

# Healthy Workplaces By Design

*Healthy Work Environments Webinar Series*

Caitlin DeClercq, PhD | Columbia University

Cristina Banks, PhD | University of California, Berkeley

# Healthy Workplaces By Design

## Topics we plan to discuss with you:

- The components of healthy workplaces (Healthy Workplaces Model)
- The importance of satisfying basic human needs
- How to build in health and well-being through “drivers” of need satisfaction
- How one can make small changes in the workplace through “hacking”
- Need satisfaction working from home vs. working at the office
- Anticipating new needs in a post-COVID world

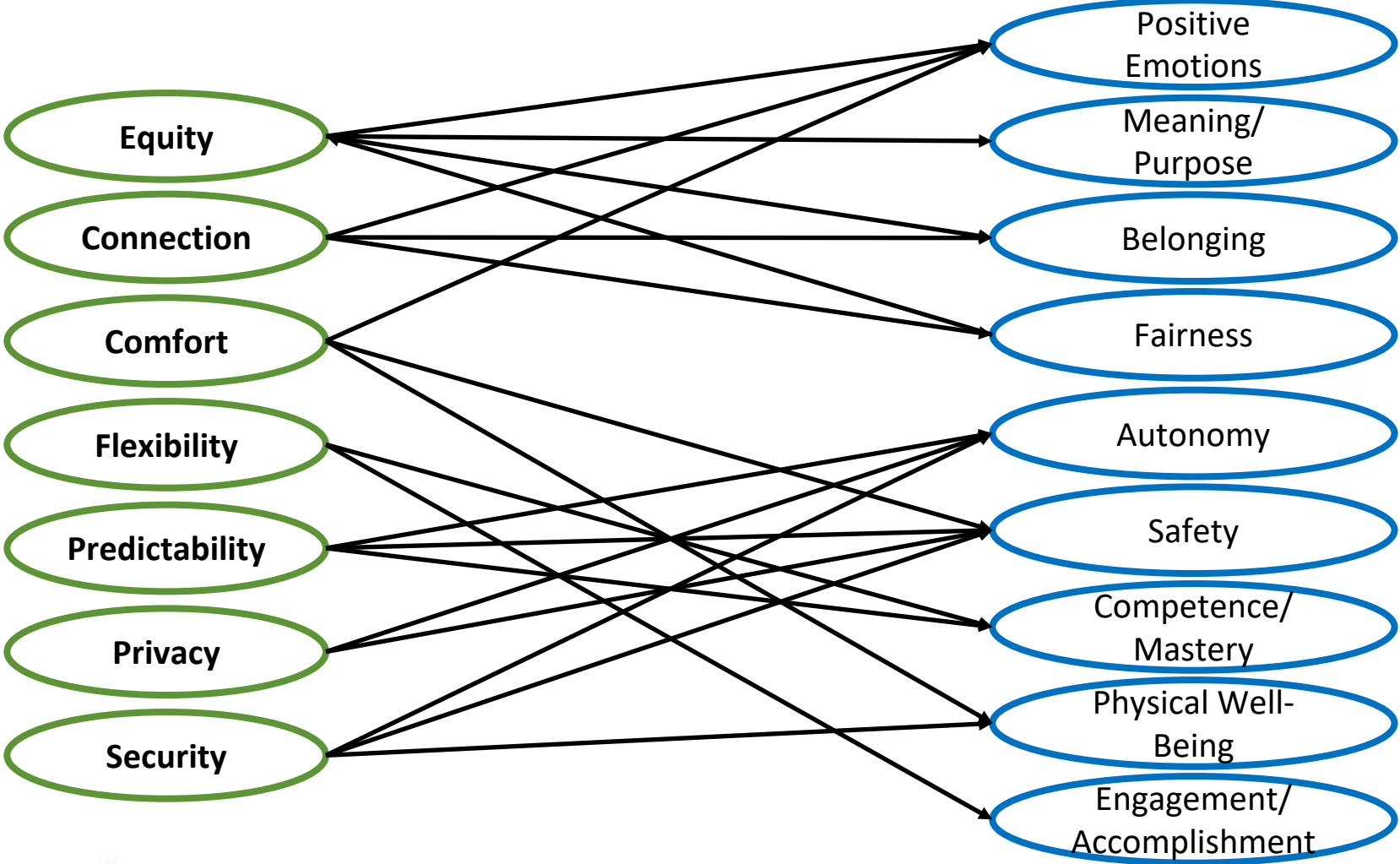


# The Healthy Workplaces Model





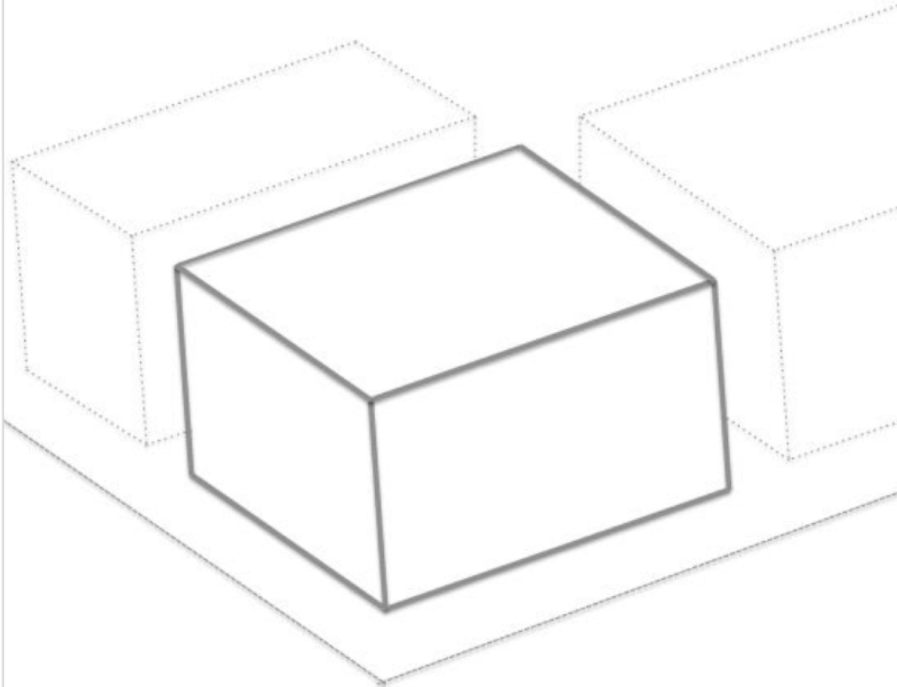
# How do we design for need satisfaction?



**Prompt #2:**

Now that you've had a chance to hear from everyone in your group, we invite you to reflect on the gray box we showed you at the beginning of the focus group session.

*Imagine that this gray box will become an office workplace. Tell us how it should be changed to become a healthy workspace that promotes your assigned driver (e.g., connection). Your proposals can be for any scale of design (desk, entryway, wall colors, shared spaces, inside, outside, etc.)*



## What would a healthy and productive workplace look like for Generation Z?

- Focus groups
  - Individual and group process
  - Each group focused on one driver
- **Prompt #1:** “Think about what connection means to you. What would make a space feel more connected?”
- **Prompt # 2:** Rethink “the box” (spatial elements and qualities)
- Verbal and visual data

**FLEXIBILITY**

- Multiplicity of tools for writing (paper, computer, blackboard)
- **CHOICE**
- No TIME LIMIT, NO CLOCK
- No spatial restriction, go anywhere
- Multiplicity of Modes of expression: written, drawn
- Ability to MOVE Around & MOVE FURNITURE

Resources on the walls

- multiple entrances & exits (choice)
- Portable computers "laptops v desktops"
- Movable whiteboard walls

