



# Studies for Our Wellbeing in WORKPLACES

Passionate to study deeper into the practical impact of environment to our mental wellbeing, WHAD conducted conducted (in 2H2023) a site specific survey+study to **look into some of the issues we should become aware of at the hybrid workplace that has emerged after the covid pandemic.**

This report includes the 9 core questions and illustrates how an evidence-based methodology is applied in our consultancy engagements.

The results shed light on the importance of prioritizing employee welfare and offer valuable insights into the industry's needs.

The follow-up phase often includes a workshop and/or recommendations that can up-level the discovered situation (tailored to budget considerations).

“

Workplace Owners and Team Managers need to come to terms with how perceived wellbeing (feeling being cared for) is an important aspect of psychological comfort for everyone of us.

Don't cater for good workspaces for badges and recognition, not even for productivity. Instead, make happy people... Happy people thrive and perform at their best!

All this sounds relevant?

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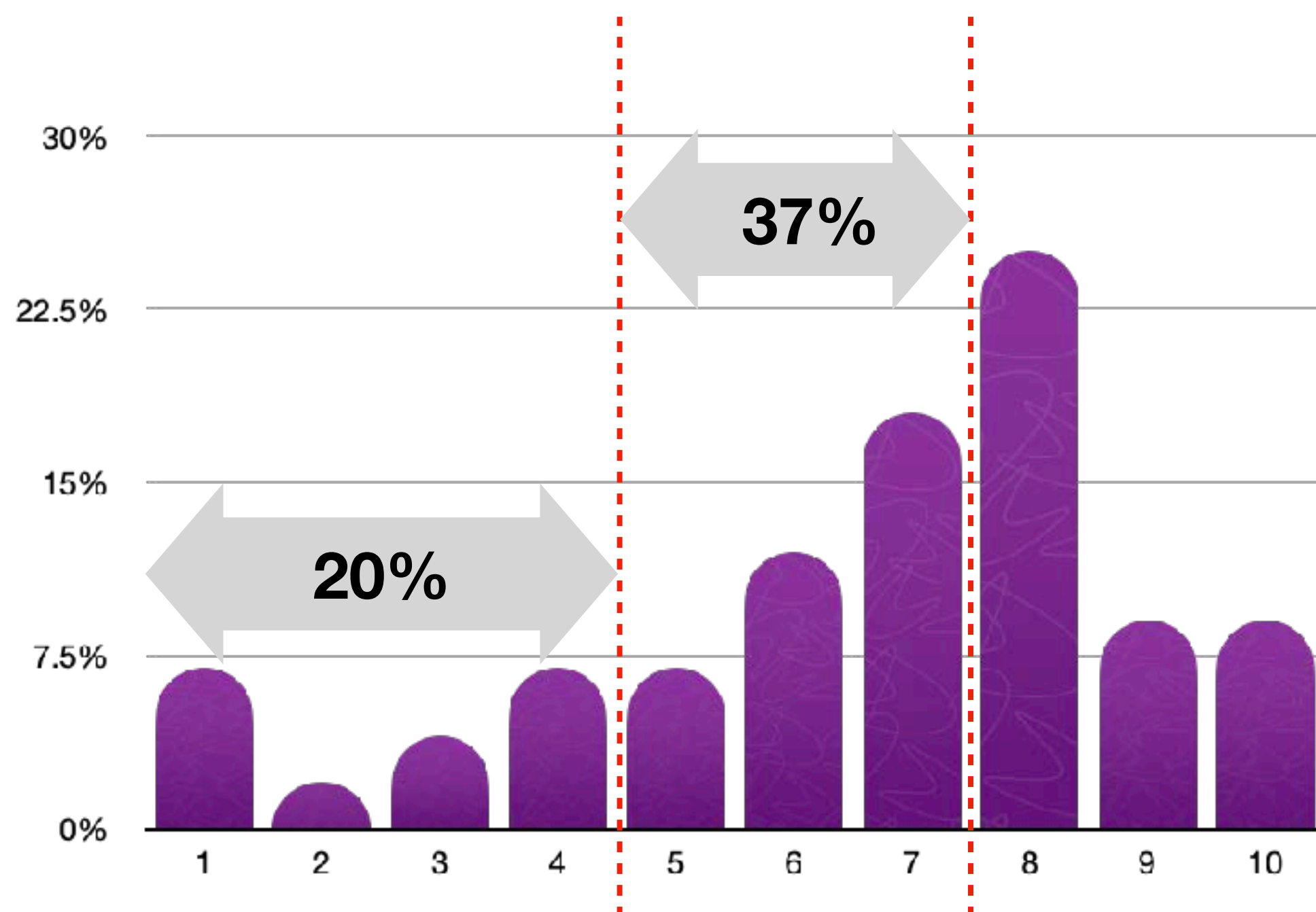




### Q1

#### Your current workplace layout promotes collaboration.

[Response matrix:-  
Statement is 1: Not so; 100: Absolutely right ]



“ Collaboration is not just a buzzword; it is a vital ingredient for achieving sustainable success in today's competitive business landscape.

Work environments that nurture collaboration gives an indescribable buzz and empower teams to reach new heights.

#### Exploring Workplace Collaboration: Is the Layout Promoting or Hindering Productivity?

Today, collaboration has become a key driver of success in the workplace. Deliberate or serendipitous.

A well-designed office layout can significantly impact how effectively teams work together, fostering innovation, creativity, and productivity.

##### The Data Breakdown:

###### 1. Not so collaborative (1-4):

A combined total of 20% of respondents rated their workplace layout as not promoting collaboration. This indicates that a significant portion of professionals feel hindered by their current environment, potentially leading to suboptimal teamwork and reduced productivity.

###### 2. Room for improvement (5-7):

Around 37% of participants expressed that their current workplace layout has some collaboration-promoting elements, but there is still room for improvement. While not entirely inhibiting collaboration, these layouts may not fully leverage the potential benefits of effective teamwork.

###### 3. Collaboration-friendly (8-10):

A substantial 43% of respondents rated their workplace layout as promoting collaboration. This suggests that a majority of professionals have a positive perception of their work environment, where collaboration is encouraged, and productivity is likely to thrive.

##### Insights and Analysis:

###### 1. The importance of physical space:

These results underline the significance of a well-designed workspace in promoting collaboration. An office layout that incorporates open areas, communal spaces, and flexible workstations can encourage spontaneous interactions and provide opportunities for informal collaboration, fostering a sense of unity among employees.

###### 2. The impact of technology:

While physical space plays a crucial role, it is important to note that technology also plays a significant part in enabling collaboration. Modern tools like communication platforms, project management software, and video conferencing solutions can bridge the gap between remote teams and facilitate seamless collaboration regardless of physical proximity.

