

JACOBS KNOWLEDGE-DRIVEN DESIGN:

Workplace Health and Wellness through Choice and Control

Our client is a healthcare solutions company with core values of employee wellness, collegiality and innovation. Drivers were to increase space efficiency and flexibility, and resolve challenges of their one-size-fits-all open plan. Our solution provided a wider range of work settings with different degrees of openness and privacy to address their diverse work styles, activities and frequent business change by empowering employees with workplace choices and mobility. Post occupancy evaluation results showed improvements in work and wellness support as well as space efficiency.

Jacobs design research (2018) and post occupancy evaluation data, show projects which improve individual control over workplace experience result in higher wellness, engagement and performance success metrics. Choices of places for focused and collaborative work empower people to optimize their workplace experience. Stress is reduced by increasing control over distractions and privacy, and through improved opportunities and places to collaborate and socialize, consistent with environment-behavior research (Veitch, 2011; Augustin, 2017).

Improvement

+17% for Space Efficiency

+46% for Collaboration

+35% for Focus

+32% for Socialization

Post occupancy evaluation of choice-based design

Personal Control is the Key to Wellness

Work Setting
Variety

+

Choice and
Mobility

=

User
Experience

Health/Wellness

Engagement

Performance

Jacobs Livable Density research

References:
 Jacobs, *Livable Density: How Dense is TOO Dense?* (2018)
 J. Veitch, *Workplace Design Contributions to Mental Health and Well-Being* (2011)
 S. Augustin, *Control by Design, Research Design Connections* (2017)