

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[©]

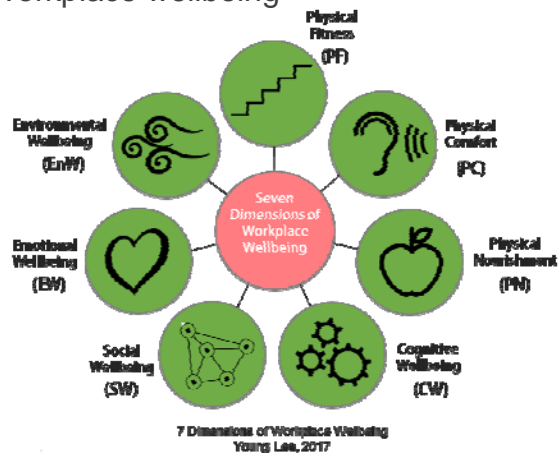
- Wellbeing Definition (by the US CDC)

- 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.

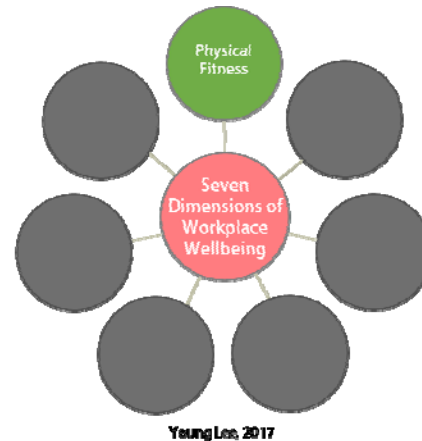
Framework of PROWELL[©]

- 7 Dimensions of Workplace wellbeing



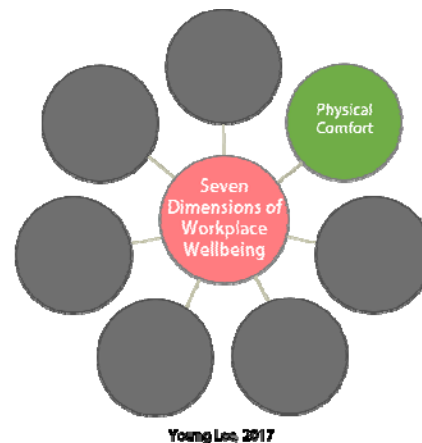
Measures of PROWELL[®] – 1. Physical Fitness

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



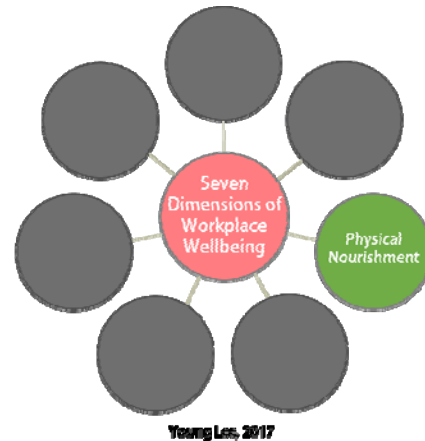
Measures of PROWELL[®] – 2. Physical Comfort

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



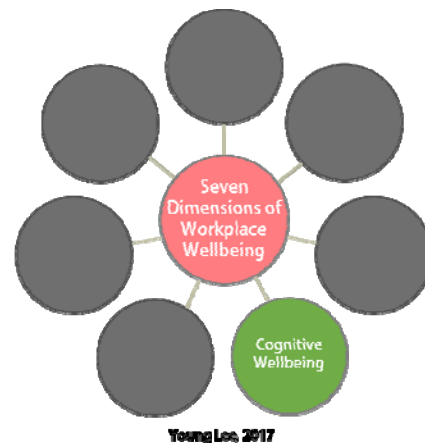
Measures of PROWELL® – 3. Physical Nourishment

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



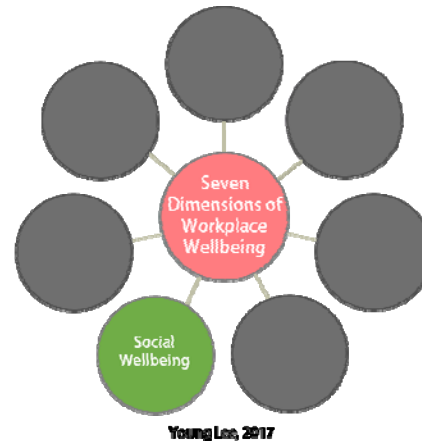
Measures of PROWELL® – 4. Cognitive Wellbeing

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



Measures of PROWELL® – 5. Social Wellbeing

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



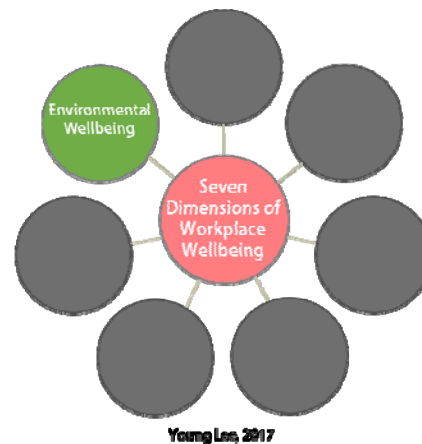
Measures of PROWELL® – 6. Emotional Wellbeing