###### 3. Individual preferences and workstyles:

It is essential to consider that individual preferences and workstyles can greatly influence how people perceive their workplace layout. Some individuals may thrive in an open-office concept, while others may prefer quiet and private spaces to concentrate. Striking the right balance between shared and individual workspaces is crucial to cater to diverse workstyles while still fostering collaboration.

While a majority of respondents feel that their current layout promotes collaboration, a significant portion still believes there is room for improvement.

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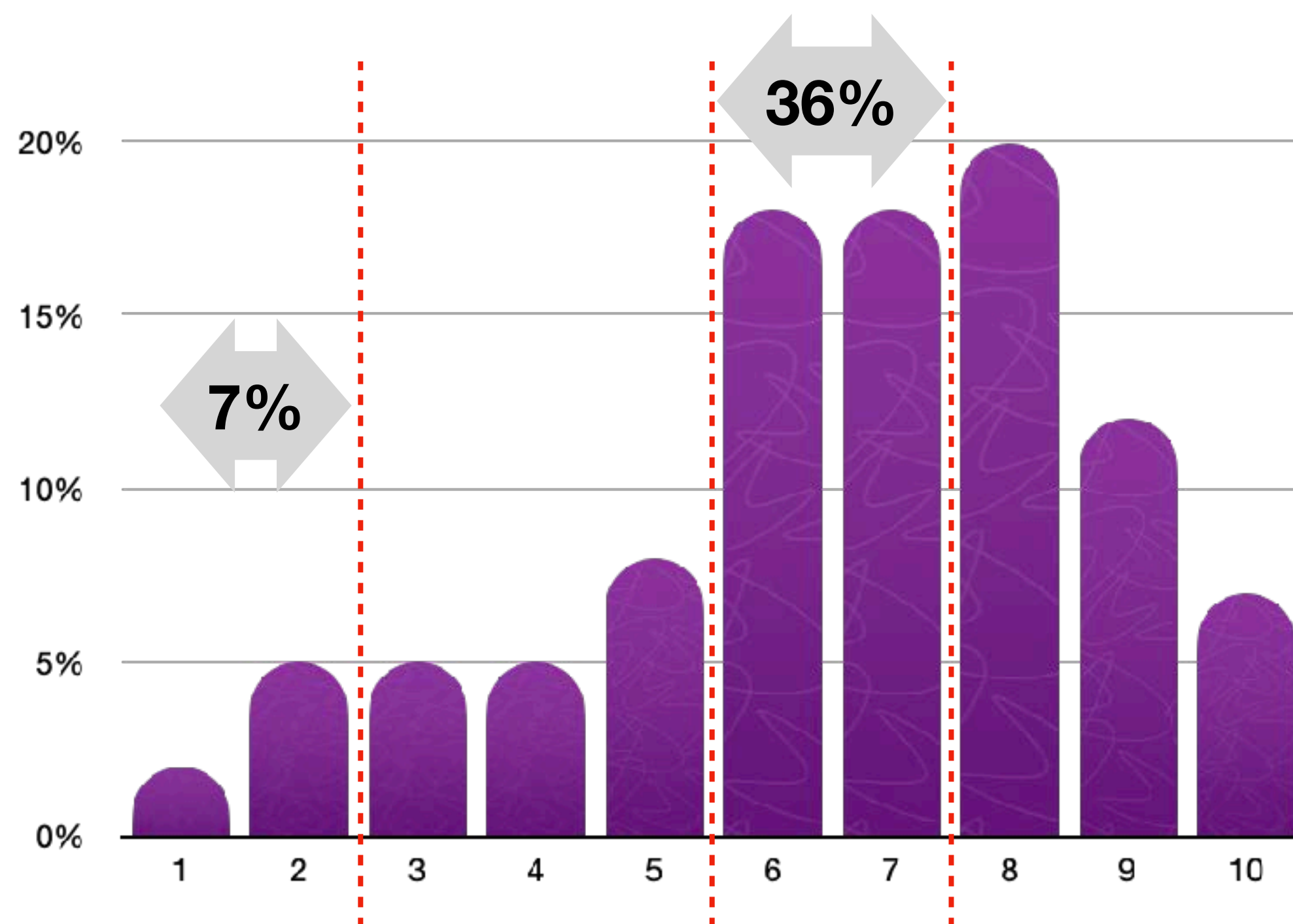
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## Q2

The office is well equipped with modern technology to facilitate communication and collaboration.

[Response matrix:-  
Statement is 1: Not so; 100: Absolutely right ]



“ The secret sauce is to constantly discover areas for improvement and strike a balance between technology and human interactions.

The technology and tools are instruments to facilitate smooth workflow and help nurture valuable connections.

## The Modern Workplace: Technological Balance

Technology plays a vital role in enhancing communication and collaboration within offices.

Here, we delve into the insights provided by the data and offer our opinion on the importance of maintaining a balance between technology and human interactions. The statement attempts to discover where your workplace stands on the technology spectrum.

### Unpacking the Results:

The distribution of responses reveals a diverse range of opinions on the level of technological integration within offices. While 7% of participants rated their office as "absolutely right" in terms of technology, a significant portion (36%) considered their workplace to be moderately equipped (rated 6 or 7). Interestingly, only a small fraction (7%) felt that their office lacked modern technology.

### Opinion and Insights:

#### 1. The Human Connection:

While technology brings efficiency and convenience to the workplace, it is crucial not to overlook the significance of human connections. In a bid to embrace innovative tools, it is essential to strike a balance that fosters face-to-face interactions, teamwork, and creative problem-solving. Encourage activities that promote personal connections, such as team-building exercises or collaborative projects that require in-person interactions.

#### 2. Addressing Technological Gaps:

For those who rated their office lower on the technology scale, it is essential to identify the areas that require improvement. Conduct thorough assessments to determine which tools or systems are missing or outdated. Addressing these technological gaps will not only enhance communication and collaboration but also contribute to overall productivity and employee satisfaction.

#### 3. Embracing Continuous Improvement:

Technology evolves at a rapid pace, and it is crucial for organizations to stay up-to-date with the latest advancements. Consider implementing regular technology audits to ensure that your office remains at the forefront of innovation. Embrace feedback from employees and encourage them to suggest improvements or new tools that could enhance their work experience.

#### 4. Technology as a Means, Not an End:

Remember that technology should serve as a means to an end, rather than an end in itself. While it can streamline processes and improve efficiency, it should never replace human intuition, creativity, and critical thinking. Encourage users of the workplace to leverage technology as a tool to enhance their skills and achieve greater results, rather than relying solely on automation.

