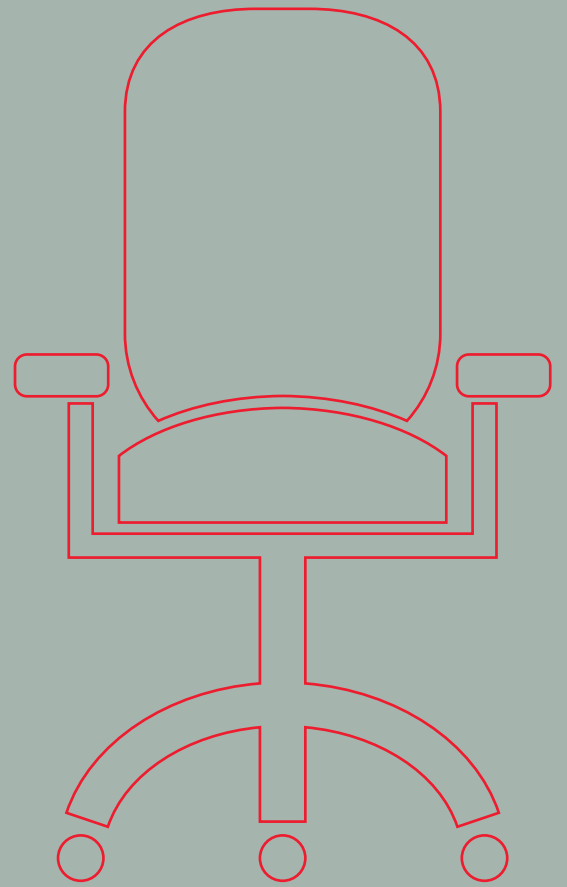
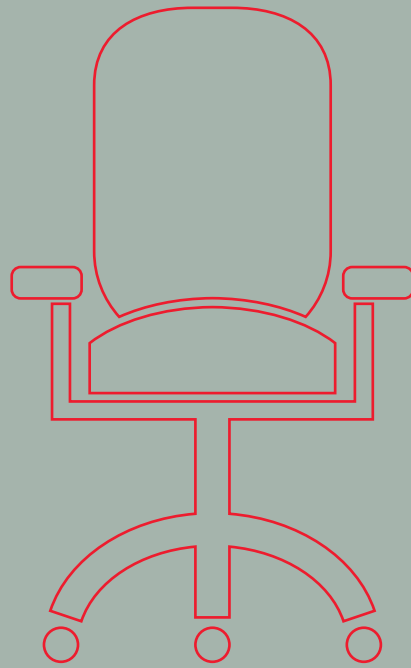
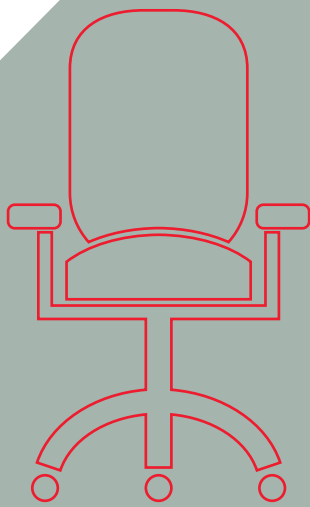


