

# workplace the state of research & trends

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# Issues with Workplace Research

1. Case studies are anecdotal and focus on success stories.
2. The real impact of buildings on people is not quantitative enough.
3. The workspace is complex and research about it is too simplistic.
4. Productivity is hard to measure.
5. Occupant satisfaction is subjective.
6. There is real life data available.

We think it's time to come clean... **there is a significant gap in the workplace field when it comes to true research, especially in the corporate market.**

# HOWEVER

Here is our latest list of **top ten workplace research findings** that may surprise you!



# Workplace trends

## 1

**Top talent is shrinking.** Many large economies — including China, Japan, and the U.S. — face talent shortages as their workforce age and shrink.



# Workplace trends

## 2

Employee engagement matters.

13%

19%

2-1



## Workplace trends

# 3

**Remote work is on the rise.**

# 1/3

of employees are working remotely at any given time

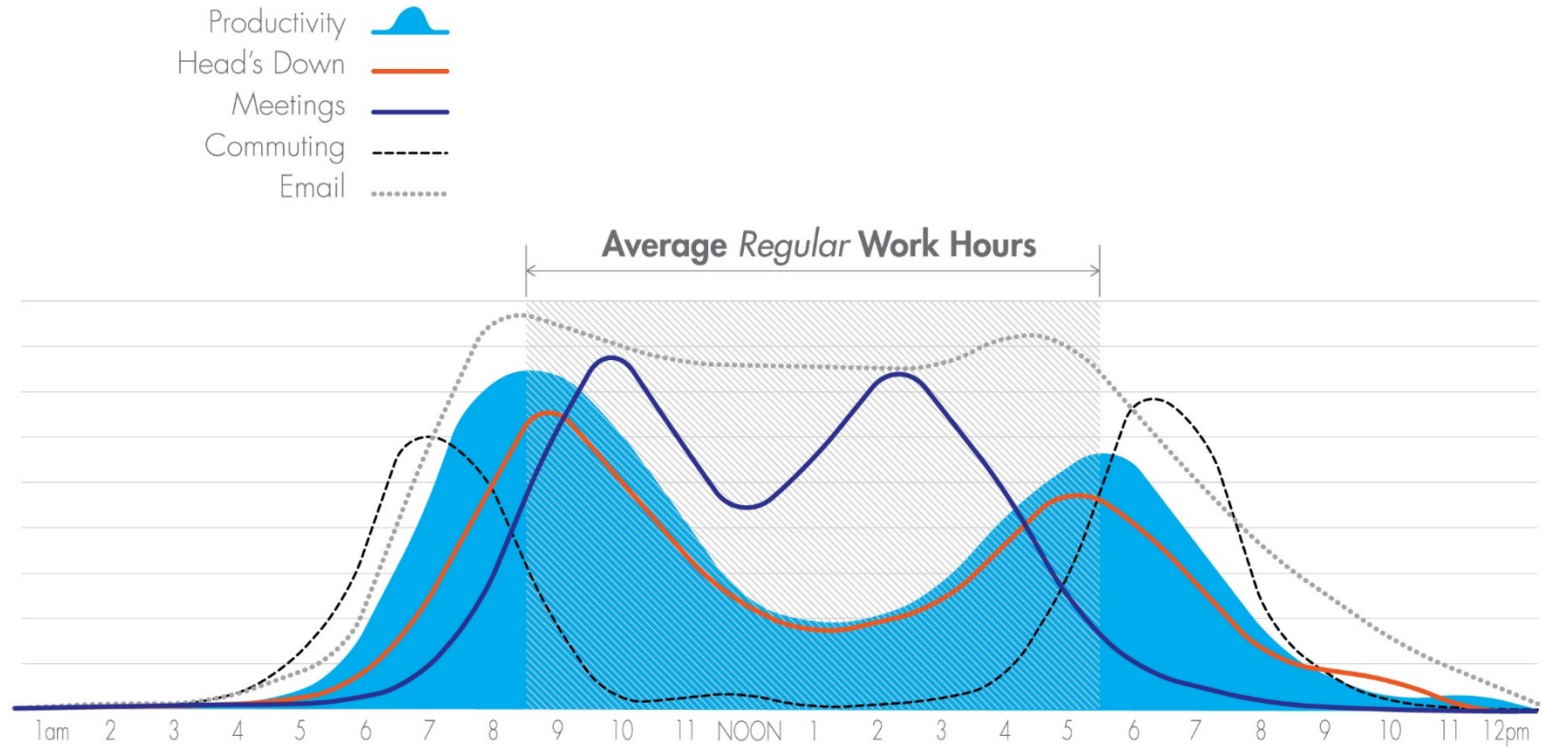
# 30% - 40%

Individual workspace utilization



# THE DISSOLUTION OF TRADITIONAL WORKPLACES

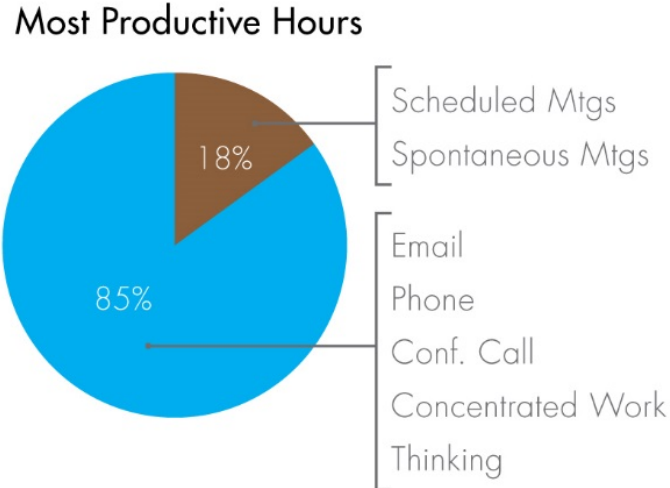
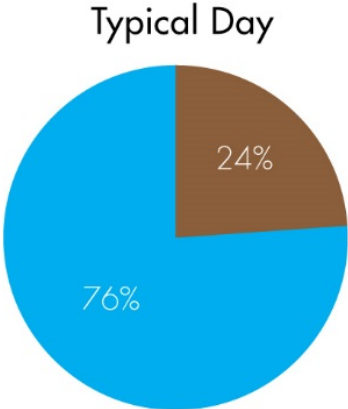
# The average workday looks like this





