



New Building Design: A Total Worker Health[®] Opportunity

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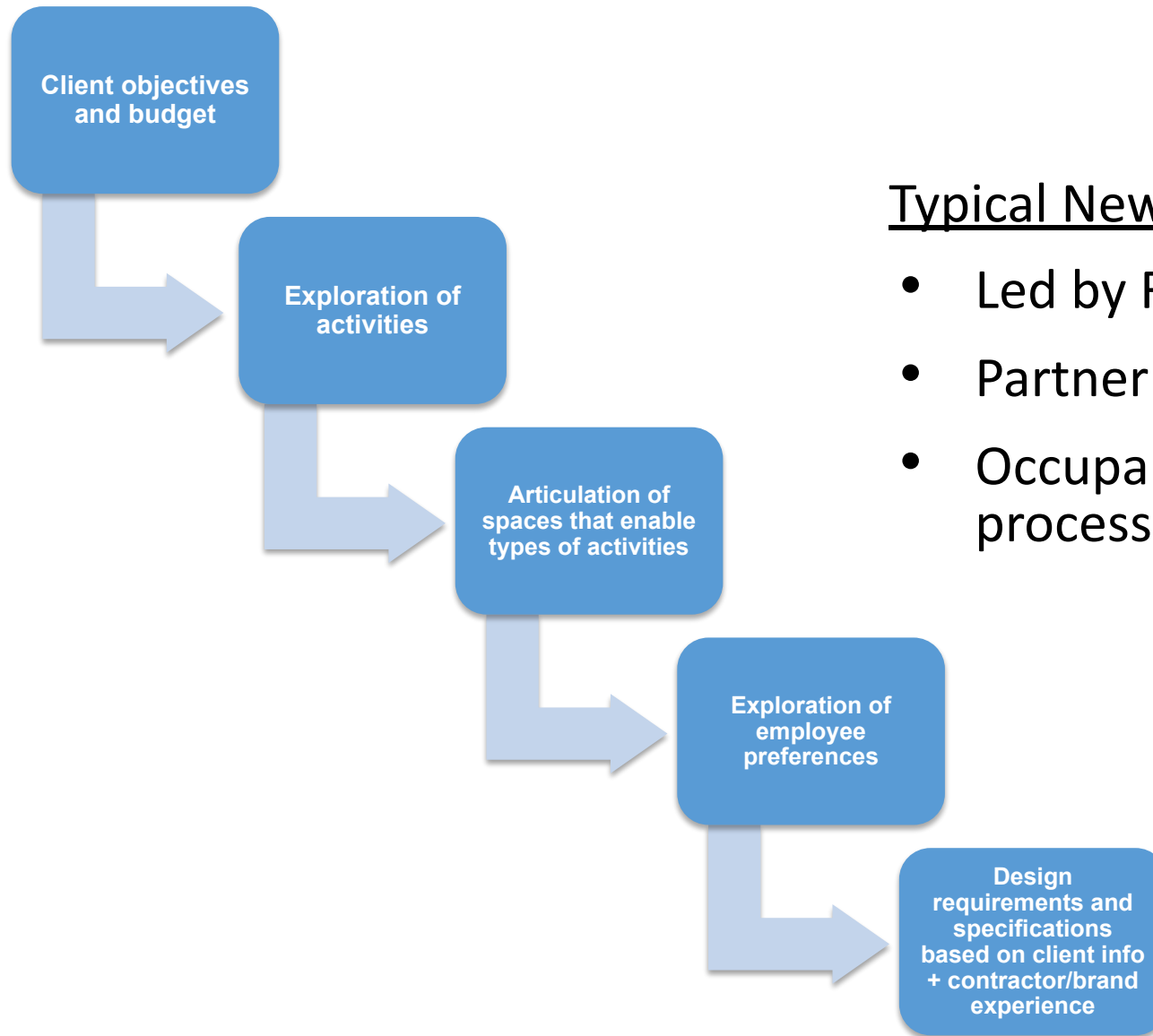
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Why New Buildings?

- You can design from scratch
- The cost of build-out is already accounted for
- You can build it right the first time
- You can get the occupant input you need from the beginning
- No costly after-the-fact changes

Why be concerned about buildings at all?