Time to grow up

A snapshot of latest workplace research reveals the real issue for workers







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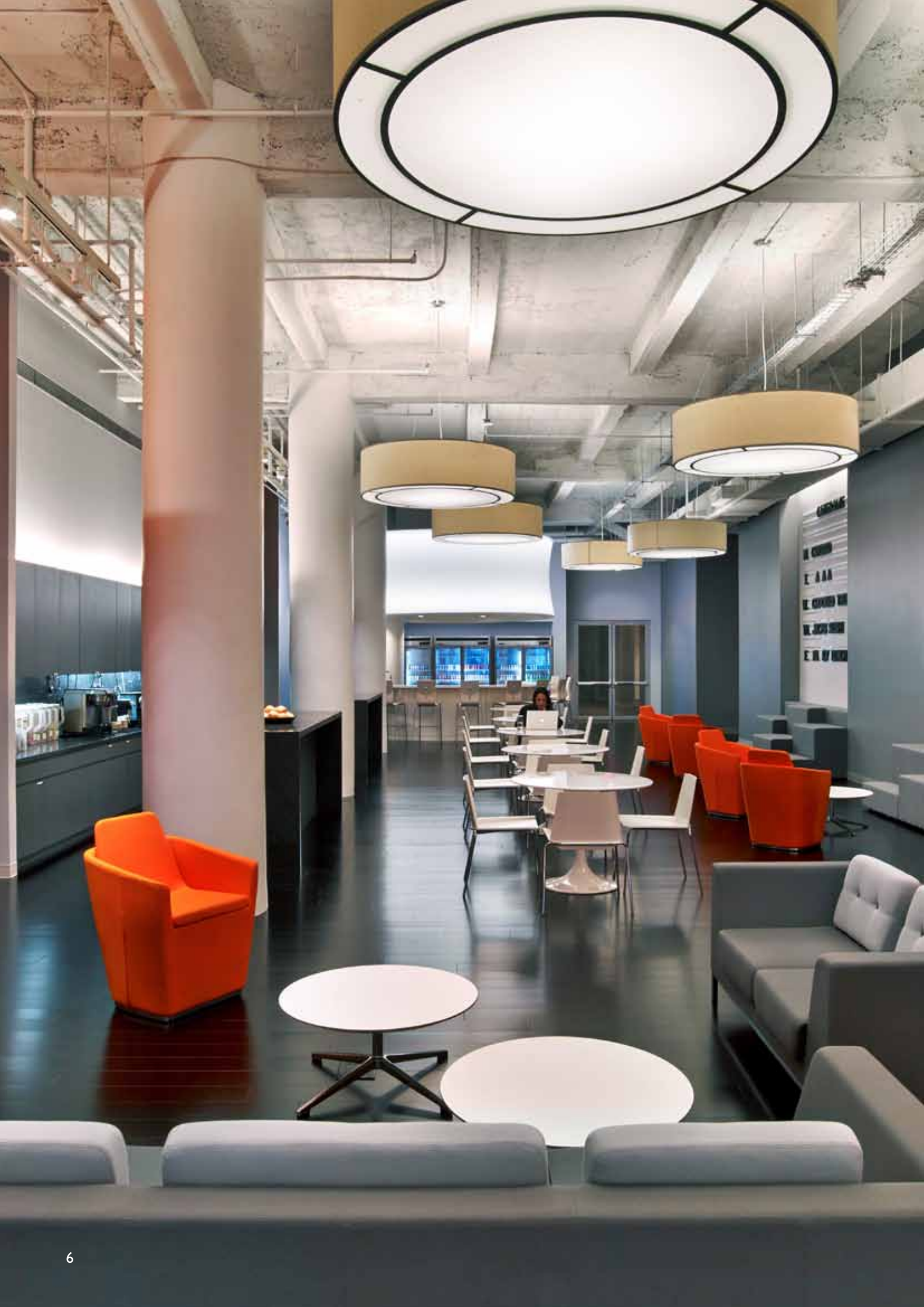
Fancy a massage? Workers would rather just have a window.

Trailblazing hi-techs have had all the headlines on new ideas for the workplace, from Google's slides and play areas, to Apple's new mac-look-a-like building.

But how relevant are such ideas to office workers and office owners? And what are the real issues in designing workplaces fit for the present and the future?

Influential thinkers have added their weight to the debate, encouraging otherwise sober corporates to adopt so called new ways of working – but is this encouraging a fit out beauty parade, rather than what is genuinely good for productivity, attracting the best recruits and wellbeing in the workplace.







What workers want – the ‘agile’ and healthy workplace

Crown Workspace surveyed 1,524 office workers and decision makers responsible for office planning to uncover the real attitudes to design, health and wellbeing.

Our research highlights that people care more about practical matters rather than the so-called innovations in office design.

If workplaces are to be successful and workers productive, we need to stop following fads in design. It’s time to start thinking more about functional needs and the future.

In short it’s time to grow up.

Design based on facts not fashion

From layout to natural light, office workers demonstrate that today's office environment needs to be both adaptable and sustainable.

