HealthyWorkplaces Survey of Work Environments on Health and Well-Being

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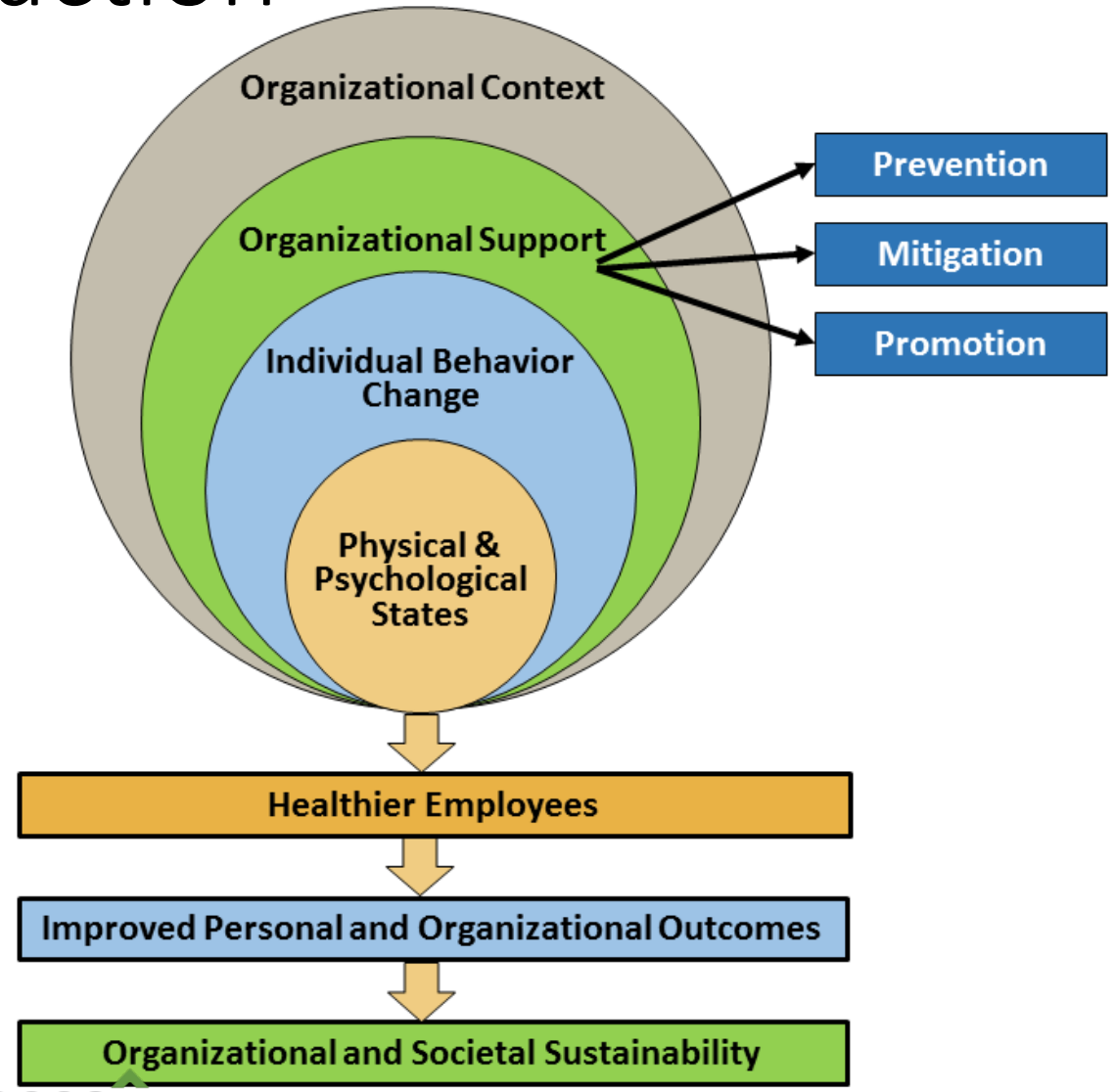
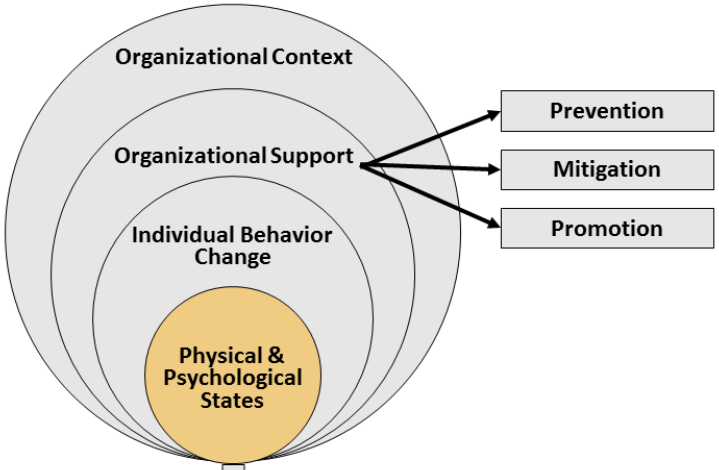
Overview