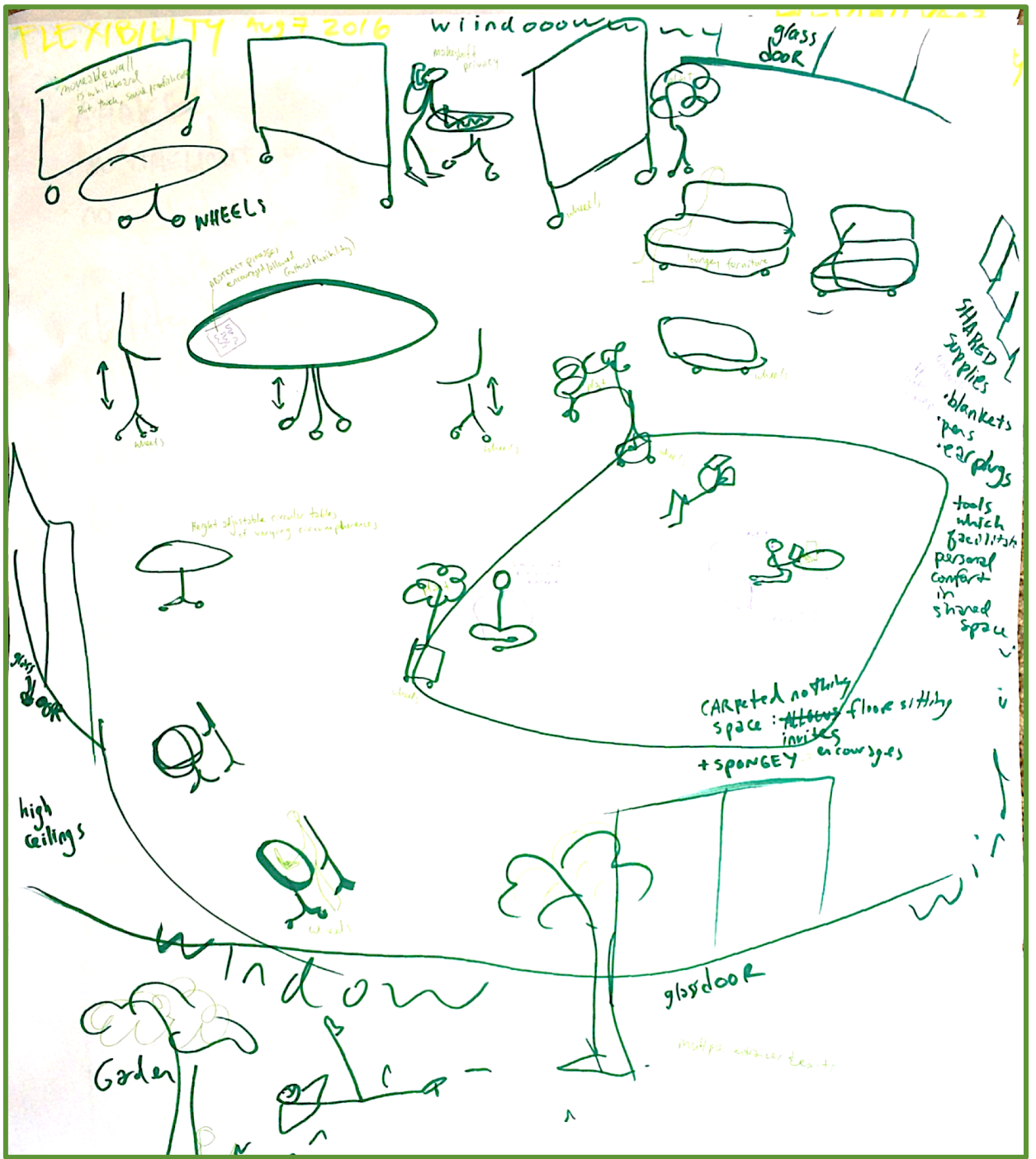
**\* Wheels**

- Environment of factors which ALLOW for flexibility
- Labeled use v unlabeled use, proscribed v unproscribed spaces
- Possibility → ENCOURAGEMENT
- BEHAVIOR Flexible - volume, position
- **RULES** **SCHEDULE**
- Blackboards, whiteboards
- Variation in space type, yet unproscribed
- Working & brushing can occur anywhere
- High ceilings, light = openness
- COMFORT
- open plaza
- **NOLABELS**

