

# Rethinking Workplace Design



A Guide to Creating Spaces that Foster Meaningful and Productive Employee Experiences

ergotron

# Table of Contents

<b>3</b>	<b>Introduction</b>
<b>4</b>	<b>Why Now is the Right Time to Reimagine the Office Space</b>
<b>8</b>	<b>Considerations for Workspace Planning</b>
8	Gathering Employee Input
10	Designing for Wellness
16	Facilitating Collaboration
18	Prioritizing Flexibility & Adaptability
20	Measuring the Impact
23	Implementing Training & Education
<b>26</b>	<b>Conclusion</b>

# Introduction

Following the rapid adoption of remote work during the COVID-19 pandemic, many employers are still assessing how to make office spaces meaningful and effective for employees—regardless of how and when they are used. Companies are minding costs amid an uncertain economy while competing for top talent. They're also reviewing the benefits and financial implications of physical office spaces in general.

This presents a unique set of challenges as organizations look to reimagine their workspaces to align with rapidly changing workforce needs. Long-term strategic planning must incorporate the office footprint as it relates to employee preferences and workflow support.

Organization leaders looking to rethink their company's physical footprint need insights, data, tools, and resources to develop and implement thoughtful space planning initiatives that will benefit employees and enable company growth.

This eBook is designed to help managers prioritize and customize spaces with sustainable and durable products that foster collaboration and support employee wellness. We also offer tools and guidelines for implementing these changes to enhance the employee experience by focusing on communication, training, and feedback, and how to measure success.

## COMPANY LEADERS AND OFFICE MANAGERS ARE CONSIDERING KEY QUESTIONS, SUCH AS:



# Why Now Is the Right Time to Reimagine the Office Space

The most thoughtful office plans are designed to enable employees to collaborate with co-workers while providing the peace and space needed to complete work without the distractions of home.

Early in the pandemic, employees surveyed for a PWC U.S. [Remote Work report](#) cited collaboration and connection as primary drivers of in-person appearances. However, a recent [Gensler study](#) found that many people now retreat to offices for quiet and dedicated spaces to work. For those who have experienced children racing or dogs barking through a virtual meeting, a quiet space can be an incredibly compelling motivator to leave home offices.

Therefore, gathering data is an essential first step when rethinking your organization's office spaces. The first thing to consider is what draws employees to the office, says [Bob Fox](#), founder of [Work Design Magazine](#).



*“Organizations should take a hard look at the workplace as a tool. They have to ask, ‘How does this space help support the work that we do, how does it help us achieve our goals, and how does it enable us to have a healthy work environment where people can thrive?’”*

**BOB FOX, FOUNDER OF WORK DESIGN MAGAZINE AND CORPORATE PRINCIPAL OF D.C.-BASED FOX ARCHITECTS**



## WHAT'S DRIVING PEOPLE TO THE OFFICE?



Focus on work  
**(48%)**



Access to  
technology  
**(48%)**



Scheduled, in-  
person internal  
meetings  
**(42%)**



Access to  
specific spaces,  
materials, and  
resources  
**(39%)**



Opportunity to  
sit with their  
team  
**(38%)**



Professional  
development  
**(37%)**



Scheduled  
meetings with  
clients  
**(36%)**

Source: [Gensler study](#)

Office managers and leaders are still learning how the collective cultural shift around work will affect physical spaces, but they do know it's driving a fundamental change that will transform ubiquitous pre-pandemic office spaces for good. Google [flagged this transition](#) as one of the top 2022 trends due to the high search volume around remote work and virtual spaces.



### ONLINE SEARCHES FOR WORDS ASSOCIATED WITH REMOTE AND HYBRID WORK INCREASED IN 2022:

60%

YOY increase in search for burnout symptoms

40%

YOY increase in search for work-from-home (WFH) jobs

## RETURN TO THE OFFICE TAKEAWAYS



**48%** report the main reason to be in the office is to **focus on work**



**62%** of employees that work in enhanced workspaces have seen **improvements in their mental health**, versus 36% who have improved mental health in non-enhanced offices



Human-centric offices and mindful products **help combat employee burnout**—one of Google's most-searched terms in 2022



**83%** of employees say they would willingly return to the office more often if companies offered their **ideal mix of experiences**, including private meeting rooms, areas that foster collaboration and cafés

