

Working Wellbeing

INVEST IN HELPING EMPLOYEES
BE THEIR BEST SELVES.



Creating a functional work environment that allows employees to do their job is table stakes. In order to attract and retain top talent, you need to invest in engaging and energizing your employees—as well as helping them sustain productive and happy employment.

64% of employers believe that keeping employees healthy should be one of the top goals of a company's benefits program.

— ONE MEDICAL



WELLBEING IN THE
WORKPLACE HAS
SUPERPOWERS

Autodesk, San Francisco, CA

IN THE PAST, WE MEASURED
EMPLOYEE SATISFACTION.

*Today, we measure
employee happiness.*

By investing in your environment and creating programs that support the wellbeing of your people, you can lay the groundwork for more productivity, greater innovation, and a competitive edge.

THE WELLBEING OF
YOUR EMPLOYEES ISN'T A
PROGRAM OR CHECKLIST...



It's a business strategy aimed at increasing employee productivity, enhancing engagement, and improving overall health and happiness in the workplace.

Like any good business strategy, it's ongoing, targeted, and essential to what defines your organization and its success.

We listened. We learned.

Best Practices

Our clients are more interested in putting best practices in place and a system for continuous improvement rather than getting certificates and recertification.

Barriers of non-believers

According to the Global Wellness Institute, 3 out of 4 employees perceive their companies' wellness programs as being about bottom line rather than employee health.

Employee Emphasis

Today's wellness models are primarily focused on spatial requirements and missing a greater emphasis on the employee.

Working wellbeing looks at both individual and organizational wellbeing

Purpose driven

Part of the community

Dynamic culture

Make a difference



..... Healthy + happy

..... Part of something bigger than myself

..... Empowered + autonomous

..... Focused + fulfilled

As a result, we've developed a holistic wellbeing model, WorkWell, which incorporates eight dimensions tailored to your company's culture and is designed to enhance emotional, physical, and mental wellbeing.



Get Physical

Workplaces that encourage increased physical activity reduce sickness absences and boost productivity. But physical activity is just one piece of the puzzle. Organizations that balance physical activity with nutrition, medical self-care, and ergonomics go even further in improving the health of their employees.



91% of employees would engage in healthier behavior if they were rewarded.

— WELLTOK



Dressbarn, Mahwah, NJ



Connect with Nature

Nature quiets the mind and helps us focus. That's why views to nature are so important: They heal, soothe, and restore. They reduce anger, fear, and stress. They energize and provide a sense of meaningfulness. And they refresh and prepare us for new tasks.



People exposed to nature show a boost in their performance on creative problem-solving by 50%.

— BUSINESS INSIDER

Plan Responsibly

Planning for the future helps us feel better about today. That's why companies that help their people manage their health, finances, and resources have employees that are better prepared, less stressed, and more productive.



87% of employees desire financial education from their employer.

— EMPLOYEE FINANCIAL EDUCATION DIVISION





Be Mindful

Many people think of mindfulness as taking a weekend retreat to connect with nature through chanting. But it can be as simple as a reminder to pause, take a breath, and move on with your day. Respite from mental and visual busyness often results in more creative and focused employees. Mindfulness strategies result in the enhancement of resilience, emotional intelligence, empathy, creativity, and mental focus.



75% of employers ranked stress as their top health + productivity concern.

— WILLIS TOWERS WATSON

Enrich Relationships

Business is about the relationships we hold and how we foster them. Wellbeing is no different. Companies that develop programs and design spaces to connect people to the larger workplace community help their employees thrive both personally and professionally, resulting in improved business performance. Building quality relationships with coworkers improves teamwork, employee morale, retention rates, and productivity.



54% of employees say a strong sense of community keeps them at their company. — GUSTO



Etsy HQ, New York, NY



Spark New Ideas

Innovation and creativity are critical skills for achieving business success. They enable problem solving and help sharpen a company's competitive edge. By creating inclusive, collaborative and diverse environments, organizations can harness human potential by sparking new thinking.



Companies with healthy and happy employees are 2x more innovative.

— GENSLER U.S. WORKPLACE SURVEY 2016

Have Purpose

A strong sense of purpose isn't just good for morale, it's good for business. Whether used as a strategic starting point, a product differentiator, or an organic attractor for customers, purpose rallies the troops behind a shared goal, gives meaning to exercise, and shapes individual approaches to different jobs. Finding and voicing your purpose is a powerful and necessary pillar in creating a strong, sustainable, and scalable culture.



91% of companies that have a strong sense of purpose have a history of strong financial performance.

— DELOITTE





Impact Community

Corporate giving and employee volunteering are certainly commendable. But to have a deeper and longer-lasting effect on communities, companies should make social impact integral to their operations. Not only will such an approach create better outcomes for communities, it will also solidify bonds between employees.



81% of employees who work together to enrich their communities said it strengthens their relationship among colleagues and develops their people and teamwork skills.

