



# Measuring the impact of health and wellbeing in the workplace

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## WORKPLACE HEALTH & WELLBEING

Subtitle

## Health and Wellbeing in the Workplace



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# Health and Wellbeing in the Workplace

## WORKPLACE HEALTH MODEL

### 1 ASSESSMENT

- INDIVIDUAL**  
(e.g. demographics, health risks, use of services)
- ORGANIZATIONAL**  
(e.g. current practices, work environment, infrastructure)
- COMMUNITY**  
(e.g. transportation, food and retail, parks and recreation)

### 4 EVALUATION

- WORKER PRODUCTIVITY**  
(e.g. absenteeism, presenteeism)
- HEALTHCARE COSTS**  
(e.g. quality of care, performance standards)
- IMPROVED HEALTH OUTCOMES**  
(e.g. reduced disease and disability)
- ORGANIZATIONAL CHANGE, "CULTURE OF HEALTH"**  
(e.g. morale, recruitment/retention, alignment of health and business objectives)



### 2 PLANNING & MANAGEMENT

- LEADERSHIP SUPPORT**  
(e.g. role models and champions)
- MANAGEMENT**  
(e.g. workplace health coordinator, committee)
- WORKPLACE HEALTH IMPROVEMENT PLAN**  
(e.g. goals and strategies)
- DEDICATED RESOURCES**  
(e.g. costs, partners/vendors, staffing)
- COMMUNICATIONS**  
(e.g. marketing, messages, systems)

### 3 IMPLEMENTATION

- PROGRAMS**  
(e.g. education and counseling)
- POLICIES**  
(e.g. organizational rules)
- BENEFITS**  
(e.g. insurance, incentives)
- ENVIRONMENTAL SUPPORT**  
(e.g. access points, opportunities, physical/social)

## Built Environments ► Frameworks

## PROWELL® : Workplace Health & Wellbeing Analytics

- Open source analytics for workplace health+ wellbeing performance assessment
- Workplace performance metrics for health & wellbeing beyond the conventional metrics of cost per SF
- Collective efforts with industry leaders in architecture, design, facility management, workplace strategy and academic research to move forward evidence-based practice
- Complementary assessment tool to existing health & wellness standards
- Funded by the ASID