Office agility

The research indicates that office designs need to be agile – in that they are adaptable to the changing needs of an increasingly diverse workforce. It is commonplace now to have to accommodate a broader range of ages and mixed attitudes. Workplace designs must consider everyone's differing requirements for space, social interaction, IT, heat, light, noise and privacy.

Wellbeing at work

The health of a workplace can be objectively measured, and its impact on productivity equally clearly assessed. Days lost through sickness, productive time, as well as the ability to attract the best workers are all influenced by the environment you offer your employees. Our research demonstrates that office workers are able to articulate factors in design that make them feel better and would attract them to a company. Evidence shows that companies should base the design of the office on facts not what they think is in fashion.





Health and happiness equals productivity

People link health with happiness. There is overwhelming evidence that healthy workplaces are more productive* and result in fewer sick days.

Nuffield Health estimates there is 20% less absenteeism among healthy workers and as many as 275 fewer days lost to sickness.

*World Green Building Council



But what makes us feel better?

We asked:
How could your office be improved to make you feel healthier and happier at work?

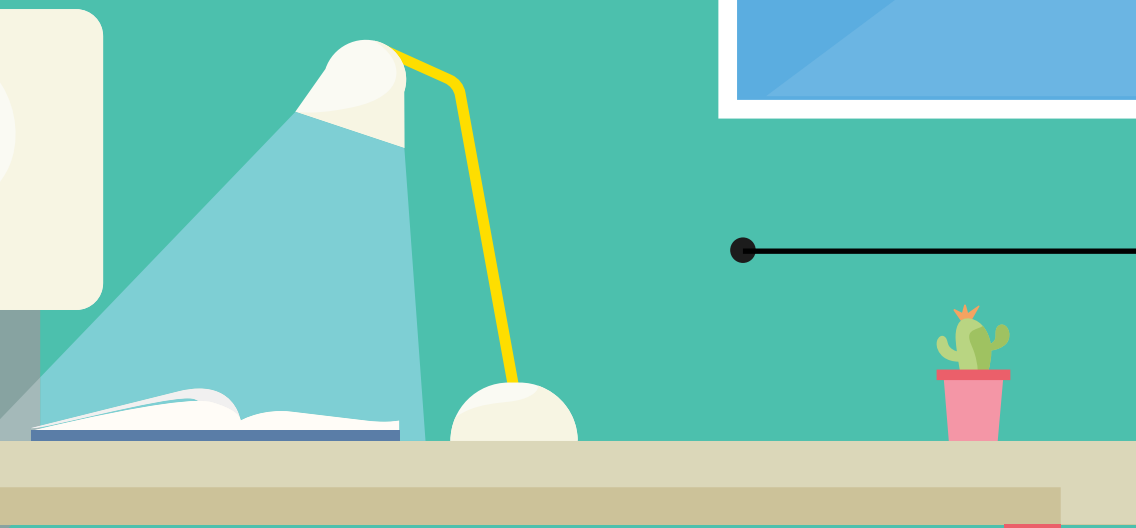
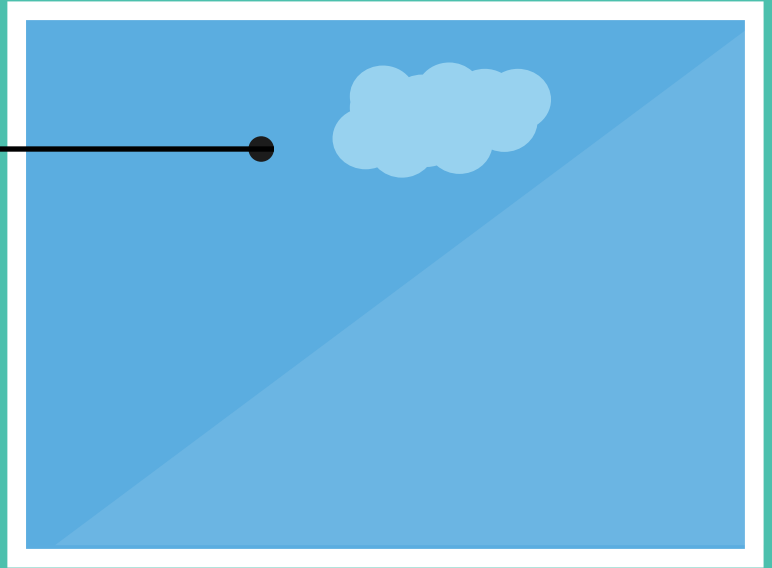