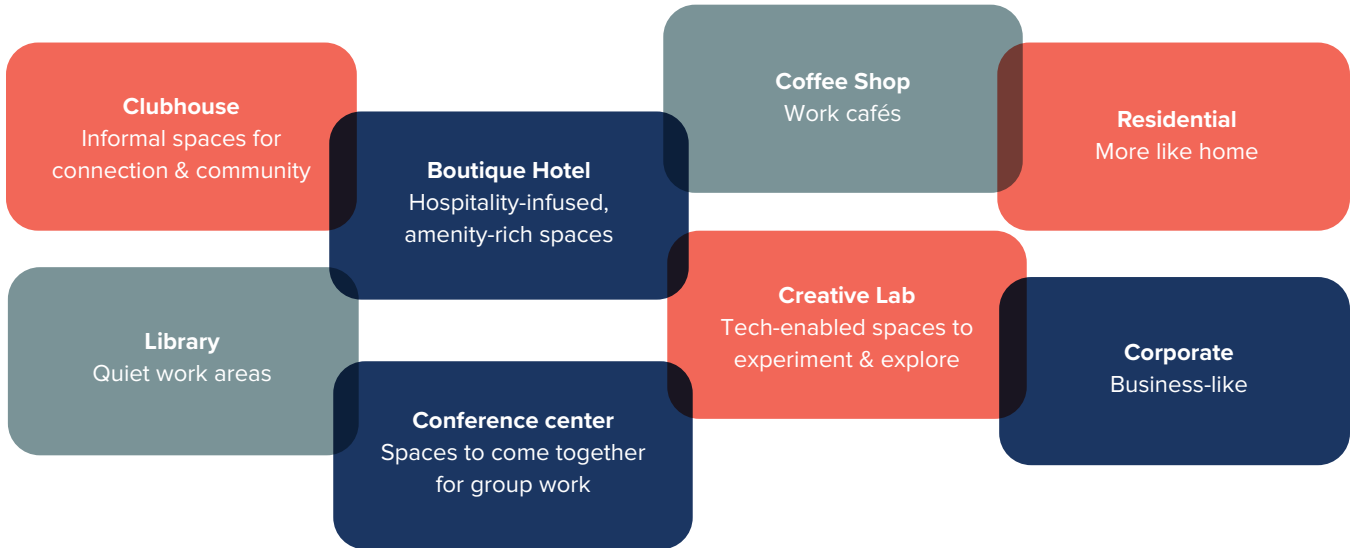


*As employees continue to take stock of their current careers amidst an unstable workforce and economy, business leaders need to place workplace wellness benefits at the top of their 2023 employee offerings.”*

**CHAD SEVERSON, ERGOTRON CEO**

## WORKERS WANT A MIX OF NEW EXPERIENCES

Respondents were asked to select their ideal mix of environments for their company's office from the list below.



## THE MIX OF EXPERIENCES VARY BY GENERATION

Ranking of ideal office experiences from most preferred to least

Younger generations prefer a coffee shop/hospitality mix of experiences while older generations prefer a more corporate experience

GEN Z 11-26 YEARS OLD	MILLENNIAL 27-42 YEARS OLD	GEN X 43-58 YEARS OLD	BABY BOOMER 59-77 YEARS OLD
1. Coffee Shop	1. Coffee Shop	1. Coffee Shop	1. Corporate
2. Boutique Hotel	2. Boutique Hotel	2. Corporate	2. Coffee Shop
3. Clubhouse	3. Clubhouse	3. Boutique Hotel	3. Residential
4. Corporate	4. Residential	4. Residential	4. Library
5. Residential	5. Corporate	5. Clubhouse	5. Conference Center

Source: [Gensler study](#)

# Considerations for Workspace Planning

Managers faced with too many options can be overwhelmed with making the right choices for their business. It's important to tap a variety of tools, from checklists to comparison guides, to resources for training employees, to get the most out of reimagined spaces and updated equipment. Those tools, many of which are outlined below, can help managers pinpoint what changes will most benefit their organization and employees.

## GATHERING EMPLOYEE INPUT



*Including employees in the process of designing the office for their workflow is critical. Surveys, focus groups and the use of pilot spaces are great ways to get employee feedback on what is important to them. Those insights provide a north star on focus areas, opportunities to invest and where to save, as well as a foundation for benchmarking success.”*

**ANNE PETSCHER, ERGOTRON DIRECTOR OF SEGMENT MARKETING —  
WORKSPACE**

To incorporate feedback from employees, companies should use [survey tools](#) to ask what they should include or bear in mind as they plan and redesign new workspaces.