# When do we have to be in the office?

- Solo work and virtual collaboration
- In person collaboration

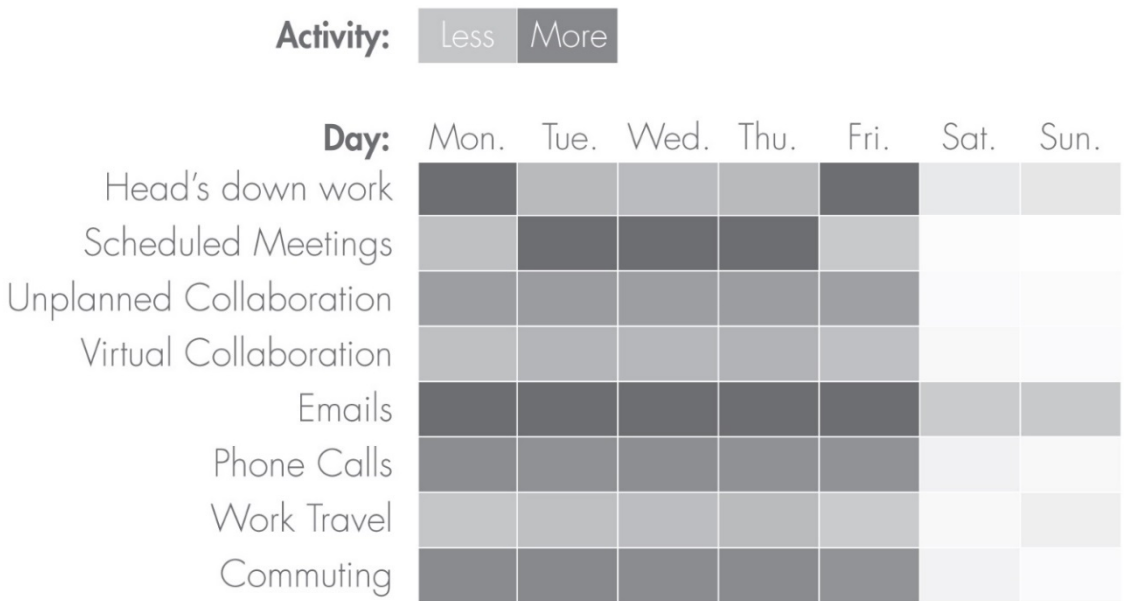


76%

OF THE WORK PERFORMED  
ON A TYPICAL DAY IS SOLO  
OR VIRTUAL ...

**WORK THAT COULD BE  
DONE ANYWHERE**

# The average work week looks like this



**MONDAYS** ARE FOR PLANNING

**FRIDAYS** ARE FOR CLEANUP

MEETINGS ARE **MID-WEEK**

IT'S NOT A MATTER OF "EITHER/OR"  
BUT **"BOTH/AND"**

PEOPLE WANT CHOICE

## Workplace trends

# 4

**Flexible work positively impacts engagement and satisfaction..**

**10%**

of employees with low access to flexibility are engaged

**71%**

of employees with high flexibility are unlikely to look for a new job



# Workplace trends

## 5

**Activity-based work settings are on the rise.**

One size does NOT fit all.



## Workplace trends

# 6

**Buildings can dramatically increase and decrease productivity.**



**+12.5** percent (improved performance) and  
**-17** percent (hampered performance)



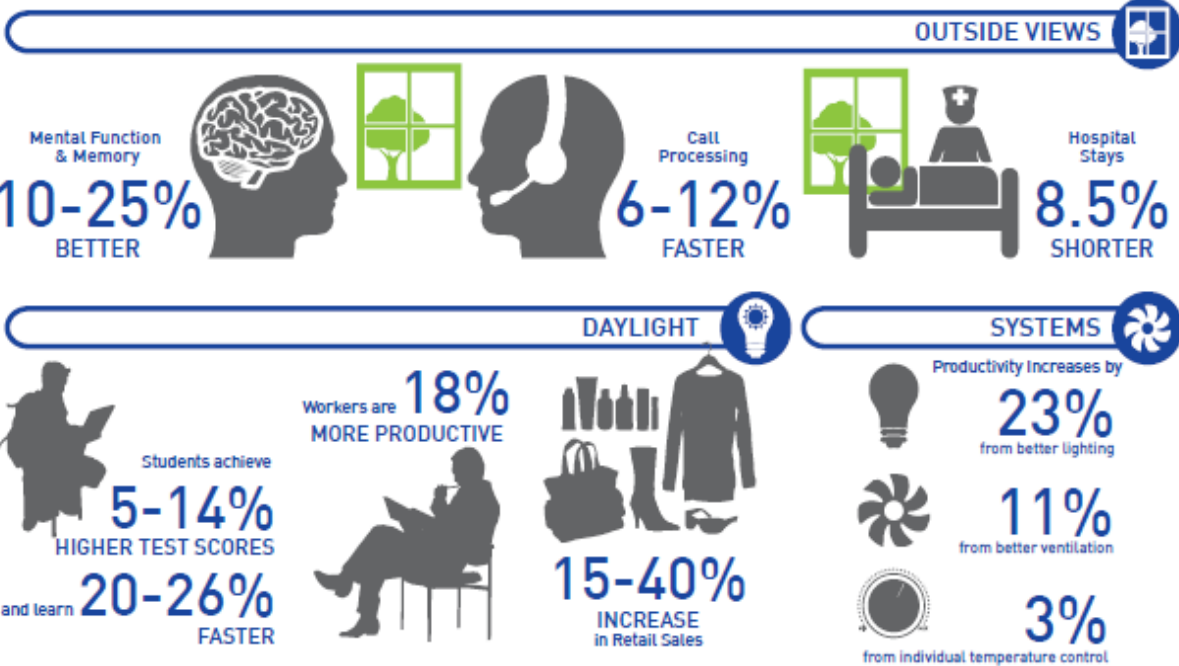
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**[30%]** – overall range