22%
Less clutter

23%
Better use of space

36%

More natural light



30%

More space



27%

More comfortable chair

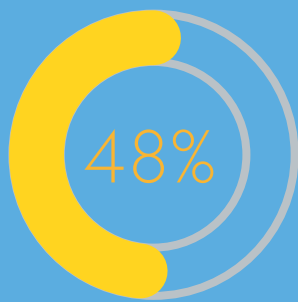
Productivity: less is more

Productivity in people is a measure of their output against time. As busy as we like to think we are, it's impossible to be fully productive – particularly given the distractions of the office, both good and bad.

But how productive do we think we are?

We asked:

If your employer introduced a six-hour day, what would be the effect on you?



48% of respondents said they would be just as productive in six hours as in eight.

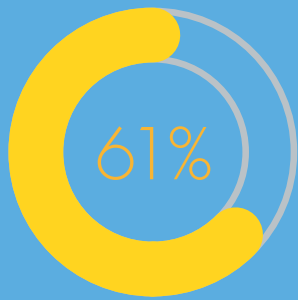


The right kind of interaction

Social media has done a lot for social interaction, an important factor in our sense of wellbeing, but how distracting is it when we're trying to work?

Sweden is trialing a six-hour working day, paying employees the same as for an eight-hour day, in exchange for no social media at work.

We asked company decision-makers:
Would your company consider implementing this?



61% of all decision makers said that their company would consider implementing a six-hour working day in exchange for no social media use.



82% of decision makers in companies with between 50-249 employees would consider implementing a six-hour working day in exchange for no social media use.