### TALK TO AN EXPERT

The experts at Ergotron can help you craft an effective employee survey and recommend the right ergonomic solutions for your unique needs.

**Contact your Ergotron representative.**



**OFFICE LEADERS SHOULD ASK:**

Are my employees comfortable?



Are my employees performing repetitive motions?



Have my employees been injured on the job?



Do my employees feel productive in our workspace?



Do my employees feel safe at work using their equipment?

Employees are more willing to come into the office if their company provides optimal workspaces that facilitate work, collaboration, and wellness. According to the Gensler study, 42% said they would return one day per week more, and another 24% said they would return full-time to the office for their ideal mix of experiences.

In total, **83% of employees would willingly return to the office more often for an optimal mix.** This creates an opportunity for managers looking to attract employees that have grown accustomed to the flexibility of working from home but lack comfortable and productive home workspaces.



*What is important at this moment is the freedom to choose. For many, there's a workspace away from the office and a workspace in the office, so how can that office space offer employees a meaningful experience?"*

**FLORIAN IDENBURG, ARCHITECT AND COFOUNDER AT SO-IL**



## DESIGNING FOR WELLNESS

When deciding how to furnish spaces, office managers should prioritize tools that contribute to employee comfort and flexibility that are often absent from home office spaces. By choosing equipment and furniture that enables employees to adjust their personal workstations quickly and easily, employees will notice a difference in how their bodies feel with a workstation specifically tailored to them.

Recent [research conducted by Ergotron](#), a global leader in ergonomic product development, found that **changing the physical workspace to improve ergonomics positively impacts mental health and productivity**. It also indicated that 75% of employees find it (extremely) important to be able to easily switch between workspaces.



## WORKSPACES AND ENHANCED WELL-BEING

62%

Those who have enhanced their workspace are more likely to have seen improvements in their mental health (62%) compared to those who haven't (36%).

15%

Within this group, those who cited improved mental health were more likely to have had these office enhancements funded by their employer (15%).

Source: Ergotron eBook: [The Evolving Office: Empower Employees to Work Vibrantly](#)

## IMPROVING EMPLOYEE WELLNESS

There are several ways managers can enhance employee wellness at the office. During the past year, 30% to 50% of companies have added new components to office layouts, [according to EY](#), including café and lounge spaces, a variety of informal and formal collaboration areas, and outdoor amenity spaces, among others. These kinds of updates speak to a versatile office experience and to the ideal mix of experiences bringing employees back to the office.

### OFFICE WELLNESS ENVIRONMENT CHECKLIST



**Adequate natural light:** Natural light helps employees maintain a healthy sleep-wake cycle and boosts mood and productivity.



**Air quality:** Filtration systems provide clean air and control humidity levels to reduce the risk of respiratory issues and other health problems.



**Ergonomic furniture:** Ergonomic chairs, desks, and monitor arms help promote good posture, reduce back pain, and prevent repetitive strain injuries.



**Flexibility:** Furniture that is easily modified and stashed into open floor plans enables flexibility while maintaining a clean aesthetic flow.



**Noise reduction:** Sound-absorbing materials and design features such as acoustic ceiling tiles, curtains, and carpets can reduce noise levels and improve employee concentration and productivity.



**Greenery:** Incorporate plants, living walls, or other greenery to improve air quality, reduce stress levels, and promote a sense of well-being.



**Healthy food:** Provide easy access to healthy snacks and meals, such as a well-stocked kitchen or an on-site café.

## CREATING INDIVIDUAL WORKSTATIONS THAT CONTRIBUTE TO EMPLOYEE WELLNESS

One of the cornerstones of creating an effective workplace is to make sure that employees have access to flexible, ergonomic furniture that can be easily adjusted to fit the needs of individual users.



### CASE STUDY

**Ergotron worked with L'Oréal** to create a customizable, sustainable workspace to promote employee well-being and efficiency. This workspace includes LX Desk Monitor Arms to provide movement, easy adjustment, and better ergonomics.



