

Promoting Workplace Health & Wellness through an Open Source Analytics PROWELL[©]

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PROWELL[©]

Workplace Wellbeing Analytics: PROWELL[©]

- Open Source Online Workspace Analytics
- Funded by the American Society of Interior Designers Foundation
- A collective effort with industry leaders
- Workplace performance metrics in health & wellbeing beyond the conventional metrics of cost per SF
- Key performance indicators (KPIs) of the physical workspaces supporting the organizational performance in innovation and innovation strategies



Focus Group

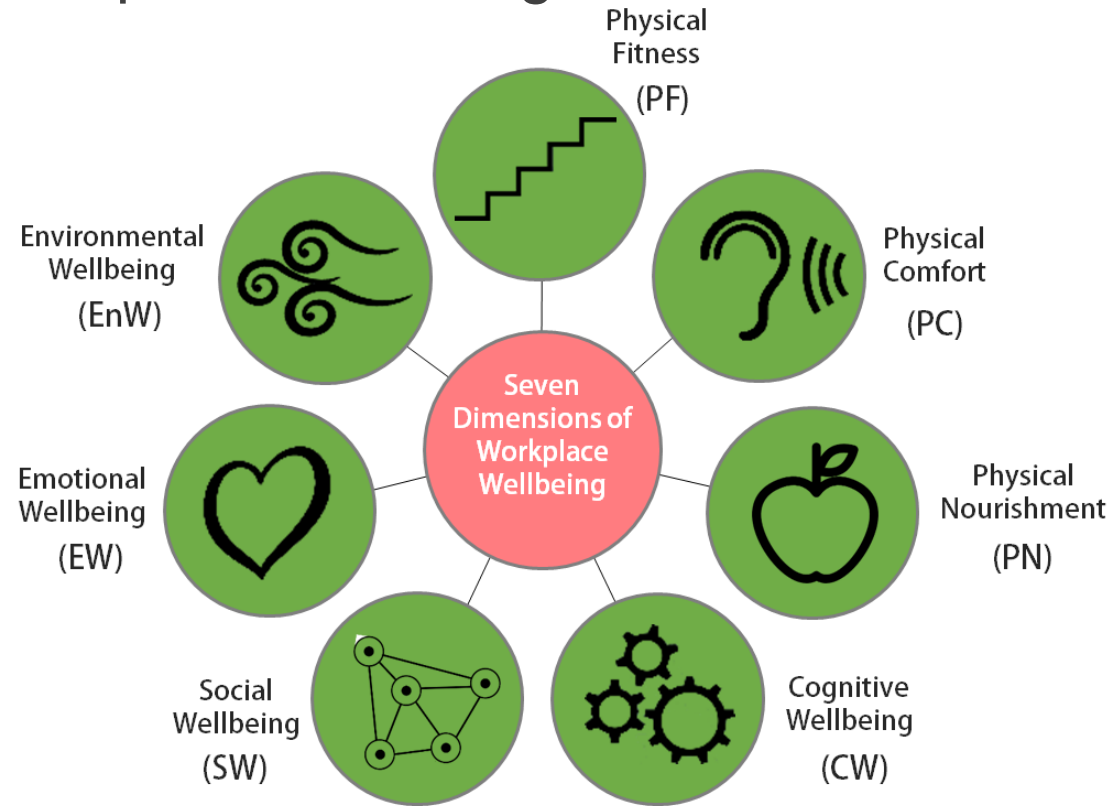
- Barbara Marini, Former ASID National President, President of Marini Design
- Cinda Noffke, Manager, Global Real Estate, Whirlpool
- Cynthia Milota, Workplace Strategist, Discover Card
- Dana Schneider, Managing Director, JLL
- Derek Clements-Croome, Professor, University of Reading, UK
- Giselle Sebag, Director of Programs, Center for Active Design
- Isilay Civan, Senior VP, Global Design Head, Large Financial Institution
- James Brewer, Senior Workplace Consultant, **Steelcase**
- James Rice, Senior Vice President, JLL
- James Stawniczy, Senior Consultant, Sustainable Design Leader, HOK
- Janice Barnes, Principal and Global Discipline Leader, Perkins+Will
- Joseph T. Connell, Design Principal, Perkins+Will
- Katie Sunberg, Interior Designer, Marxmoda
- Kelly Lea, Designer, Carson Design
- Mara Baum, Sustainable Design Leader, Health+Wellness, HOK
- Robert Nading, AVP-Purchasing/Facilities, Campus Federal Credit Union
- Whitney Gray, Senior VP, Business Development, Delos

Framework of PROWELL[©]

- Wellbeing Definition (by the US CDC)
 - Wellbeing means: **Judging life positively; Feeling good**
 - Wellbeing is associated with:
 - Self-perceived health
 - Longevity
 - Healthy behaviors
 - Mental and physical illness
 - Social connectedness
 - Productivity
 - Factors in the physical and social environment
 - Three main domains of wellbeing: **physical, mental, and social Domains.**
 - Aspects of wellbeing examined in various disciplines:
 - Physical wellbeing
 - Psychological wellbeing
 - Social wellbeing
 - Emotional wellbeing
 - Economic wellbeing
 - Development and activity
 - Life satisfaction
 - Engaging activities and work
- Health Definition (WHO): Health is a state of complete physical, mental and social well-being.

Framework of PROWELL[©]

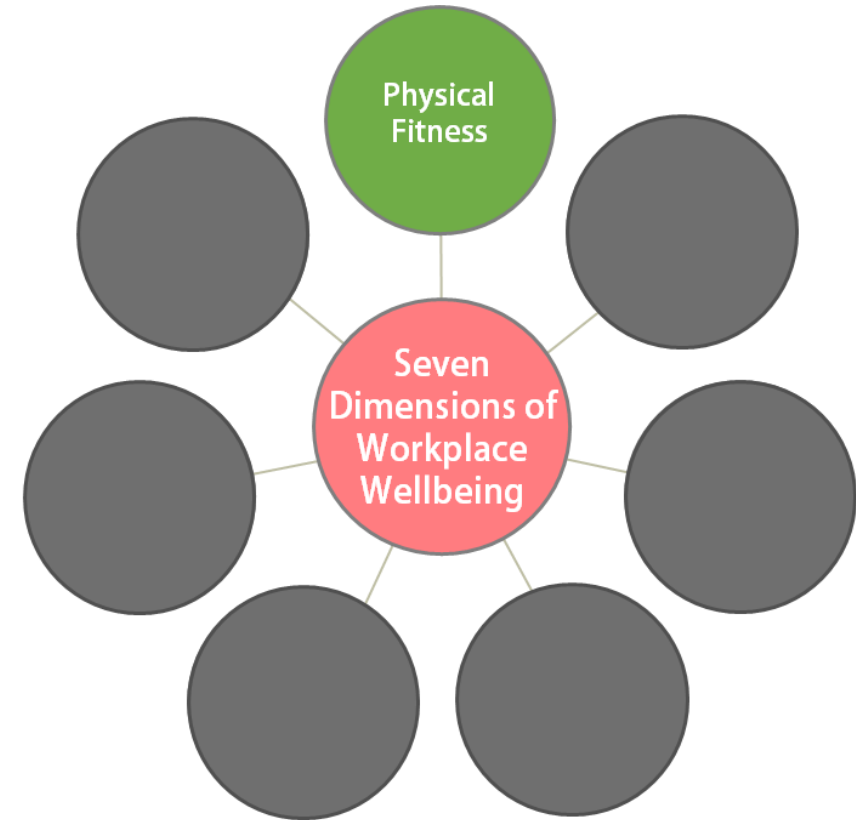
- 7 Dimensions of Workplace wellbeing



7 Dimensions of Workplace Wellbeing
Young Lee, 2017

Measures of PROWELL[©] – 1. Physical Fitness

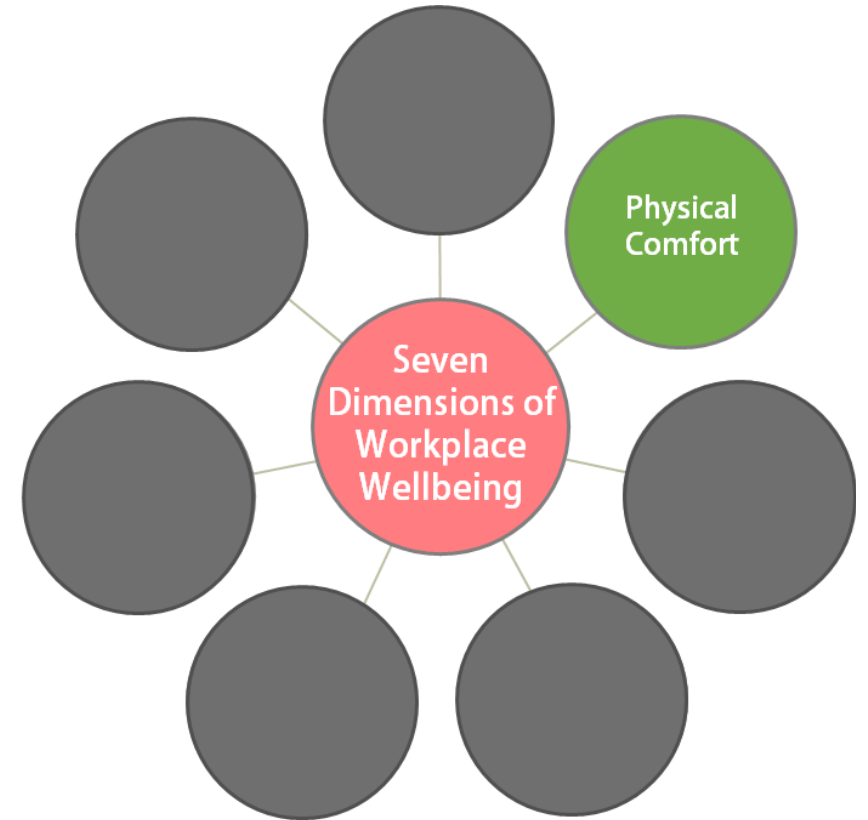
1. Exterior active design
: to encourage physical activity and movement by publicly available outdoor amenities
2. Active transportation
: to involve physical activities such as walking and bicycling for commuting and to discourage the use of single-occupancy vehicle (SOV)
3. Interior active design
: to provide interior spaces to engage physical exercises and activities and offer interior space planning, designs, and furniture/equipment options to promote physical movement
4. Policy & Benefits support
: to encourage and support physical fitness activities