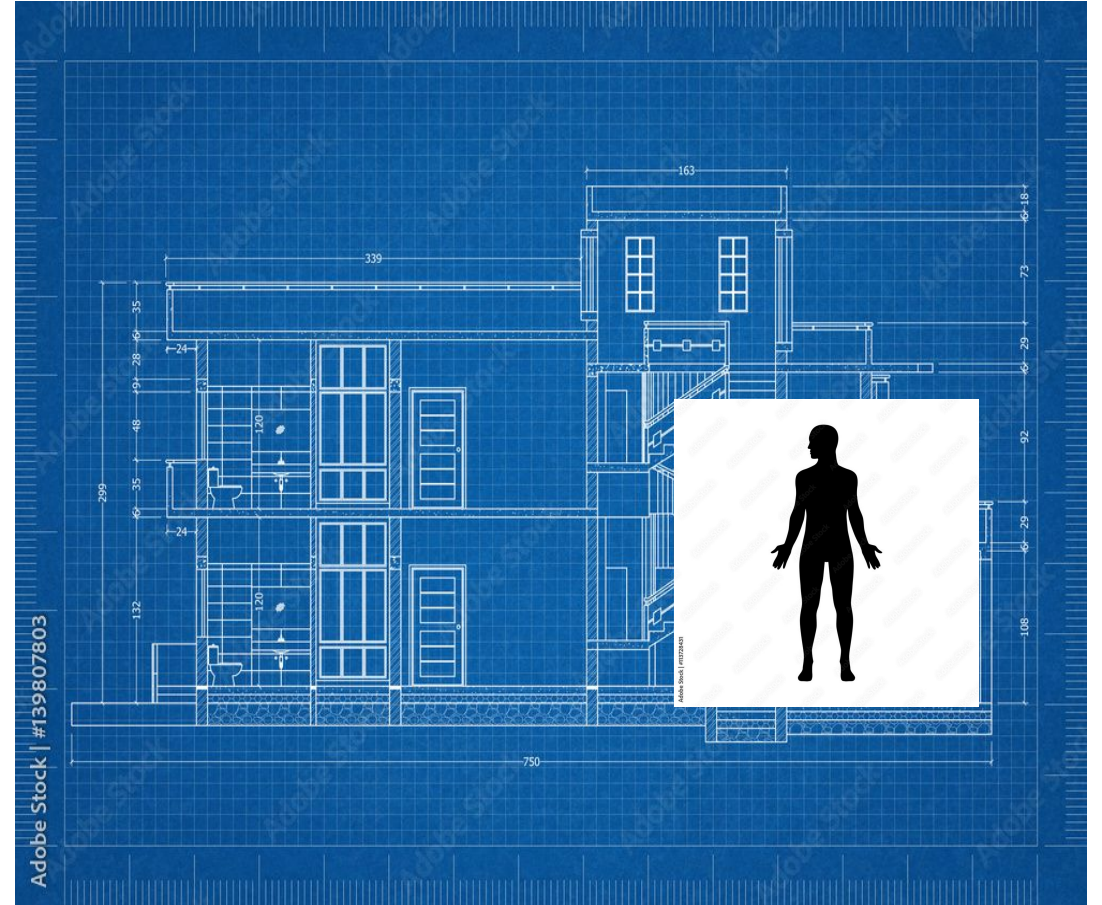




Typical New Building Process:

- Led by Facilities team
- Partner with Architects & Designers
- Occupant needs considered late in the process

We build this, but we experience this.