Work-related musculoskeletal disorders are among the most frequently reported causes of lost or restricted work time, according to the [Occupational Safety and Health Administration](#). An April 2020 survey from the [American Chiropractic Association](#) revealed that 92 percent of chiropractors said that patients report more neck pain, back pain, or other musculoskeletal issues since before the pandemic.



The word “ergonomics” refers to furniture and equipment that has been designed for efficiency and comfort in the working environment. Proper ergonomics helps reduce the risk of musculoskeletal disorders by enabling people to work in a way that naturally aligns the body, reducing stress and strain on the muscles, tendons, and skeletal system. The absence of ergonomics can force users out of alignment and into potentially harmful positions.

## THE ERGONOMIC EQUATION: HOW TO WORK COMFORTABLY



### Neutral Posture

- Feels natural and comfortable.
- Uses less energy.
- Puts minimal stress on your body.



### Voluntary Motion

- Less tiring than sitting in place.
- Helps you feel alert and balanced.
- Improves blood circulation.



### Rest Time

- Take quick, regular breaks.
- Engage in light exercise/ stretching.
- Relax eyes, wrists and hands.





## ADJUSTABILITY

When choosing ergonomic office furniture, space planners should look for products that are easy to adjust. This supports overall comfort and promotes movement throughout the day that doesn't disrupt productivity. For example, many of Ergotron's best-selling sit-stand desks and monitor arms use Ergotron's patented [Constant Force™ technology](#) for effortless adjustment. These products dependably support a wide range of technology and require a uniform force over the full range of motion

Products like [sit-stand desk converters](#) can be added to existing office furniture. This allows organizations to incorporate more movement into the workday without a full office redesign. Look for sit-stand desks that move straight up and down to maximize your space and use easy, crank-free height adjustment. Many sit-stand desks are ready to go out-of-the-box, so they're ready to integrate into home or office workspaces..

## CONSTANT FORCE TECHNOLOGY

**Easily positions monitor arms, height-adjustable mobile carts and sit-stand workstations for ideal ergonomics**

- Simple adjustment
- Breakthrough design
- Increased productivity



## PRODUCT SPOTLIGHT: Effortless Adjustment with Constant Force Technology



### **WORKFIT®-TL STANDING DESK WORKSTATION**

- Sits right on top of most surfaces 24" deep or larger
- Set one or two monitors or a monitor and laptop directly onto the worksurface
- Easily lifts straight up and down to minimize intrusion into the workspace
- Ships fully assembled with no tool adjustments
- Provides 15" (38 cm) of easy height adjustment
- Uses [Constant Force™](#) technology for quick height adjustment

## USER FORCE

User force, or the amount of energy required to adjust a workstation, makes a difference in office ergonomics. Too much force is a barrier to switching between positions, which interferes with the program goals and has the potential to cause muscle strain or injury. Look for furniture that counterbalances the weight of the desk and monitors, allowing for easy and instantaneous height adjustment.

[Johns Hopkins Medicine](#) recommends using a standing desk in the office to help offset back and joint pain that many began experiencing while working from home. Options like [Ergotron's Mobile Desk](#) not only provide flexibility between sitting and standing, but also offer mobility to enable collaboration.

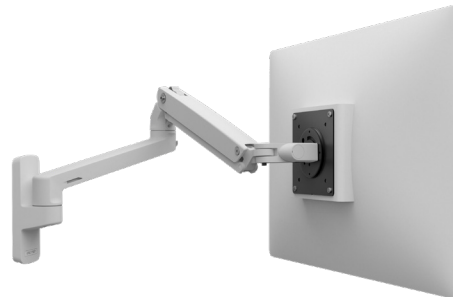
## PRODUCT SPOTLIGHT: Quality Monitor Arms for Hybrid Teams

Each user can adjust their monitor positioning based on individual factors such as height, weight and body shape.



### **LX DUAL STACKING ARM, TALL POLE** **QUALITY MULTI-MONITOR MOUNT**

Position up to four monitors with accessory kits for a new level of flexible working



### **MXV WALL MONITOR ARM** **STYLE MEETS FUNCTIONALITY**

Sleek and lightweight arm fits in tight spaces and keeps work areas neat with cable management



### **HX DESK MONITOR ARM WITH HD PIVOT** **WORK AND PLAY REIMAGINED**

Gives gamers and office professionals an immersive viewing experience on ultra-wide, curved displays



### **LX MONITOR ARM** **FLEXIBLE AND MODULAR**

Provides a large range of motion to place screens where they're needed and folds to save space

## FACILITATING COLLABORATION

### CREATING COLLABORATIVE WORKSPACES

While in-person activities are on the rise, the effectiveness of working alone and virtual work [is declining](#). This suggests that even as businesses settle into more flexible models, companies can do a better job facilitating the spaces and activities that will allow workers to be more productive and connected wherever they work.