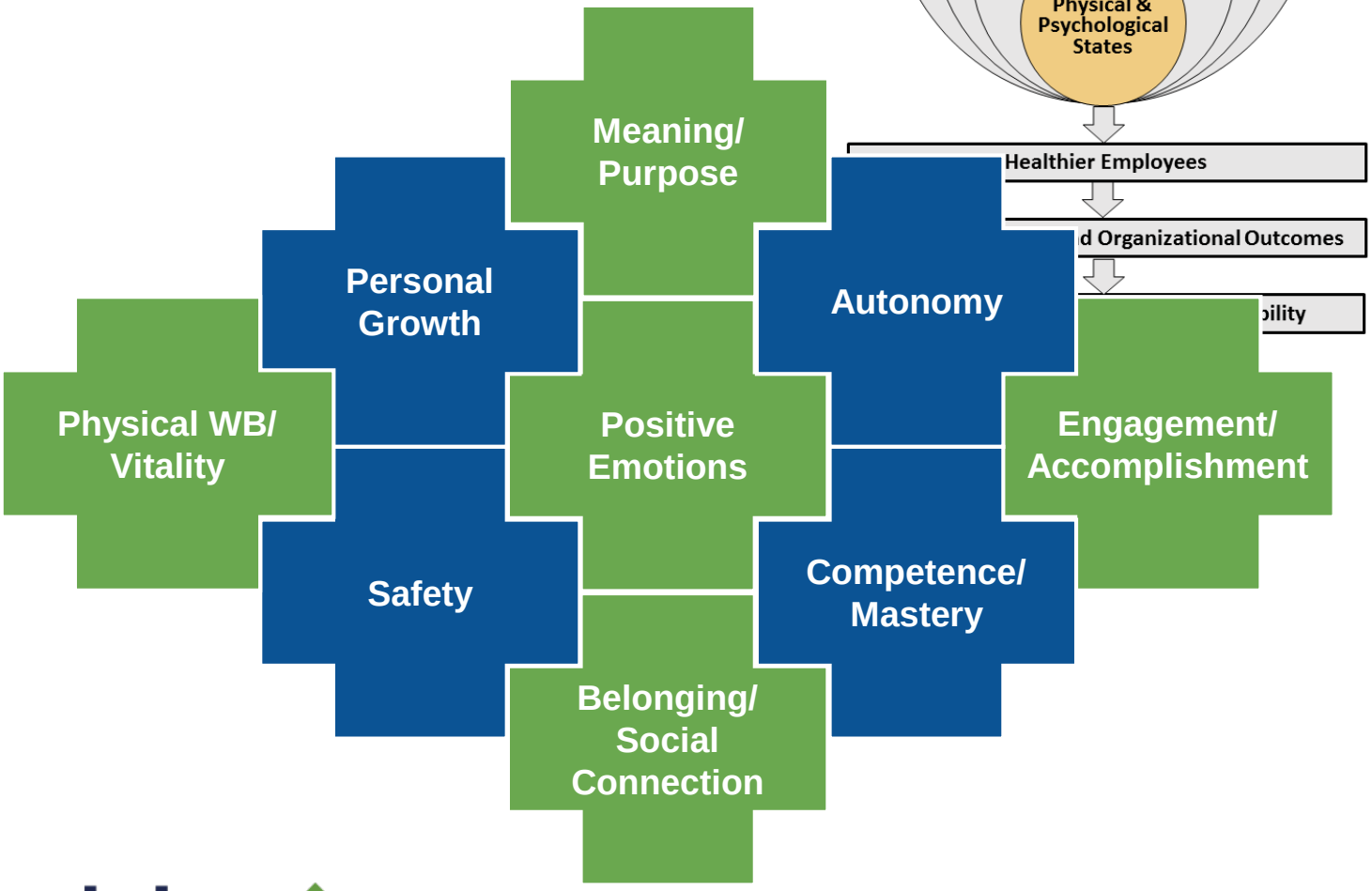
- Introduction - HealthyWorkplaces model and framework
- Study – Survey, results
- Next steps
- Implications for architecture, psychology, and public health.