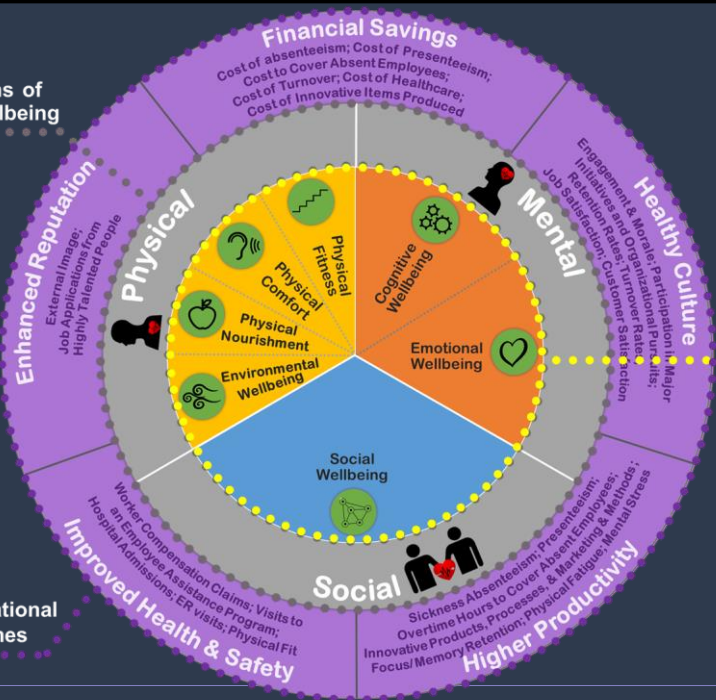


YOUNG LEE, Ph.D. LEED, WELL, FITWEL, PROWELL

### 3 Domains of Health & Wellbeing


### 5 Organizational Health Outcomes

### 7 Dimensions of Workplace Health & Wellbeing




	WELLBEING DOMAINS			IMPACT OF WELLBEING
	PHYSICAL	MENTAL	SOCIAL	
MASLOW'S HIERARCHY OF NEEDS	<ul style="list-style-type: none"> <li>Biological &amp; Physiological Needs: air, water, food, shelter, sleep &amp; rest, clothing, reproduction</li> <li>Safety Needs: personal security, employment, resources, health, property</li> </ul>	<ul style="list-style-type: none"> <li>Security Needs: dignity, achievement, mastery, independency, respect, status, recognition, prestige</li> <li>Cognitive Needs: Knowledge, curiosity, exploration, need for meaning &amp; predictability</li> <li>Aesthetic Needs: Appreciation &amp; search for beauty, balance, form</li> <li>Self-actualization Needs: Realizing personal potential, self-fulfillment, personal growth &amp; peak experiences</li> <li>Transcendence Needs: Pursuing values beyond personal self, religious faith, pursuit of science, service to others</li> </ul>	<ul style="list-style-type: none"> <li>Belongingness &amp; Love Needs: intimacy, friendship, family, sense of connection</li> </ul>	
LEE'S PROWELL MODEL	<ul style="list-style-type: none"> <li>Physical Fitness: Exterior active design, active transportation, interior active design, policy &amp; benefit support</li> <li>Physical Comfort: Ergonomics, visual comfort, thermal comfort, olfactory comfort, POE</li> <li>Physical Nourishment: Healthy food &amp; hydration, health-conscious habits &amp; behaviors, healthy food amenities</li> <li>Environmental Wellbeing: Indoor air quality, water quality, chemical control, cleanliness &amp; maintenance</li> </ul>	<ul style="list-style-type: none"> <li>Cognitive Wellbeing: Types of spaces, flexibility &amp; flow of spaces, technology &amp; equipment accessibility, acoustical privacy</li> <li>Emotional Wellbeing: Biophilic design, art &amp; design elements for human delight, personalization &amp; control of spaces</li> </ul>	<ul style="list-style-type: none"> <li>Social Wellbeing: Social connectivity</li> </ul>	<ul style="list-style-type: none"> <li>Healthy organizational culture: Engagement &amp; morale, increased participation in organizational pursuits, retention, turnover, job satisfaction, customer satisfaction</li> <li>Enhanced company reputation: External image of company, recruitment</li> <li>Higher employee productivity/performance: Sick leave absenteeism, presenteeism, overtime to cover absent employees, numbers of innovative products, process, marketing strategies, business methods, intellectual properties, focus/attention/ memory retention, physical fatigue, mental stress</li> <li>Financial savings: Cost of absenteeism, presenteeism, to cover absent employees, turnover, healthcare premium, innovative items produced</li> <li>Improved individual health &amp; safety: Worker compensation claims, visits to Employee Assistance Program for mental health, ER visits. Vital signs/fitness measures (Resting heart rate, heart rate, pulse rate velocity, recovery time, CO2 Max, movement, sleep, weight, fat mass, hydration, blood pressure &amp; skin temperature)</li> </ul>

## PROWELL® Basic



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Instruments

Workplace Wellbeing Performance

Physical Fitness

Physical Comfort


Physical Nourishment

Cognitive Wellbeing

Social Wellbeing

Emotional Wellbeing

Environmental Wellbeing



Physical Comfort (PC)

PC 1-1: Individual workstations in open offices with the following ergonomic sizes and clearances (Check all that apply)

None

Desk surface is minimum 20 inches [50 cm] deep between a seated person and a monitor; and minimum board and a monitor (This does not apply to laptop use designated individual workstations)

Desk height is adjustable between 20 inches [50 cm] and 28 inches [72 cm] for seated tasks

Desk height is adjustable to accommodate standing tasks or a desktop height-adjustable stand is provided

