

# Employee Engagement through Workplace Design

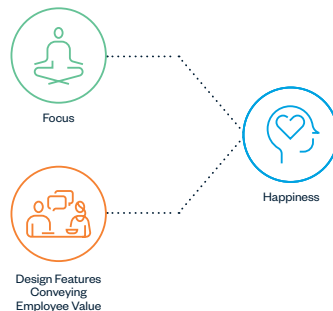


People are engaged with work for many reasons—compensation, social connections, status. Increasingly, knowledge workers are seeking meaningful experiences that enhance their creativity, problem-solving, and happiness.

Organizations that foster happiness and create spaces that nurture culture are more likely to attract and retain top talent and accomplish strategies. When employees are engaged with the organization, they feel valued and are motivated to do their best work. By providing work environments that engage employees, the performance of people and the organization is optimized.

## What Leads to Happiness at Work?

Being on a team, nurturing the workforce, and supporting collaboration increase employee engagement and happiness. In fact, our research shows two work experiences directly influence happiness: 1) design features that make employees feel valued, and 2) the ability to achieve focus at work.



**21%**  
of global employees  
are engaged at work.

**33%**  
are thriving in their  
overall well-being.

**44%**  
experienced stress a  
lot of the previous day.

Source: [Gallup Workplace: 2022 Report](#)

## 5 Themes to Enhance Engagement

As the global landscape evolves, how and for how long people are engaged with work continues to shift. Employees increasingly choose to work from locations like home and third places, but the office remains the hub because it is where connections happen and culture thrives.

Adapting spaces to better engage employees requires anticipating trends to remain relevant. We have identified five themes that are important to every organization, regardless of industry. The key is customizing the approach based on culture type, organizational goals, geographic location, and workforce demographics.



### Immersive Technology

We can't do our work without some form of technology—and we all learned how to connect via virtual tools to access resources, both information and people. The Internet of Things (IoT) will make connection in space more seamless than ever before.



### More Collaboration

Hybrid work brings more choice in where to work, but the office is the hub for collaboration and culture—connection and togetherness for group work will be more critical than ever.



### Focus to Restore

People need spaces that protect from burnout and support well-being—places to recharge and restore from intense collaboration and focus work, and where they can explore or happen upon great ideas.



### Space Shift

In the new world of hybrid work, people have more choice of where to work and this new workforce autonomy will cause layouts to shift to less density. The office becomes better tuned to serve physical, emotional, and cognitive needs.



### More Human

The office should be a place where people want to be—safe, comfortable, and welcoming with a vibe that attracts people, supports well-being, and merges hospitality.

## Choice to Work Anywhere

Offering employees the choice to work wherever they perform their best is essential in today's economy. While remote work is an expectation for many, enticing workers to come into the office and connect with their colleagues in person offers several benefits. Research shows interactions in physical environments can:

- Decrease feelings of loneliness and social isolation
- Promote creativity
- Foster collaboration
- Enhance relationship building

## Importance of Social Spaces

Employee engagement embraces the fact that people are social creatures—with the desire for flexible and inspiring places to gather, connect, and restore, either indoors or out. Simply put: Interactions with colleagues make people happy. To preserve physical and mental capacity, restorative activities are equally critical to the creative process as high-focus work—and essential for organizations that thrive on innovation.

## Intended Use

Depending on your objectives—creating an impression, nurturing your workforce, or supporting collaboration—certain Social Spaces are better suited than others for the activities that take place.

### High Impression

Spaces that set the tone and make an impression, impacting how people feel and connect with your culture and brand.



Lobby



Dining & Bar



Café

### Restore and Connect

Quiet havens or community spaces that help people refresh, rejuvenate, and interact to foster well-being.



Community



Lounge



Retreat

### Team Engagement

Formal or informal collaborative spaces for idea generation, strategic activities, and learning, generally away from high-traffic areas.



Training



Conference & Meeting



Outdoor

### Want to learn more?

For more in-depth information on designing for employee engagement in the workplace, please contact your local Haworth sales representative.