Young Lee, 2017

Measures of PROWELL[©] – 2. Physical Comfort

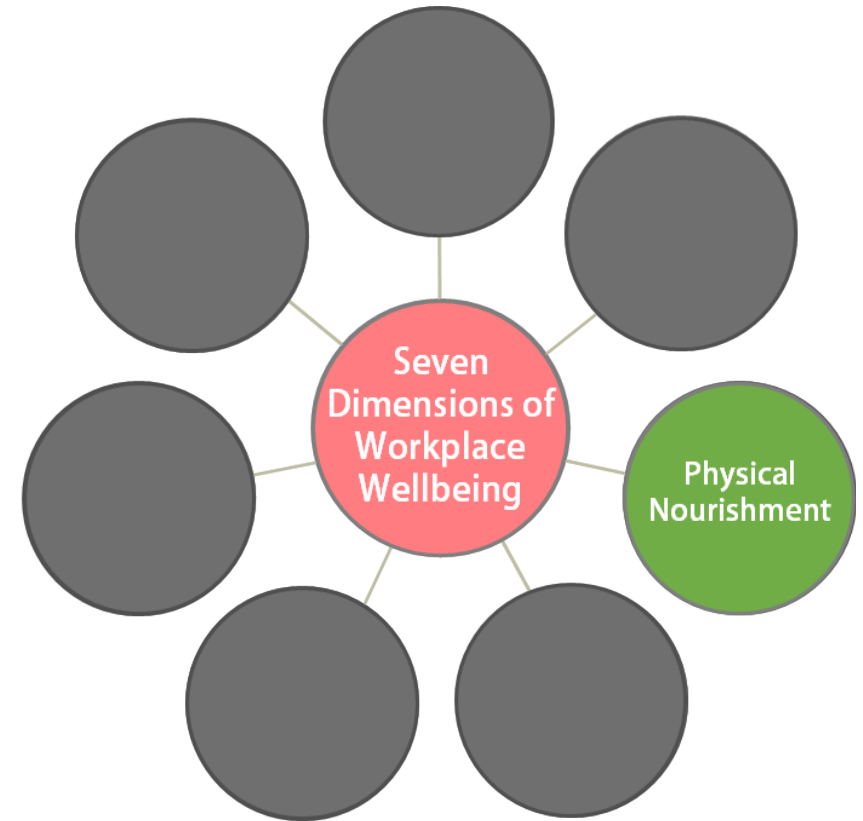
1. Furniture ergonomics
: to provide minimum clearances and ergonomic supports for employees to carry out critical job functions
2. Auditory comfort
: to provide acoustically comfortable environments by preventing and controlling unwanted noises and activities that generate noises
3. Visual comfort
: to provide proper lighting level and quality and circadian rhythm support
4. Thermal comfort
: to provide thermally comfortable environment
5. Olfactory comfort
: to provide odor-free and olfactory sense-enhancing spaces
6. General
: to ensure a policy in place to support to provide a desirable level of physical comfort for various topics



Young Lee, 2017

Measures of PROWELL® – 3. Physical Nourishment

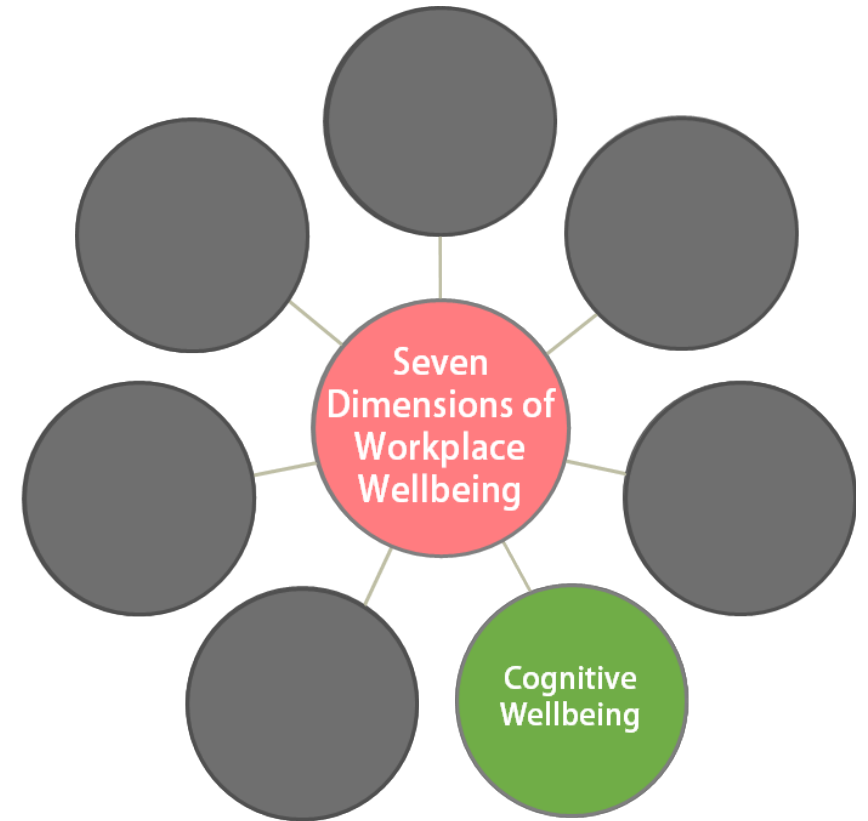
1. Healthy foods & hydration
: to ensure healthy options available for foods, beverages, and snacks provided onsite
2. Health – conscious eating habits & behaviors
: to encourage healthier food choices and behavioral changes
3. Healthy food amenities
: to provide access to amenities for individual employees' own foods onsite and local produce offsite



Young Lee, 2017

Measures of PROWELL[©] – 4. Cognitive Wellbeing

1. Types of spaces
: to provide necessary types of spaces to enhance cognitive functions and mitigate cognitive overload
2. Flexibility and flow of primary workspaces
: to provide flexible spaces and features supporting the flow of information necessary to perform critical job functions and cognitive functions
3. Technology and equipotent accessibility
: to provide appropriate technologies and equipment accessible by employees for easy information capture and flow
4. Acoustical privacy
: to ensure noise control in the open workspaces to support cognitive functions



Young Lee, 2017

Measures of PROWELL[©] – 5. Social Wellbeing

1. Social connectivity
: to support social networks for enhance social trust and cohesiveness



Young Lee, 2017

Measures of PROWELL[©] – 6. Emotional Wellbeing

1. Biophilic design
: to address human's innate desire for beauty and aesthetic inspirations
2. Arts and design elements for human delight
: to address human's innate desire for beauty and aesthetic inspirations
3. Personalization and control
: to support human's innate desire for an internal sense of control and efficiency



Young Lee, 2017

Measures of PROWELL[©] – 7. Environmental Wellbeing

1. Indoor air quality
: to eliminate toxic chemicals, pollutants and irritants in the air
2. Drinking water quality
: to eliminate toxic chemicals, pollutants and irritants in the water
3. Chemical control
: to eliminate persistent bio-accumulative and toxic chemicals in the building and interior materials
4. Cleanliness & maintenance
: to eliminate potential sources of collection of indoor pollutants and contamination



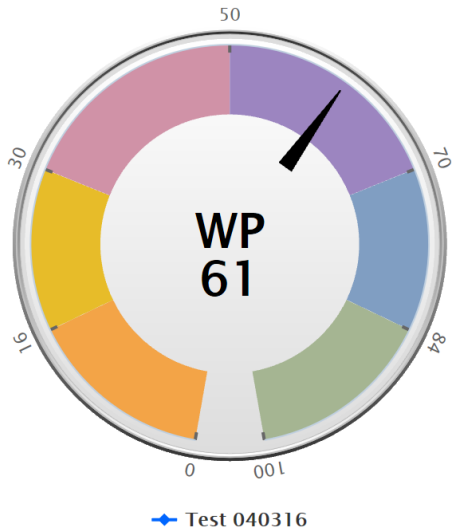
Young Lee, 2017

Automatic Analysis of PROWELL[®]

Overview	Workplace Wellbeing Performance
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Overview

Workplace Wellbeing Performance



Automatic Analysis of PROWELL[®]

Overview	Workplace Wellbeing Performance
Performance by Key Indicators	Performance by 7 KPIs of WP








Performance by Key Indicators

Total Score in Workplace Wellbeing Performance: 61.86

* The total score is calculated based on the points earned out of a total of 10 points available in each of the seven key performance indicators (KPIs) which is, then weighted based on the impact/significance of each KPI in achieving innovation in a knowledge workplace.