Under-desk clearance spaces are sufficient with minimum clearance depth of 15 inches [38 cm] for knees minimum clearance width of 20 inches [50 cm]

PC 1-2: Individual workstation conditions in open offices (Check all that apply)


None

Desks are placed perpendicular to window panes

Desk surface has a matte finish

Desk surface edge is 24 - 27 inches [60 - 68 cm] wide to accommodate armrests in chairs

Desk front edge is round to avoid contact stress of wrists




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Emotional Wellbeing (EW)

EW 1 Biophilic Design


EW 1-1 Sensory stimulation by nature in the primary workspaces (Check all that apply)

☐ None
 ☐ Presence of vegetation (green wall, planters, garden, or similar items)
 ☐ Presence of water (water wall, water fall, aquarium, fountain, or similar items)
 ☐ Presence of 2D or 3D artwork depicting natural elements or scenes)
 ☐ Sounds of nature (sounds of birds, water fall, or similar items)
 ☐ Smells of nature (smells of herbs, plants, or similar items)

EW 1-2 Views to outdoors in regularly occupied spaces: Direct line of sight to the outdoors for 75% of regular employees (check all that apply)


☐ None
 ☐ Non-obstructive views and no blinds on the windows
 ☐ At least 2 lines of sights to vision glass that is between 30 inches and 90 inches (between 0.8 meters and 2.3 meters)
 ☐ least 75% of individual workspaces
 ☐ Views of natural elements such as plants, trees, sky or similar items
 ☐ Non-obstructive views within the direct line of sight from the vision glass blinds

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Overview

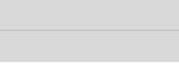
Health + Wellbeing Performance



Prioritized Recommendations



Performance by Key Dimensions

Performance by 7 Dimensions of HWP

**Physical Fitness**



**Physical Comfort**


 Benchmark
  Pissol test 1 July 2019

 Benchmark
  Pissol test 1 July 2019


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[Overview](#)
[Health+Wellbeing Performance](#)
[Prioritized Recommendations](#)


## Overview

### Health+Wellbeing Performance





Tier	Score Range
Top Tier	75-100
2nd Tier	63-74.99
3rd Tier	45-62.99
4th Tier	27-44.99
5th Tier	14-26.99
Bottom Tier	0-13.99



