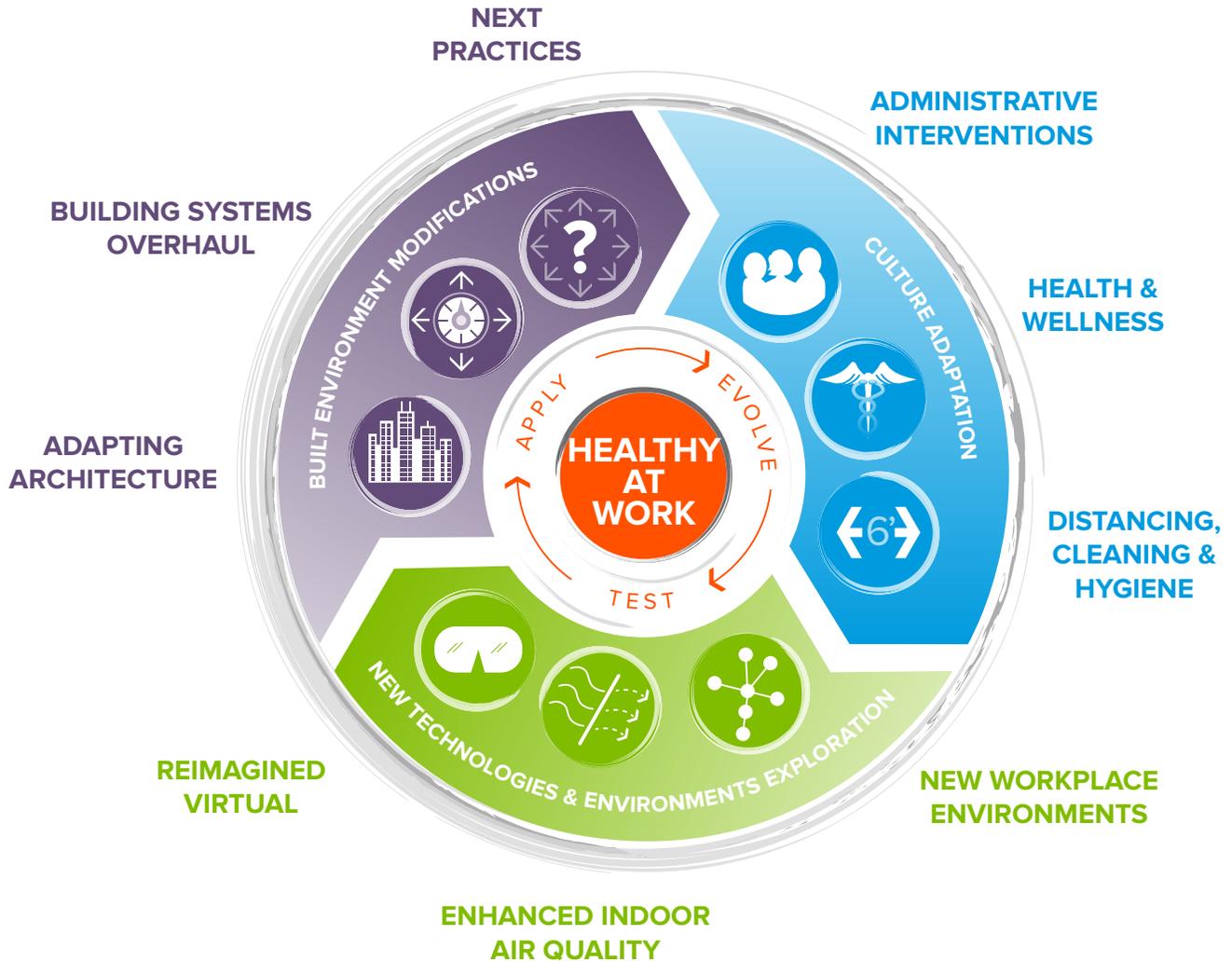


HEALTHY AT WORK

TRANSFORMATIONAL MODEL FOR THE FUTURE BUILT ENVIRONMENT



Creating healthy environments has never been more relevant. This diagram highlights the progression Performa believes “healthy at work” will take. It’s an iterative, circular process beginning with immediate administrative interventions and cultural adaptation, rolling into rapid innovation and evolving into an adapted future that comes full circle as we continue to explore, test and apply what we learn. We’ve identified nine specific areas of concentration from our research. We’ve summarized key takeaways for each and included links to the sources if you want to learn more.

CULTURE ADAPTATION

Adapting organizational culture to ensure the safety and multiple dimensions of health and wellness for people will be critical.



ADMINISTRATIVE INTERVENTIONS

Reconsider policies such as work from home, precautionary quarantine, external interaction, and explore phased reentry based on role criteria, need and the continued health of employees.

Workplace Council – Return-to-Office Playbook

Highlights include establishing new practices and procedures for cleaning and disinfection, communications and signage, HVAC and air quality, as well as preparing spaces by type (lobbies and elevators, workplace entryways and reception areas, common areas, kitchens, conference rooms, restrooms, etc.)