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

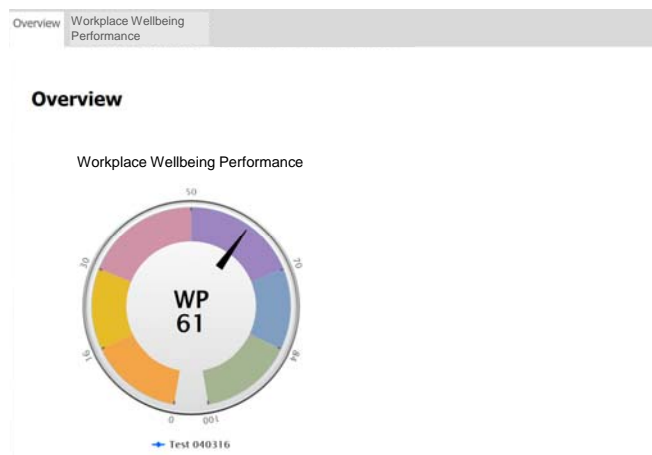


Measures of PROWELL[©] – 7. Environmental Wellbeing

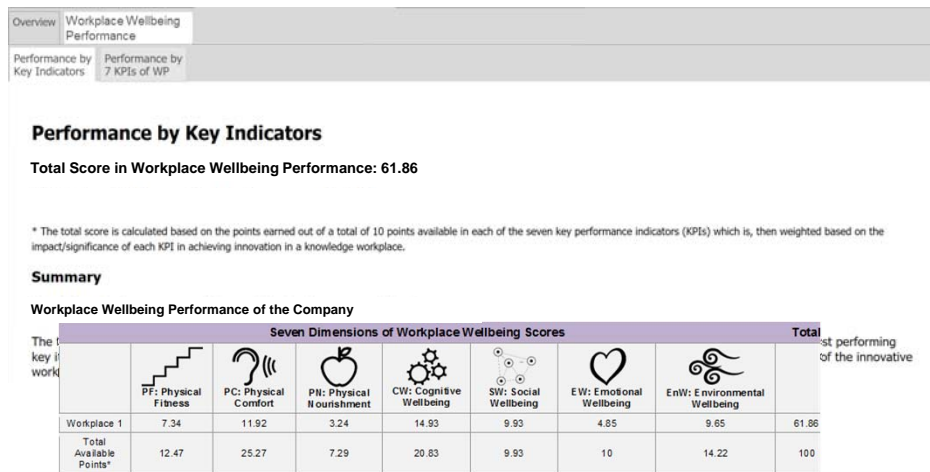
1. **Indoor air quality**
: to eliminate toxic chemicals, pollutants and irritants in the air
2. **Drinking water quality**
: to eliminate toxic chemicals, pollutants and irritants in the water
3. **Chemical control**
: to eliminate persistent bio-accumulative and toxic chemicals in the building and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



Automatic Analysis of PROWELL[©]



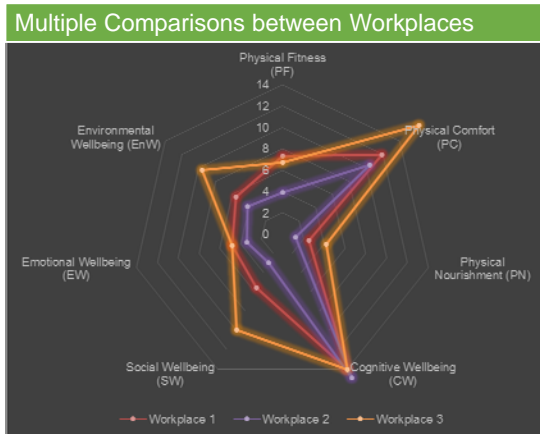
Automatic Analysis of PROWELL[®]



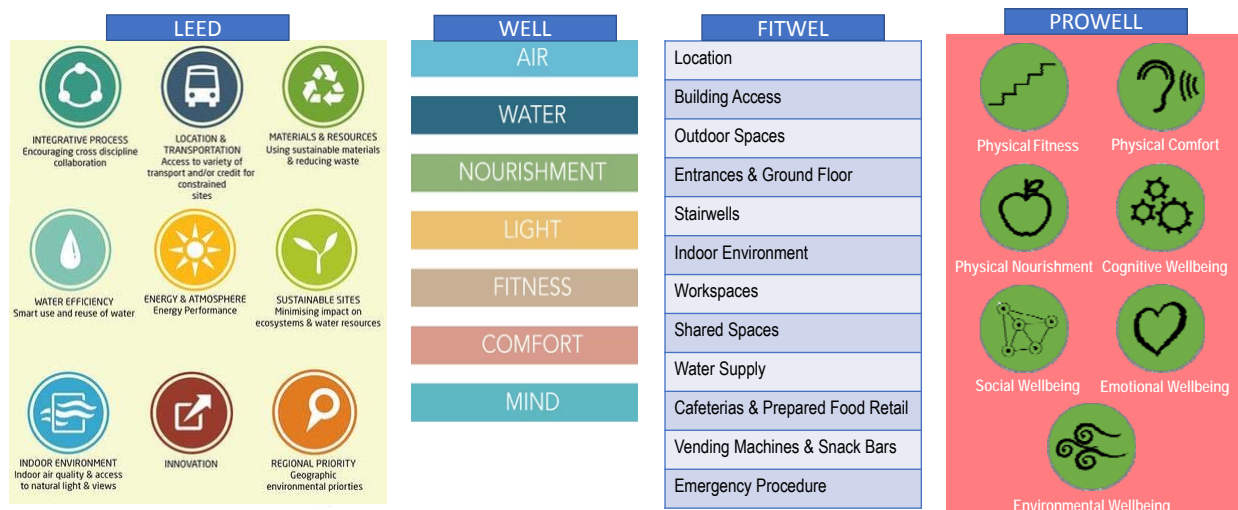
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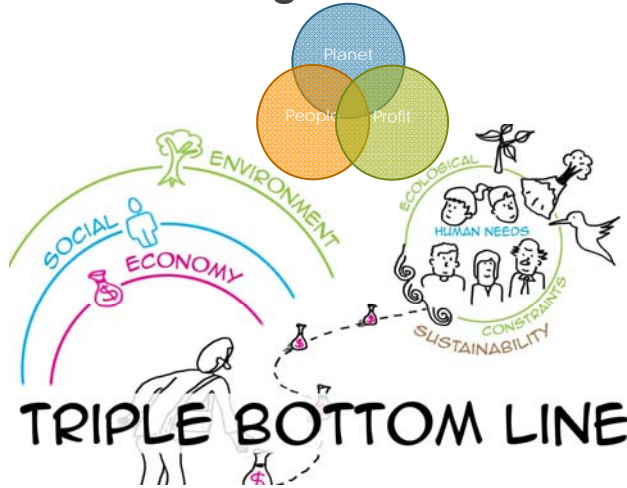
Automatic Analysis of PROWELL[®]