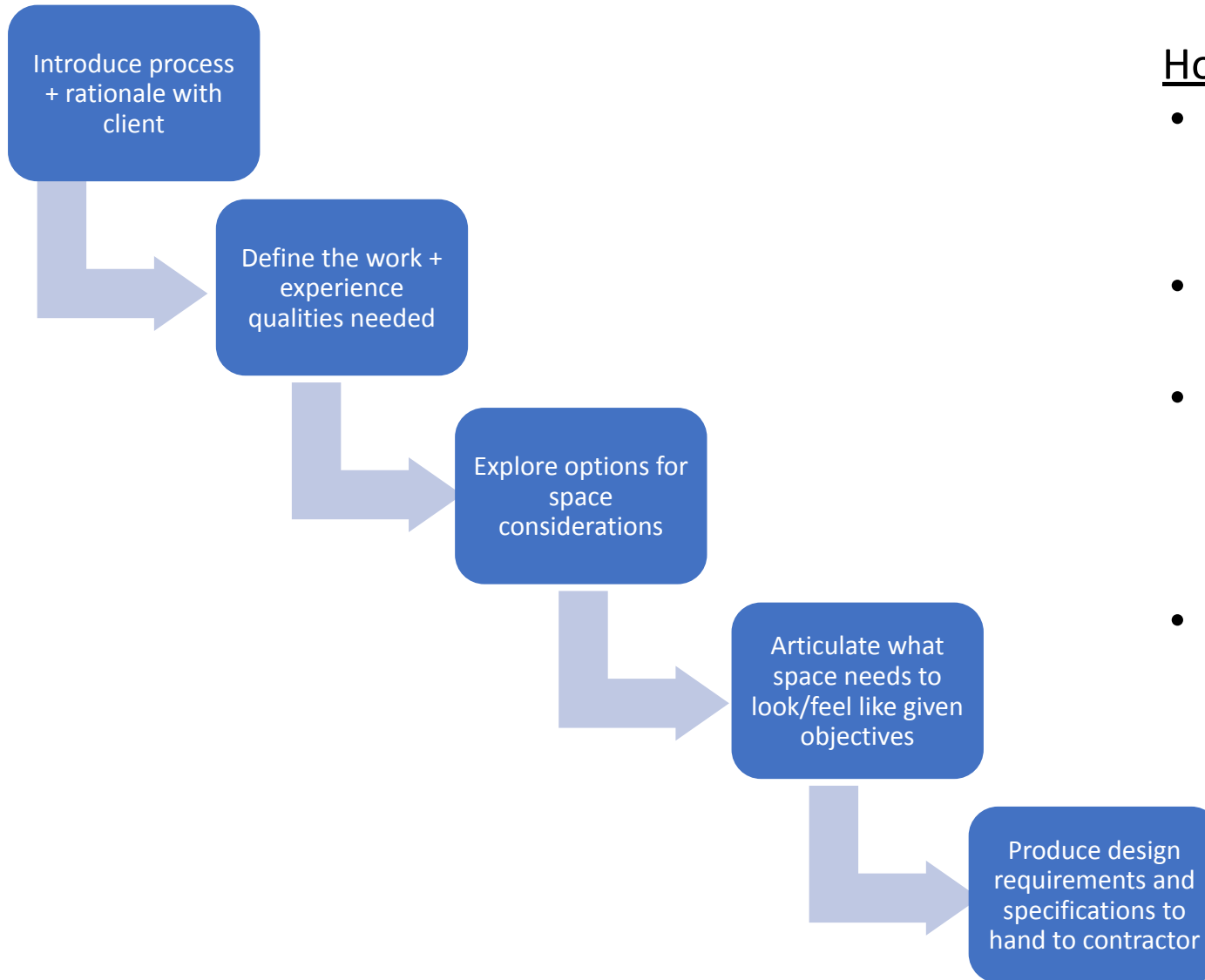
New Building Worker Experience

What the architects/designers see:

- Desks, tables, chairs, carpet, meeting rooms, bathrooms, walkways
- Windows, views, window coverings
- Storage, electrical closet, wiring
- Entrances, exits, stairs
- Colors, lighting, art
- Plants or absence of biophilia

What the occupants see:

- Where is my desk?
- Where is my storage?
- Where are my friends?
- Where is my boss?
- Where is the bathroom?
- How is this going to help me get my work done?
- How is this going to get in the way of me getting my work done?



Hobby School New Building Process:

- Occupant input at the beginning regarding work and experience requirements
- Occupant requirements set the space and space quality requirements
- Designers created prototypes of spaces and space layouts to meet occupant requirements + system requirements
- Through discussions and negotiation, instructional, workspace, research, and school support spaces finalized.

How this was accomplished:

- Assembled a team of psychologists (environmental psych, I-O psych) as the occupant expert team.
- Facilities assembled a design consulting team (architects, designers) who managed the new building planning study.
- Together the two teams met for five on-site workshops over a four-month period to complete all steps of the development plan.
- The psychologist team met independently to collect occupant data throughout the process and provided the data and recommendations to the design team for integration into the plan.
- All of the input from both teams was included in an overall plan: number of offices, meeting spaces, social spaces, instructional spaces, research spaces, administration, café, and media center.
- The draft plan was shared with all parties present and revised before submittal to campus facilities team.
- The planning study was shared with the selected architect firm who will build to the plan.

Occupant Input Detail

- Activity 1: Mission and Vision Workshop
What do we want ____ to say about the Hobby School?
- Activity 2: Picture Book Exercise
What kind of experiences would support your work motivation and enable you to do your best work?
- Activity 3: Work Analysis Questionnaire
What specific types of work do you perform and what percent of time (out of 100%) do you spend performing the work in each category?
- Activity 4: Work Experience Qualities
What experience qualities are important for accomplishing your work in each type of work you perform?
- Activity 5: Non-Work Experience Qualities
What types of non-work activity do you believe you need in the workplace for your health and well-being?

Work Categories

- High concentration work
- Completing tasks through focused work
- Communicating non-confidential information
- Communicating confidential information
- Instructing others
- Writing/creating documents
- Completing administrative tasks
- Cultivating relationships
- Receiving instruction
- Selling to or influencing others
- Monitoring others' work
- Producing materials
- Receiving others
- Performing calculations
- Conducting experiments

Work Experience Qualities

- Quiet
- Comfortable space for reading
- Separate space from noise and distractions
- Technology support
- Calming/relaxing space
- Presentation space
- Video conferencing
- Personal desk or workstation
- Soundproof
- Private
- Comfortable seating for talking
- Individual desks
- Stimulating environment
- Audio/visual equipment/display
- Teaching space
- Inspiring
- Guest waiting area
- Informal
- Secure
- Works space

Non-Work Activities

- Comfortable space for lounging, socializing
- Eating areas
- Food/Beverage space
- Intimate but open social space
- Changeable environment configurations
- Inspiring location
- Stimulating/energizing environment
- Calming/restorative area
- Open/inviting space
- Area for sitting outside/inside
- Area for walking inside/outside
- Area for social gatherings
- Area for entertainment
- Area for exercise/fun
- Break room/food prep

Conclusions

- Importance of highly-engaged occupants
- Occupant participation
- School leadership
- Fully-engaged conflict resolution
- No issue left behind