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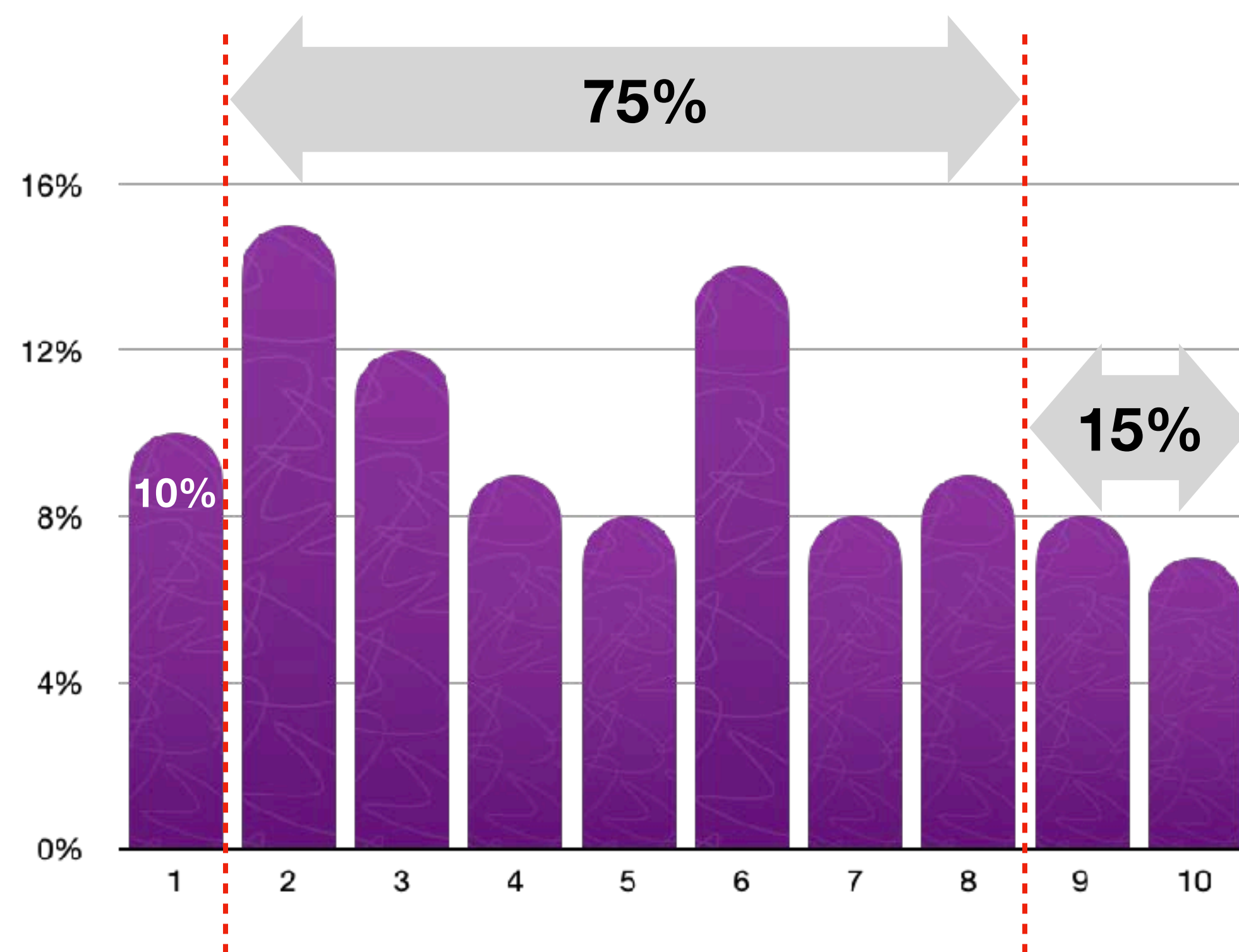
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**Q3**

**There are sufficient spaces for informal meetings and brainstorming sessions.**

[Response matrix: 0: No, 5: Possibly, 10: Absolutely ]



“ **The findings shed light on the need for organisations to prioritise the provision of informal meeting spaces and brainstorming sessions.**

By recognizing the significance of such spaces in fostering productivity, creativity, and employee satisfaction, businesses can unlock the full potential of their teams.

**Informal Spaces for Productivity: Unveiling Users’ Perceptions and Needs**

In today’s fast-paced business world, fostering creativity and collaboration within teams is crucial for success. One often overlooked aspect that plays a significant role in this process is the availability of informal meeting spaces and brainstorming sessions. This statement addresses the perception of professionals regarding the sufficiency of such spaces.

**The Data Analysis:**

The data collected varied across the spectrum. Surprisingly, only 15% of respondents selected the highest 2 ratings (9 and 10), indicating that a vast majority felt that there is room for improvement in their workplace’s informal meeting spaces.

On the other hand, 10% of participants disagreed strongly, suggesting a significant need for attention in this area. The remaining responses (75%) were distributed somewhat evenly, with ratings ranging from 2 to 9.

**Opinion and Insight:**

These results highlight a critical issue faced by many organisations: the lack of dedicated spaces for informal meetings and brainstorming sessions. While traditional meeting rooms serve their purpose, they often fail to provide the relaxed and open environment necessary for fostering creativity and innovation. Informal spaces, such as comfortable lounges, collaborative areas, or even outdoor settings, encourage employees to think outside the box, engage in spontaneous discussions, and share ideas more freely.

It is important for workplace providers to acknowledge the impact of informal meeting spaces on employee productivity. By providing such spaces, they can create an environment conducive to idea generation and problem-solving.

Additionally, informal spaces contribute to employee well-being and job satisfaction, as they allow for social interactions and relationship building outside the confines of a formal meeting.