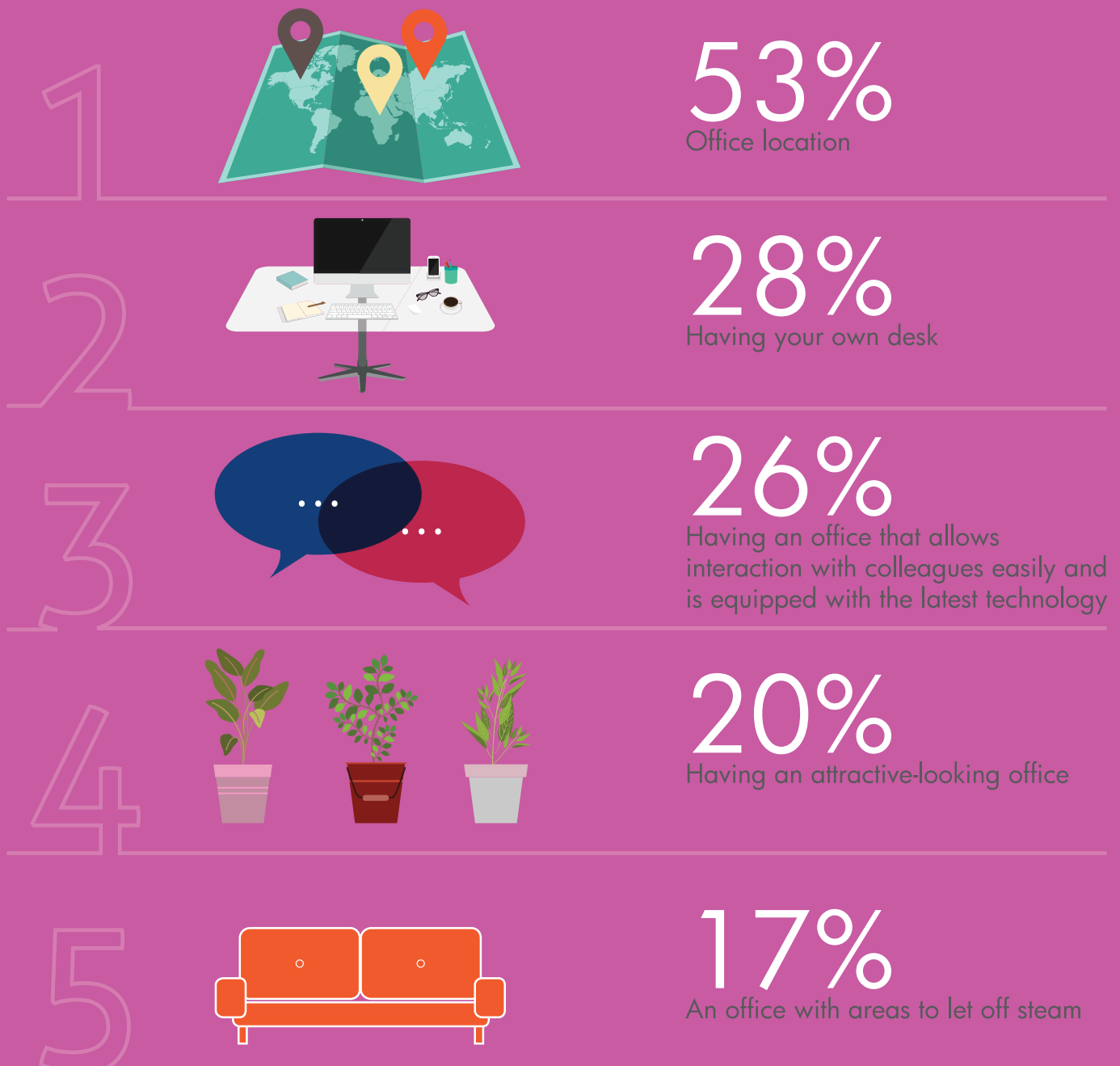
How design influences choice

Practical concerns rate above perceptions of design quality, and a surprising number cling to the security of a desk to call their own.

Far from the essentials of office design, the fads of the hi-tech circle failed to rate among the most influential to workers.

We asked:

If looking for a new job, what factors might influence your decision of where to work?