Wellbeing within the Sustainability Framework



Wellbeing within the Sustainability Framework



Source: Triple bottom line & sustainability: the science of good business.
<https://www.youtube.com/watch?v=25m-jB61Q>

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			•

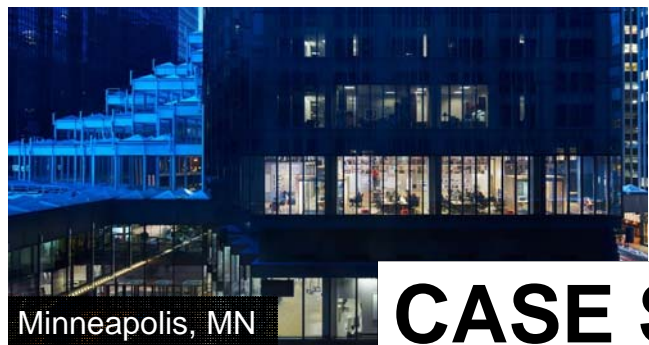
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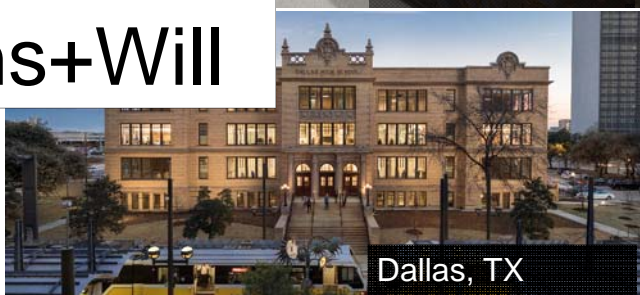