# Workplace trends

## 7 Daylight really matters.



**Figure 11**  
*Net present value analysis of the operational cost and productivity and health benefits of LEED certified buildings*



***91% of respondents believe the quality of the work environment is important to their health and well being.*** (source: Rio Tinto Workplace Study, n: 211, Salt Lake City, UT)

## Workplace trends

**8** Investment in acoustics is worthwhile.

**+27%**

Improvement in productivity for complex tasks

**+38%**

Improvement in productivity for simple tasks



# THE BIG SQUEEZE



## Workplace trends

**9** People are the most important metric.

**90% +**

human resources as % of a company's operating costs

**1:10:100**

A 2% to 5% increase in staff performance can cover the total cost of providing for their accommodation.



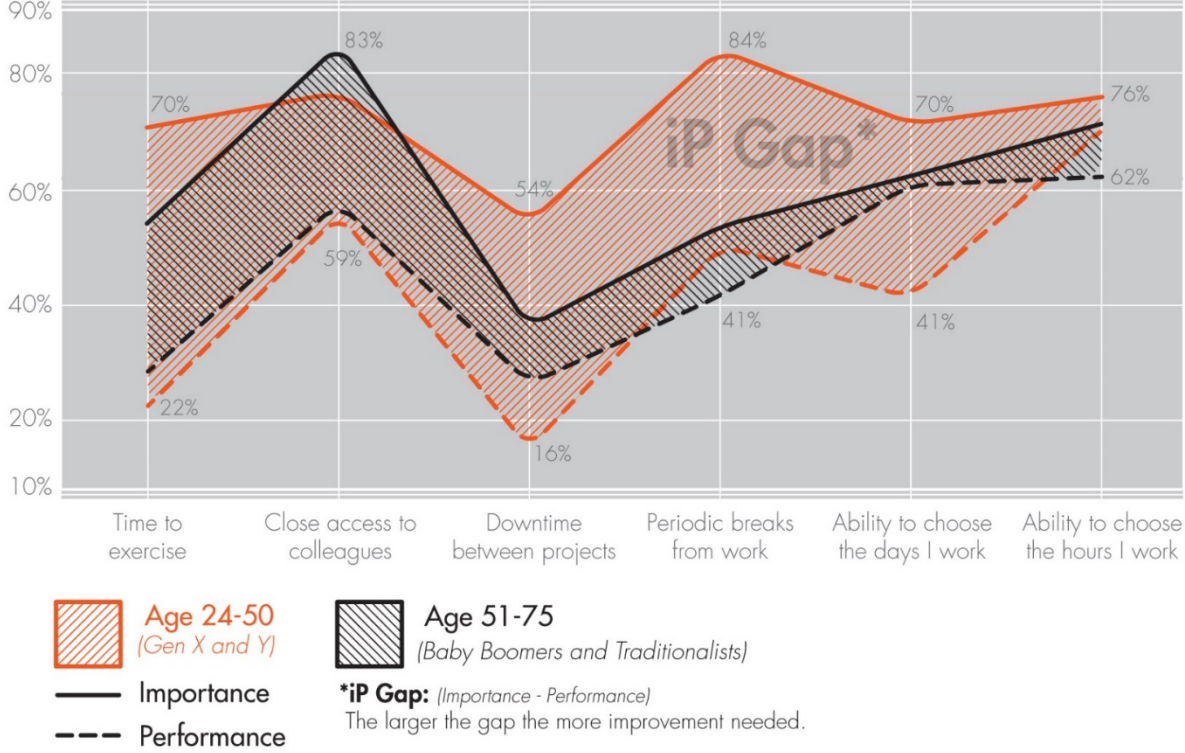
***For each 15% increase in workplace satisfaction, a 1-4% increase in productivity can be achieved.***

(source: Centerline: Measuring Productivity, Center for Built Environment, Berkeley, 2012)