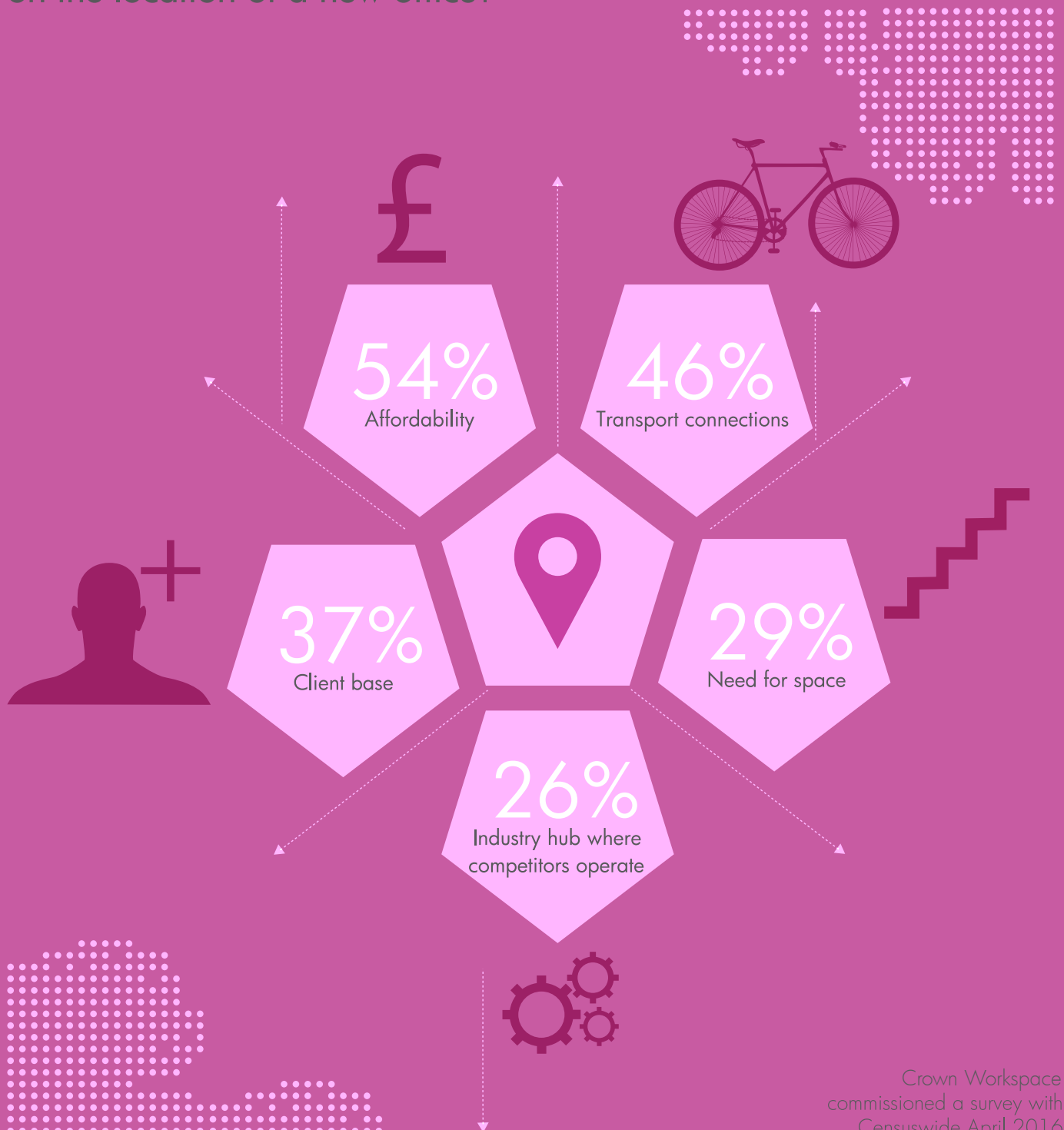


How do employers choose office locations?

Despite increasing evidence linking office location and design to employee motivation, wellbeing, loyalty and productivity, employers did not put environment at the top of their list.

They kept their focus on entirely practical concerns.

We asked decision-makers:
What factors would have an impact on the location of a new office?



Beyond the practical

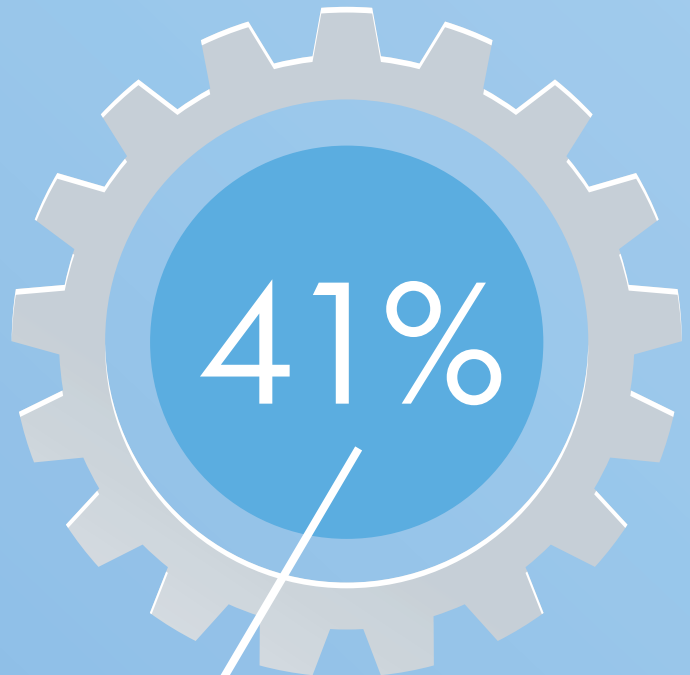
When asked about the future, decision-makers considered a wider range of issues important. Why are they less bothered about them now?

We asked:

In your opinion, what will be important for offices of the future?