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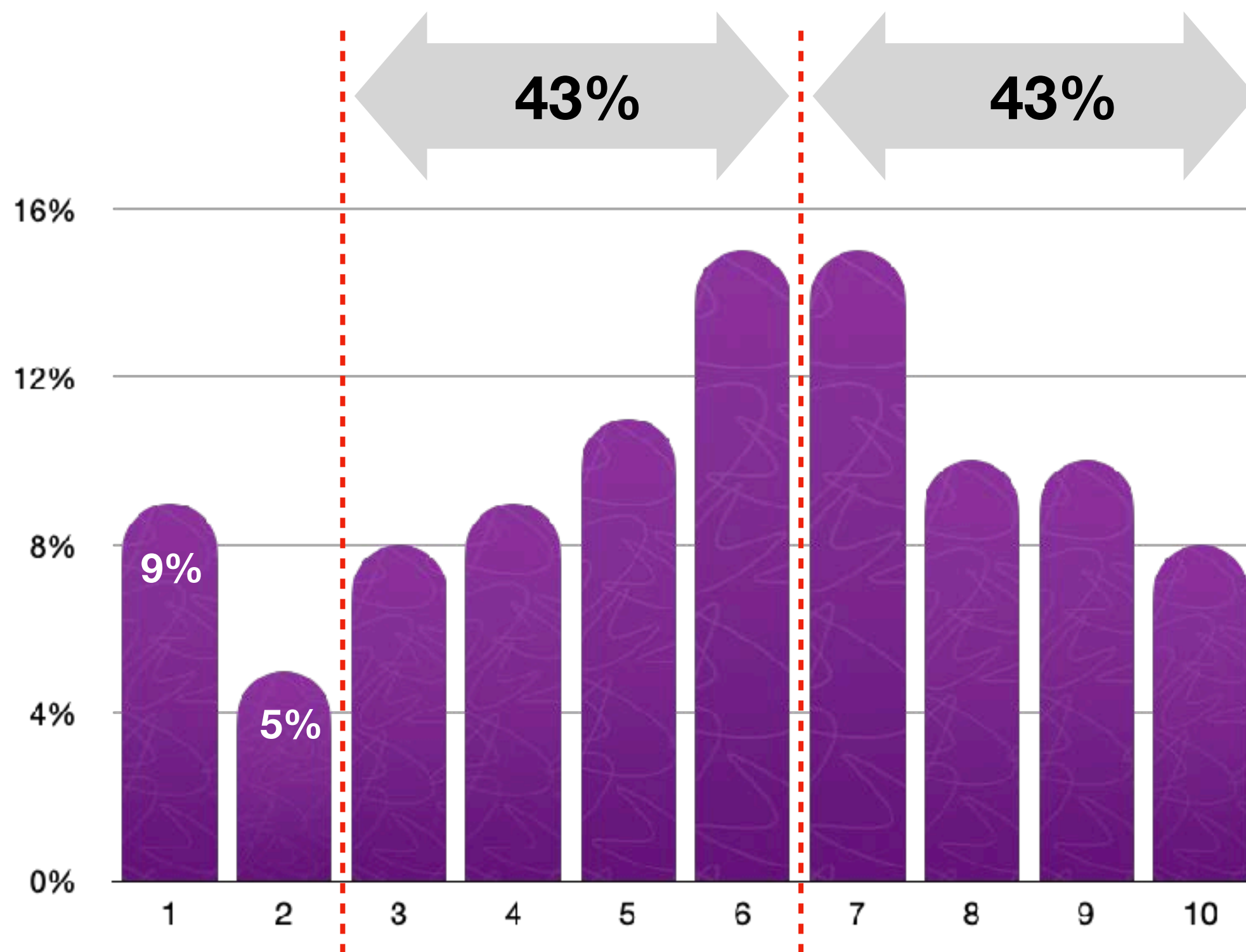




**Q4**

**Regular conducted team-building activities to foster collaboration is part of the work culture.**

[Response matrix: 0: No, 5: Possibly, 10: Absolutely ]



“ While opinions on the impact of team-building activities on fostering collaboration may differ, the data highlights the importance of considering various perspectives and tailoring these activities to suit your organisation's unique needs.

Use the insights gained from the study, you can take proactive steps to cultivate a collaborative work culture that drives productivity and success.

**Power of Team-Building Activities: The True Impact on Work Culture**

Fostering collaboration and teamwork has always been essential for organizations aiming to achieve success. More so today than ever before.

**Unveiling the Answer Data:**

The results from the quiz responses indicate a diverse range of opinions regarding the impact of team-building activities on fostering collaboration.

**1. High Skepticism:**

9% of respondents believe that team-building activities do not significantly contribute to collaboration. This suggests that there may be individuals who question the effectiveness or relevance of such activities in their work environment, potentially due to past negative experiences or a lack of understanding of their purpose.

**2. Moderate Doubt:**

5% of respondents rated team-building activities with a score of 2 out of 10, indicating a relatively low level of belief in their collaborative benefits. This group may have reservations about the effectiveness of these activities, but still acknowledge some potential value.

**3. Mixed Opinions:**

A significant portion of respondents (43% in total) rated team-building activities between 3 and 6 out of 10. This implies that while they recognize some degree of positive impact, they remain uncertain about the extent to which these activities foster collaboration.

**4. Positive Outlook:**

Less than half of respondents (43% in total) rated team-building activities with a score between 7 and 10. This indicates a prevailing belief that such activities play a crucial role in enhancing collaboration within their organizations.

**Insights and Analysis:**

The diverse range of responses reflects the complexity and subjective nature of team-building activities and their integration into work culture. While some individuals are skeptical or unsure about their effectiveness, a significant number recognise the positive impact they can have on fostering collaboration.

“ It is important to note that the effectiveness of team-building activities depends on various factors. These include the design and execution of the activities, alignment with organisational goals, and the willingness of employees to actively participate and embrace the intended outcomes.

Furthermore, team-building activities should not be viewed as standalone solutions. They should be supported by a conducive work environment, open communication channels, and a leadership commitment to fostering collaboration.

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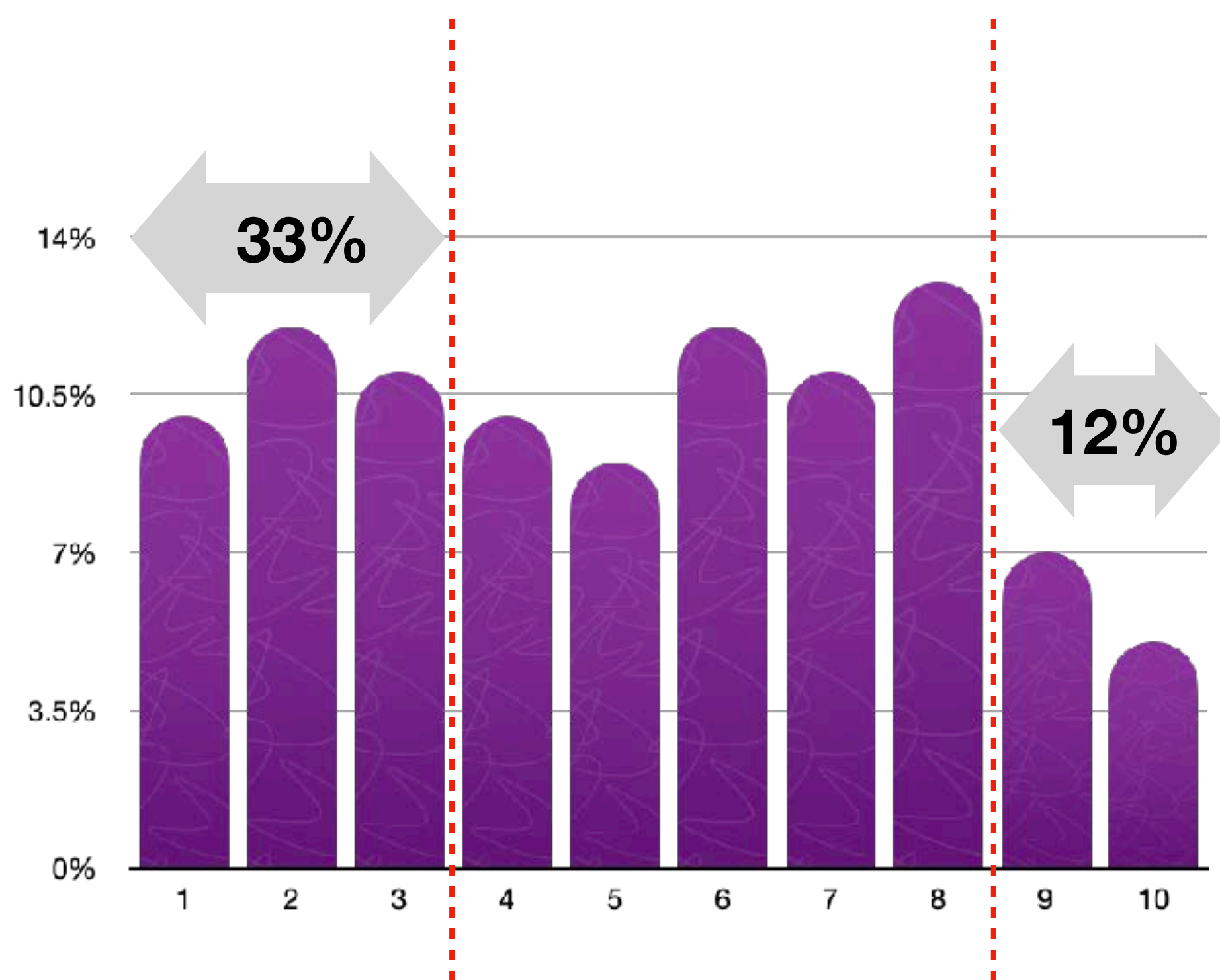




