

A modern office lounge with large windows, orange leather armchairs, a circular coffee table, and a living wall. The room features a large window on the left side, providing a view of a lush green forest. In the center, there are four orange leather armchairs arranged around a low, round, light-colored coffee table. A woman is walking in the background near the window. On the right, there is a large, curved living wall with green plants. The floor is made of dark wood, and the ceiling has a modern light fixture with multiple small, glowing lights.

Holistic Health IN THE WORKPLACE

How to Create a Workplace Destination
that Embodies Wellness

Research shows people are **investing more in their health and wellness** than ever before.

And in an era of self-care and “treat yourself” mantras, **wellness is no longer seen just as treatment for an illness or injury.** The meaning now expands to fitness, personal care, preventative medicine, mind-body health, or even financial wellness.

Today, our access to information and unsolicited wellness advice is endless. A simple internet search can lead to pages of contradicting and confusing information. This means for many, the journey to health and wellness is becoming an overwhelming and daunting experience.

So, where do employers fit in when it comes to their employees' wellness states? And how can the office environment manifest a holistic picture of health? For many years, a WELL-certified office was the leading solution, but post-pandemic, it will become less of an added perk and more of a non-negotiable asset. Workplaces of the future will need to go beyond WELL and truly invest in their employees' holistic wellbeing.

Americans spend one-third of their lives working, and because people are a company's most valuable asset, employers must make the workplace a more positive and healthy experience, in turn gaining more productive and happy employees.

Here are the top four ways to create a workplace destination that embodies wellness:



35%

of employers use medical wearable technology to facilitate wellness programs and lower health insurance costs (Business Wire)

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#1

INVEST IN PURPOSEFUL PARTNERSHIPS

Many employers set wellness goals for their teams to decrease the risk of heart disease and other chronic illnesses. Meeting health goals as a company is challenging, but employers don't have to tackle wellness alone. Meaningful and strategic partnerships can lead to more credibility and healthier workers long-term.

Whether it's bringing in a local chef to do healthy cooking demonstrations, a product partnership with a wearable fitness tracker like FitBit, or even providing a free streaming fitness service like Peloton, these thoughtful collaborations can help employers meet their health goals, while boosting the company's wellness credibility. With efficiency in mind, consider frictionless offerings that employees can take advantage of both in and out of the physical office.

Fora Spaces

Fora Spaces, a UK based co-working company has partnered with online health and wellness services including Medi-Pod and Dr. Julian to provide an added amenity for tenants to access. In addition to providing access to therapists and medical services, the company also partnered with Brompton Bikes to give tenants access to bikes and encourage fitness and mental health breaks in between work.



95%

of the world's population living in urban areas spend 95% of their time indoors
(Stylus)

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#2

AWAKEN THE FIVE+ SENSES

People can possess as many as 21 senses, and studies show when a workplace appeals to multiple senses through multi-sensory design, it can lead to lower levels of stress and anxiety for workers. The environment has a significant impact on wellness, and employers have the unique opportunity to design the place their workers spend most of their life with wellness and sensorial cues in mind.

Access to the outdoors, views of nature, and biophilic patterns and imagery are proven to reduce stress, lower blood pressure and heart rate. Beyond visual cues, brands should consider smell, sound, and touch when creating a calming space. Make sure there is access to natural ventilation, provide calming music or white noise, and utilize as many natural materials and textures within the design.

Second Home Co-Working

At Hollywood co-working space Second Home, biophilic, nature focused design takes has created an open-air campus of consisting of 60 garden pods, each offering a private, contained work space. The transparent standalone pods, fitted with hospital-grade air filtration, are surrounded by over 6,000 verdant tropical plants that give the space the look of a futuristic botanical garden. More akin to a botanical garden than an office, it offers an interesting format for tempting nature-craving employees back to work.



88%

of global employees have missed face-to-face social interactions since remote working was introduced (Stylus)

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#3

CELEBRATE CONNECTION AND CAMARADERIE

One thing is certain, humans are social creatures and fostering a sense of community positively affects mental health. For many, work is defined by collaboration, a group of unique individuals working together to meet one common goal. Whether it's a communal café or gathering area, a rooftop retreat, or collaboration zones, employees crave the opportunity to step away from their desks throughout the day and connect with one another.

Brands should consider how to better foster collaboration as well as those serendipitous water-cooler moments for both remote and in-office workers. With an increase in blended teams, offices should create dedicated Zoom suites and upgraded video capabilities to better facilitate dynamic collaboration.

Suzuyo Headquarters

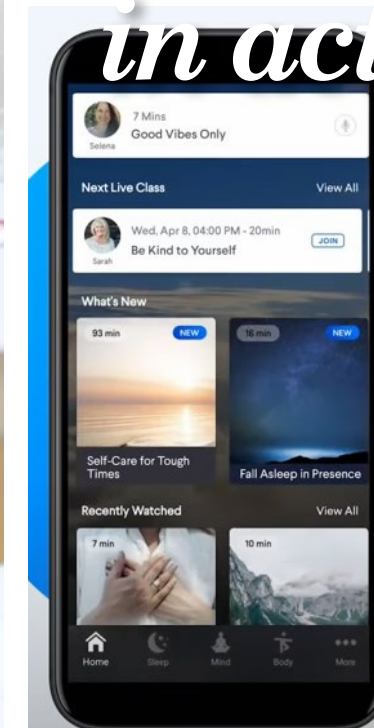
At the Suzuyo headquarters in Japan, the office was designed as a prototype for a new era of innovation based on the idea that today's office space needs some room for flexible renewal and updates initiated by employees themselves. The layout revolves around large modules placed around an open space with different eye-levels for connection or privacy while also allowing different distanced seating options that cater to different tasks. During events, the blocks can function as a stage, or auditorium-style seating.



50%

Design of most offices doesn't account for the estimated 50 percent of workers who aren't neurotypical. (Metropolis)

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Welcome to Wellness Coach

Your personalized home screen gives you easy access to daily meditations, upcoming live classes, recently watched content, and more.

#4

UNDERSTAND THE WELLNESS SPECTRUM

Fostering a healthy workplace goes beyond offering insurance benefits and an on-site gym. For employers to be able to truly connect with their employees and create a healthy environment, they must speak like a wellness brand and treat wellbeing as a unique, never-ending spectrum with multiple dimensions.

Wellness isn't a one-size-fits-all solution. It can be as simple as encouraging positive lifestyle choices such as daily walks during the work day. For neurodiverse individuals, it may mean dimmable lighting, quiet areas, and calming colors. The key will be flexibility in offerings, understanding how employees prefer to work, and providing a foundation to support those personalized preferences for greater health.

Wellness Coach Live

As part of understanding employees' nuanced situations, a bigger focus has shifted to mental health and overall wellbeing for employees as a result of new working arrangements. Wellness Coaches, U.S. corporate self-care resource, offers employees with the tool needed to improve their health through one-on-one on-site and online coaching. The program consists of everything from dance classes to financial education courses.

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