The desire to meet with teams in person is compelling many people to spend time in the office. According to Microsoft's latest [Work Trend Index](#) research, employees overwhelmingly conveyed their desire to rekindle human connections.



**85% of employees** would be motivated to go into the office to **rebuild team bonds**



**84% of employees** would be motivated to go into the office if they could **socialize with coworkers**



**74% of employees** would go to the office more frequently if they knew their **“work friends” were there**



**73% of employees** would go to the office more frequently if they knew their **direct team members would be there**

Source: [Microsoft Work Trend Index Report](#)

Managers can help facilitate these interactions by choosing dynamic furniture that allows workers to quickly adapt a quiet workspace into a collaborative meeting space. Companies can follow the example of [Caisse Primaire D'assurances Maladie](#), a private French company that looked to their employees to test different monitor arms to find equipment best-suited for collaboration and productivity. Offices increasingly reflect the dynamic flexibility most employees and managers have built into their lives.

## PRODUCT SPOTLIGHT: Shape a New Work Experience with TRACE

In the era of hoteling, products like Ergotron's [TRACE™ Monitor Mount](#) allow workers to easily adjust their workstations to their unique needs with the added benefit of keeping a clean office aesthetic. Using [Constant Force technology](#), the mount's intuitive adjustment can save employees time since TRACE allows for an easy transition between individual tasks and collaboration.



Ergotron's [TRACE™ Dual Monitor Mount](#) intuitively adjusts between tasks and postures to encourage movement and collaboration, always returning to the natural home position.

- Intuitive adjustment: TRACE effortlessly follows your next move
- Adaptable workstyle: Easily transitions between individual tasks and collaboration
- More workspace: Lifts screens off the desktop from a compact base
- Stay organized: Integrated cable management reduces clutter
- Flexible design: Quickly converts to a single monitor configuration
- Ergonomic fit: Encourages regular movement to support healthy working



### CASE STUDY

- **Customer:** Banque Populaire Rives de Paris
- **Location:** Paris, France
- **Employees:** 850
- **Workstations:** 700
- **Project:** Relocation of headquarters and implementation of flexible office model

When [Banque Populaire Rives de Paris](#) moved headquarters, ergonomics, flexibility and sustainability were their top priorities.

Why they chose [TRACE™ Single and Dual Monitor Mounts](#):

- Adapts to how each user works and feels their best to create ergonomic, flexible workspaces
- Intuitively adjusts between tasks and postures to encourage movement and collaboration, always returning to the natural home position
- The modular TRACE design and premium, 15-year warranty solidify a long-term investment

## PRIORITIZING FLEXIBILITY & ADAPTABILITY

As balancing flexibility with functionality becomes more prevalent, workplace amenities once deemed novelties, like innovation hubs, lounge areas, and focus rooms, will rise again in popularity, predicts [Work Design Magazine](#).

Managers can seek out flexible, high-quality furniture, like mobile desks, that can easily adapt to the unique demands around how people work, connect, and collaborate to help maximize employee productivity and wellness.

Furniture designed with flexibility in mind allows people to quickly move their stations from place to place, but stash it when out of office, retaining a clean aesthetic while inviting a new sense of energy and collaboration. Height-adjustable mobile designs allow employees to stand and collaborate in a shared space and then move to a quiet area to sit and tackle individual work.

