace Typologies, Studio O+A

Criteria: Formal/Casual; Flexible/Casual; Interactive/Solo; Focus/Explore

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WORKPLACE IS MY PLAYGROUND

Micro-break activities and recovery from stress of daily work demands

Fun, ease, & laughter and camaraderie/trust - building

Physical movement and cognitive function

- ✧ Play spaces and amenities
- ✧ Playful and fun ambience
- ✧ Unconventional design elements

- ✧ Organizational culture pursuing ease and laughter
- ✧ Encouraging trust-building and camaraderie-building through voluntary/serendipitous casual social activities

- ✧ Stress reduction
- ✧ Social cohesion
- ✧ Increased cognitive function

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Facebook, Thom Filicia, Gensler Design



Jib Jap Bros Studios, Los Angeles, CA



www.peoplesource.co.uk

WORKPLACE IS MY LOTUS GARDEN

Disengaged Workforce and Growing Absenteeism and Presenteeism
Cognitive Overload, Mental Fatigue, and Decreasing Productivity
Physical & Cognitive Restorative Capacity of Workforce

- ✧ Indoor & outdoor respite spaces for solitude, contemplation and reflection
- ✧ Biophilic design and circadian lighting
- ✧ Meaningful art/artistic spaces for human delight

- ✧ Adopt healthy sleep policy
- ✧ Employ workplace family support
- ✧ Provide Employee Assistant Programs (EAPs) for psychological and behavioral distress and stress management programs

- ✧ Stress reduction
- ✧ Attention restoration
- ✧ Enhanced cognitive focus and stamina

Design implications
Organizational implications
Human performance impact

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<http://pursuitist.com>



WeWork, Washington, D.C.



Venables, Bell & Partners, Gensler Design

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Office, Madrid, Selgascano Design



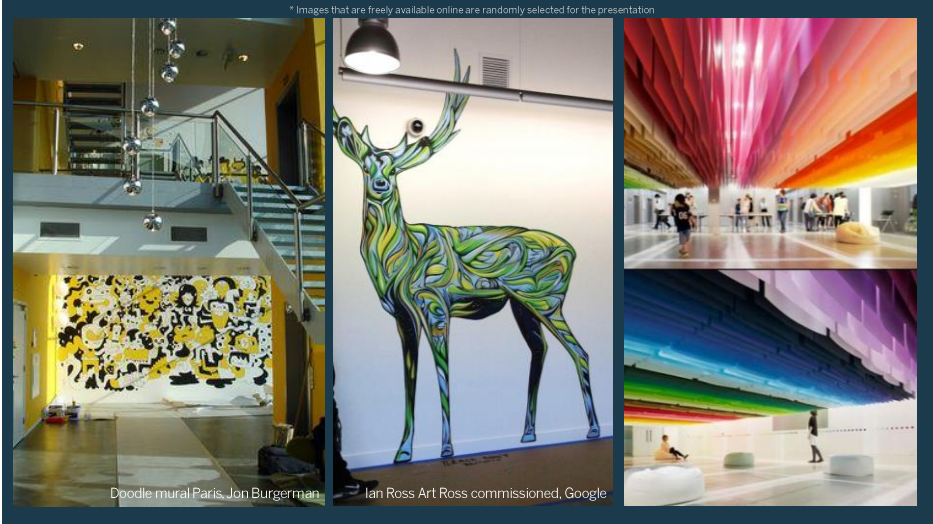
GSA, Federal Center South Building, AIA Top Ten Plus Award



UKFast, Manchester, UK



ASID HQ, Washington, D.C. Perkins+Will Design



WORKPLACE IS MY STARBUCKS

Integrating Hospitality Features for & Social Wellbeing to Workplace
Socialization and Increased Cohesion, Decreased Stress, & Reducing Turnover
Importance of Food/Beverage Amenities

- ✧ Visual connectivity
- ✧ Points of interaction along the circulations
- ✧ Informal and casual settings
- ✧ Food/drink amenities

- ✧ Strategically implement core interaction networks along the major circulations
- ✧ Provide free snacks and beverages

- ✧ Improved social cohesion and bond
- ✧ Reduced stress, anxiety, and depression

Design implications
Organizational implications
Human performance impact

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THANK YOU !

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