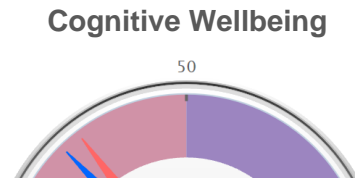
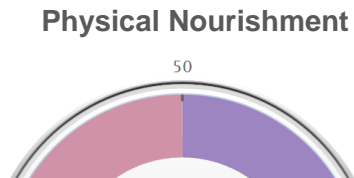
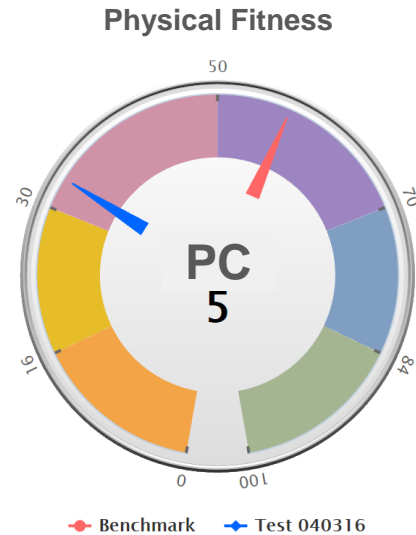
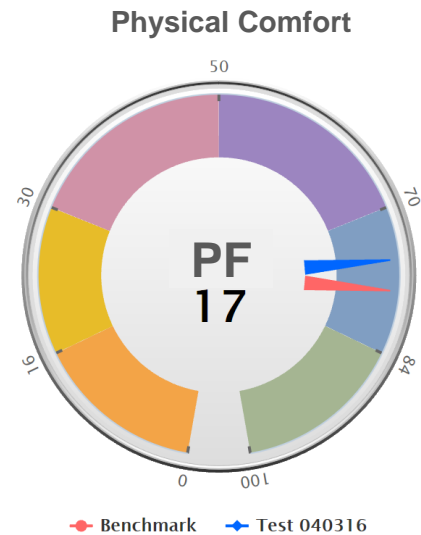
Summary

Workplace Wellbeing Performance of the Company

Seven Dimensions of Workplace Wellbeing Scores								Total
The top performing key indicators in the workplace	 PF: Physical Fitness	 PC: Physical Comfort	 PN: Physical Nourishment	 CW: Cognitive Wellbeing	 SW: Social Wellbeing	 EW: Emotional Wellbeing	 EnW: Environmental Wellbeing	The company is performing well in the workplace, demonstrating a high level of innovation and productivity.
	Workplace 1	7.34	11.92	3.24	14.93	9.93	4.85	9.65
	Total Available Points*	12.47	25.27	7.29	20.83	9.93	10	14.22

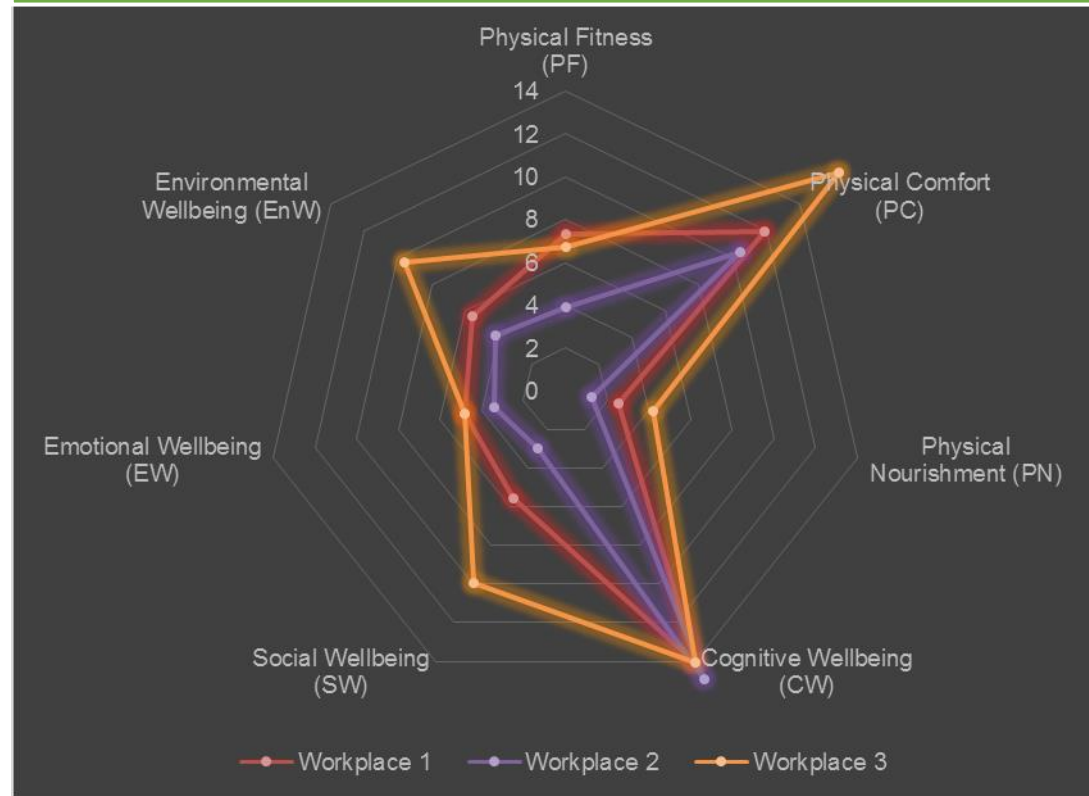
Automatic Analysis of PROWELL[®]

Overview	Workplace Wellbeing Performance
Performance by Key Indicators	Performance by 7 KPIs of WP



Automatic Analysis of PROWELL[®]

Multiple Comparisons between Workplaces



Wellbeing within the Sustainability Framework

LEED



WELL



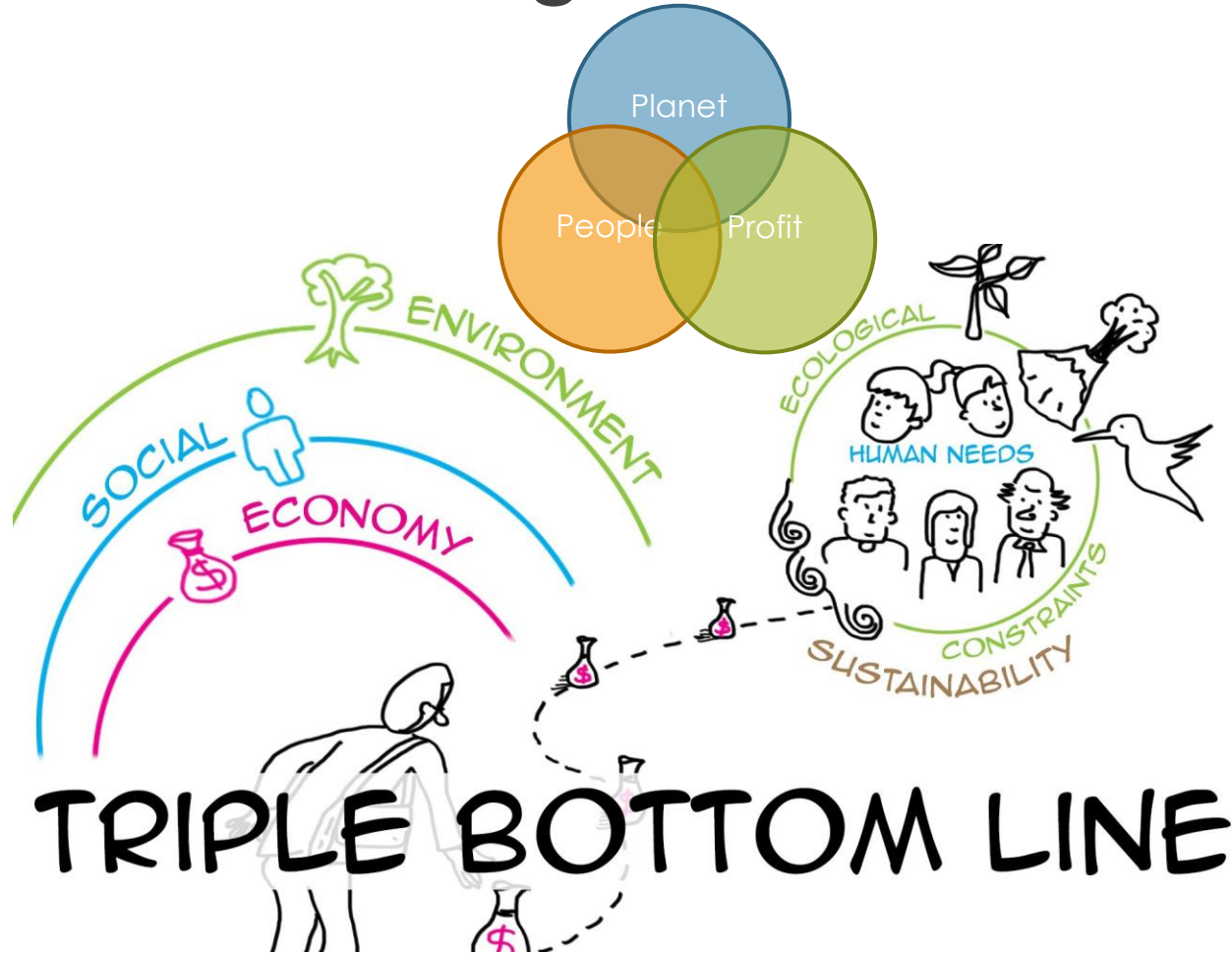
FITWEL



PROWELL



Wellbeing within the Sustainability Framework



Source: Triple bottom line & sustainability: the science of good business.
<https://www.youtube.com/watch?v=2f5m-jBf81Q>