### PRODUCT SPOTLIGHT: Flexible Mobile Solutions



#### **LEARNFIT® SIT-STAND DESK**

- Height-adjustable and mobile
- Transform conference rooms or common areas into active spaces with flexible desks that can be easily reconfigured to fit changing needs



#### **ERGOTRON MOBILE DESK**

- Height-adjustable and mobile
- Easily travels between individual workspaces, conference rooms and common areas



#### **TEACHWELL® MOBILE DIGITAL WORKSPACE**

- Flexible mobile workspace
- Compact mobile hub stores all your technology on a height-adjustable platform that lets you choose how to learn, work or teach



#### **WORKFIT-C SIT-STAND WORKSTATION**

- Innovative computer cart
- Doubles as an adjustable sit-stand desk with a compact, mobile footprint that easily moves throughout the office



## FUTURE-PROOFING THE OFFICE: PRIORITIZING ADAPTABILITY AND DURABILITY SUPPORTS SUSTAINABILITY

For business leaders who want employees to feel productive and energized in the office, designing dynamic and adaptable spaces is a critical starting point. This allows employees to have a variety of workspaces to choose from, depending on the task at hand.

In the hoteling era, one way to support unique workplace demands is by updating chairs and desks. But for broader office support, workspaces need to flow with the employees using them—and this is not an easy task. Transforming spaces is labor intensive due to the architectural integrity of a space, the tools and products employees need, and the ability to adapt spaces for a variety of uses.

This has led to new products that accommodate what offices need today, which may differ from what they'll need in five years. Implementing adaptable furniture can save time, energy and money if it helps a business avoid a subsequent office move or future refurbishment.

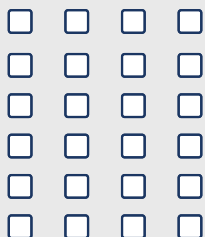
Mobile desks provide a kind of flexibility that lends itself to all different types of desk formations so employees can rearrange themselves in collaborative ways that make sense for their different projects. And when the project requires independent work, employees move to give themselves space and privacy.

“Choosing office furniture that adapts to different users and workflows is critical to ensuring the use of your square footage is maximized. Look for products that are mobile, accommodate a variety of technology, and can be adjusted to fit a broad range of users.

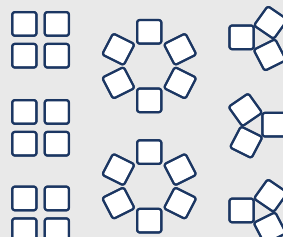
**ANNE PETSCHER**

### MOBILE DESK CONFIGURATIONS FOR ANY WORKSTYLE

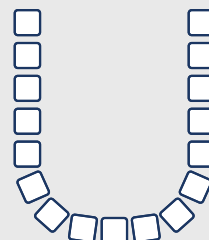
#### INDIVIDUAL WORK



#### COLLABORATION



#### PRESENTATIONS



## MEASURING THE IMPACT

Indeed, employee happiness is a key factor in profitability and productivity. Investing in employee wellness helps [generate employer savings](#), and focusing on mental and physical well-being reinforces their competitive edge. Managers tasked with reconfiguring offices should invest wisely in ergonomic tools designed with flexibility in mind to meet the needs of a wide range of employees. That includes height-adjustable desks and mobile workstations.

## SUSTAINABLE FUTURE OFFICES

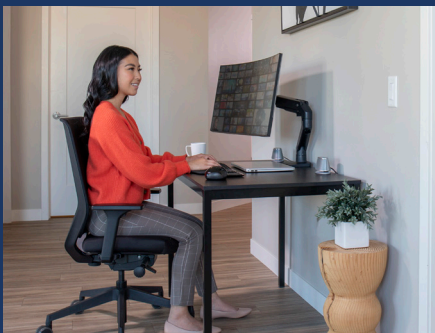
As managers nationwide reimagine their workspaces, many are finding creative ways to go green, including investing in products that will last. In a professional environment, an annual failure rate of 5% in a 1,000-desk office can result in replacing 50 units every year, according to [Ergotron's research](#). Products with safety certifications, cycle testing, and high-quality construction minimize costly disruptions.

## QUALITY THAT LASTS

Ergotron's professional-grade monitor arms, sit-stand desks, mobile desks and more are known for quality construction that lasts. Durability is key as workers adjust to sit or stand throughout the day and reposition their monitors for different tasks. Ergotron's extensive quality testing under fully loaded conditions helps customers avoid costly and disruptive replacements.



Managers looking to future-proof their purchases can demonstrate to C-suite executives the value of investing in durable furniture. This can help make the case that although buying products from reputable manufacturers may cost more upfront, it will save time, money and headaches down the road. Choosing companies that offer long warranties can further justify selecting products that last.



USE THIS [PAYBACK CALCULATOR](#) TO SEE HOW QUICKLY AN ERGONOMIC WORKSTATION PAYS FOR ITSELF.