Durham, NC

CASE STUDY Perkins+Will



Chicago, IL



Dallas, TX

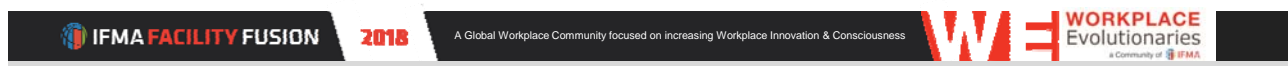
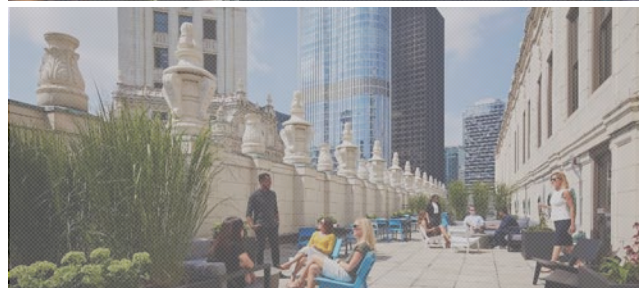
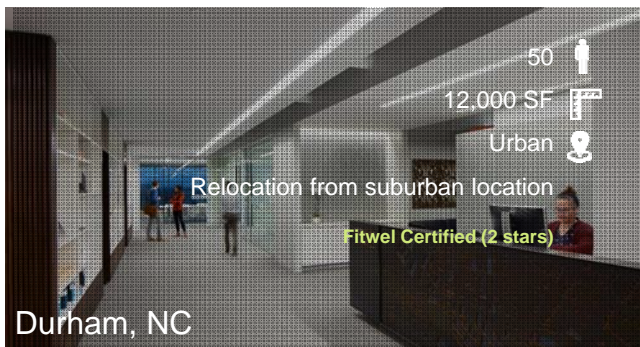
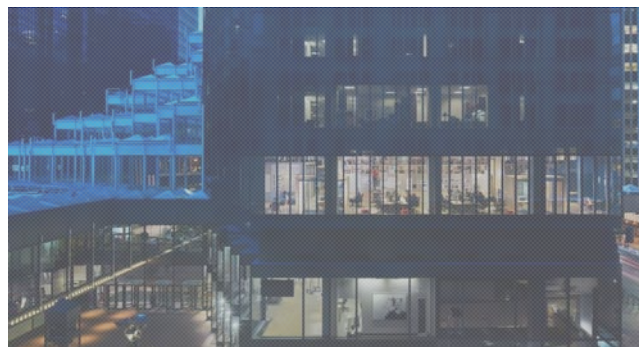
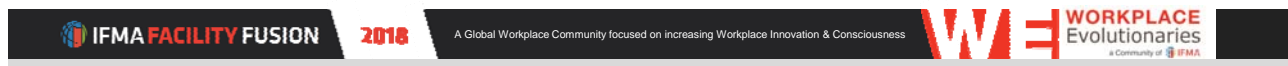
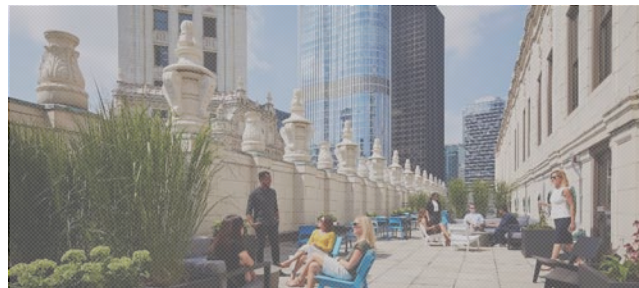
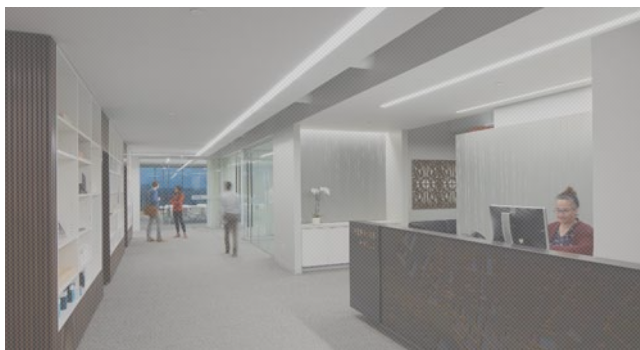
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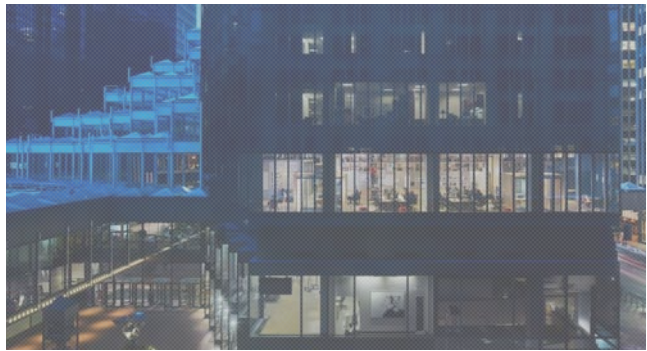
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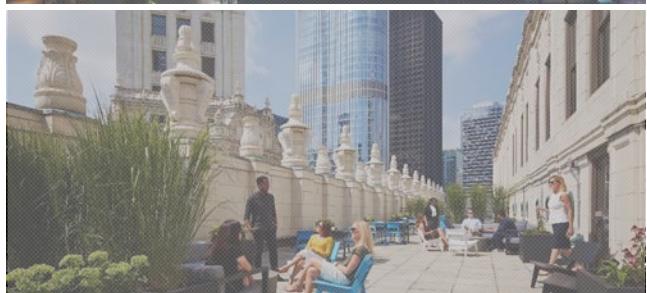
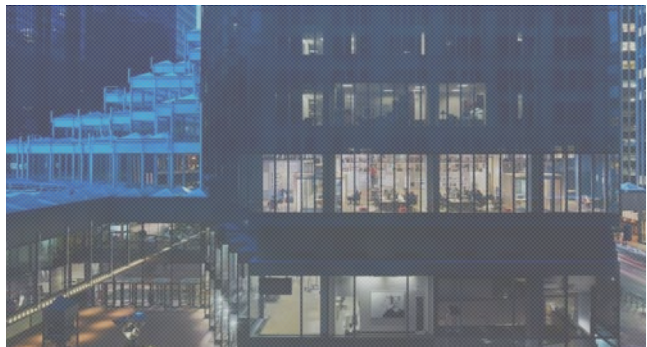
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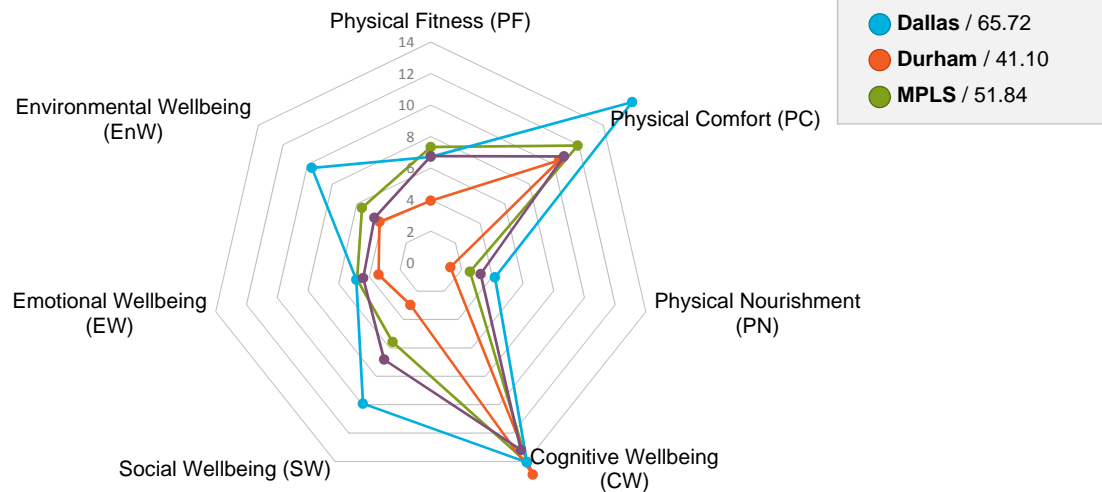