tools which facilitate personal comfort in shared space

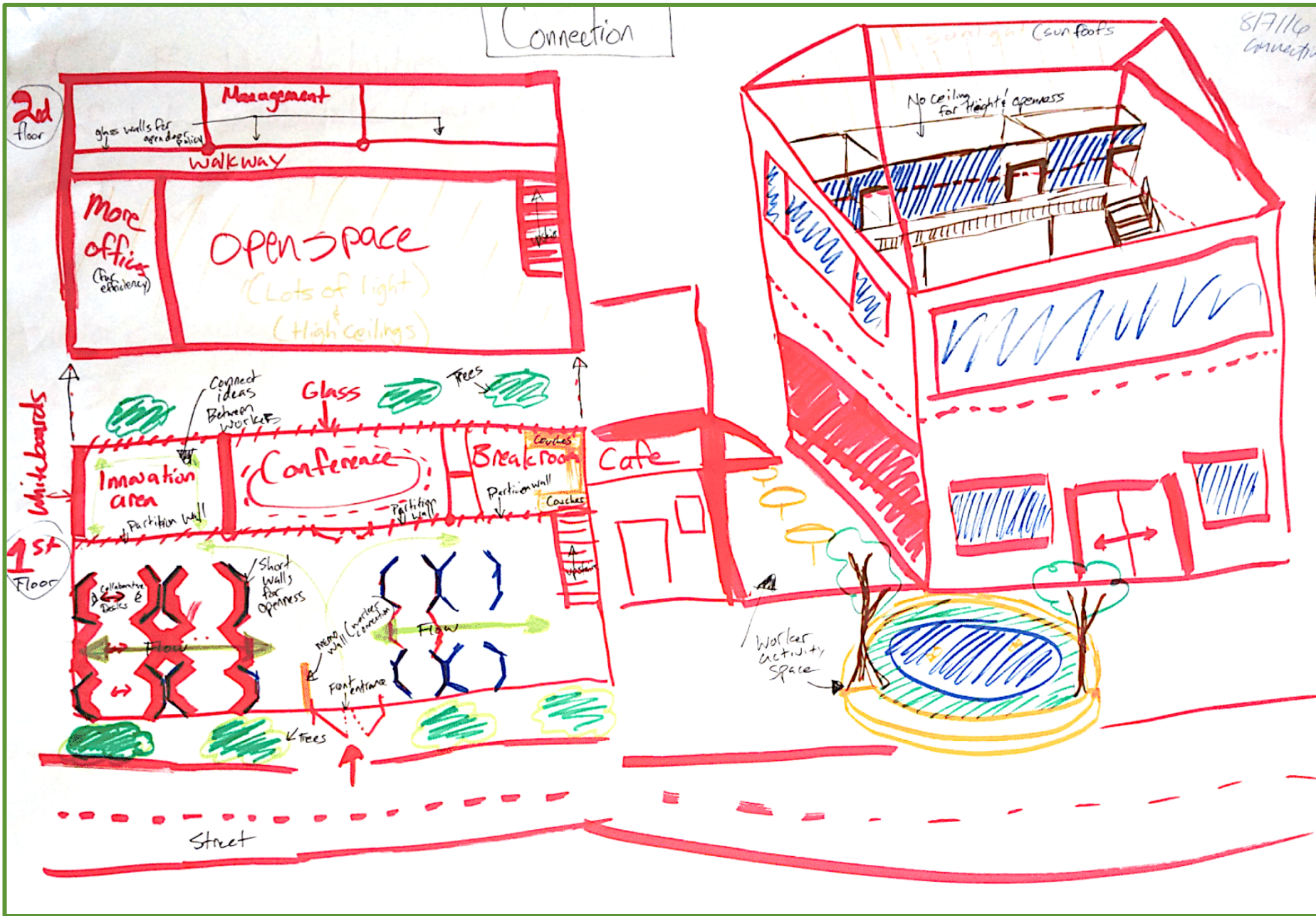
blankets, pens, earplugs

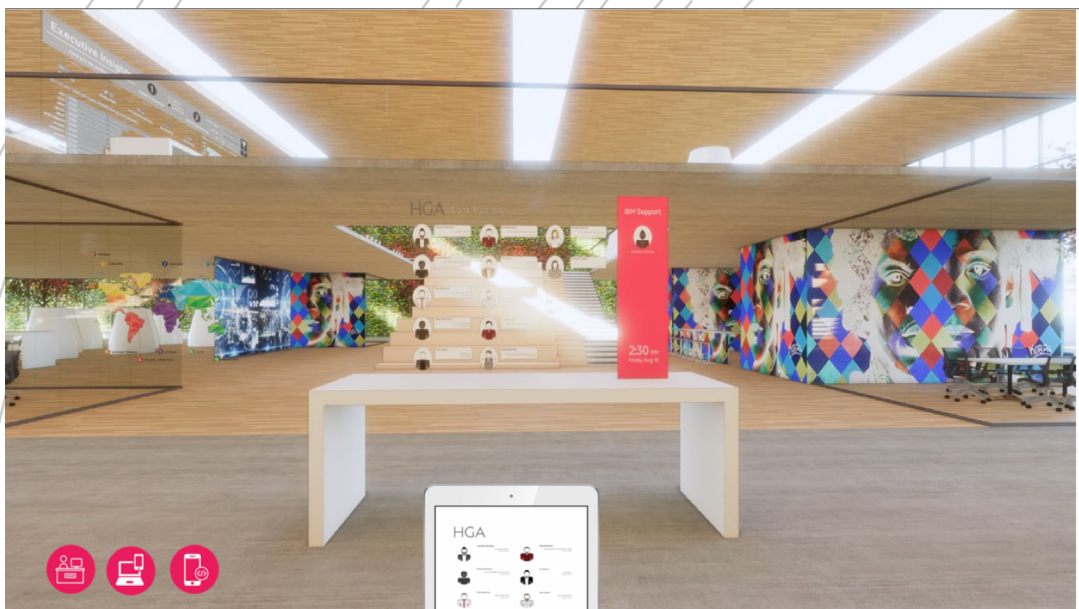
carpeted nothing space: allows floor sitting invites + SPONGEY encourages





Connection





## How would these design features be experienced?

- Built on these ideas in design charrette
- Design concepts based on focus group findings and drivers
- VR + embedded survey to test user experience
- Comparison with initial focus groups

# Important findings

- Visual & physical access to nature
- Postural variation
- User involvement, user controls
- Open vs. private spaces
- Mental and physical safety

# Implications

- Value of operationalizing drivers in spatial (and social) terms
- Importance of user input and experience
- Drivers both expand *and* focus thinking
- Not just limited to blue-sky thinking



*Hacks = simple,  
low- or no-cost  
actions in service  
of desired goals*

## How to ‘hack’ workplace spaces:

- Identify unmet needs or “environment gaps”
- Make small changes to:
  - Physical environment
  - Organizational practices
  - Social environment
- Make changes over time in response to feedback, experiences, and changing needs

