

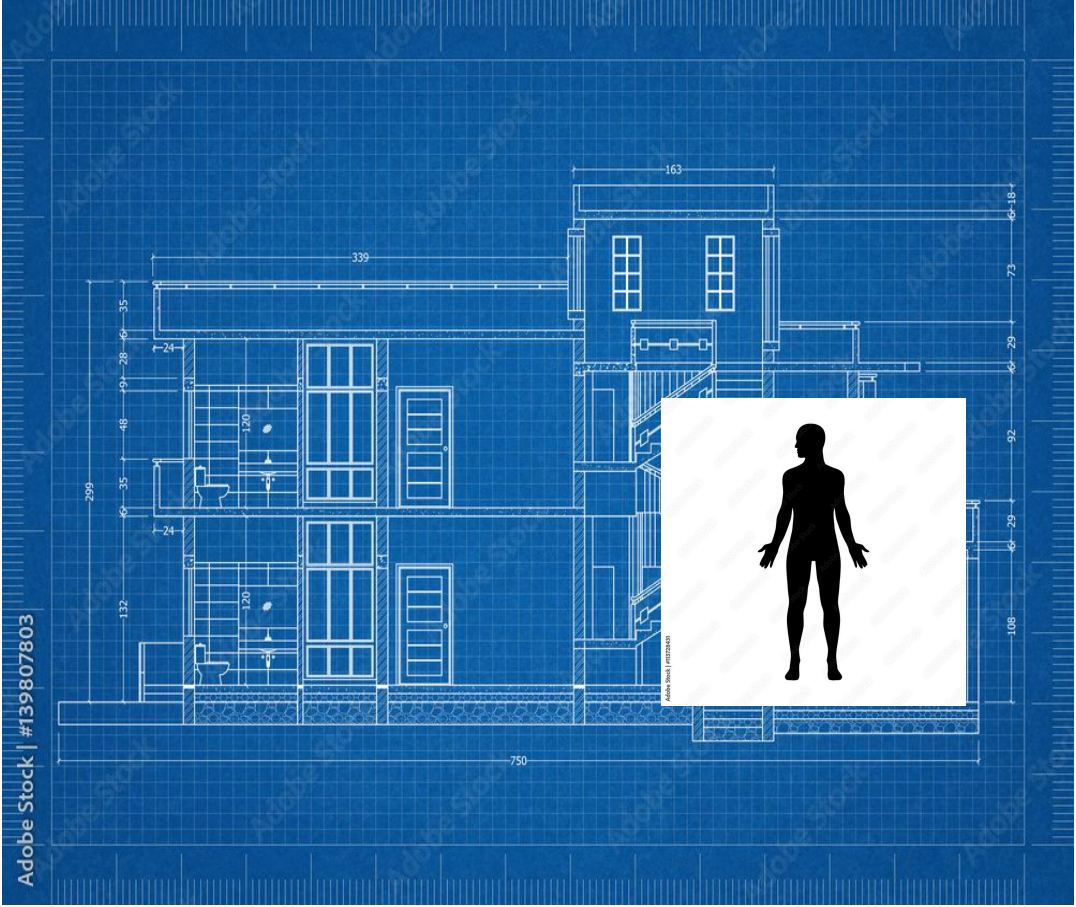


Work Experience: It's Not About "Stuff"

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You build this, but we experience this.

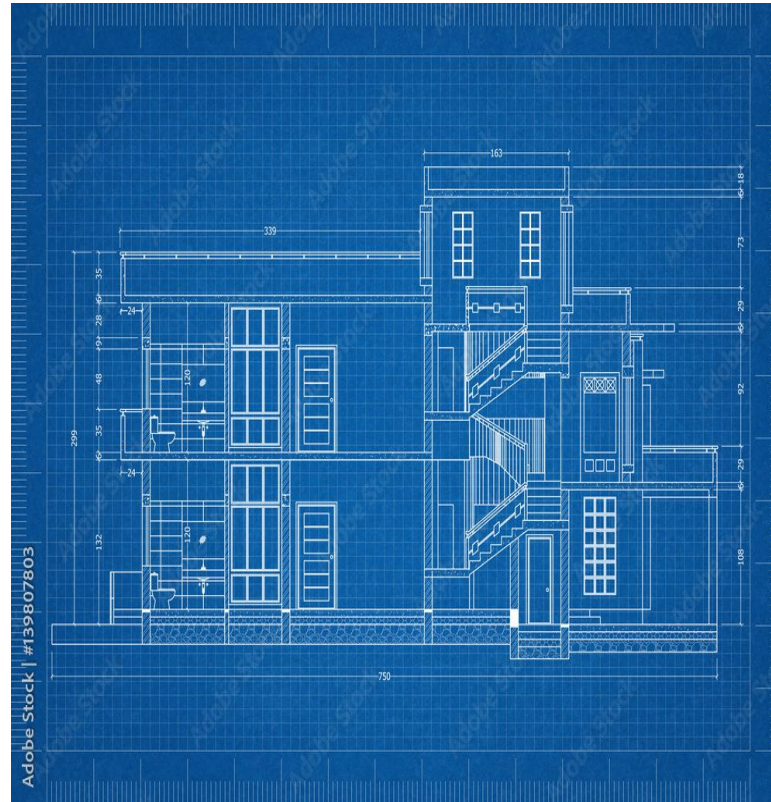


What is important to know about a person's work experience?

(-) Work de-motivation

(+) Need satisfaction

Recruitment and retention of talent depends on this.





Most important needs for work motivation, productivity, and well-being:

- **Autonomy (Choice) Safety**
- **Belonging Fairness**
- **Competence/Mastery Positive Emotions**
- **Meaning/Purpose**

Design Qualities that get you to the goal:

- Comfort
- Privacy
- Security
- Connection
- Flexibility
- Predictability
- Equity



Security + Health

LIGHT

TEMPERATURE

PESTS

NOISE



COMFORT



FLEXIBILITY



CONNECTION



PREDICTABILITY



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- cbanks@Berkeley.edu (510-207-7480)
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- *Built to Thrive: How to Build the Best Workplaces for Health, Well-Being, and Productivity.* ICHW, September 2019.

Order information:

<https://berkeleycoeh.catalog.instructure.com/browse/ichw/courses/built-to-thrive-book-and-community>