Introduction



Introduction





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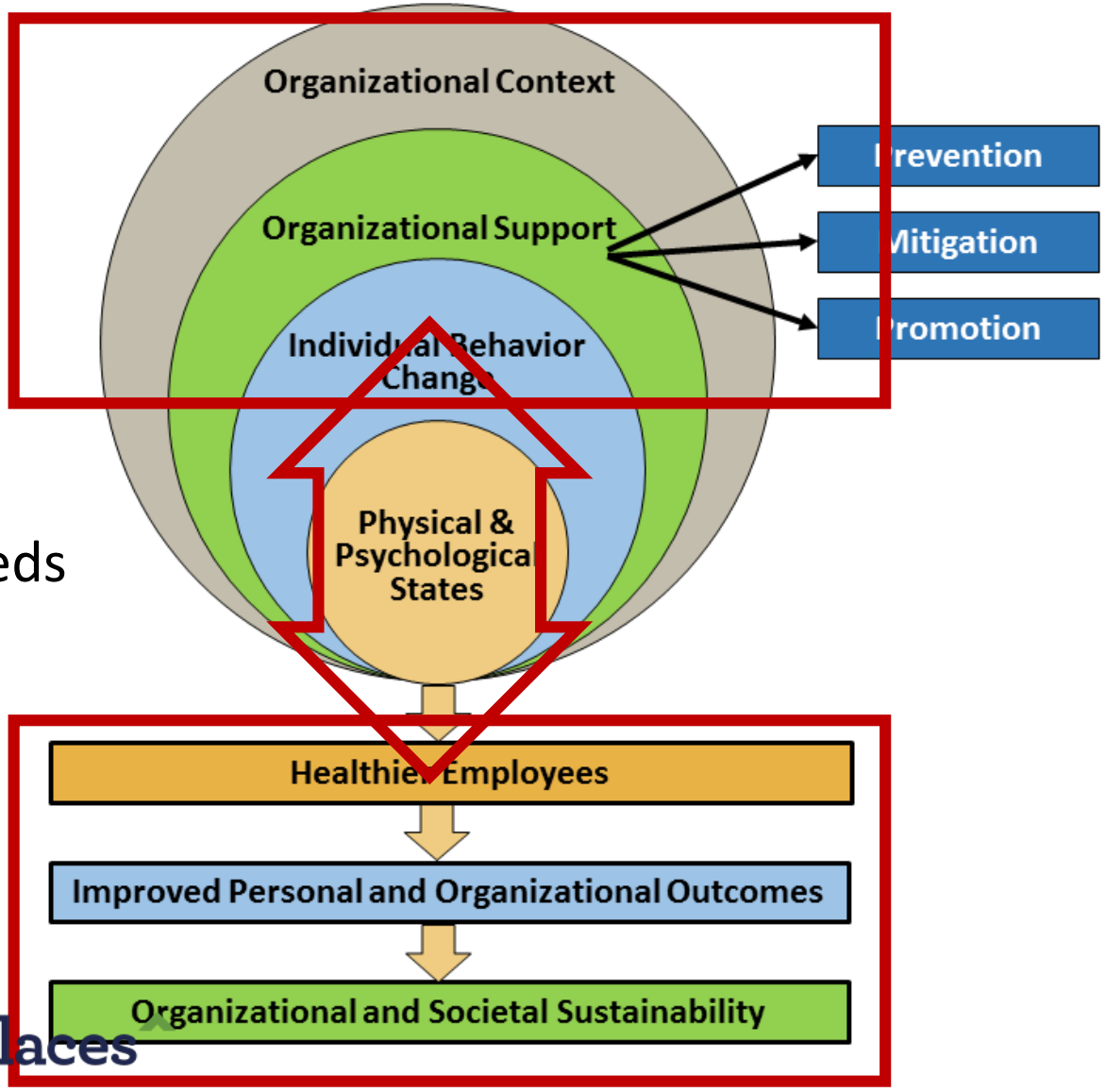
Introduction

Environment

Needs

Outcomes



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Study Overview

Research question: What do graduate students need in their work environments to be successful? How do their work environments affect their health and well-being?