## WHAT TO LOOK FOR IN QUALITY SOLUTIONS:



Cycle testing for 10,000-15,000 times to mimic real-world use



Testing under fully loaded conditions to help ensure safety



Robust solutions that use professional-grade materials



Solutions with competitive warranties



Sustainability certifications and designations from notable organizations



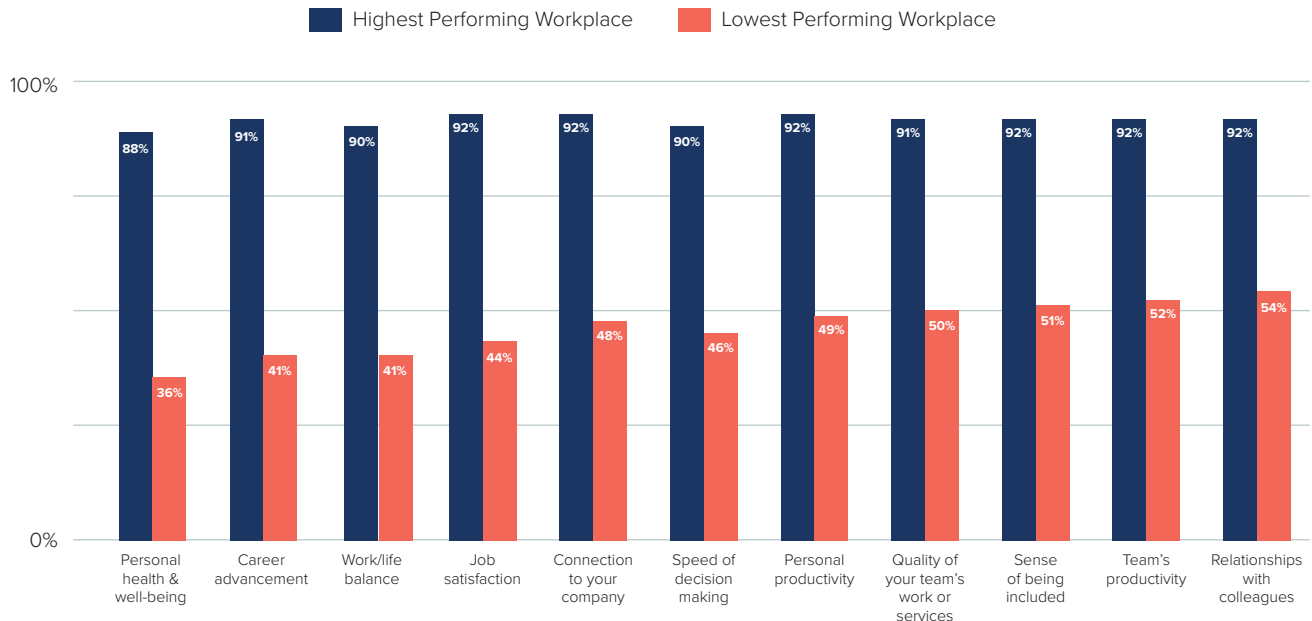
*You'll see people really starting to care more about environmental consciousness and the lifecycle of furniture. We've already seen this in Europe, where this is more regulated. I think this concept will affect the entire industry—the idea that you don't throw out a chair or desk after two or three years. You start thinking more responsibly about the elements in the office so that every six months, you don't come up with a new thing you have to replace.”*

**FLORIAN IDENBURG**

It's not just the earth that benefits. Sustainability [resonates](#) with workers, particularly among millennials and Generation Z employees. A global [Deloitte study](#) of those groups found that two in five respondents have rejected a job or assignment because it did not align with their values. Business decision makers can incorporate eco-friendly measures by choosing long-lasting yet flexible office equipment and decor to maintain a functional, aesthetically pleasing workplace that appeals to employees and is cost-effective over time.

## HIGHER PERFORMING WORKPLACES POSITIVELY IMPACT ORGANIZATIONAL OUTCOMES

92% of workers said being in the office positively impacted their productivity.



## DO ERGONOMIC SOLUTIONS AND TOOLS INCREASE A COMPANY'S ROI?

To measure ROI, use [OSHA's tools](#) before reconfiguring your office to help determine how much your company is paying in workplace injuries—many of which can be attributed to poor office setups and the absence of ergonomic equipment. This benchmark can be checked and rechecked after six months, a year, and several years, to determine how the new equipment is boosting productivity and more importantly, helping keep employees safe and happy.