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Gensler – 10 Considerations for Transitioning Back to Work

Highlights include: 1) plan phased scenarios for returning to work, 2) identify essential workers, 3) introduce shift work, 4) designate isolation rooms, 5) track who sits where for focused cleaning response and 6) plan and communicate cleaning regimens.

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HEALTH & WELLNESS

Team well-being is critical, both physical and mental. Team members should be encouraged to stay home when sick and to work from home if able and uncomfortable returning to the office. Encourage renewed focus on fitness and nutritional habits, and mental health.

Wellable – Employee Wellness Toolkit

Highlights include tips on maintaining a healthy and engaged workforce by 1) providing health education, 2) encouraging physical activity (digital wellness challenges), 3) promoting a nutritious diet, 4) fostering social connectivity, 5) offering emotional support.

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Gensler – Wellbeing in the Workplace has Superpowers

Highlights include the idea that health and wellbeing of your employees isn't a program or HR checklist. It's a business strategy, one that is going to be even more important for retaining and attracting talent.

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DISTANCING, CLEANING & HYGIENE

Reconsider workspace density and circulation patterns. Revisit cleaning schedules and communicate them to teams. Consider placement of hand sanitizing stations.

CDC Resources

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Kimball – Cleaning Guide

Highlights include the differences between cleaning, disinfecting and sanitizing and methods for each in regard to different furniture and materials.

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NEW TECHNOLOGIES & ENVIRONMENTS EXPLORATION

Smart, strategic and research-based exploration of new indoor environments, technology and virtual environments as well as enhanced indoor air quality, will be instrumental in ensuring health and wellness are balanced with business continuity.



NEW WORKPLACE ENVIRONMENTS

Experiment with working styles. Distancing requirements coupled with appreciation of focused and collaborative work could inform new workspace arrangements. Reuse and reconfigure existing furniture to support new working environments. Renovate only if necessary.

Herman Miller – Embracing a New Reality

Pages 14-21 provide industry leading insights to help adapt existing furniture configurations for COVID-19 and beyond.

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ENHANCED INDOOR AIR QUALITY

As science identifies proven strategies for enhancing indoor air quality, where possible, retrofit applications should be considered.

ASHRAE – Position Document on Infectious Aerosols

Highlights from this document include an overview of what the global professional association of HVAC engineering, ASHRAE, considers the latest science related to infectious disease transmission and provides evidence-based ranking of potential intervention strategies.

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REIMAGINED VIRTUAL

As virtual meetings become commonplace, clients will demand a higher-quality, engaging, and seamlessly interactive experience. New dedicated spaces to support this activity should be considered.

Simon Sinek – These Are Not Unprecedented Times

Highlights include Simon sharing inspiring thoughts at his company's virtual huddle. He shares an optimistic view and real examples of how his company (and other companies) will continue to fulfill their purpose, but in a different world.

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BUILT ENVIRONMENT MODIFICATIONS

Modifications to the built environment will be considered as administrative, cultural and technological interventions have been maximized.



ADAPTING ARCHITECTURE

As new social and cultural norms become self-evident, personal protection shifts from the individual to the built environment.

WorkDesign Magazine – The Purpose of Place: Redefining The Future of Work

Highlights include an activity framework to support clear decision making and purposeful choices for when, where, why and how to return staff to the workplace and expand potential opportunities for long term solutions. Focusing on values, culture, business performance, and work processes allows organizations to create a unique yet adaptable solution to the future of work.

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BUILDING SYSTEMS OVERHAUL

A new working environment with a focus on occupant health begs consideration of building system overhauls (lighting and HVAC) to improve user comfort, connection to nature, wellness and productivity.

HBR – What Makes an Office Building Healthy

Highlights include a framework companies can take on a range of actions – weighing the effectiveness and financial impact of each – to combat COVID-19, minimize risk for other illnesses, and introducing engineering controls to create more healthy buildings. It also includes nine foundations for a healthy building: ventilation, air quality, thermal health, moisture, dust and pests, safety and security, water quality, noise, lighting and views.

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NEXT PRACTICES

Next practices are responses to uncertainty, solutions that are often hypothetical, yet based on data or research, often tested and refined, and they evolve into future best practices. Healthy organizations will continuously develop some next practices to ensure that their workplace environment is healthy.

Simon Sinek – Embracing an Infinite Mindset

Highlights include an infinite mindset provides a calm confidence, something needed if businesses and people are going to adapt. There is no going back to normal, and that is okay. Those of us who embrace an infinite mindset can actually come out of hard times better off than when we entered.

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McKinsey & Company – Leadership In A Crisis: Responding to Current and Future Challenges

Highlights include five leadership practices that can help you respond effectively: 1) organize via a network of teams, 2) display deliberate calm and boundless optimism, 3) make decisions amid uncertainty, 4) demonstrate empathy, and 5) communicate effectively.

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Kimi Werner – When You Feel the Need to Speed Up, Slow Down

Highlights include Kimi Werner, a champion freediver, explaining how sometimes slowing down is the key to survival. She explains the benefits of slowing down to be calm enough to see things clearly and make good decisions.

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