Workplace Wellbeing Team Number: 25

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CORENET GLOBAL

HACKATHON

A COVID-19 Virtual Ideation Experience
THE POST-COVID HIERARCHY OF NEEDS

Attributes of a thriving person

- **Physiological needs:** food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige and feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities

Attributes of a thriving workforce

- From a choice for some to a right for all
- From reactive to planned, prepared, & integrated
- From standard performance to exceeding expectations
- From being about place to about behaviors
- From assumed to evident
- From requirements to understanding
- From fend for yourself to health & immunity
- From a cog to a master innovator
- From equality to equity

Basic needs → Safety & Physical Wellbeing → Belonging & Connection → Comfort & Growth

- From assumptions & judgement to a hand up
- From requirements to understanding
- From being about place to about behaviors
- From standard performance to exceeding expectations
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- From a cog to a master innovator
- From equality to equity
SAFETY & PHYSICAL WELLBEING NEEDS

WHY: applied to business these items that are essential for a business to function

FOUNDATIONAL ELEMENTS NECESSARY TO REACH HIGHER

- From a choice for some to a right for all
- From reactive to planned, prepared & integrated
- From assumption & judgement to a hand up
- From requirements to understanding
- From fend for yourself to health & immunity

<table>
<thead>
<tr>
<th>Day 1/Re-entry</th>
<th>Day 2/Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>MERV 16+ Filtration or UVGI in supply trunk</td>
<td>Third party certified healthy spaces</td>
</tr>
<tr>
<td>Healthy Sustenance for critical re-entry staff</td>
<td>Resiliency Protocols (house shoes, integrated IR scanners, etc.)</td>
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<tr>
<td>Water Quality Sampling</td>
<td>Privacy as an option</td>
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<tr>
<td>Density Tracking</td>
<td>Performance specs in leases</td>
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<tr>
<td>Recommendations for managing sleep &amp; family stresses during Covid</td>
<td>Develop &amp; publish clear protocols for emergency situations (like TSA R/Y/G).</td>
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<td>Transparent IEQ Metrics</td>
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<tr>
<td>Visible cleaning protocols</td>
<td>Tracking space specific dwell time</td>
</tr>
<tr>
<td>Engage workers in defining post COVID work experience</td>
<td>Healthy Sustenance for all</td>
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BELONGING & CONNECTION NEEDS

WHY: they are core to our ability to feel a part of something greater and remain productive

FOUNDATIONAL ELEMENTS NECESSARY TO REACH HIGHER

- From assumed to evident
- From perception to merit
- From standard performance to exceeding expectations
- From being about place to about behaviors

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<td>Encourage the use of mental health resources</td>
<td>Collaborative technologies that mimic personal interaction (VR/AR)</td>
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<tr>
<td>Host a virtual events to answer questions and hear concerns prior to Day 1</td>
<td>Resiliency Protocols (house shoes, integrated IR scanners, etc.)</td>
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<tr>
<td>Human reception / guide</td>
<td>Consider means of closure for existing and departed employees</td>
</tr>
<tr>
<td>Make training in collaborative tech available to workers (some really don't know how to use it)</td>
<td>Behavioral queuing (for example organizations that have visible, informal collab upon entry are perceived as prioritizing learning)</td>
</tr>
<tr>
<td>Present leaders focused on mission and trust to bring people help people out of their silos</td>
<td>Strengthen culture further driving sense of belonging to yield spontaneous &amp; self directed innovation</td>
</tr>
<tr>
<td>Expanding remote working capabilities</td>
<td>Create system for credible &amp; transparent valuing of Human Capital</td>
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Belonging

Connection
**COMFORT & GROWTH NEEDS**

WHY: to grow in an environment we seek equitability and the ability to trust those within it

**FOUNDATIONAL ELEMENTS NECESSARY TO THRIVE @ WORK**

- From a cog to an innovator
- From equality to equity

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<td>Communications connecting all people to resources and opportunities</td>
<td>Employee Choice &amp; Control (tech stack, WFH, subject mastery, etc.)</td>
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<tr>
<td>Tech that works whenever &amp; wherever</td>
<td>Frictionless work</td>
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<tr>
<td>Transparency into organizational planning</td>
<td>Tech for collection of diverse viewpoints</td>
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<tr>
<td>Consistency in promises made and kept</td>
<td>Learning &amp; Development programs based on strengths</td>
</tr>
<tr>
<td>Leaders &amp; manager model behavioral framework</td>
<td>Psychological Safety Training &amp; Manager Modeling</td>
</tr>
<tr>
<td>Encourage ‘whole self’ @ work</td>
<td>Subliminal Behavioral Ques</td>
</tr>
<tr>
<td>Direct support &amp; resources for individual needs</td>
<td>Roadmap for employee growth</td>
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CONCEPT APPLICATIONS

ENTRY

Keeping impurities out, room off the entry provides people a dedicated space to change into “work shoes”

Reduce number of high contact elements, making automated doors a new standard through office.

Fostering an environment where the individual feels they have the choice to work and grow in the ways that are best for them will be a shift we see post COVID for workplace wellbeing. Flexibility; both in the office or working remote, autonomy, health and safety will be key drivers.

COLLABORATION SPACES

Locating in open spaces and along windows with sun exposure, allowing the beneficial properties of UV rays could improve the safety of these spaces.

Providing the individuals control over what makes them feel safe.

Move collaboration spaces outdoors.

WORKSTATIONS

Introducing biophilic qualities to the space creates a restorative environment.

One that reduces stress, tension, enriches creativity, and overall health and well-being.

Introduce plants and HVAC systems that purify and improve indoor air quality where people will feel safe.

Panel dividers in between each work station provide protection, surface material should be easy to clean.

Keep flexibility in workstations to provide individual a certain sense of control of their space and safety.

Introduce technology that measures indoor air quality.