 Benchmark
  Score

 Score: 98
  Score: 100



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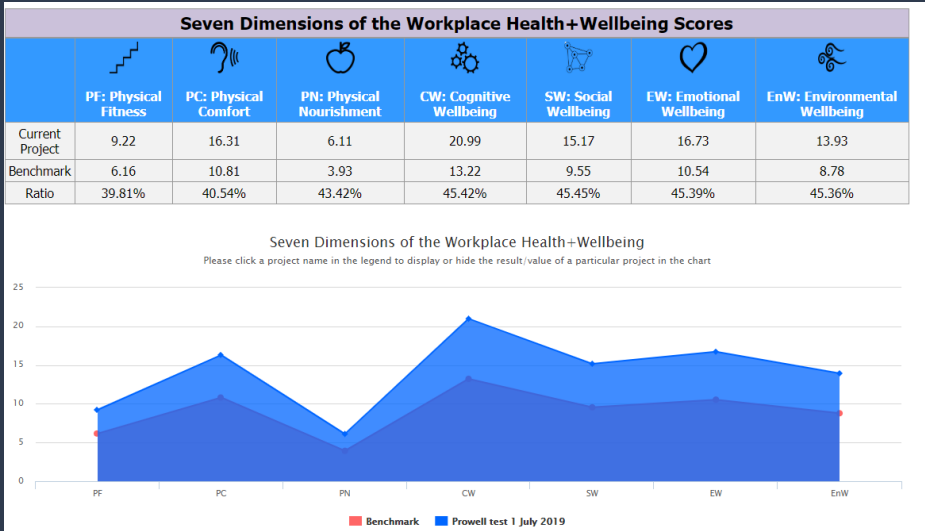
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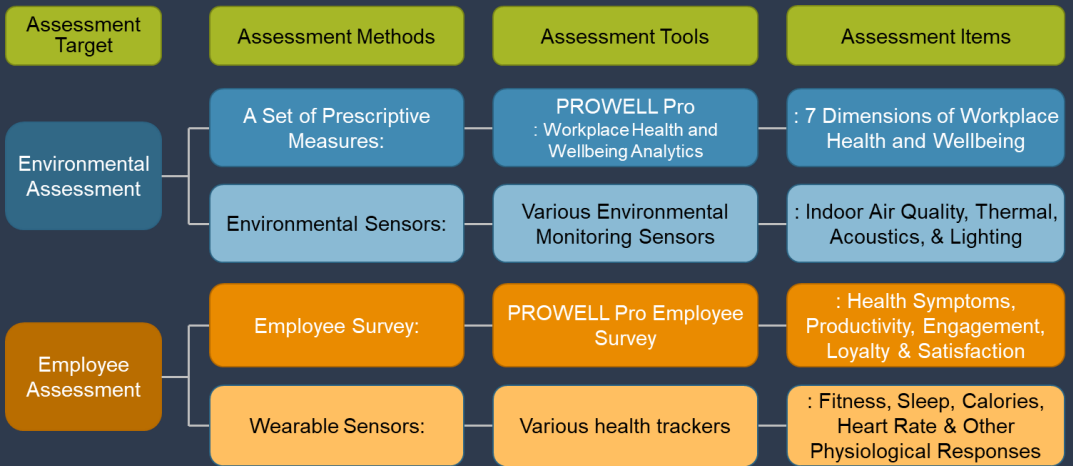


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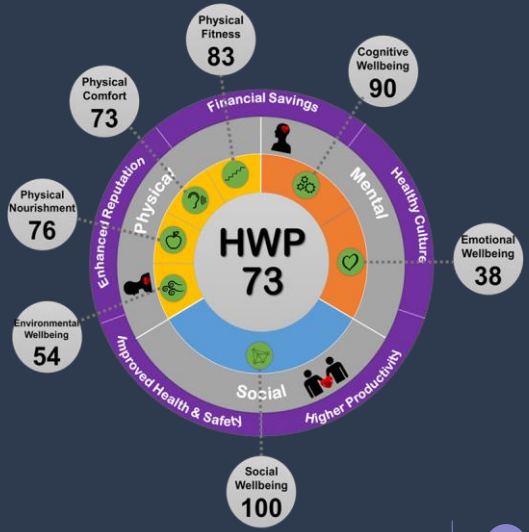


PROWELL® PLUS

PROWELL PLUS Framework



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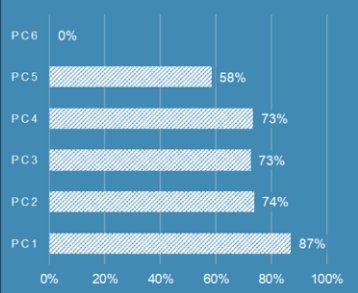
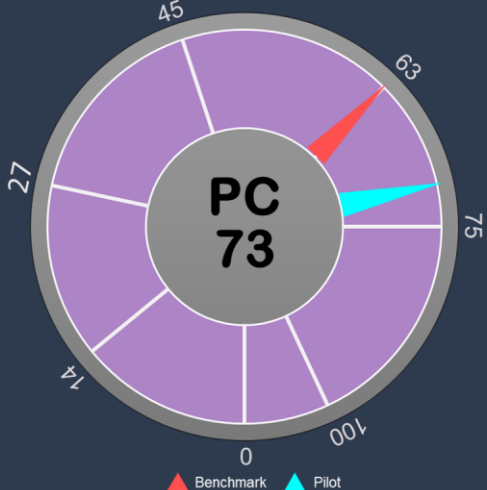