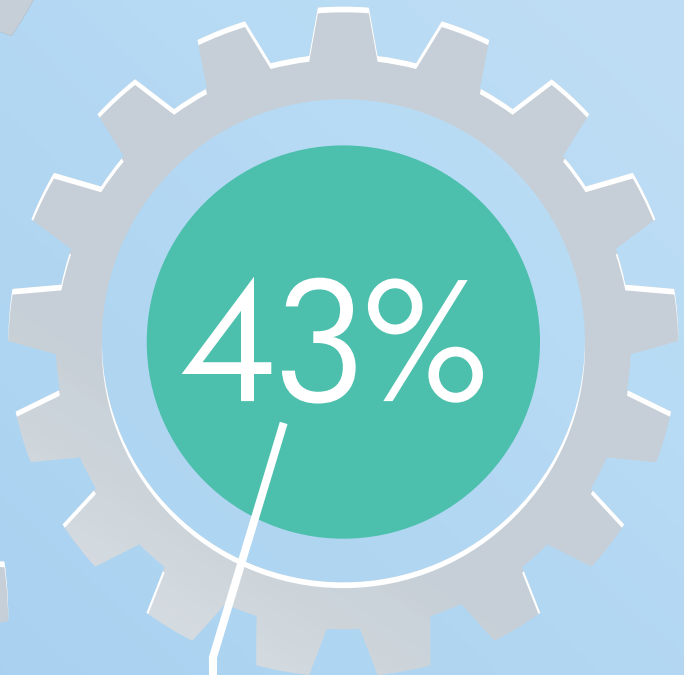
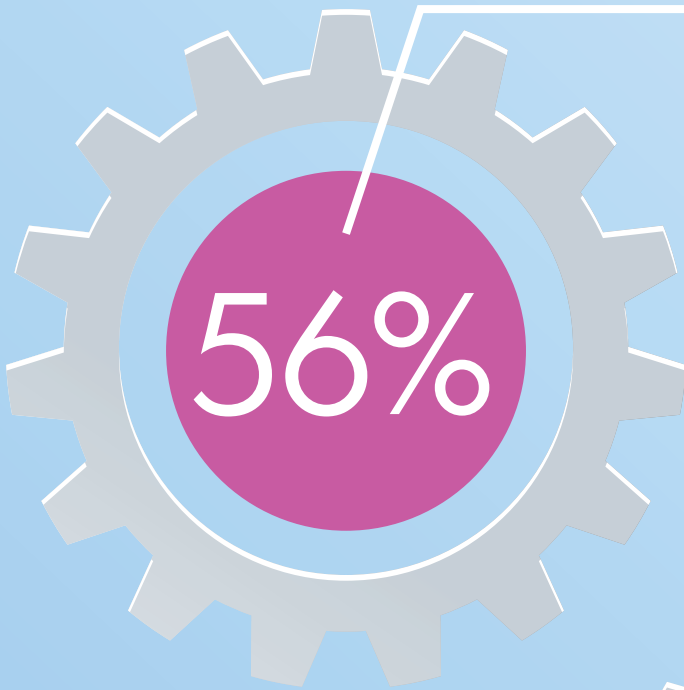
More supportive of employee's mental wellbeing



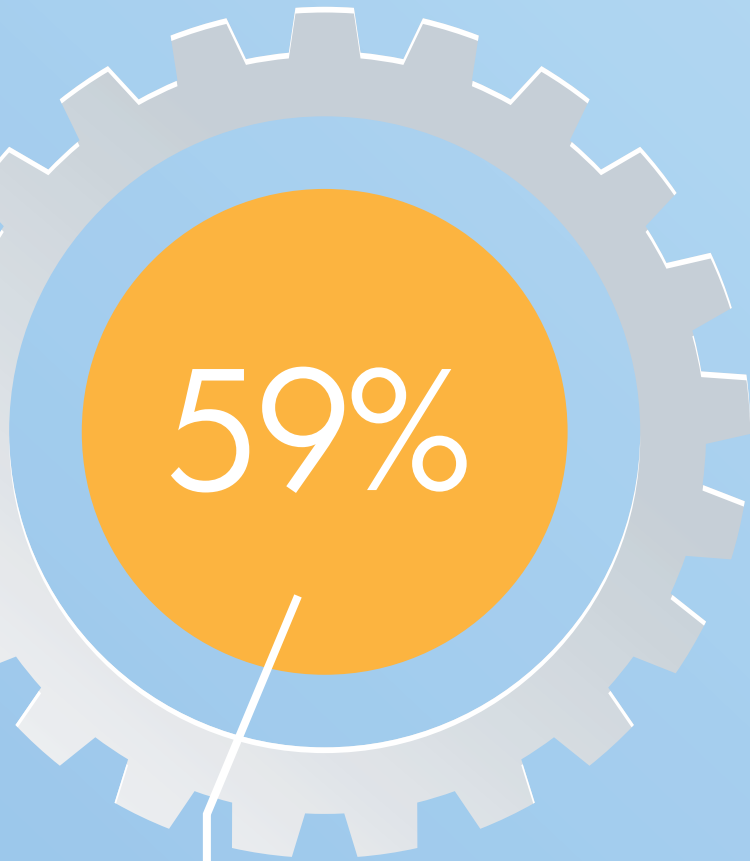
More flexibility in supporting different working styles