Sustainability Principles

	LEED	WELL	FITWEL	PROWELL
Environment	•			
Human	•	•	•	•
Economy				•

Health/Wellbeing Principles

	WELL	FITWEL	PROWELL
Physical Fitness	•	•	•
Physical Comfort	•		•
Physical Nourishment	•	•	•
Environmental Wellbeing	•		•
Cognitive Wellbeing			•
Emotional Wellbeing	•	•	•
Social Wellbeing			•



Minneapolis, MN



Durham, NC

CASE STUDY

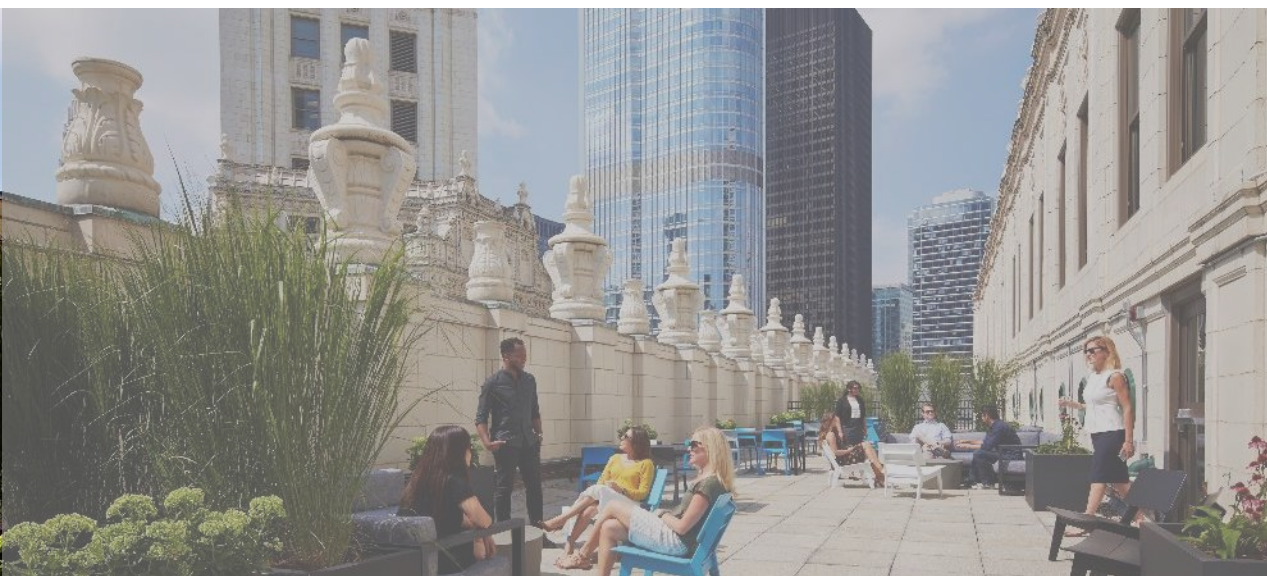
Perkins+Will

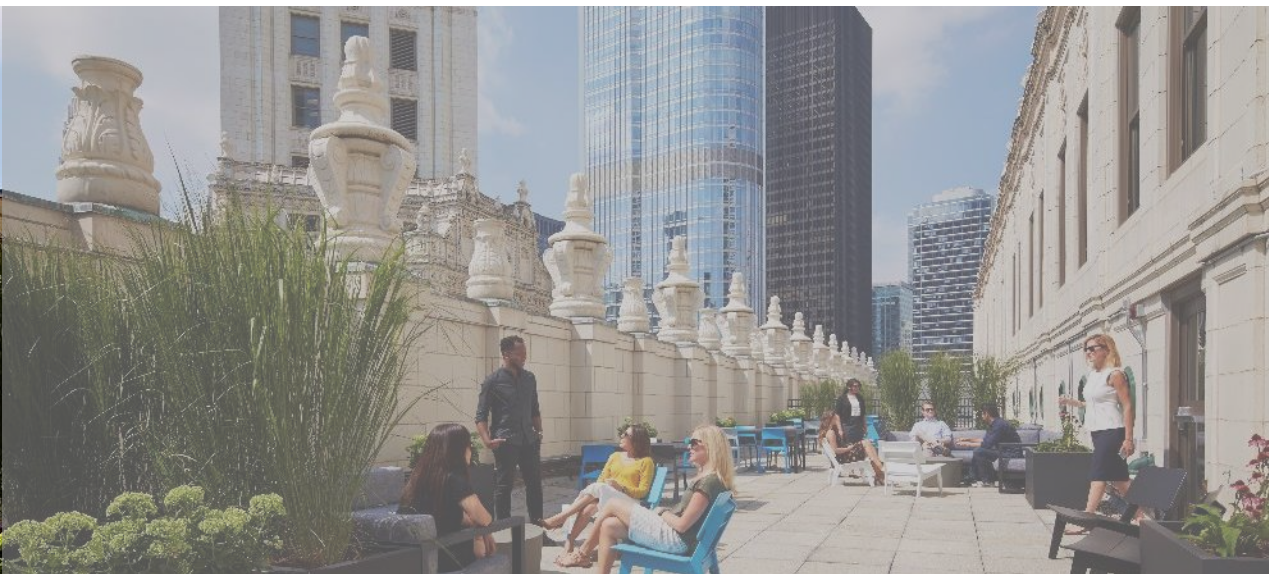
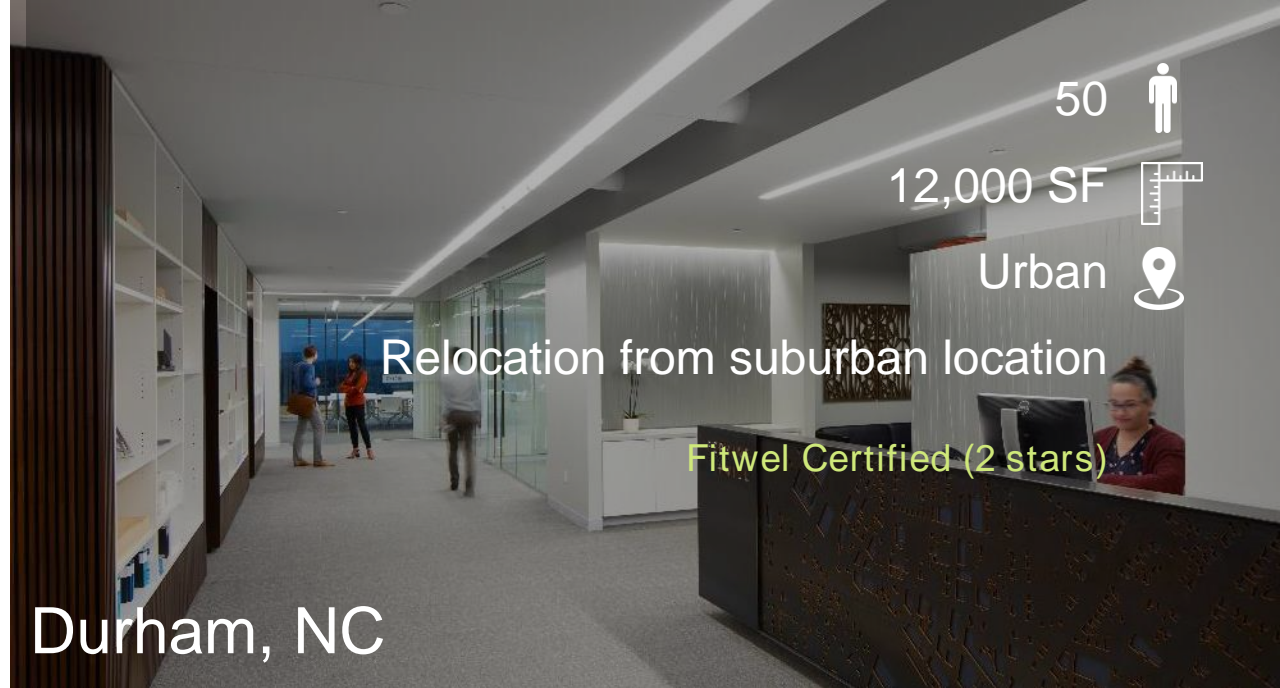