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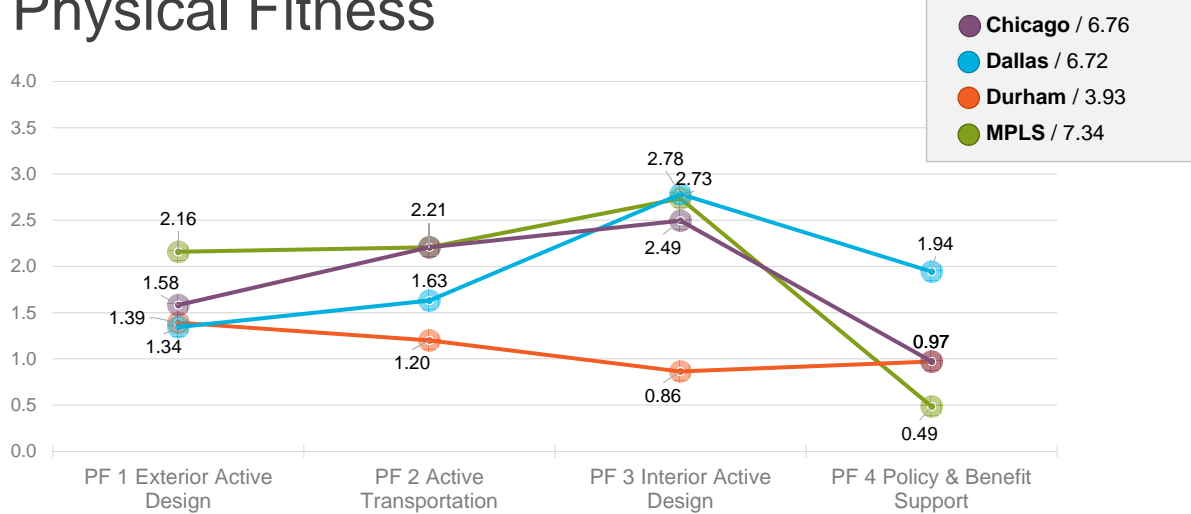


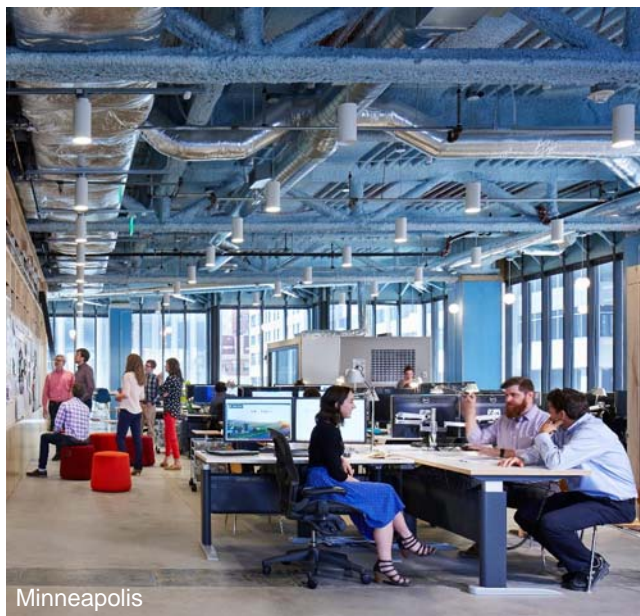
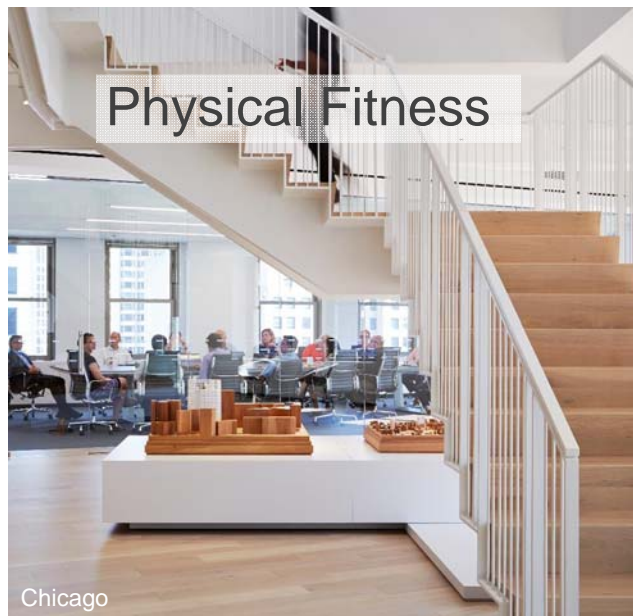
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Overall Scores

