

Happiness: Why You Should Care

A technology company spends 90 percent of its operating budget on staff. This includes salaries, benefits, incentive programs, and other direct employee costs. In a holistic approach to improving the workplace, we can make a small investment in peoples' space and reap huge rewards in the overall impact on gross profit.

As occupants begin to associate their workplace with positive feelings, turnover, sickdays, and leaves of absence decrease. As space becomes healthier and

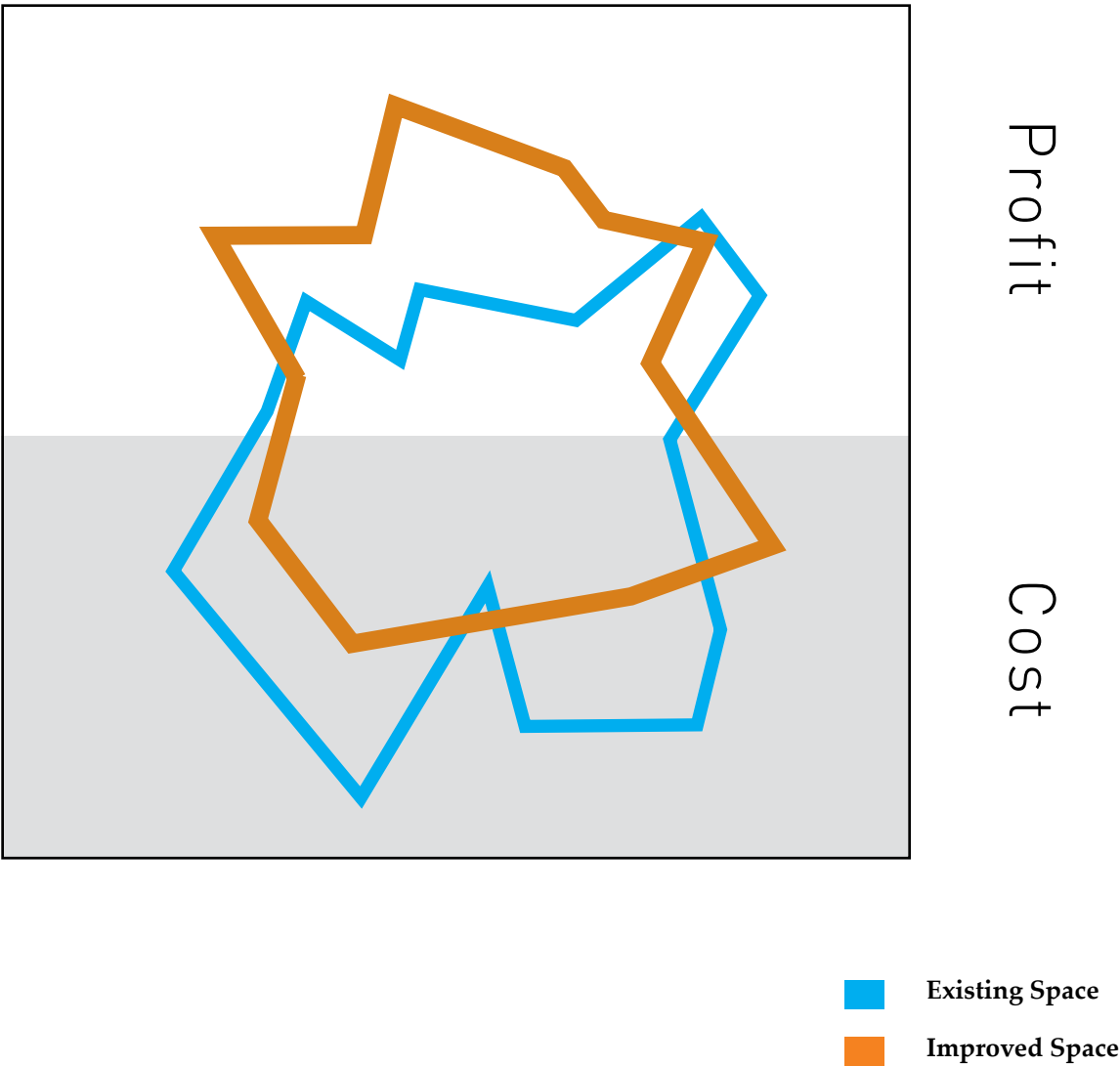
happier, efficiency and productivity are shown to increase. Research supports an 8-25% reduction in absenteeism and sick days when Wellness Programs are put into place.