Chicago, IL

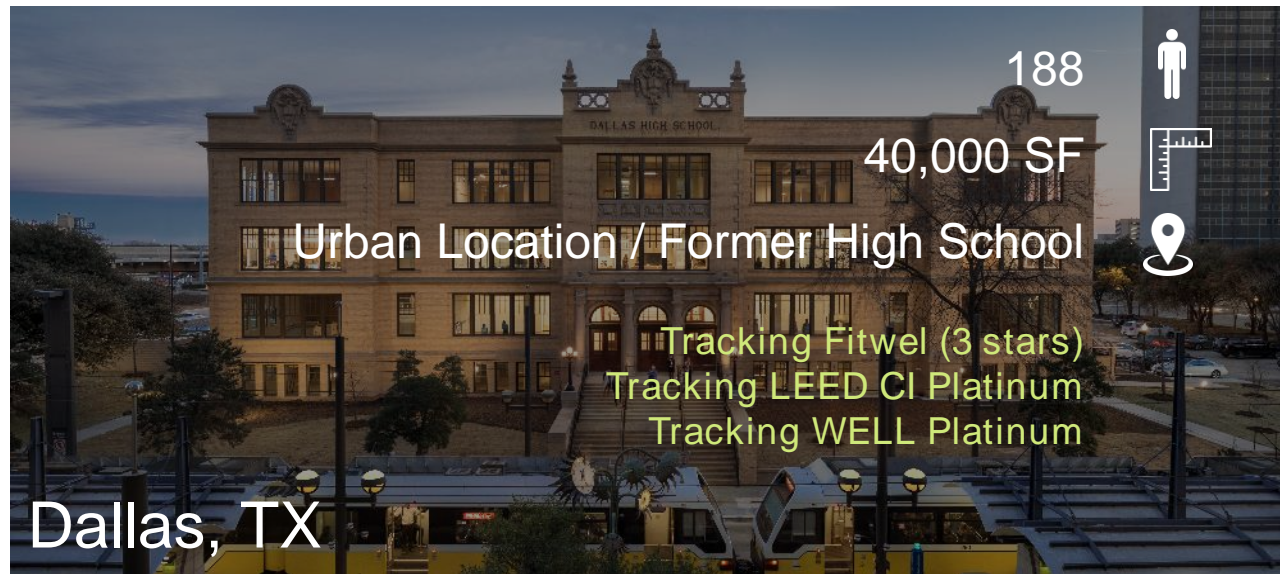
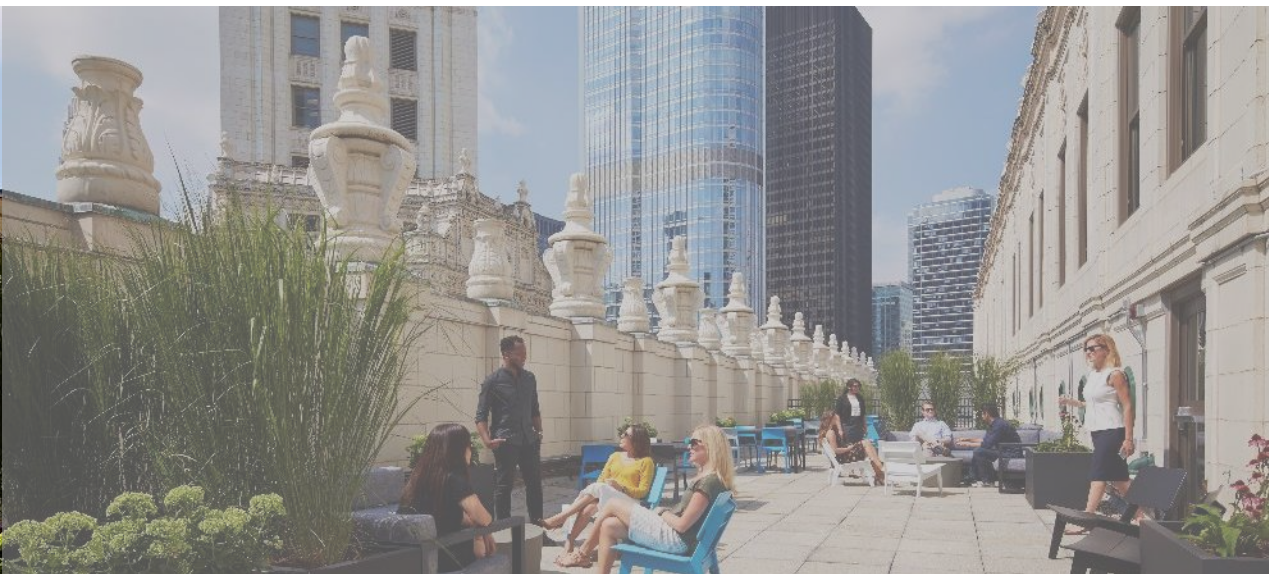


Dallas, TX









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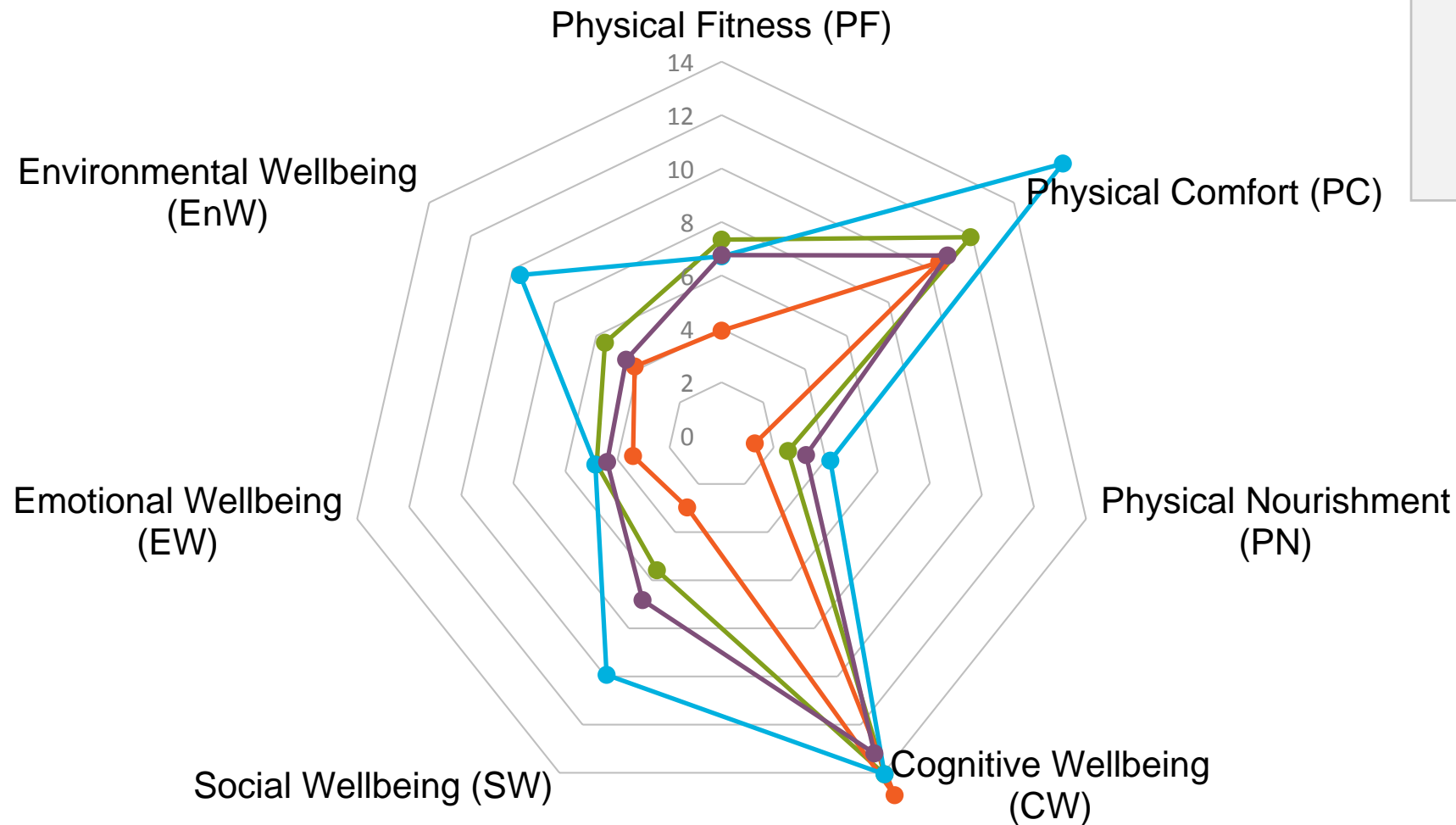
40,000 SF