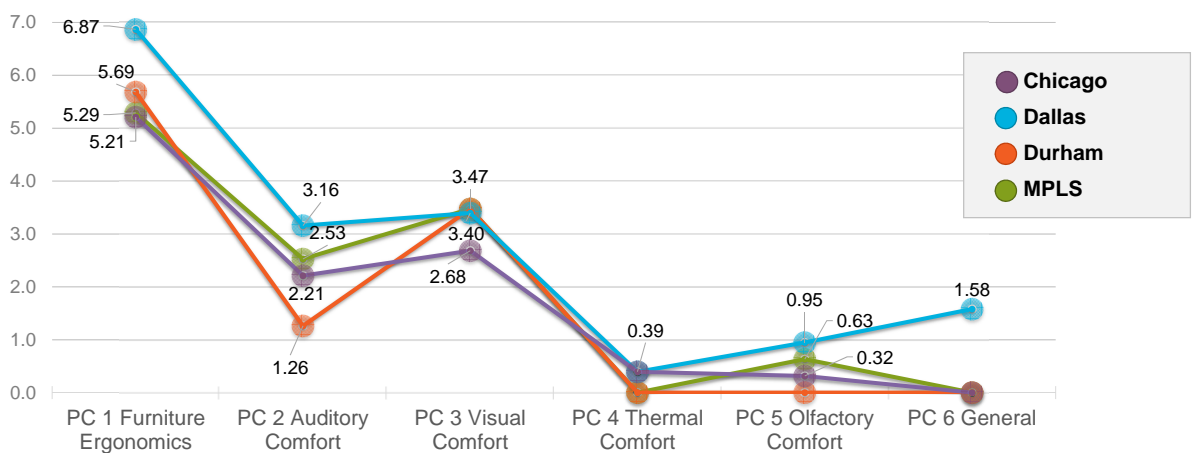


Physical Fitness



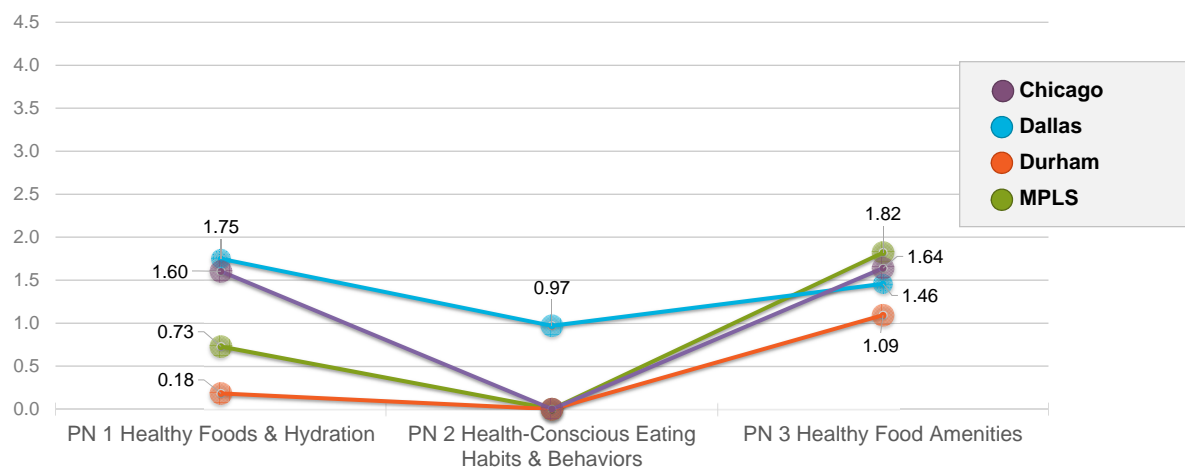


Physical Comfort

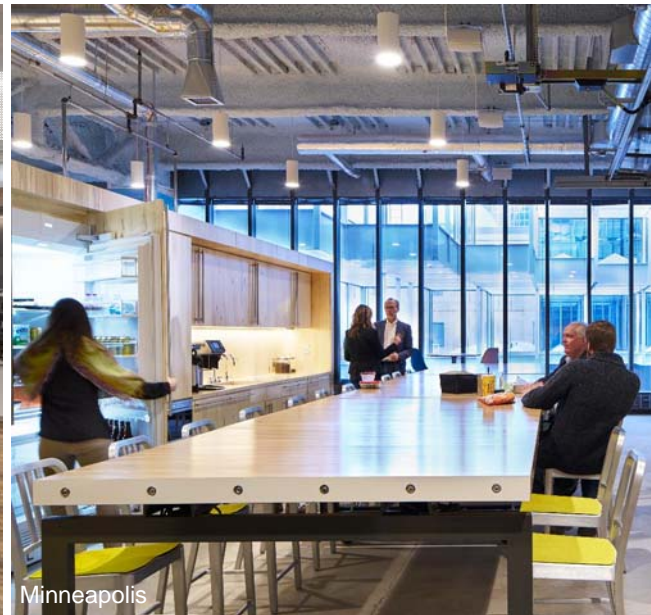




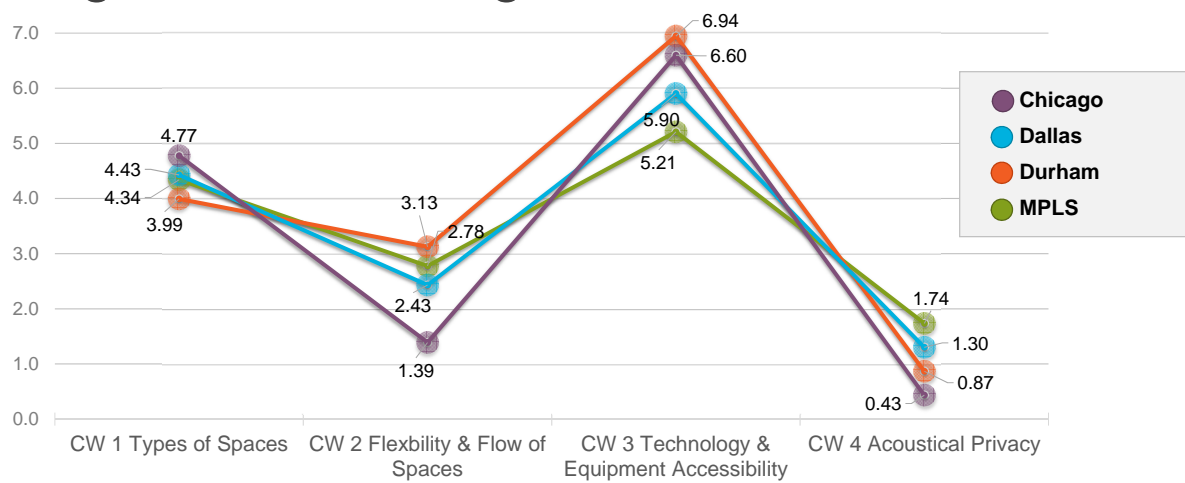
Physical Nourishment