More flexible working hours



Using cloud computing (online storage) more effectively to free up areas used for paper storage



Ensuring technology keeps pace with the way staff interact

Crown Workspace commissioned a survey with Censuswide April 2016

Where do we go from here?

When given a definite horizon, decision-makers opinions coalesce around the idea of an adaptable and sustainable workplaces.

We asked decision-makers:
Thinking about the office of the future,
in 20 years' time, which of the following
do you agree with?

50%

think that in 20 years' time,
most work will be done remotely
using a virtual office for most of
the week

In the

20

36%

think that in 20 years' time,
remote working will become
the norm - employers will
need to work hard to make
the office as alluring as
possible.

22%

think that in 20 years' time,
the office will become a
place for work, rest,
relaxation and play.

year...

36

19%

think that in 20 years' time,
robots / hologram assistants
will support humans in the
workplace

11%

don't think there will be
physical office spaces in
the future

Creating the agile workplace for wellbeing and productivity

Although limited in scope, the above research suggests there are more pressing considerations in office design and planning than the latest tweet from technology and futures magazine Wired might have us believe.

Workers are genuinely concerned about office environments affecting their wellbeing and their ability to focus and work productively.

As for office owners, the practical considerations of cost, space, and location are predictably uppermost in their minds. Yet they also understand the significance of flexibility and mobile working as well as the pressures brought by a wide range of ages in the workplace.

Planning an office refit or redefining a new space? Here are five important things to consider:



2 Flexibility is key

We each have unique needs, desires and motivations. Introverts and extroverts must work in harmony...and the space must reflect this. Knowing how your staff operate and interact is essential to creating a workspace that suits everyone.



1 Insight equals results

Your office space must work for your business. Use your staff, and expert consultant, to get a real understanding of what's working – and what isn't. Finding out how to make the most of the space can make a real difference the way the business operates in the future.



3 Technology rules

Modern technology has created a new set of workspace rules. Wireless networking, remote storage and mobile technology should influence your layout, equipment and furniture decisions. Questioning the traditional office setup is the right thing to do.



4 Trust and respect

Flexible workspace should increase the productivity and wellbeing of your staff. Management must believe that their staff will work better...and employees should feel empowered to do so.



5 Find your style

Stylish interiors certainly appeal to some workers. But they don't suit every business. You might visualise clean lines and simplicity – or aspire to create something unconventional. But, whatever you do, establish a brief, do your research, and, more importantly, this is a great opportunity to enhance the business brand.

Expert help with office design, space planning, and fit out.



Crown Workspace does a whole lot more than move you from one office to another.

Our 50 year heritage supporting HR, IT and business services around the world gives us unique insight into the dynamics of the workplace – and what makes a better place to work.

Our team understand the dynamics of working environments, and the way employees' attitudes to work and careers are changing their expectations of companies. We create environments that support the purpose of the whole organisation rather than simply accommodate the people.

Our expertise puts insight into practise, helping companies of all kinds improve their workplaces, both physical and mentally.

Our offering:

Space planning to maximise efficiency

Redesigns to engage and motivate

Technical support to improve information management

Reliable relocation services to ease the burden

If you have any questions regarding this article or would like to have a copy of the full research carried out please contact:

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