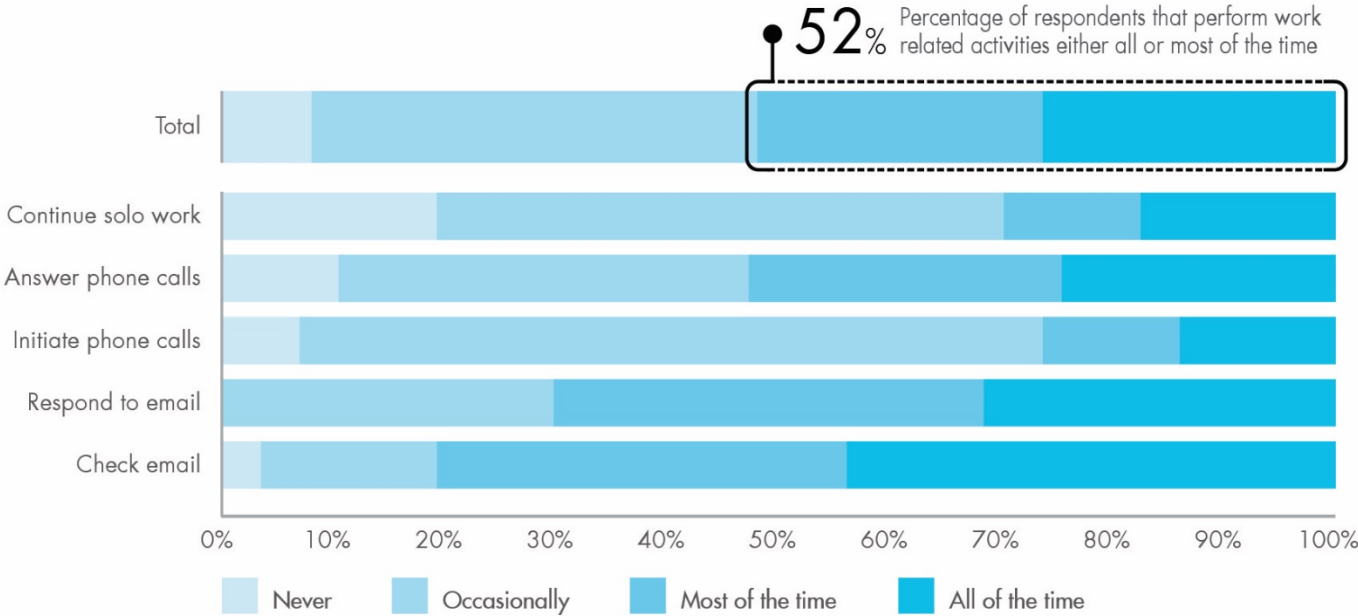
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# Priorities differ by generation



# Everyone wants/needs more downtime





WHAT IF WE INCORPORATED  
**MORE SOURCES OF  
INSPIRATION AND  
RELAXATION**  
INTO OUR OFFICE LANDSCAPE?











• Special Single	2. <sup>25</sup>
• Cold Brewed	
• Single Espresso	2. <sup>25</sup>
• Double Espresso	3. <sup>25</sup>
• Macchiato	3. <sup>75</sup>
• Cappuccino	4. <sup>00</sup>
• Americano	3. <sup>75</sup>
• Latte	4. <sup>00</sup>
• Mocha	4. <sup>50</sup>
• Hot Tazo Tea	2. <sup>00</sup>
• Iced Tea	
• Hot Chocolate	4. <sup>00</sup>
≡ Pricing Includes Tax ≡	





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THESE SPACES WOULD BECOME  
AN **INTEGRAL** AND  
**ESSENTIAL** PART OF THE  
OFFICE LANDSCAPE

# CHOICE MEANS **OPPORTUNITY**

**ENHANCE** your role as service provider

**PROMOTE** the right products at the right time

**EXPAND** your product offering in key areas

**HOW** DO WE GET THERE?

## Workplace trends

# 10

Change management can dramatically impact project success.

Prosci's benchmarking studies show that projects effectively applying change management are

**6x** more likely to meet their project objectives .



thank you

For more workplace trends or research visit:

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questions?



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