Wellbeing is a win-win for both employees and employers.

When individual and organizational wellbeing is an ongoing dialogue, both sides thrive. Our approach not only enables such a dialogue but also makes wellbeing part of your organization's DNA.

	STUDY IT!	THINK IT!	LAUNCH IT!	LEARN + IMPROVE IT!
OBJECTIVE	To gain a deep understanding of your organizations business and wellbeing goals as well as determine overall readiness for working wellbeing.	To develop a strategy that's best suited for your organization based on a cultural assessment and desired outcomes.	To launch and rollout your unique wellbeing strategy as well as gather key success metrics.	To learn from existing wellbeing strategies and leverage momentum for ongoing wellbeing.
GENSLER TOOLS & RESOURCES	<ul style="list-style-type: none"> • Visioning session • Needs assessment scorecard • Readiness assessment scorecard • Activity and cultural observation study • Wellbeing employee survey 	<ul style="list-style-type: none"> • Best practices • Benchmarking • Proprietary and secondary research • Gensler Wellbeing advisory committee 	<ul style="list-style-type: none"> • Trainee workbook • Wellbeing tools + templates • Communication templates • Detailed program for wellbeing activities • Launch templates 	<ul style="list-style-type: none"> • Lessons learned workshop • Best practices • Benchmarking • Activity and cultural observation study • Wellbeing employee survey
TYPICAL DELIVERABLES	<ul style="list-style-type: none"> • Key observations + findings report • Needs + readiness assessment 	<ul style="list-style-type: none"> • Wellbeing strategy + program: short and long-term goals, objectives, key activities, design solutions, and performance metrics • Launch strategy: getting started right • Wellbeing roadmap: approach on how to implement • Communication & engagement strategy 	<ul style="list-style-type: none"> • Train the trainer sessions and tools or work closely with your wellbeing committee • Launch materials + support 	<ul style="list-style-type: none"> • Key findings report • Create new baselines • Develop recommendations for moving forward • Gather + review performance and success metrics
OUTCOME	A deep understanding of what constitutes wellbeing in your organization, what it needs to be, and what it will take to get there.	A strategy that delivers both organizational and employee wellbeing.	All the tools, materials, and know-how to make it happen.	Progress report with success metrics and recommendations on how to keep the momentum going and/or take it to next level

Working wellbeing matters.



Unwellness at work costs the U.S. \$2.2 trillion annually, or 12% of GDP.

Global Wellness Institute

ORGANIZATIONAL WELLBEING

“Individual wellbeing, employee engagement, and a culture of wellbeing link to important organizational outcomes, such as productivity, health, and employee retention.”

Gallup

1 million employees



miss work each day due to workplace stress

97% of Fortune 100 companies have active wellness programs including:

- | | | |
|-----------|---------------|-------------|
| Google | General Mills | Mayo Clinic |
| Ford | Honest tea | Apple |
| Hasbro | Walmart | Zappos |
| Virgin | AT&T | HP |
| Microsoft | | Genetech |

50%

of worldwide workers don't have a connection to their company's mission or purpose

On average, the ROI for successful mental health initiatives in the workplace is **2.3**



investment

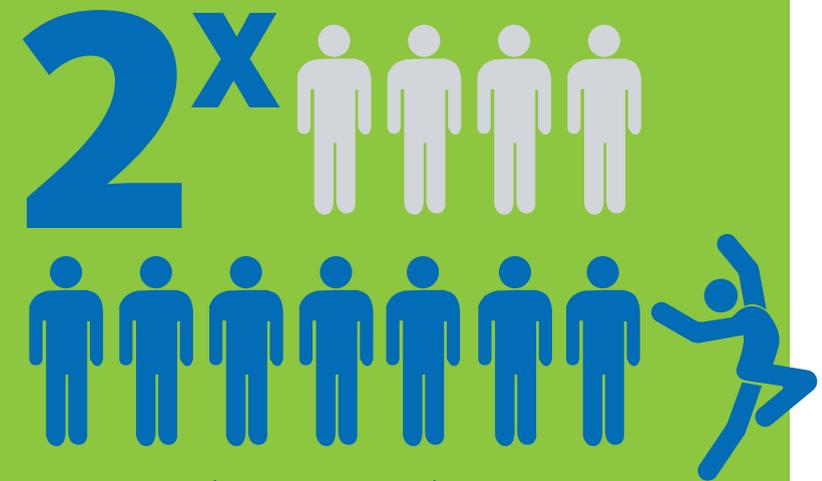
Harvard Business Review



return

WELLBEING DRIVES INNOVATION

Companies with healthy and happy employees are...



