WORKPLACE WELLBEING TEAM #20

Team Leader: Rebecca Greier Horton, PG, WELL AP  
CoreNet Global Staff Liaison: Becky Binder

<table>
<thead>
<tr>
<th>Workplace Wellbeing Team Members</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Rebecca Horton</td>
<td>Herman Miller</td>
</tr>
<tr>
<td>Lara Rodgers</td>
<td>HOK</td>
</tr>
<tr>
<td>Matthew Wissman</td>
<td>Hilton</td>
</tr>
<tr>
<td>Steve Polo</td>
<td>OPX Global</td>
</tr>
<tr>
<td>J. Scott Snead</td>
<td>Graebel</td>
</tr>
<tr>
<td>Emily M. Dunn</td>
<td>Herman Miller</td>
</tr>
<tr>
<td>Brian McDonald</td>
<td>Henry Schein</td>
</tr>
<tr>
<td>Chad Burns</td>
<td>Harvard Maintenance</td>
</tr>
<tr>
<td>James Johnson</td>
<td>Hanover Insurance</td>
</tr>
</tbody>
</table>
**MASLOW’S HIERARCHY OF NEEDS**

**Before Covid 19**
- Generally managed by self but in a conducive work environment.
- Bosses and colleagues used to appreciate and recognize in group meetings and town halls.
- It was taken care of by the colleagues, HR, and senior staff creating a feeling of camaraderie in the workplace.
- These needs were taken for granted. Employers provided them.

**After Covid 19**
- The limited infrastructure and communication channels affected the pace of self-actualization.
- Esteem is compromised. Managers and peers no longer keep the feedback loop going on your performance.
- Employees can no longer bond over impromptu in-person meetings or discuss work over a cup of coffee.
- Anxiety, stress over job security, future, controlled and unorganized work environment.
SURVEY SAMPLE

1. How comfortable do you feel returning to work in the office?
   - Very comfortable
   - Somewhat comfortable
   - Neither comfortable nor uncomfortable
   - Somewhat uncomfortable
   - Very uncomfortable

2. What are the following concerns you have about returning to work in the office?
   (Select all that apply)
   - Increased productivity
   - Getting exposed to the coronavirus while commuting to work
   - Longer commute times due to public transportation
   - Potential increased exposure to co-workers
   - Getting passed at the entrance to the office
   - Decreased flexibility to work from home
   - Not being able to return to the office due to health reasons
   - Something else (please specify)

3. Which of the following would make you feel more comfortable returning to work in the office?
   (Select all that apply)
   - Potential cost savings before leaving the office
   - Staying in the same office area
   - More time with colleagues
   - Increased socialization
   - Implementing a “new normal” to minimize time spent in the office
   - Making adjustments to the office
   - Something else (please specify)

4. Which of the following would you be upset if implemented or required when returning to work in the office? (Select all that apply)
   - Requiring a change in office behavior
   - Having to work in the office
   - New desk setup
   - Being tracked
   - Being monitored
   - Being required to wear a mask
   - Something else (please specify)

5. How satisfied are you with your current work from home arrangement?
   - Very satisfied
   - Somewhat satisfied
   - Neither satisfied nor dissatisfied
   - Somewhat dissatisfied
   - Very dissatisfied

6. Compared to last week, are you feeling more optimistic or pessimistic about working from home?
   - More optimistic
   - More pessimistic
   - About the same

7. What are the TOP THREE biggest challenges you are currently facing while working remotely?
   - Not having access to the tools or information I need to do my job at home
   - Inadequate technology
   - Work and home life not being handled equally
   - Not having access to the necessary equipment
   - Not being able to work from home
   - Communication issues with colleagues
   - Children
   - Social isolation
   - Other (please specify)

8. Do you have any other comments, questions, or concerns?

   [Space for additional comments]

   [Submit button]