Architecture is no longer supporting an existing business model; it is engineering your office environment to create a happier community and drive your business to innovate.




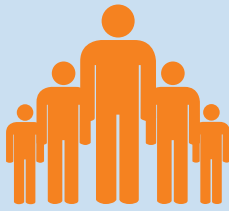
Certification programs like LEED and WELL have already begun to consider the health and wellbeing of the occupant population, encouraging construction processes to consider environmental health, indoor air quality, and depth of views among others. Clients, like Google, are creating their own global guidelines with specified minimum amenities including massage rooms, hydration stations, game rooms, nap pods, meditation rooms, quiet rooms, walking workstations, gyms, lockers/showers, and bike storage. They also offer free healthy meals – employees report feeling that they maintain healthier habits at work than they do at home.

Twitter and Facebook have live walls in their space. Tough Mudder, Strava, and Zozi go beyond fitness amenities to provide regular team fitness activities and competitions to encourage teambuilding and positive morale. Health and wellness is a big driver in the physical space, affecting amenities programming and overall architectural layout.



If the average employee makes 50K per year, the average sick day will cost a company \$200. If there are one thousand people at a company, and an

improvement to the office can decrease sick leave by .4% (one working day per year), the company will save \$200K.

 1 Sick Day \times  1000 People $=$ \$200K/yr

Identity is also spilling into the space in new ways. The office of the future forces you to walk by a hacked space or a tagging wall. 21st century identity iterates through engagement; 21st century office space does too. A happy office gets you off your feet and expressing yourself in a way that helps grow the brand and the identity of the company.



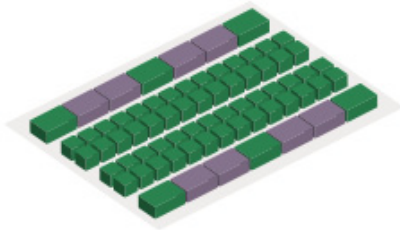
This means writeable surfaces all over the place. It means pens, paints, glue, glitter. It can mean ziplines, firepoles, lego walls; balls as seats and ball pits as conference rooms. Gen Y wants to create and when they create at work/for work, they progress the company.

Happiness is limitless. This is important. Constant growth and interactivity will break the walls down if they are fixed. Flexibility is the key attribute for engineering.

Furniture companies are on the frontier of developing a framework for companies to pop-up, pop-out, and remain flexible for constant iteration. Herman Miller has been developing the Living Office, using a series of modular settings to develop the space. By providing settings rather than pieces of furniture they drive the client to develop a space to ‘create, land, hide, meet’ (engage in an activity) instead of a “conference room” (which predetermines what kind of meeting will happen).

Knoll has developed power poles – a cost effective solution to power workstations, monitors, or drop-in stations throughout the space – that can be repositioned in 3 hours. Teknion has created Altos, a system of modular walls that can be reused if the space is reconfigured.

Today’s innovators are experts on how to develop, grow, and succeed. It’s not lost on them that a happy UX always reaps a positive return. Happy offices better wellbeing, accelerate innovation, and drive profit.



Standardized Landscape

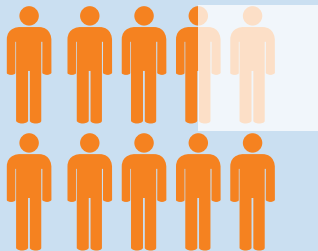


Living Office Landscape



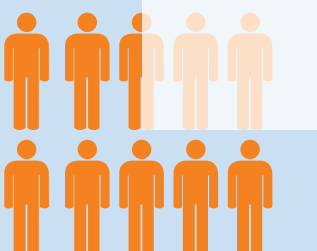
92%

Millennials cite work/life balance as their top priority in considering a new job



75%

Generation Yers cite work/life balance as their top priority in considering a new job



70%

Boomers cite work/life balance as their top priority in considering a new job