**Q5**

The workplace has sufficient ergonomic furniture and equipment to support employee well-being and productivity.

[Response matrix: 0: No, 5: Possibly, 10: Absolutely ]



**Unlocking the Ergonomic Potential:  
A Deep Dive into Preferences**

In today's work environment, users understand reasonably well the importance of ergonomic furniture and equipment.

**Analysis of the Data:**

Out of collected data set, only a mere **12%** (responses of 9 and 10) believed that their workplace had sufficient ergonomic furniture and equipment to support employee well-being and productivity. This is a strikingly low figure that highlights a widespread concern among employees.

The remaining responses show a diverse range of opinions, with no single rating dominating the results. Scores of 1, 2, and 3 together accounted for **33%** of the responses, indicating a significant dissatisfaction with the existing ergonomic provisions.

Overall, it is essential to note that even these ratings fall short of the ideal.

**Insights and Implications:**

The results indicate that there is a pressing need to prioritise and invest in ergonomic furniture and equipment to support their employees' well-being and productivity. A lack of adequate ergonomic provisions can lead to various issues, including discomfort, musculoskeletal disorders, decreased job satisfaction, and ultimately, diminished performance and output.

Organisations must recognise that investing in ergonomic solutions not only benefits the employees but also contributes to higher engagement, reduced absenteeism, and increased overall productivity.

“ By addressing ergonomic concerns, workplaces can create an environment that fosters physical and mental well-being, leading to a happier, healthier, and more efficient workforce.

**Making sure that the intend of the provisions is understood is also key to elevate staff and office users psychological satisfaction that their wellbeing is given importance and recognition.**

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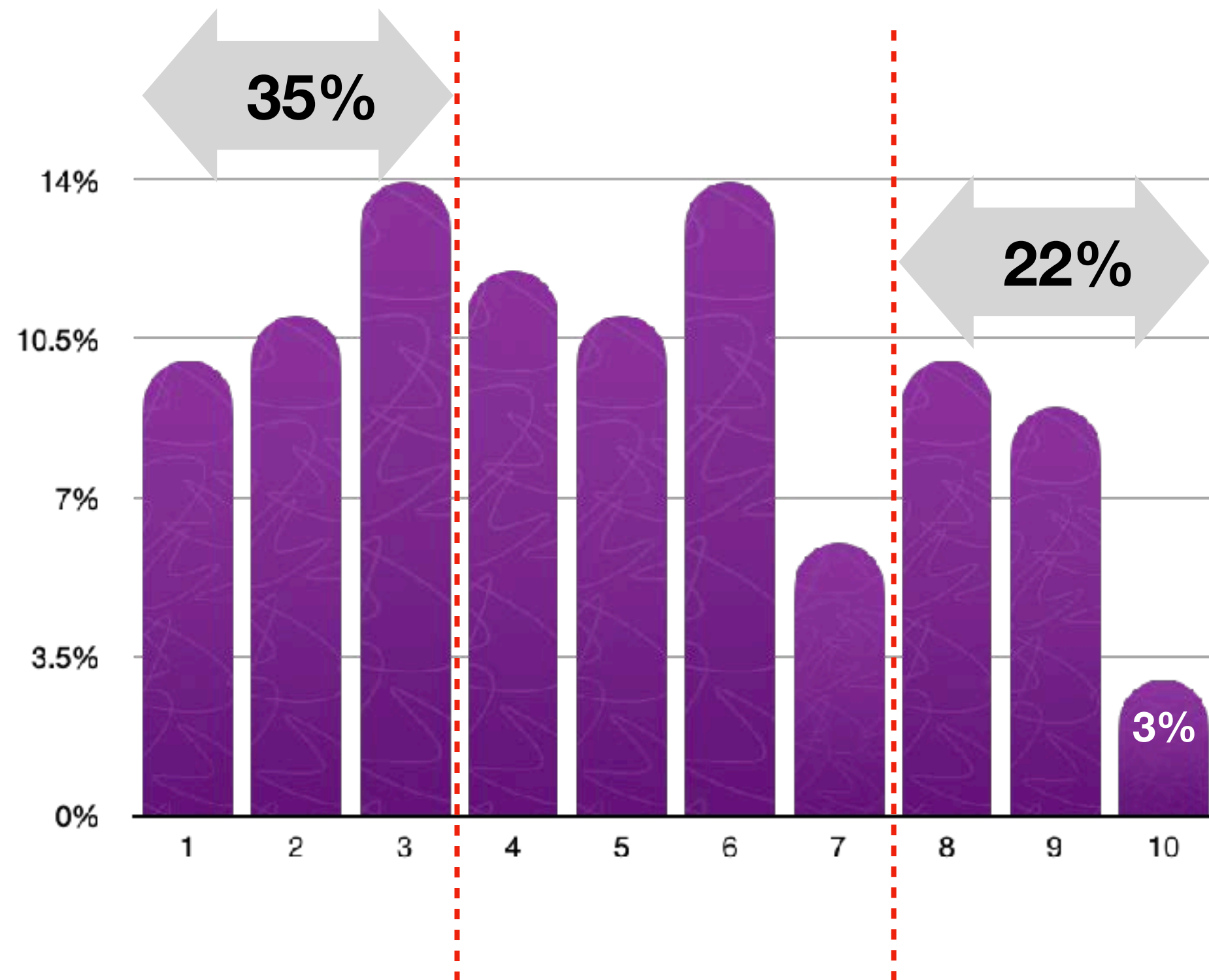
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**Q6**

**There is sufficient variety of collaborative spaces (e.g. breakout areas, lounges, or creative zones).**

[Response matrix: 0: No, 5: Possibly, 10: Absolutely ]



**The Collaborative Spaces Conundrum: Unveiling the Realities of Workplace Design**

Collaborative spaces, such as breakout areas, lounges, and creative zones, have become a popular solution to facilitate teamwork and employee engagement. However, the question arises: are these spaces truly meeting the needs and expectations of modern workers?

