

# Future Workplace Wellness Study Canada



# Future workplace wellness study

The workplace environment's role in employer-employee relationships is in the spotlight today. Companies are in a fierce competition for talent and recognize that their offices are an untapped recruiting tool. This is because employees have high expectations for their workplace environment, driven by their consumer experience outside of the office. In order to meet those new expectations, organizations must design workplaces that enhance comfort and wellness if they want to attract and keep valued talent.

Compelling employee experience and workplace wellness programs focusing on employee behavior change are already priorities for employers with substantial investments in these HR initiatives. But, is this spending making a difference where it matters most to employees and their health? The data shows that the workplace environment is more important to a productive workforce than we previously thought.

The recent survey of 1,601 professionals working in corporate office environments reveals that several factors most important to employee wellbeing are being overlooked. The result is that employee satisfaction, engagement and organizational productivity are suffering.

**4x**  
Temperature and air quality matter 4x more to employees than having gym facilities

**50%**  
of those surveyed said poor air quality makes them get sleepier throughout their workday

Only **1 in 3** say the temperature is ideal for doing their best work

**75%**  
of all Canadian employees lose time at work due to discomfort

**33%**  
lose more than 60 minutes of work per day due to physical and environmental factors

# Canadian workers across generations are losing time due to poor environmental wellness factors in the workplace

In the survey, Gen Z are losing more time per day than their older peers. 32% of Gen Z employees lose between one to two hours per day due to physical discomfort from air, light, temperature and acoustics compared to just 18% of baby boomers. Further, a greater percentage of Gen Zs are losing time relative to other generations. The data shows that 80% of Gen Z stated they lose at least 15 minutes per day to these factors compared to 69% of baby boomers.

## What do workplace wellness factors do Canadian workers expect?

Generational gaps continue regard to stated expectations. 46% of employees across all generations said their employer could improve their environmental wellness by providing good quality air, which was the most requested feature.

However, access to views of the outdoors was the most requested environmental feature for Gen Z at 45% compared to 39% for air quality. The request ranked higher than a pet-friendly policy, organized off-sites and unlimited vacation time.

A combined 79% of employees feel as though there is an issue with their acoustic environment at work, whether it is being distracted by co-workers' conversations, becoming tense from telephones or office machine noises, or other noises that are detrimental to work performance.

Workplaces that offer health and wellbeing support are more likely to have employees accept jobs and stay at them, which reduces turnover costs associated with recruiting, training, lowered productivity and lost expertise. 70% of workers would be encouraged to accept a job if this support is offered.



**45%**

Access to views of the outdoors was the most requested environmental feature for Gen Z

**79%**

of employees feel as though there is an issue with their acoustic environment at work



Generation Z feels more optimistic than baby boomers about employers' ability to meet their wellness needs, but they lose more time per day due to environmental discomfort

## Canadian employers challenged to increase their emotional and physical wellness support

### Despite a positive outlook of the job market, employees are losing time and recommend multiple ways to improve how they feel in the workplace

67% of employees scored workplaces at least 50% on meeting their emotional wellness needs and 77% scored them at least 50% on meeting their physical wellness needs. However, 31% and 29% of employees lose at least 60 minutes of work per day due to poor emotional and physical wellness factors, respectively, and 82% and 85% of workers lose at least 15 minutes per day because of these respective factors.

### What can Canadian employers do to improve their wellness offer?

48% of Gen Z employees stated their employer could improve their emotional wellness by giving them the option to adjust their workspace conditions to match their mood.

For physical wellness, 54% of employees think their current employer currently provides furniture that supports good posture. However, 42% said their employer could improve it by providing more ergonomic options such as standing or treadmill desks. The most requested option for baby boomers' physical wellness, with 40% stating their employer could do this to help, was improving the indoor environmental quality of their workplace, such as light and views, air quality, thermal comfort, and acoustics.

# Differences between functional roles relevant for overall wellness

- 33% of North American employees in accounting and finance roles said their workplace does not support their emotional wellness — the highest industry of those measured
- 37% of North American employees in IT said their current employer could improve their emotional wellness by providing them with the ability to optimize their access to natural light from their mobile device
- North American employees in marketing are the most likely to lose at least one hour per day due to poor environmental wellness conditions with 44% indicating this

## About the Study

Research findings are based on a global survey conducted by Savanta across the United States and Canada between April 23-29, 2019. For this survey, 1601 respondents were asked general questions to explore thoughts on workplace environment, personalization of the work environment, and privacy and security at work. The study targeted 18-74-year-olds that work in a corporate office environment at least three days per week.

### 5 guidelines to take action on workplace wellness

- 1. Adapt an employee-centric view of workplace wellness.** Survey your workforce to understand the factors most important to them when it comes to workplace wellness.
- 2. Build a holistic workplace wellness plan.** Real Estate and HR need to work together to create a shared vision and strategy for workplace wellness.
- 3. Re-examine your workplace wellness investments.** Focus less on opt-in perks like on-site gyms and more on areas that affect every employee, like the workstation.
- 4. Build personalization into your workplace wellness strategy.** Employees expect the ability to personalize their workplace environment to best suit their physical and emotional needs at work.
- 5. Monitor the connection between workplace wellness and employee satisfaction.** Adapt a continuous improvement mindset as it relates to creating a workplace environment that mirrors an employee's best consumer experience.

**view**

To learn more, visit **view.com**  
or contact us at **1-855-478-8468**

Copyright ©2019 by View, Inc and Future Workplace LLC.  
All rights reserved.