Physical Nourishment

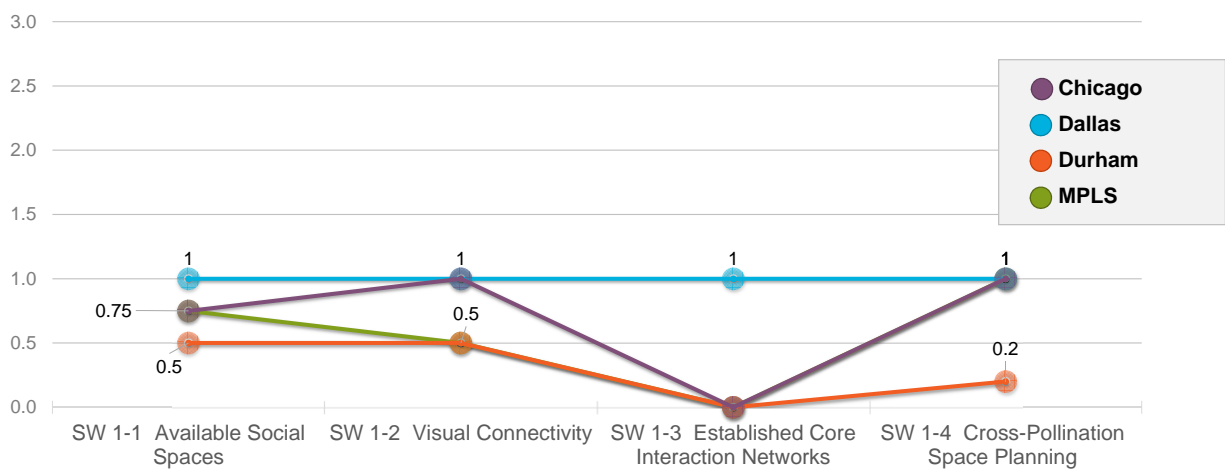


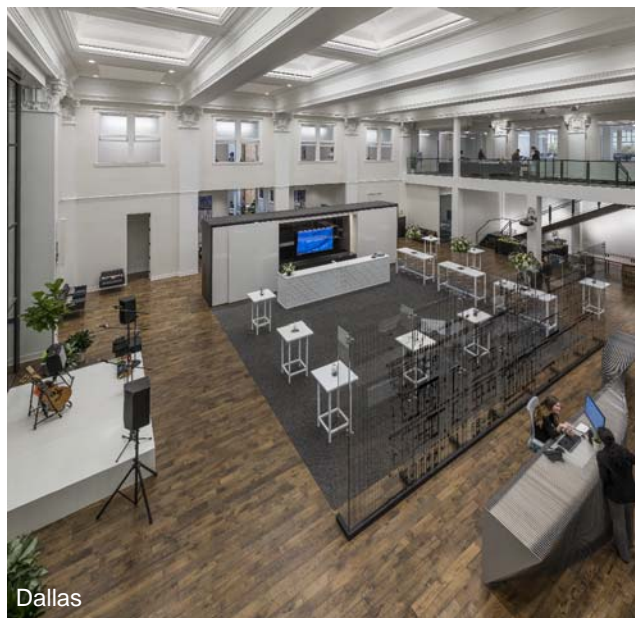
Cognitive Wellbeing



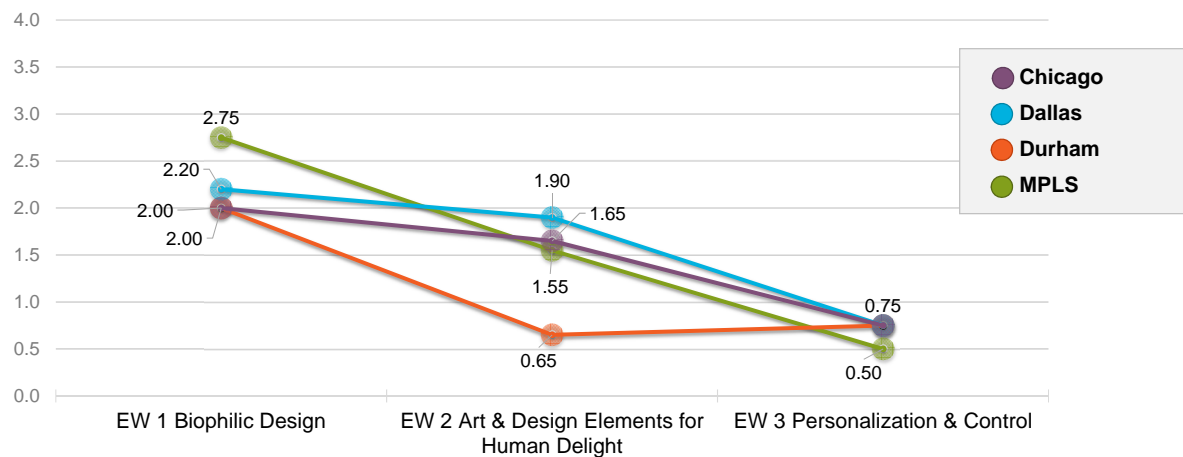


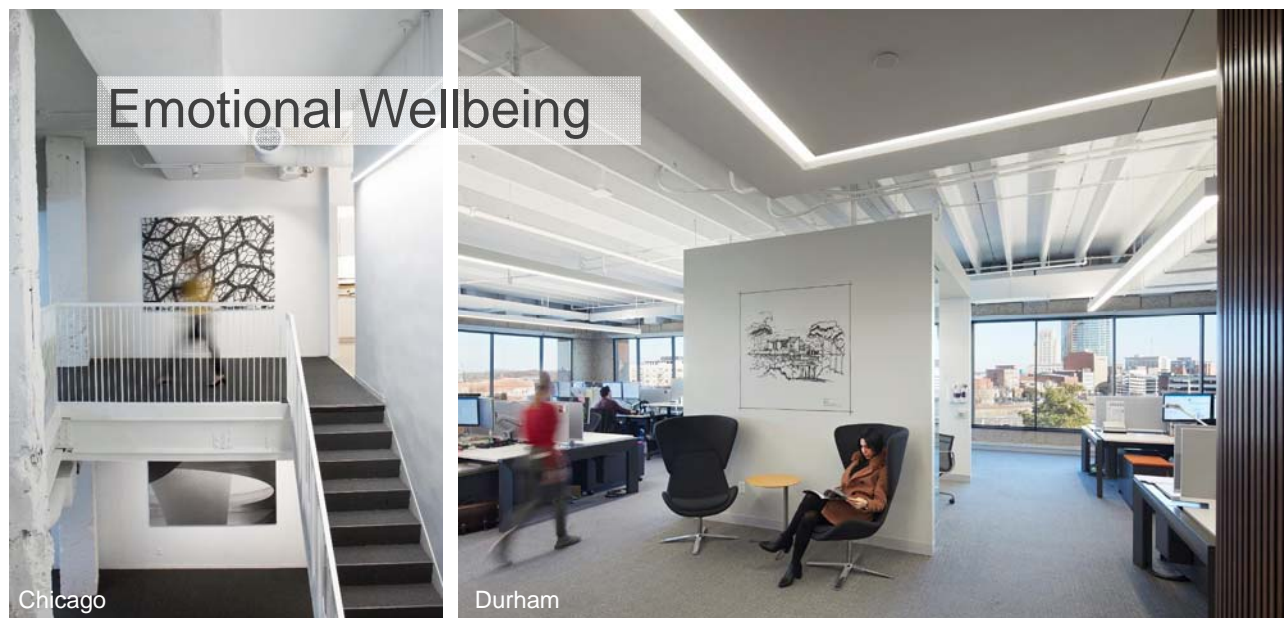
Social Wellbeing