**Understanding the Data:**

The survey results from 141 participants yielded a diverse range of responses. While only 3% strongly believed that there was an ample variety of collaborative spaces, a significant 35% expressed discontent (rated 1 to 3) with the current offerings. It is crucial to gather insights from this data to uncover potential gaps in workplace design and address them effectively.

**Opinions and Insights:**

1. The Need for Diverse Spaces:

The data reveals a lack of satisfaction when it comes to the variety of collaborative spaces. This indicates that organizations might be falling short in providing a range of environments that cater to different workstyles and preferences. While some employees thrive in bustling communal areas, others may prefer quieter spaces to focus. Striking the right balance is key to nurturing a productive and inclusive work environment.

2. Overcoming Design Limitations:

Creating collaborative spaces within existing office layouts can be challenging. Often, organizations are constrained by limited space or budgetary constraints. However, this data serves as a reminder that investing in versatile and adaptable design solutions can have a profound impact on employee satisfaction and overall productivity. It is essential to explore creative ways to optimize the available space and make it conducive to collaboration.

3. The Power of Employee Involvement:

To truly understand the needs of the workforce, involving employees in the design process can be invaluable. Conducting surveys, focus groups, or seeking suggestions can provide valuable insights into the specific collaborative spaces employees desire. By involving employees, organizations can foster a sense of ownership and empowerment, ultimately leading to greater satisfaction and engagement.

“ A well-designed workplace can be an essential catalyst for success in today's competitive business landscape.

**Tune the provision to the feedback given by the end-users.**

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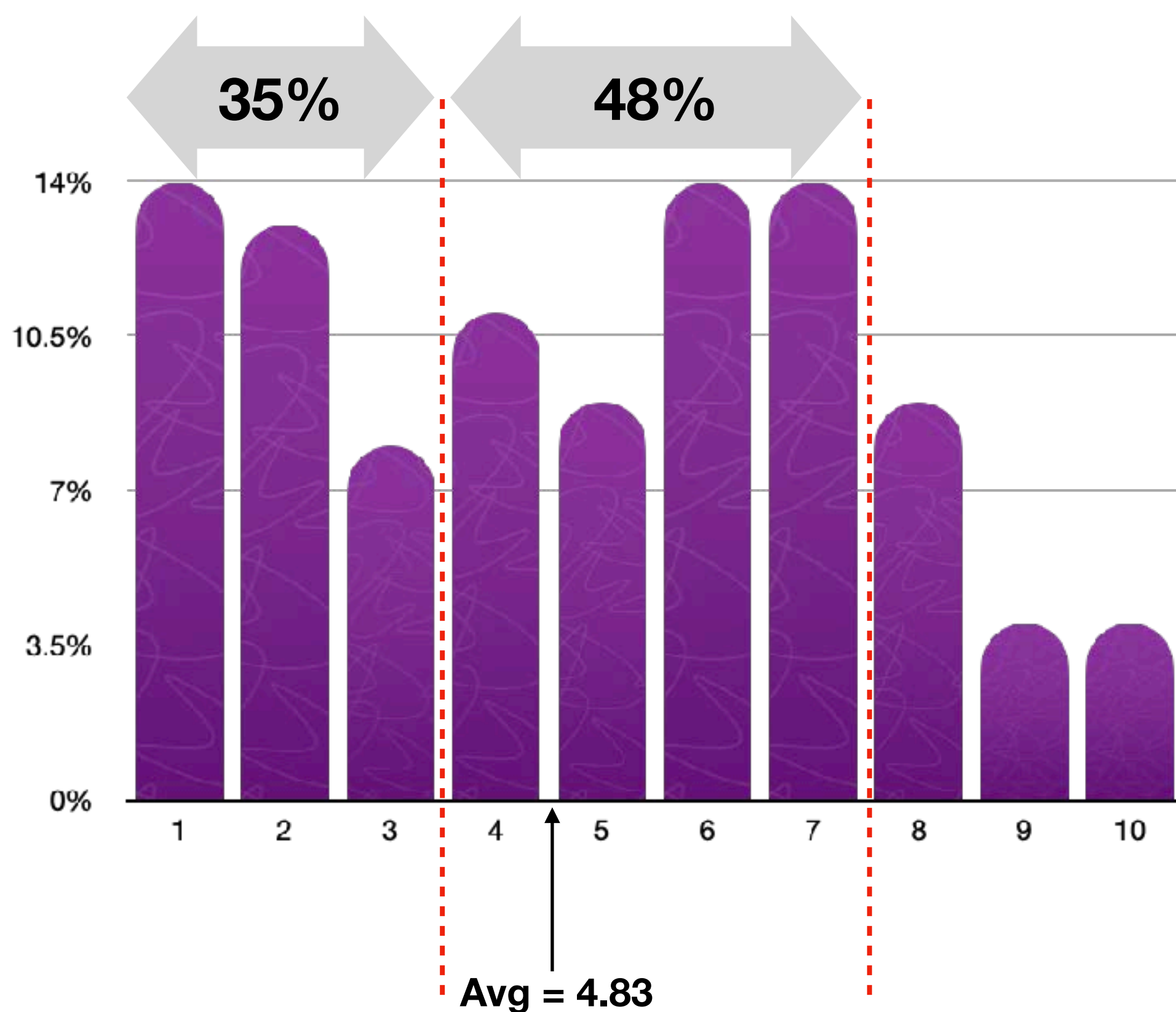




### Q7

The workplace layout is flexible and adaptable to different work styles and tasks.

[Response matrix: 0: No, 5: Possibly, 10: Absolutely ]



## Embracing Workplace Layout Flexibility

Organisations are increasingly recognising the importance of creating flexible and adaptable work environments. Our question aimed to gauge individuals' perceptions regarding the flexibility and adaptability of their workplace layout.

### Understanding the Data:

The results indicate that while a significant portion of respondents (14%) believe their workplace layout is not flexible or adaptable.