Urban Location / Former High School

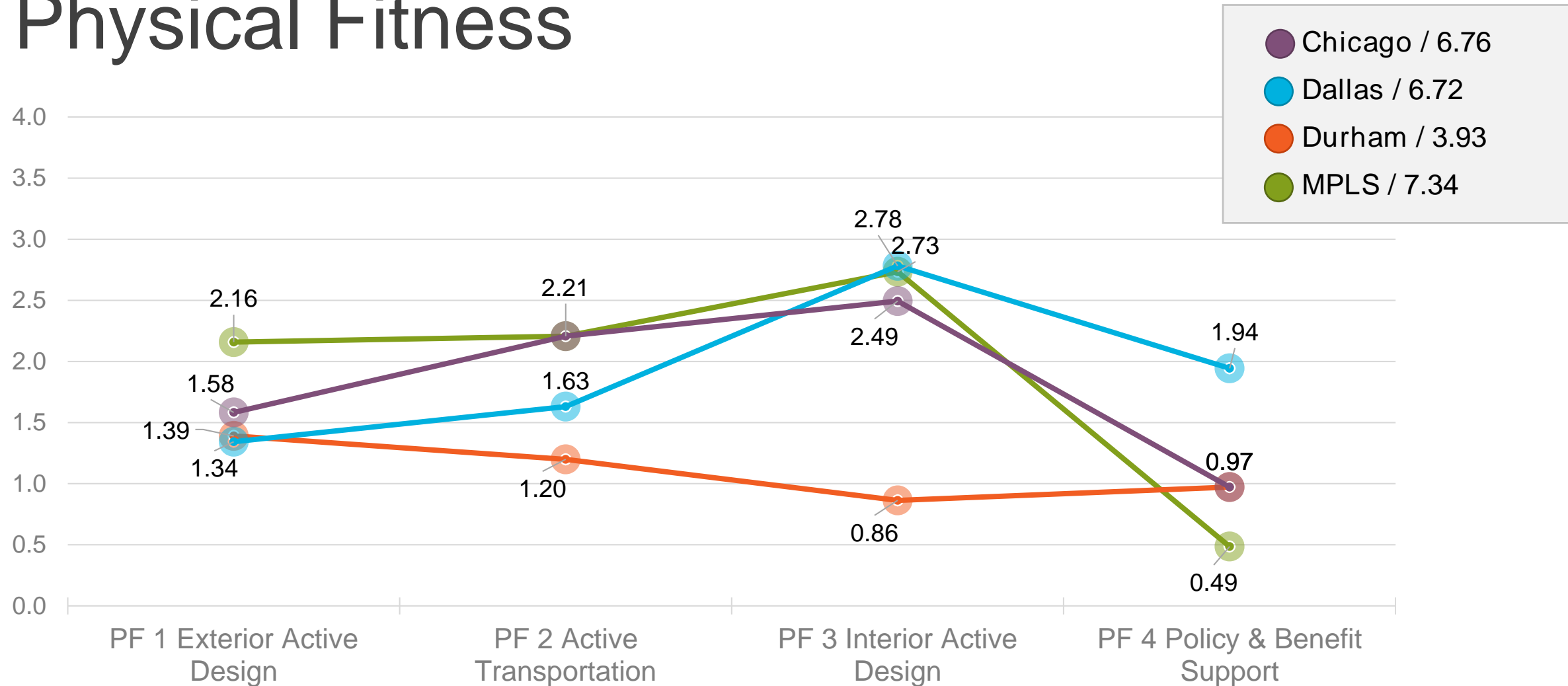
Tracking Fitwel (3 stars)
Tracking LEED CI Platinum
Tracking WELL Platinum