Learn how much workplace injuries are costing your business with OSHA's [Safety Pays](#) tool and [calculator](#):  
 Estimated Costs of Occupational Injuries and Illnesses and Estimated Impact on a Company's Profitability

## IMPLEMENTING TRAINING & EDUCATION

After managers create an adaptable, comfortable, and future-proofed office space, the work begins to help employees understand and appreciate the space. That way, they can learn how to make the best use of the office for meaningful and productive in-person experiences.

Many managers have already extensively surveyed employees to understand what they value, so chances are they're aware of the pending change. But it's important to explain the new equipment and layout, and the reasons they were chosen. Provide tips for employees so they can easily learn how to use their new equipment. Giving employees information on concepts like [the Ergonomic Equation](#) to help them understand how the right balance of posture, motion and rest can help them fully maximize this new office experience.

To fully realize the benefits of these products, managers should provide employees with the tools to properly set-up and use their equipment.



*Providing employee training and outfitting workstations with products that are intuitive to use and easy to adjust ensures both employees and employers get the maximum benefit of the investment.”*

**ANNE PETSCHER**





Creating office engagements like a lunch-and-learn to train employees how to use the new equipment can be effective in helping them use office furniture properly and foster collaboration. Managers can then continue to remind employees of the following points so they can maximize productivity. Some suggestions from [Ergotron's "Sit and Stand Playbook for Business Leaders"](#) include:

- Teach employees about the many benefits of an ergonomic and active workstyle.
- Help employees overcome any negative assumptions and connect with meaningful, intrinsic reasons for participating in the program.
- Ask managers and leaders for ongoing support, communicating their commitment to an active workstyle and proactively fostering an active company culture.

## OFFICE MANAGER IMPLEMENTATION CHECKLIST



Hold an official kickoff to announce the program and get employees excited



Share the goals and how each goal will be measured



Provide participation instructions and additional educational opportunities



Recognize thought leaders who focus on wellness



Save time for questions and dialogue



Create a new participant packet with the same information for future employee onboarding

Source: Ergotron eBook: ["Sit and Stand Playbook for Business Leaders"](#)

# Manager Tips to Support a Healthy Working Environment



## Tip 1: Movement reminders

The most crucial factor in ergonomic working is supporting various postures and interrupting sedentary time. Encourage employees to readjust throughout the day.



## Tip 2: Make it personal

Show employees the advantages of using height-adjustable worksurfaces.



## Tip 3: Posture check

Invite them to use a [workspace assessment tool](#) to check if they have a good working posture.



## Tip 4: Check in with your employees

Personalized attention is necessary no matter how many tools you give employees. Ergotron's research found that 63% of employees do not have a manager who regularly checks on how they are doing.

Source: Ergotron White Paper: "[How to Facilitate Shared and Flexible Workspaces](#)"

# Conclusion

No one can be sure what the office of the future will look like, but the foundational workspace shifts of the past few years will most likely persist. As work needs and spaces evolve, so will employee requirements. Employees value flexibility but want functional, collaborative spaces with quiet areas when they are at the office.

By creating spaces that adapt to evolving work needs and individual working styles, businesses can create human-centered, flexible spaces that employees appreciate and seek out. As companies resize, they can do a better job of facilitating dynamic, ergonomic spaces that support employee productivity and connections.

Managers looking to balance flexible work with future uncertainty can help mitigate costly investments by assessing (and reassessing) employee needs, and by choosing sustainable, durable furnishings that are adaptable for the future of work.

## ABOUT ERGOTRON

Ergotron, Inc. is a global company focused on improving how people work, learn, play and care for others. Using human-centered design principles and the Technology of Movement™, Ergotron builds products and custom solutions that help people thrive in healthcare, education and contract furniture environments, and in office settings, both at home and on-site.

Through its 40-year history, Ergotron has served as an innovative industry leader known for professional-grade products and customer-obsessed service. The company has earned more than 200 patents and established a growing portfolio of award-winning brands including WorkFit®, CareFit™, LearnFit® and JÜV™. Ergotron is headquartered in St. Paul, Minnesota, with a presence in North America, Europe and Asia Pacific.