Almost half of participants (48%) rated their workplace between 4 and 7 on the flexibility scale. This suggests that there is room for improvement to maximise the benefits of a flexible work environment that can be perceived positively by individuals.

Also worth noting is that the overall average rating is **4.83** (less than 5).

### Key Insights:

#### 1. Flexibility Boosts Productivity:

The data suggests that a workplace layout that accommodates different work styles and tasks positively impacts productivity. Employees who have the freedom to choose their work setting based on their preferences and needs are more likely to feel motivated and engaged. Organizations should consider adopting flexible layouts to enhance productivity and overall job satisfaction.

#### 2. Importance of Customization:

The varying distribution of responses highlights the diverse nature of work preferences among employees. Therefore, a one-size-fits-all approach may not be suitable when designing workspaces. Employers should aim to provide options for customization and personalization to meet the unique needs of individuals or teams.

#### 3. The Role of Communication and Collaboration:

While flexibility is important, it should not come at the expense of effective communication and collaboration. Balancing individual workstations with common areas that facilitate interaction is crucial for fostering teamwork and innovation. Striking the right balance between privacy and collaboration is essential for a successful flexible workplace design.

“ **Encouraging Workplace Transformation:** By understanding your workplace preferences of individuals and teams, and comparing them with the collected data, you can gain valuable insights into your work environment and contribute to the ongoing conversation about designing efficient and employee-centric workplaces.

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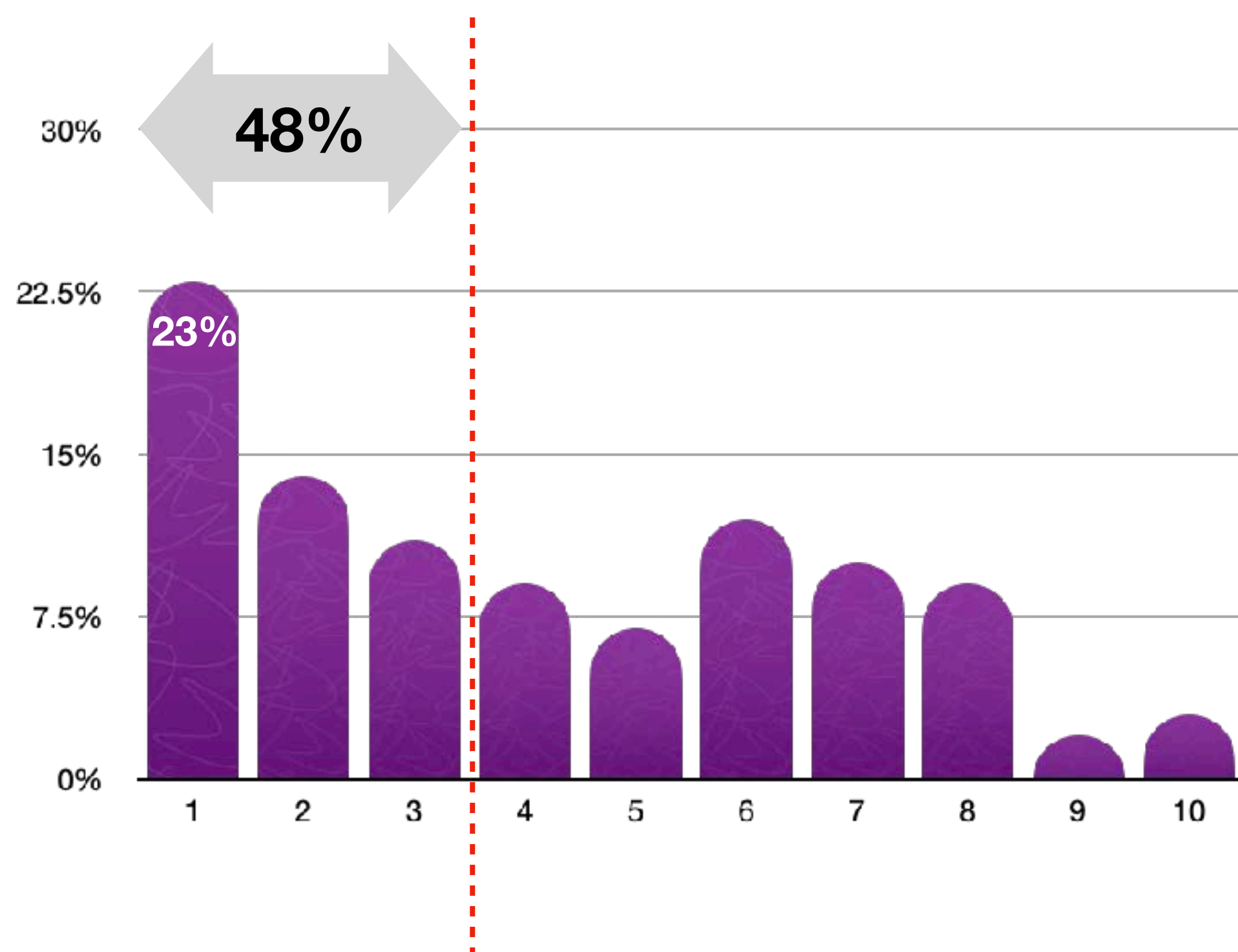




**Q8**

**There are designated quiet areas for focused work and concentration.**

[Response matrix: 0: No, 5: Possibly, 10: Absolutely]



“ The quest for quiet in the modern workplace remains a pressing matter.

**It must be well balanced with spaces from the other end of the spectrum so there is variety and also good attuned balance for the team.**

**The Elusive Quest for Quiet: Unveiling the Need for Focused Workspaces**

Finding moments of quiet and focused work can seem like an insurmountable challenge. The question arises: are designated quiet areas for focused work and concentration a priority?

**The Quest for Quiet:**

According to the data collected, it appears that a significant percentage (23%) believes that there are no designated quiet areas for focused work and concentration in their workplaces. Almost half (48%) of all respondents rated 1 to 3, indicated their disagreement to the statement, which means that there is very low level of provision for designated quiet areas.

This finding suggests that a substantial number of individuals may be struggling to find an environment conducive to deep concentration and uninterrupted productivity.

**The Impact of Noise:**

Studies have shown that excessive noise levels in the workplace can have detrimental effects on employee well-being and overall job performance. Noise distractions can lead to increased stress, reduced focus, and decreased productivity. As organisations strive to optimise their work environments, it becomes crucial to acknowledge the significance of quiet spaces that foster concentration and focused work.

**The Balance Between Collaboration and Solitude:**

While collaboration and teamwork are highly valued in many workplaces, it is equally essential to recognise the need for solitude and focused work. Although the post-pandemic trend of workplace provision shifted more towards non-solo types, there is still a need for quiet zones subject to the workflow norms based on respective industry inclinations.

Striking a balance between the two can be a challenge, but it is crucial for organisations to create environments that support both collaboration and individual productivity.