Dallas, TX

Overall Scores



Physical Fitness



Physical Fitness

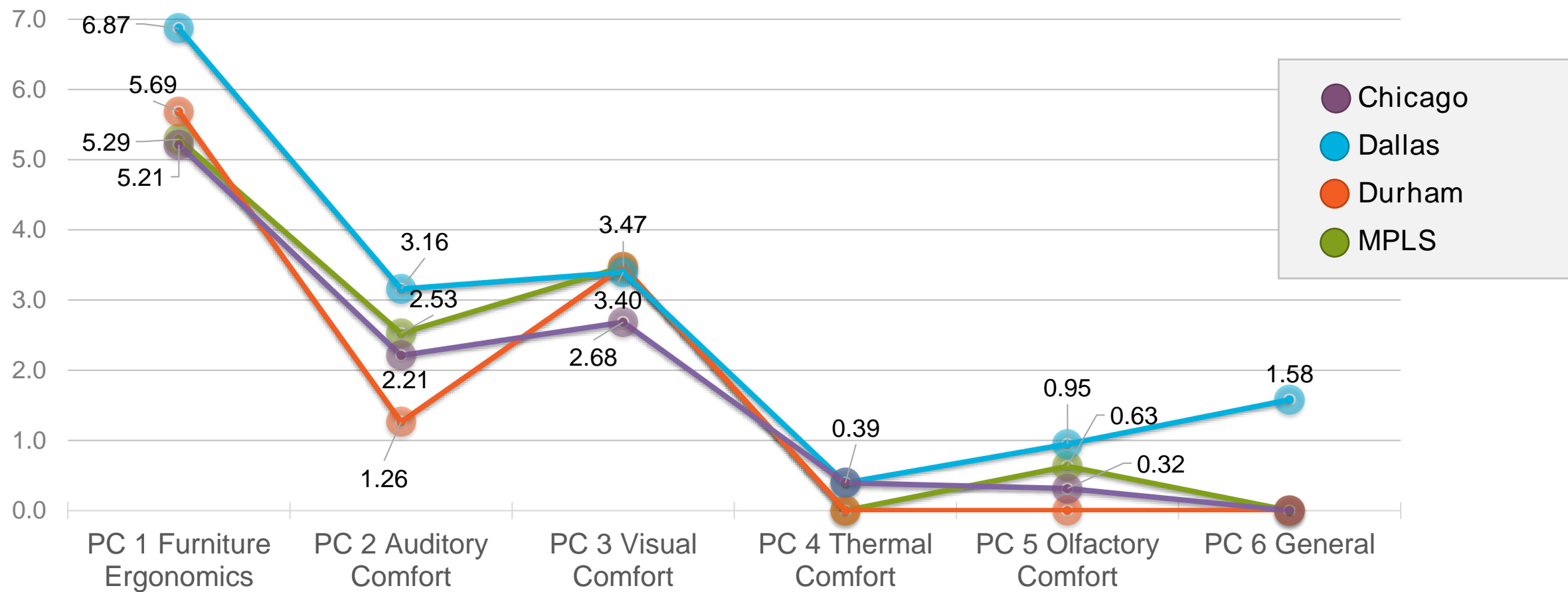


Chicago



Minneapolis

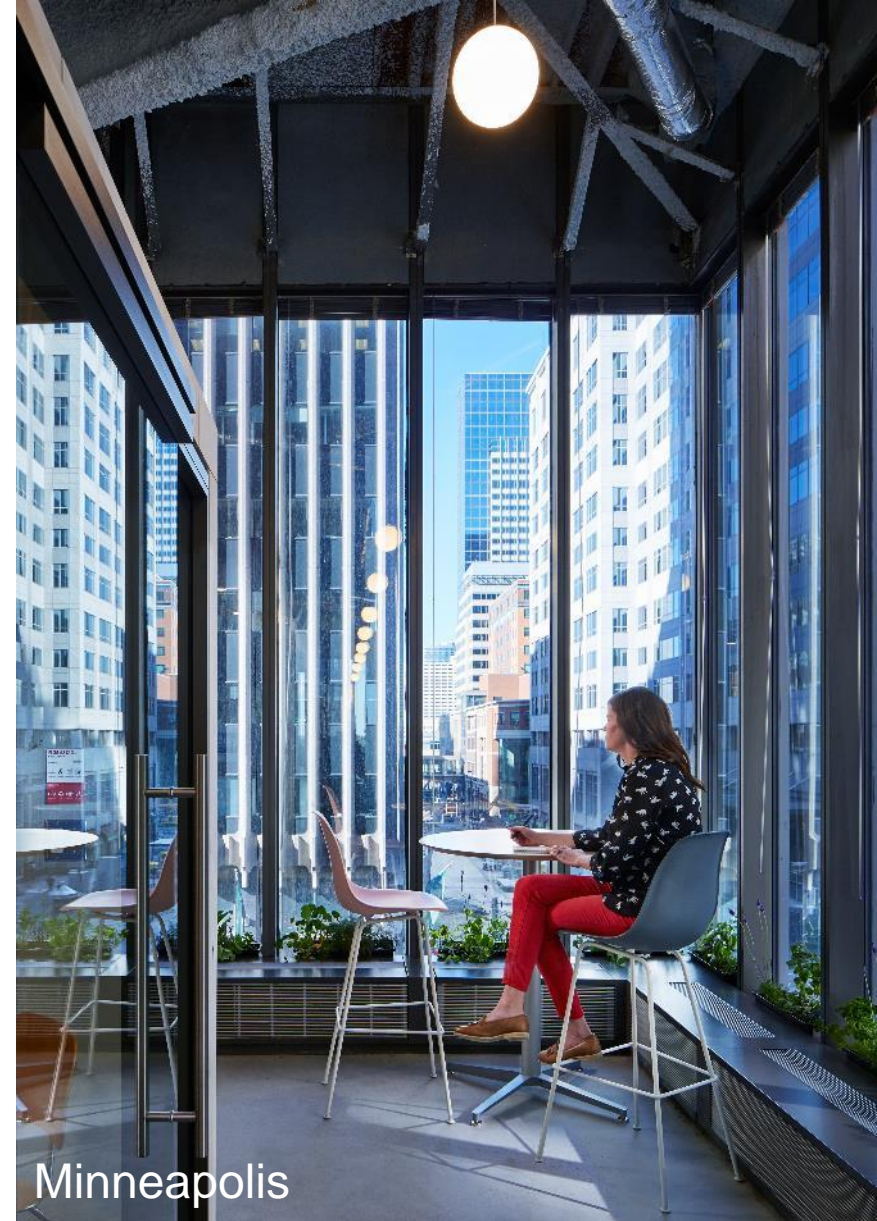
Physical Comfort



Physical Comfort

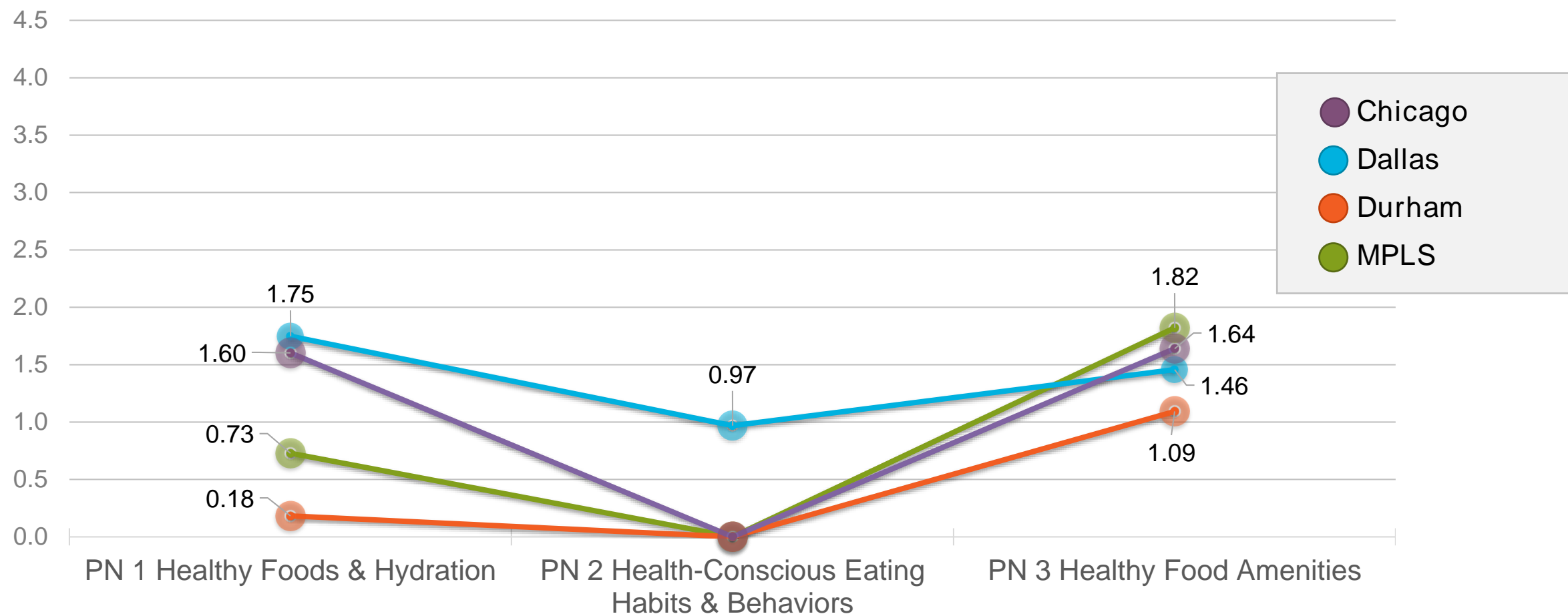


Durham



Minneapolis

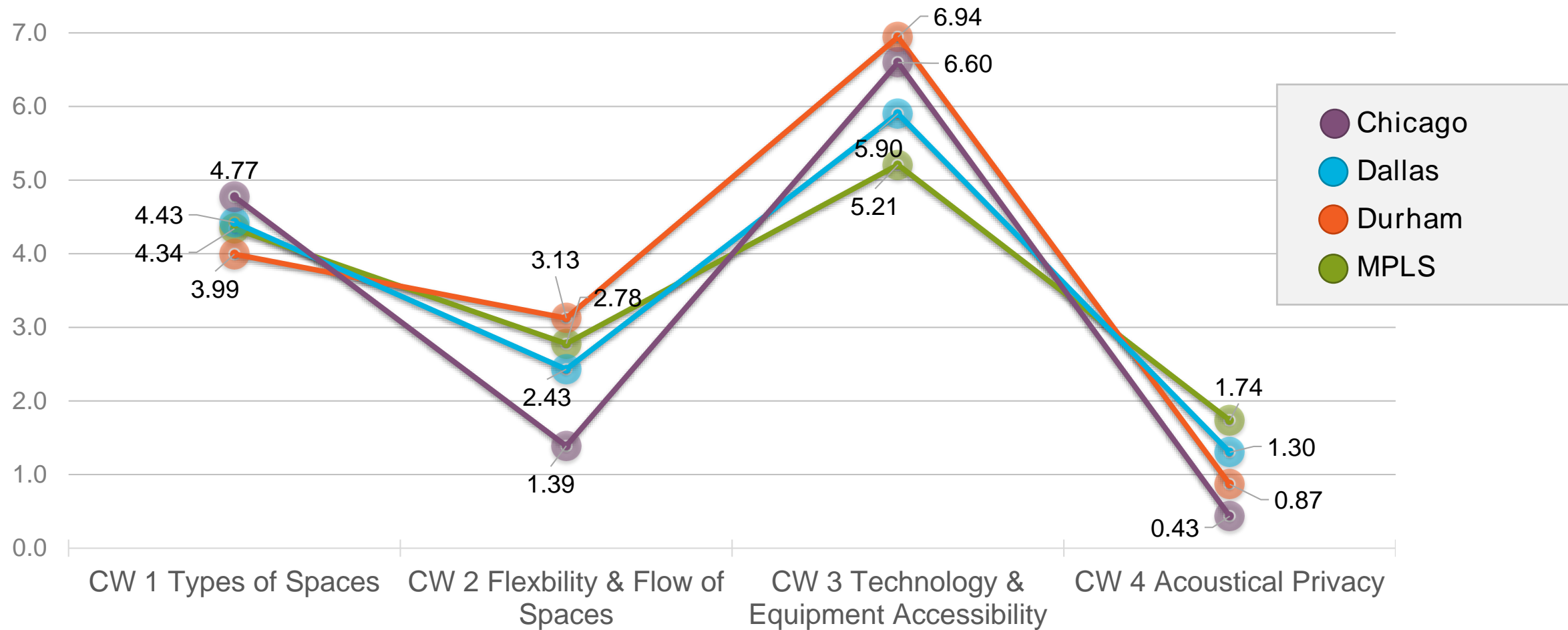
Physical Nourishment



Physical Nourishment



Cognitive Wellbeing



Cognitive Wellbeing

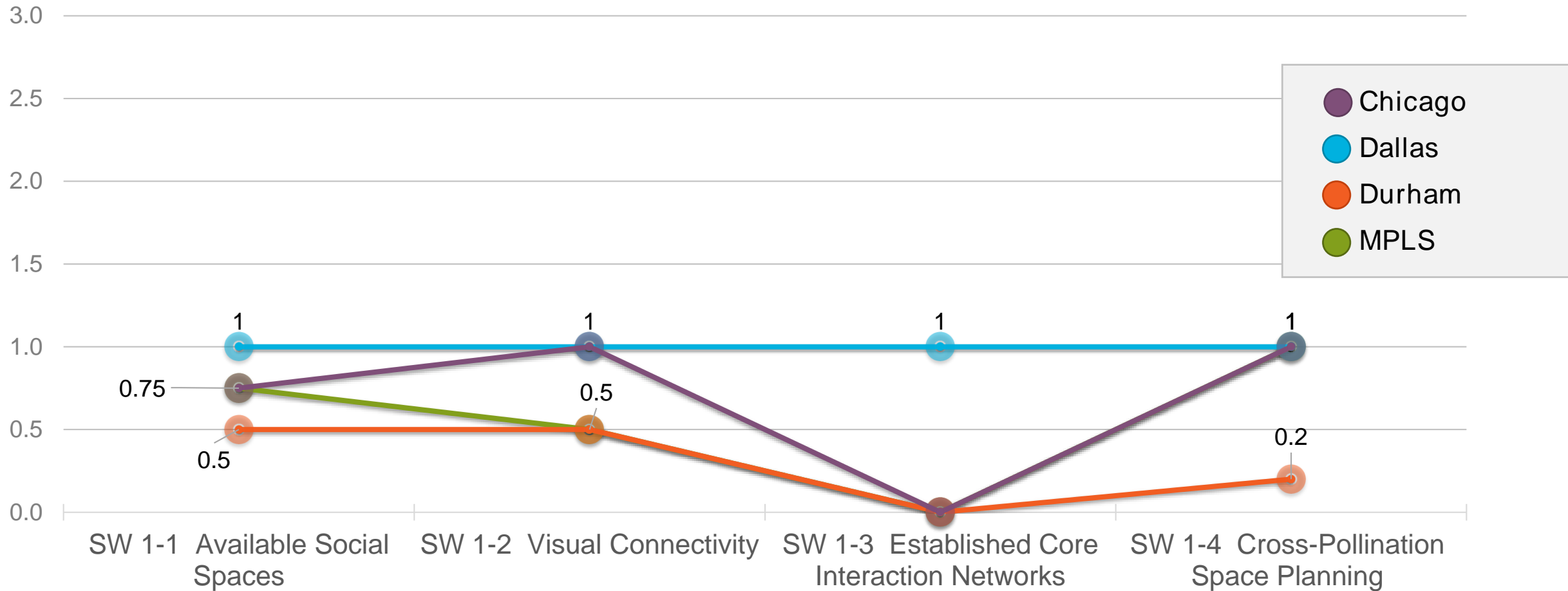


Chicago



Minneapolis

Social Wellbeing



Social Wellbeing