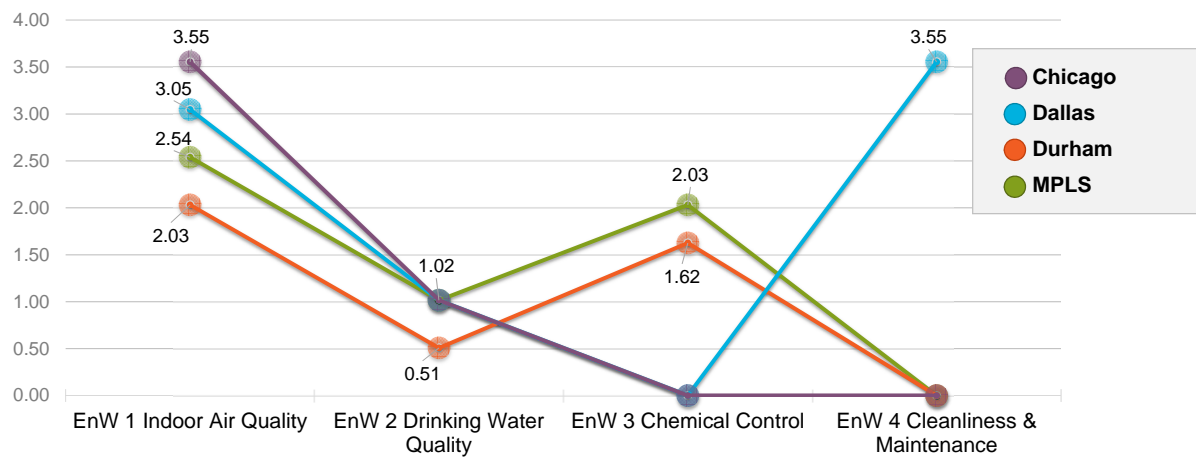


Emotional Wellbeing



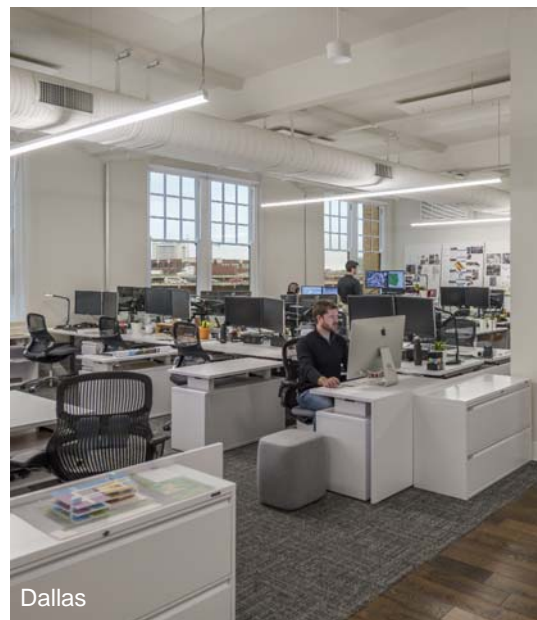


Environmental Wellbeing





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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