**Possible implementing measures worth considering can include:**

1. Establishing designated quiet spaces:

Organisations can allocate specific areas or rooms where employees can retreat for focused work without distractions or interruptions.

2. Implementing flexible work arrangements:

Offering flexible work options, such as remote work or flexible hours, can empower employees to choose environments that suit their individual preferences for concentration.

3. Promoting awareness and respect:

Encourage a workplace culture that values concentration and respects the need for quiet. Educate employees on the importance of concentration and provide guidelines on minimising noise distractions.

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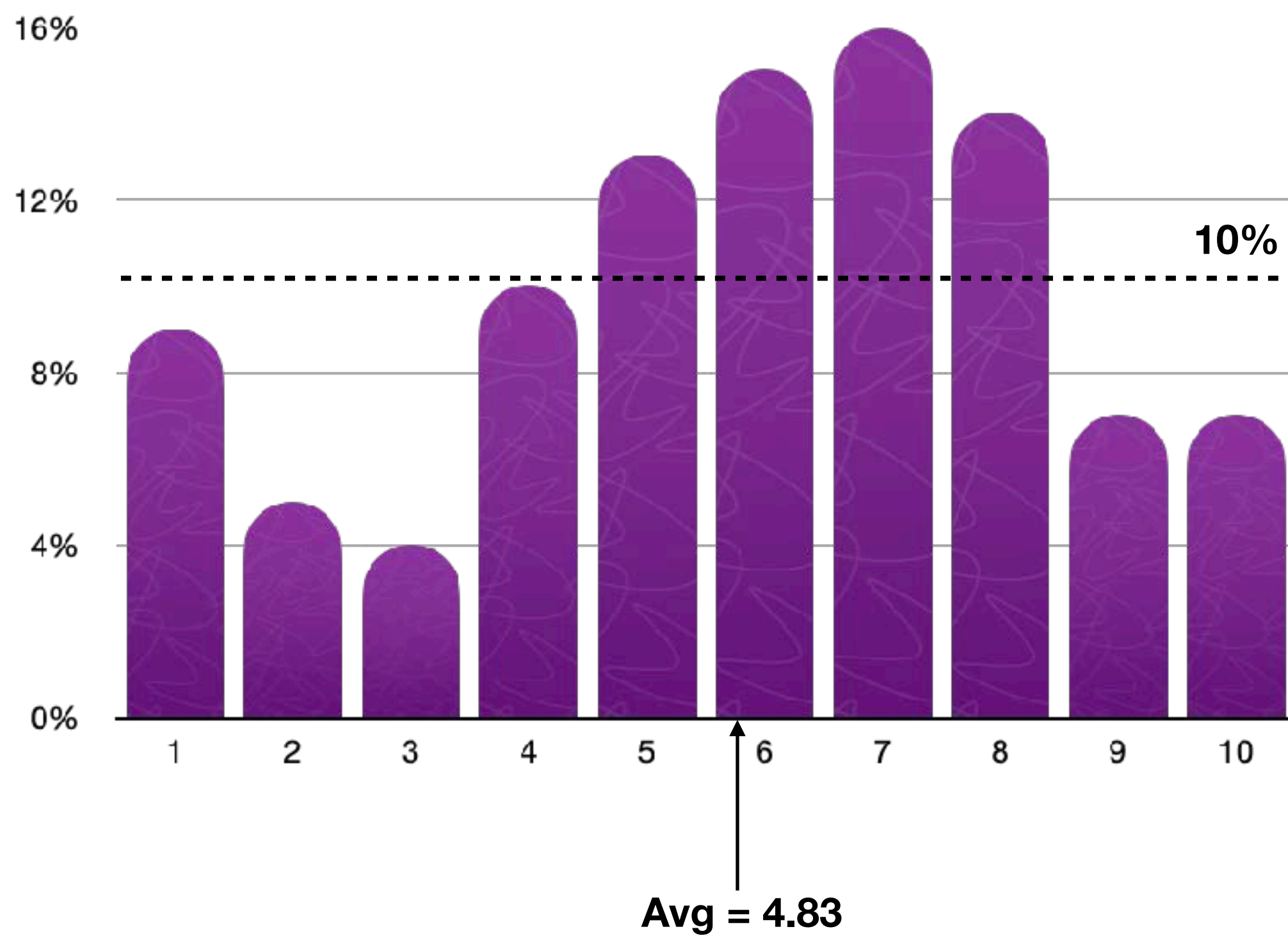
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**Q9**

**The type of materials used in the office design makes me feel mentally at ease.**

[Response matrix: 0: No, 5: Possibly, 10: Absolutely]



**The Impact of Office Design on Mental Well-being: The Collective Perception**

Office design plays a significant role in shaping our overall experience at work. From the choice of materials to the layout, these aspects can greatly influence our mental well-being and productivity. In this question, we asked participants to rate how the materials used in office design made them feel mentally at ease.

**Unveiling the Numbers:**

The distribution of responses varied across the spectrum. Overall, the responses are uniform, with an average rating of 5.83, slightly higher than the mean.

The data reveals a diverse range of opinions when it comes to the impact of office design materials on mental well-being. While 13% of participants expressed a neutral stance (rating 5), a significant 16% indicated feeling mentally at ease (rating 7). On the other hand, a combined total of 28% of respondents (ratings 1-4) felt that the materials used in office design did not contribute to their mental well-being.

**Insights and Analysis:**

**1. The Power of Office Design:**

While the responses were spread across the scale, it is noteworthy that the majority of participants did feel some level of influence from office design materials on their mental well-being. This highlights the importance of carefully considering the materials used to create an environment that nurtures employee happiness and performance.

**2. Individual Preferences:**

The results indicate that individual preferences and perceptions regarding office design materials vary significantly. What may be soothing for some individuals might not have the same effect on others. This suggests that a one-size-fits-all approach may not be effective when it comes to office design. Customization and personalization could be key factors in creating an environment that appeals to diverse employee needs.

**3. Room for Improvement:**

The relatively low percentages for the extreme ends of the scale (1 and 10) indicate that there is room for improvement in office design practices. Organisations should strive to create workplaces that elicit a higher level of positive emotional response, helping employees feel truly at ease and engaged in their work.

“ While individual preferences vary, it is clear that the right office design can contribute to a more positive and productive work environment.

By understanding these nuances, organisations can tailor their workplaces to better suit the needs of their employees, promoting overall happiness and well-being.

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“ Focus on your staff’s wellbeing and also demonstrate actively that you do.

Use actions as well as words.  
Walk and also talk. Both.

If you find this report interesting, and would like to know more about how a similar approach can help you gain deep insights for your organisation, the team, or to your property/ assets,

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I would be most pleased to be involved in your project. To understand your matter and collaboratively invest our attention to take steps that has profound positive impact to the people you serve or manage.

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