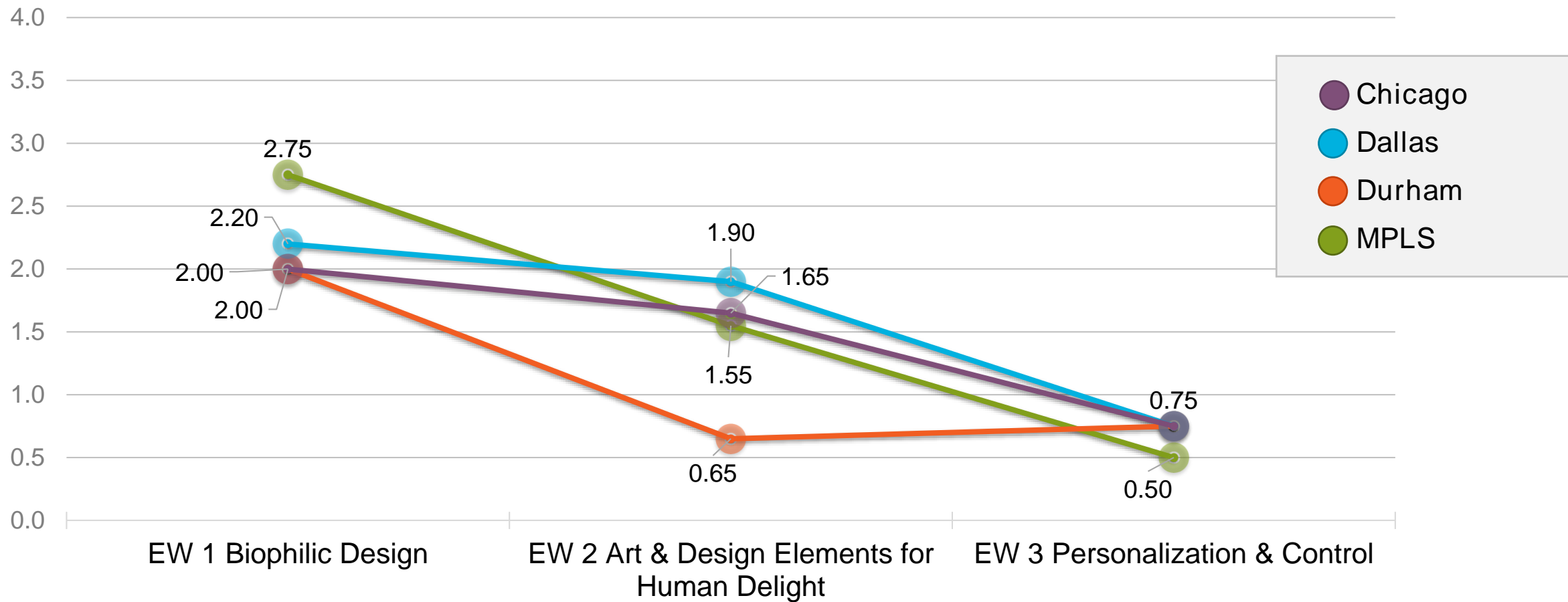


Chicago



Dallas

Emotional Wellbeing



Emotional Wellbeing

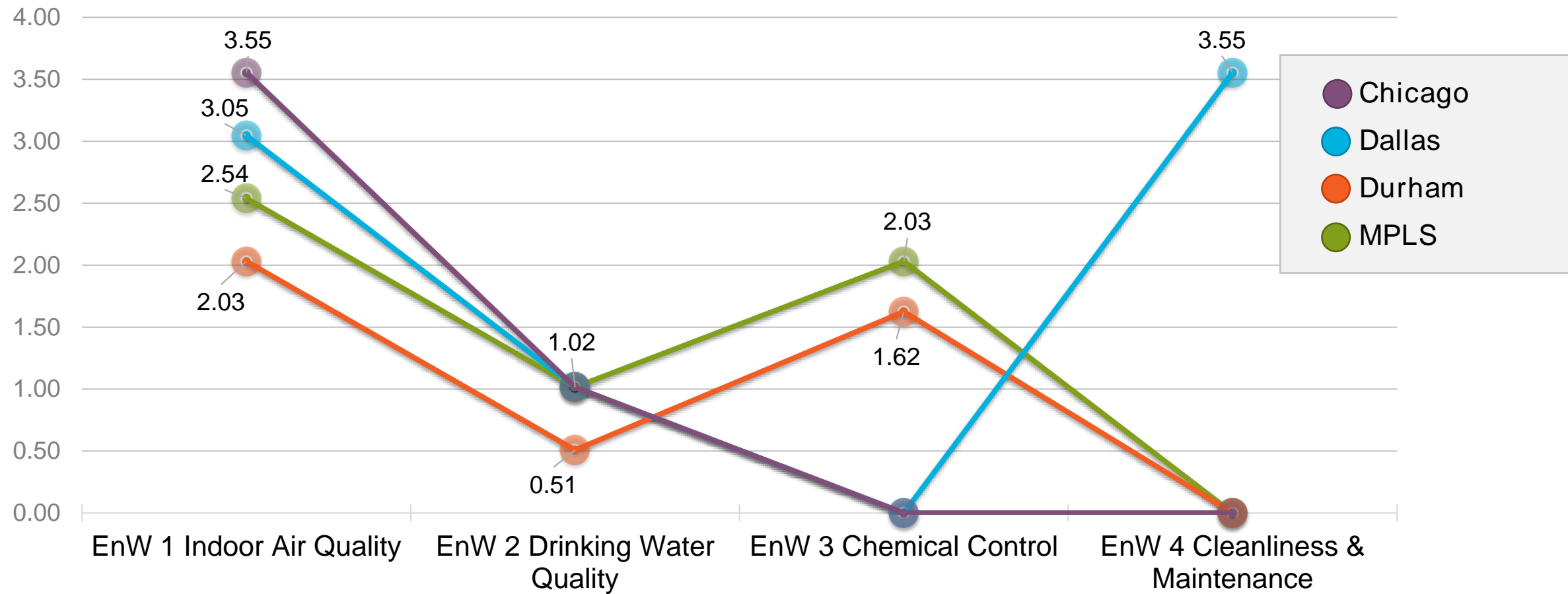


Chicago



Durham

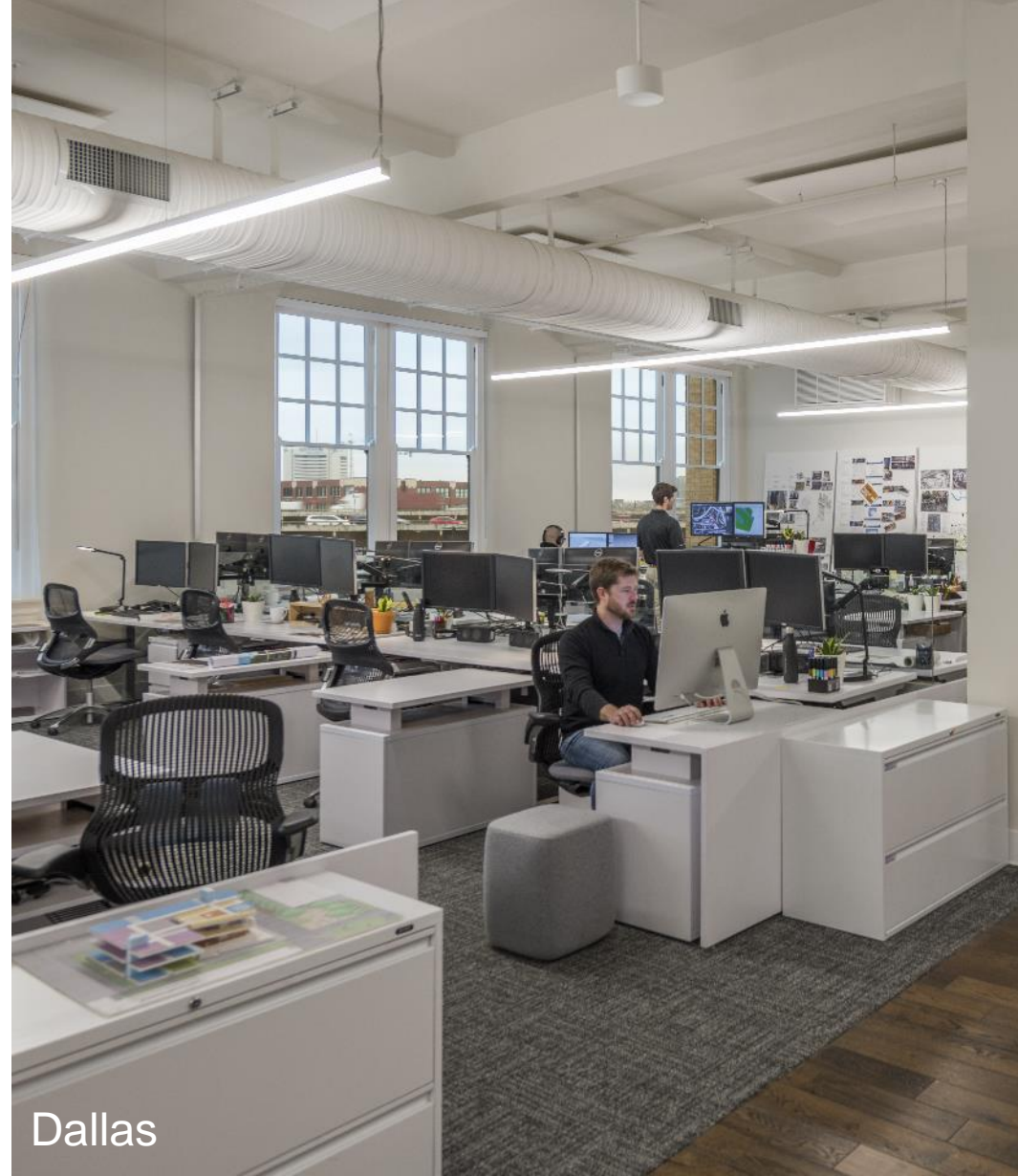
Environmental Wellbeing



Environmental Wellbeing



Minneapolis



Dallas

What does this mean for our P+W Offices?

- Identify “Day 2” design opportunities
- Review policy opportunities
- Learn from our office level strengths
- Prowell[©] experience to pass along to our clients

Thank you

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