Purpose: Explore the relationships between study environment features, basic needs, study outcomes

Subjects: Graduate students from School of Public Health, College of Environmental Design (N=98)

Measure: Graduate Student Experience Survey

Method: Developed, administered on-line survey to all registered students (371+), one-month response period; attrition rate = 60%

Analysis: Descriptive statistics and pair-wise correlations

Study Overview

Survey: 5 sections

Independent variables

- **(Context)** Demographics, academic program
- **(Environment)** Rate importance of features
- **(Individual behavior)** Study habits

Moderating variables

- **(Basic needs)** Identify basic needs that are satisfied by each feature

Dependent variables

- **(Personal outcomes)** Rate satisfaction of study outcomes

Study Overview

Outcome measures:

- Satisfaction with study habits, performance in courses, learning and acquisition of knowledge.
- Productive when I study and do coursework, able to achieve my education goals, able to work efficiently and comfortably.
- Satisfaction with input on assignments, choice in where to study, control of when to study, predictable workload policies.

Results

- What do students find important?
- What features are most likely to satisfy needs?
- What basic needs are most often satisfied?
- What are the relationships between features, need satisfaction, and outcomes?

Results

What do students find important?

Workspace Features	Ambiance Factors	Cultural factors and Resources
• Windows • Cleanliness • Uncluttered workspaces • Layout of study space • Non-smoking policy	• Natural light • Quiet • Clean • Free from odors • Thermal comfort • Fresh air	• Equity, fairness • Social bonding • Cleanliness • Access to healthy food • Timely and effective communications • Safety, free from harassment • Reliable internet/Wi-Fi

Results

What features are most likely to satisfy needs?

Workspace Features	Ambiance Factors	Cultural factors and Resources
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+ Supportive Study culture
+ Recognition of accomplishments
+ Research training
+ Predictable workloads
+ Support of peers

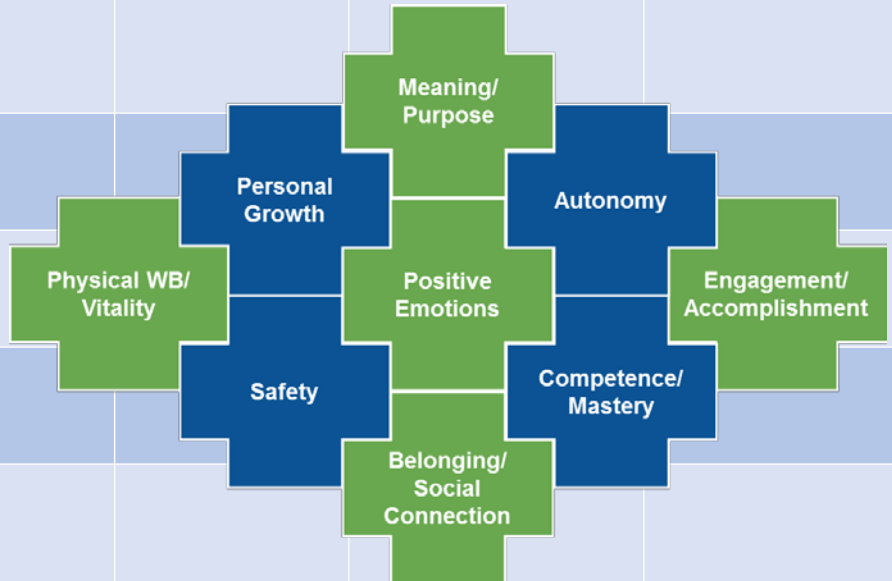
Results

What needs are most often satisfied by environmental features?

- **Energy/vitality (881)**
- **Positive emotions (855)**
- **Physical well-being (839)**
- Autonomy (554)
- Engagement/Accomplishment (551)
- Competence/Mastery (477)
- Belonging/social connection (426)
- Meaning/Purpose (377)
- Safety (357)
- Personal growth (327)

Results

Satisfaction with study habits	Autonomy	Physical Well-Being	Safety	Meaning/ Purpose	
Satisfaction with performance	Autonomy	Physical Well-Being	Vitality	Safety	
Satisfaction with learning/knowledge	Autonomy	Physical Well-Being	Engagement	Social Connectedness	
I am productive when I study	Autonomy	Social Connectedness	Engagement	Personal Growth	
I am able to achieve education goals	Autonomy	Physical Well-Being	Engagement	Personal Growth	Competence/ Mastery
I am able to work efficiently and comfortably	ALL				
Satisfaction with input on assignments	Vitality				
Satisfaction with choice in where to study	Autonomy				
Satisfaction with control of when to study	Vitality				
Satisfaction with predictable workload policies	Engagement				



Conclusion

Designing work spaces to promote need satisfaction promotes productivity, satisfaction of learning, and ability to achieve goals.