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Physical Comfort

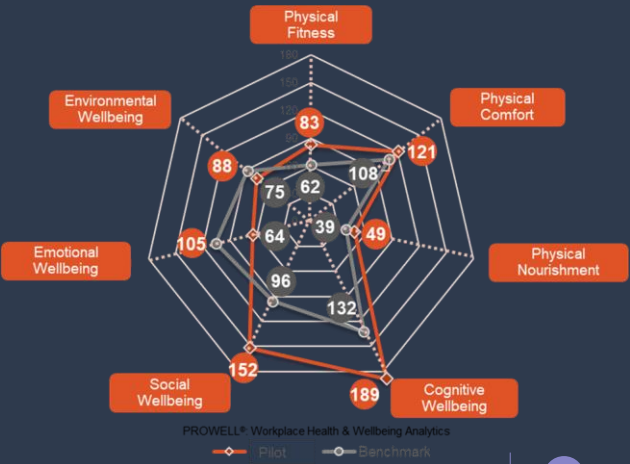
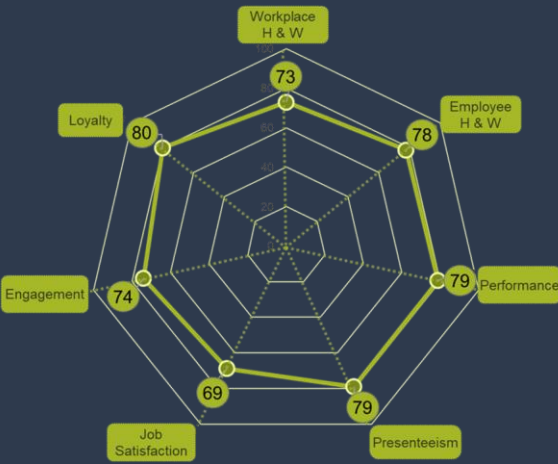


- PC1. Ergonomics
- PC2. Auditory Comfort
- PC3. Visual Comfort
- PC4. Thermal Comfort
- PC5. Olfactory Comfort
- PC6. Post Occupancy Evaluation