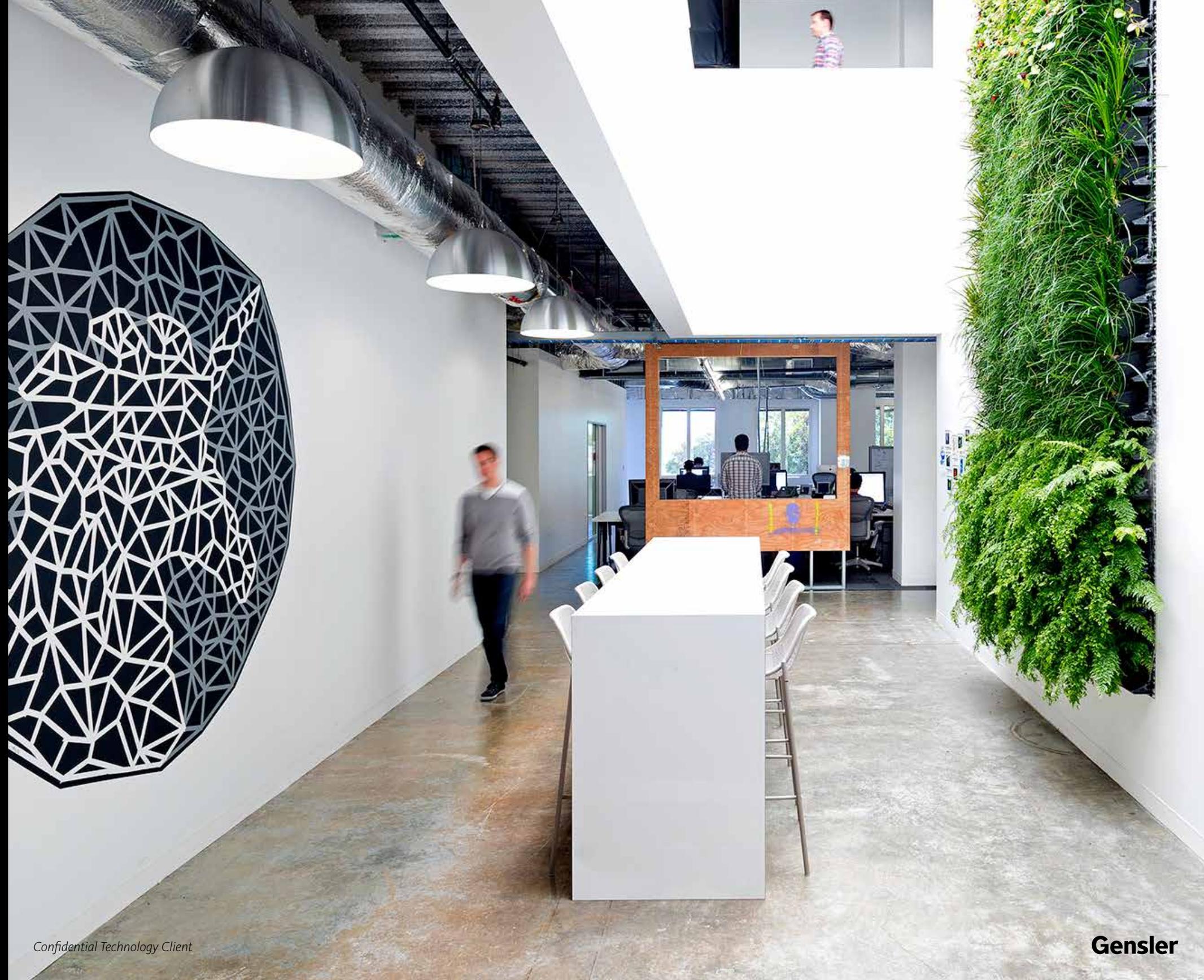
more innovative

Gensler WPS survey, 2016

Gensler improves the organizational and individual wellbeing of our clients so that their employees are their best selves every day.

“A happy and healthy workplace is the foundation for a successful business.”

— ARTHUR GENSLER





Adobe, San Jose, CA

Gensler Consulting

Our Consulting practice works closely with our Workplace designers to deepen their understanding of how employees use space, how a company's processes and goals can be facilitated by their workplace, how evolving technologies impact work styles, and how interaction within different industries can be supported to facilitate collaboration and the cross pollination that leads to innovation and improved employee engagement. Expanding on that idea, we believe in research, and value design that is performance-based and data-driven. We are educated in aesthetics, and certainly appreciate beauty, but a space that doesn't mesh with the needs of its users is a missed opportunity. To support this approach, we spend more on research than any of our peers, and engage in ongoing studies to understand the changing needs of all our client industries. Our ongoing Workplace Surveys have mapped the changes in work styles for over a decade.

Consulting Services

- Working Wellbeing
- Workplace Strategy
- Workplace User Analysis
- Organizational Strategy
- Change Management

About Gensler

Gensler believes in the power of design to positively affect people, organizations and communities on many different levels. We listen—to our clients, to their clients and employees, and to the multiple stakeholders involved in any project. Our process is interactive and truly client-centric because we know that the more collaborative we are, the more value clients gain from the power of design. For 50 years, Gensler has been a pioneer in creating great places that enhance the quality of work and life.

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