*Doorley & Witthoft (2012); Brookfield (1995); Meyer et al. (2014)*

**How are we  
working now?**

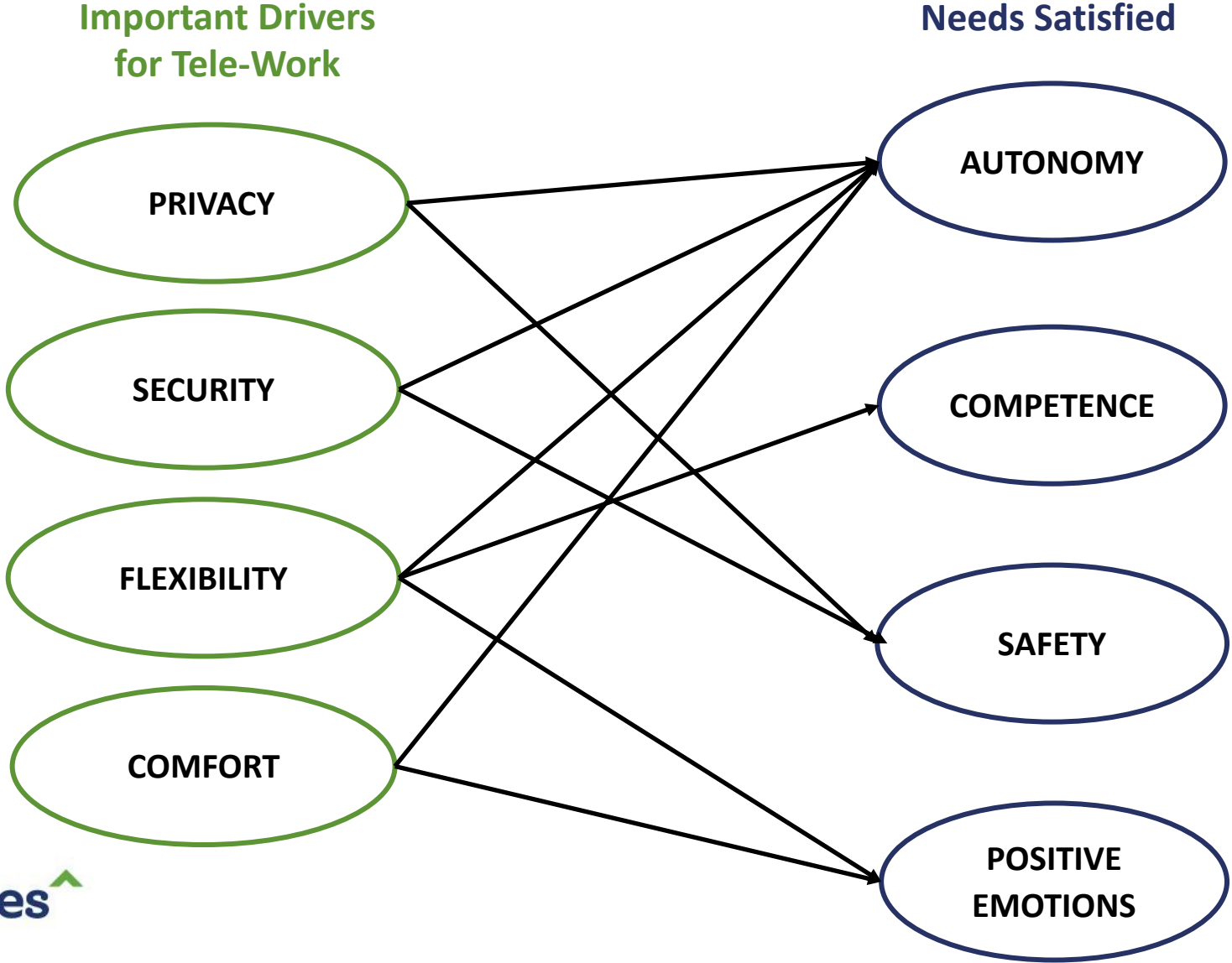
## *Why work from home?*

### *Better at home\*:*

- Concentrate on tasks
- Deliver individual work
- Switch off after hard task

*\*JLL Guide to the Hybrid Workplace*

# What needs are satisfied working from home?



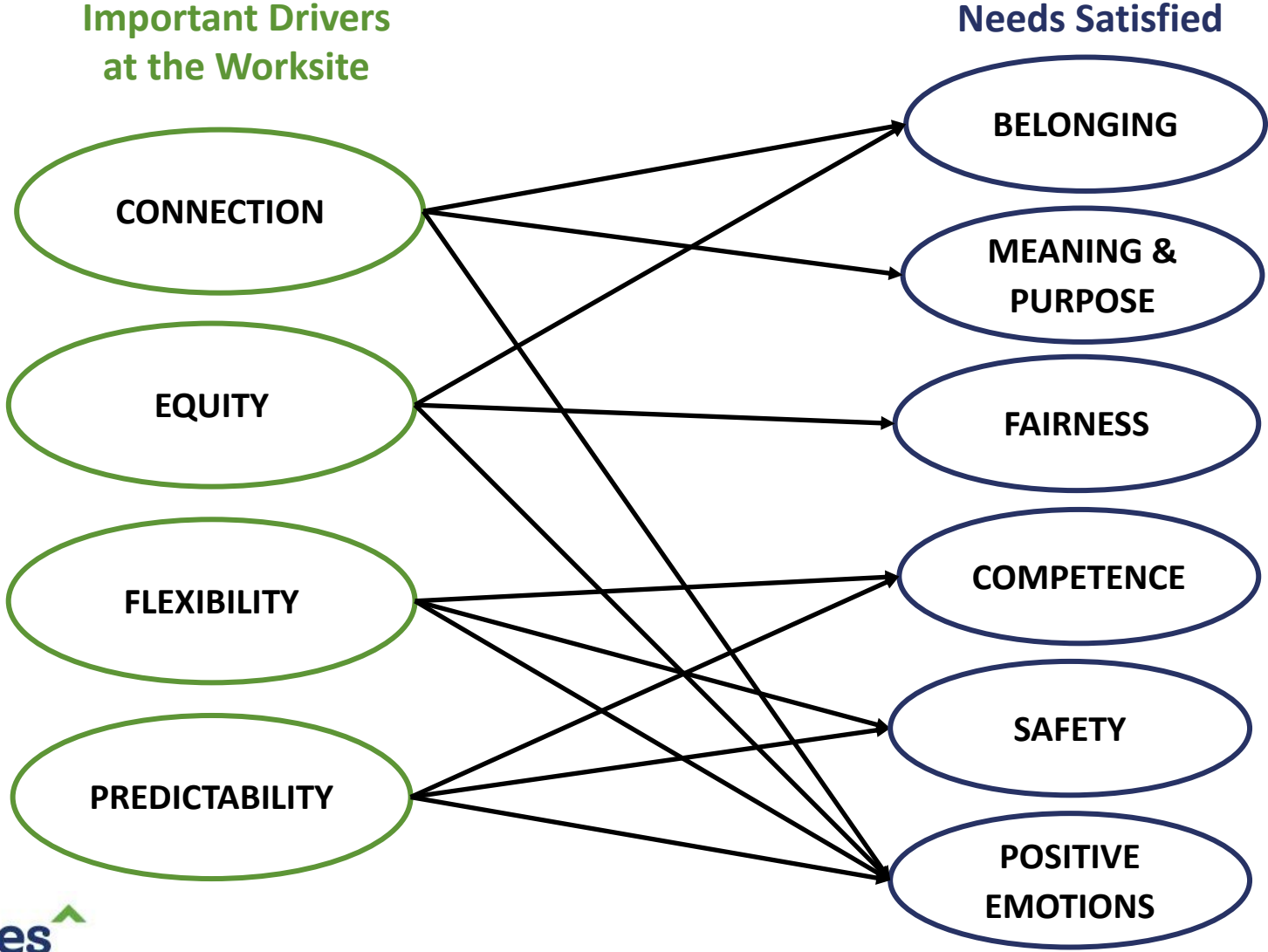
## *Why come back to the worksite?*

### *Better in the office\*:*

- Socialize, form new relationships
- Manage or be supported by management
- Collaborate, run meetings
- Solve work-related issues
- Learn and grow
- Create, innovate
- Be inspired

*\*JLL Guide to the Hybrid Workplace*

# What needs are satisfied at the worksite?





# Implications – Need satisfaction **at the worksite**

- Multiple opportunities and venues for socializing and reconnecting
- Focus on management of staff and make time for support from management
- Intentional communications regarding meaningfulness of the work
- Diversity and inclusion in all activities
- Encourage employee choice and decision-making
- Create more space for collaborative activities
- Intentional opportunities for growth experiences
- Intentional cross-pollination across departments/fields/units to expand professional networks

# Implications – Need satisfaction **at home**

- More opportunities and venues for socializing and reconnecting
- More communications with management and from management
- More intentional opportunities to integrate remote workers in diversity and inclusion activities
- Intentional cross-pollination across departments/fields/units to expand professional networks
- Better access to resources at the worksite
- Ensure flexibility in work schedules to match personal obligations
- Ensure technology equipment and tools are sufficient for remote work

*Thank you!*

- Contact information
  - Caitlin DeClercq: [declercq.caitlin@gmail.com](mailto:declercq.caitlin@gmail.com)
  - Cristina Banks: [cbanks@Berkeley.edu](mailto:cbanks@Berkeley.edu)
    - [Healthyworkplaces.Berkeley.edu](http://Healthyworkplaces.Berkeley.edu)

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