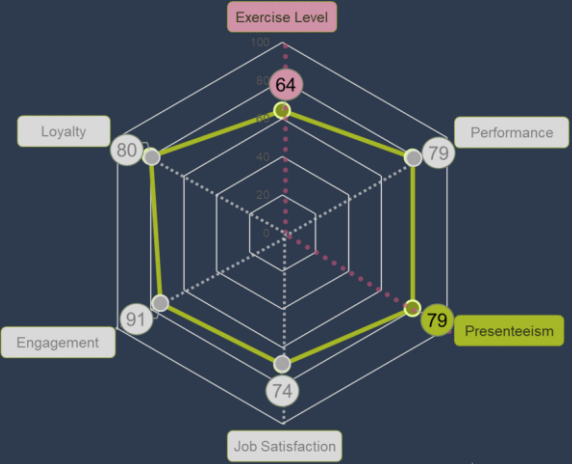




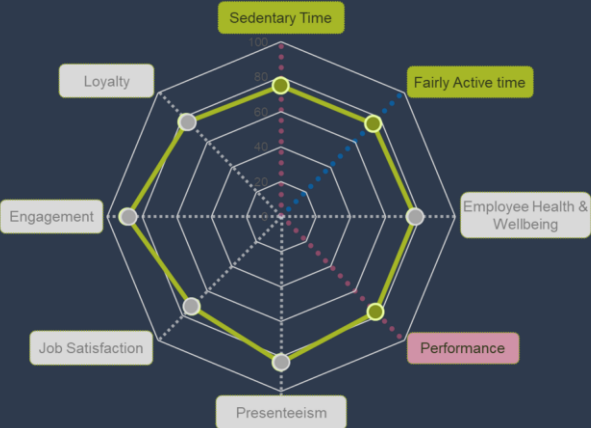
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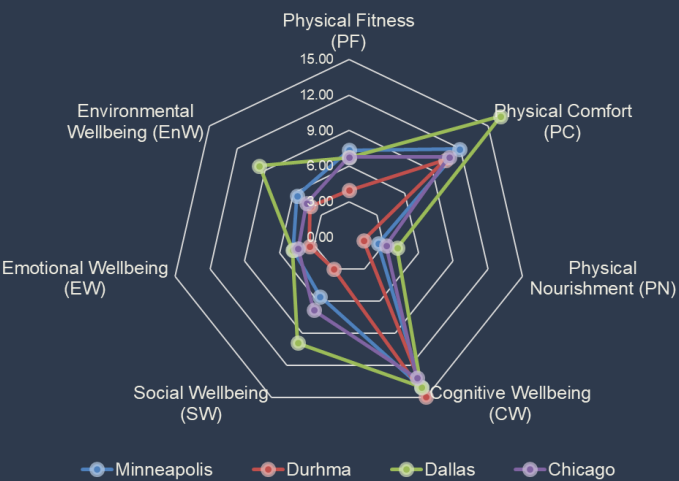
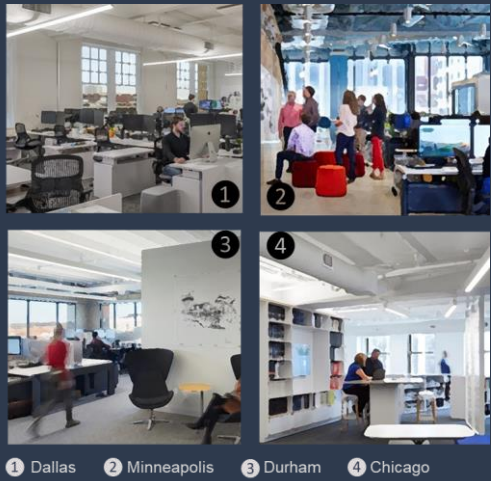
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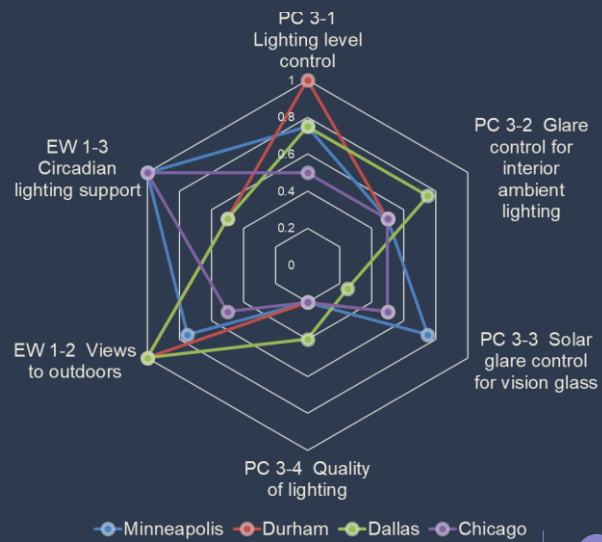
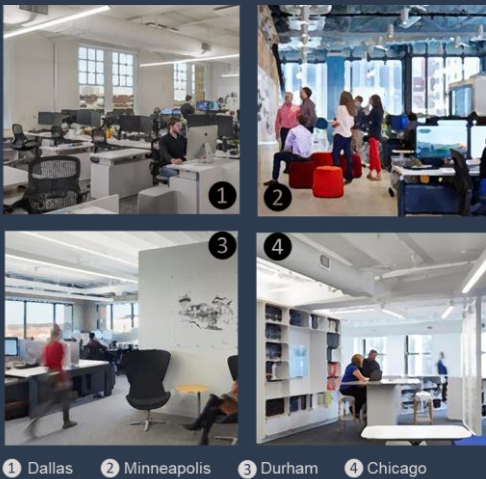
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PORTFOLIO MANGAGEMENT & SPECIFIC TOPICS



PORTFOLIO MANGAGEMENT & SPECIFIC TOPICS



THANK YOU

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