Next Steps: Survey Revision

- Revise survey to include health outcomes
- Expand independent variables
- Expand dependent variables
- Expand to graduate students campus-wide*

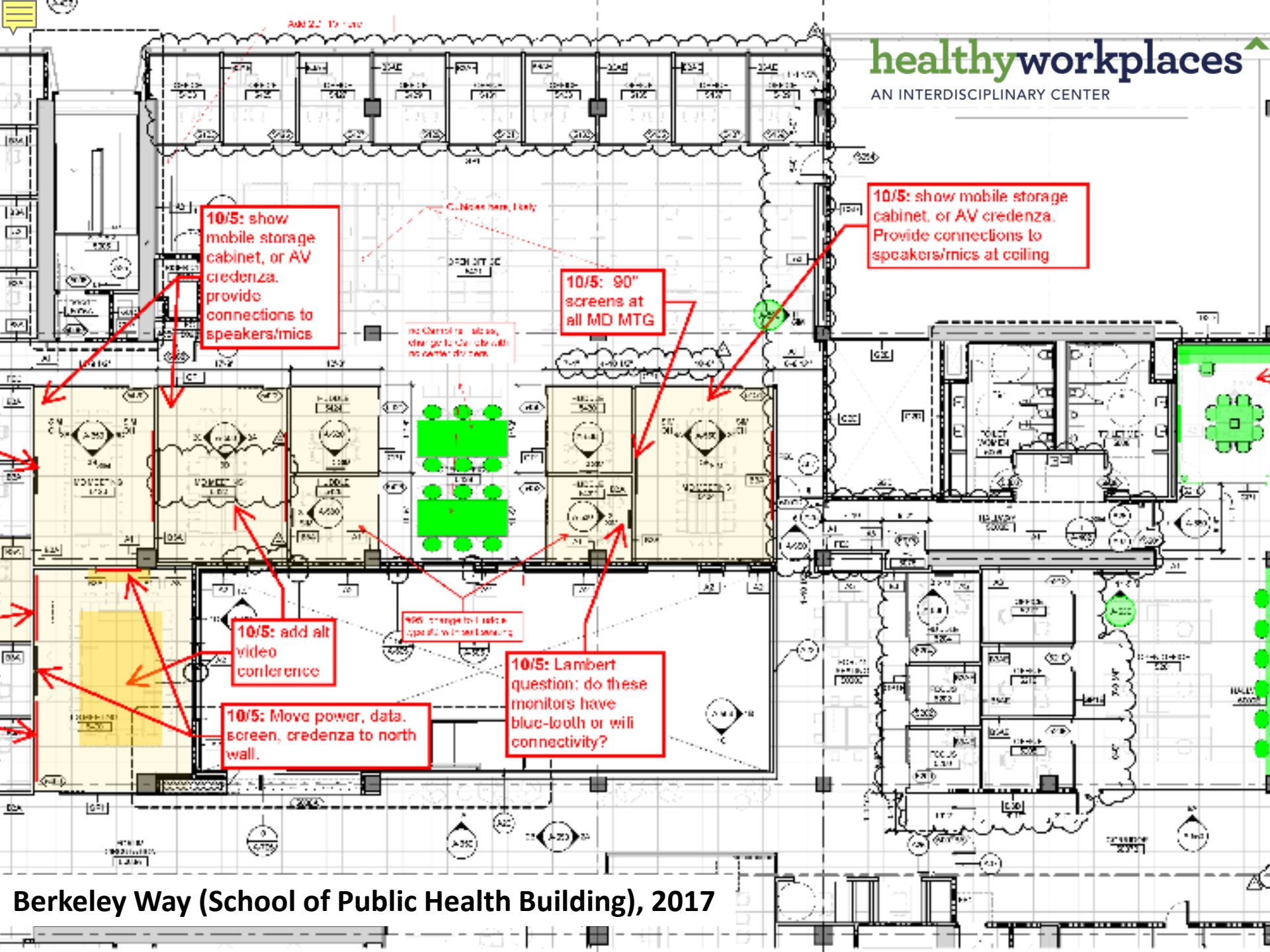
*College of Letters and Sciences and Law School students will not participate.

Strengths and Limitations

- Small sample size (pilot), Large sample size for redesigned survey (campus-wide)
- Feedback from survey-takers and interviews
- Repeating themes: reliability, flexibility, privacy, cleanliness, and security

Implications

- Learning about what graduate students need in their work environment and applying it to our projects
- This presents a different starting point for designing buildings and is directly linked to need satisfaction



Berkeley Way (School of Public Health Building), 2017

Where do we go from here?

- More data, more research
- Work with UC Berkeley on designing space
- Develop an assessment tool and inventory

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Thank you

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