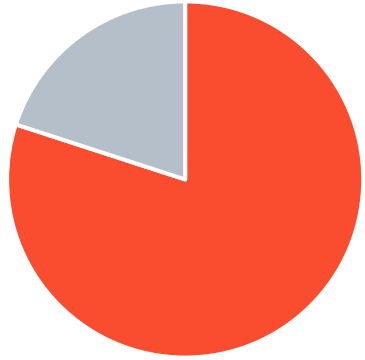


MillerKnoll

Designing a Better Tomorrow
April, 2023





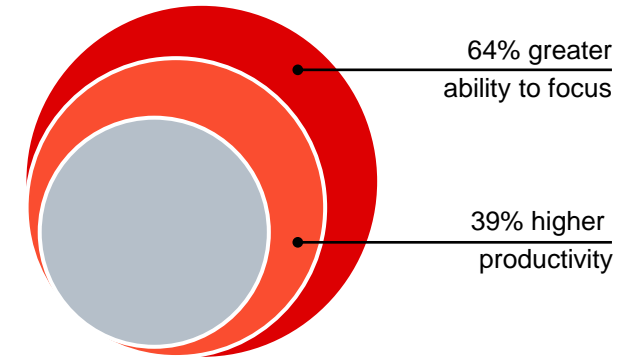
81%

of employees surveyed want flexibility in **where** they work



93%

of employees surveyed want flexibility in **when** they work

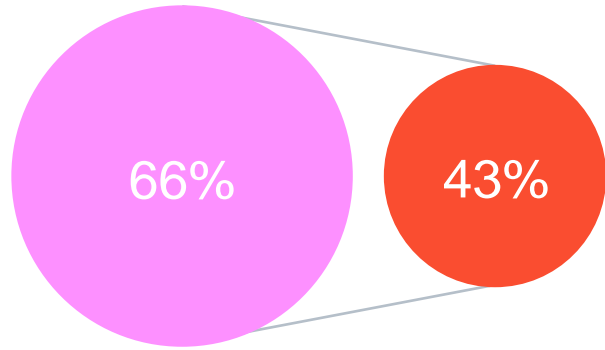


64% greater ability to focus

39% higher productivity

Workers who have **full schedule flexibility** are reporting 39% higher productivity and 64% greater ability to focus than workers with no ability to shift their schedule.

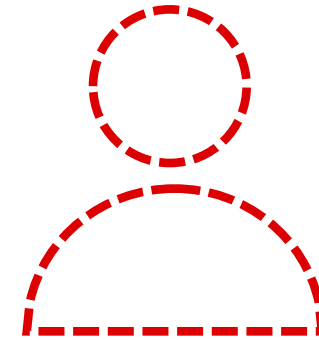
SOURCE: Winter Future Forum Pulse – Feb 2023



Among executives, 73% believe they are being “very transparent regarding post-pandemic remote working policies,” but only **41% of employees** agree



Employees who perceive their companies to be transparent have **8.8x greater** job satisfaction than employees who have the opposite perception.



Employees who don't believe their company “is being very transparent regarding post-pandemic remote working policies” are **2.3x more likely** to “definitely” look for a new position in the coming year.

SOURCE: Summer 2022 Global Pulse Survey by Future Forum

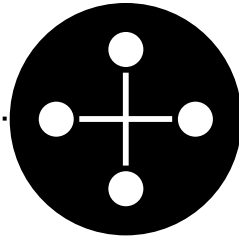
Flexibility in demand

Full-time in the office



20% of employees surveyed **want to be full-time in the office** and currently 35% are

Hybrid schedule



65% of employees say they would **prefer working in a hybrid arrangement** and currently 49% are

Fully remote



15% of employees surveyed want to be **fully-remote** and currently 17% are

SOURCE: Winter Future Forum Pulse – Feb 2023

What motivates people to come into the office today?



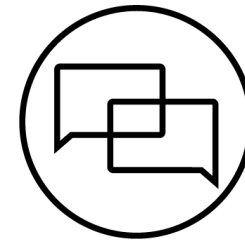
74%

of employees surveyed want to **collaborate, build camaraderie, and facilitate in-person meetings**



15%

of employees surveyed are seeking out a quiet space to focus on getting work done



11%

of employees surveyed come into the office to put in **face time with management**

What are the factors impacting your decision to not work from the office on a given day?

(5 = Extremely Impactful, 1 = Not at all Impactful)

- 3.1 **Commute.** Time and expenses
- 3.1 **Well-being.** Mental, physical, and emotional
- 2.9 **Schedule.** Inflexibility — too many meetings/video meetings
- 2.7 **Caregiving.** Responsibilities (childcare, elder care, pet care)
- 2.4 **Design.** Office doesn't suit my work preference
- 2.4 **Attendance.** Unsure if anyone else will be there
- 2.4 **Location.** No local office near me

SOURCE: MillerKnoll proprietary survey conducted Sept of 2022 among 889 US-based workers

Places that matter



What are the new set of priorities that align our spaces with changes in our world?

Places that matter start with people



Understanding how people perceive the world is a prerequisite for creating places that matter.

Places that matter strengthen community



We can shape places to strengthen connection by facilitating activities that bring people together.

Places that matter feel inclusive and personal



The expression of a place should be based upon the unique cultures, communities, and individuals who will use it every day.

Places that matter get better over time

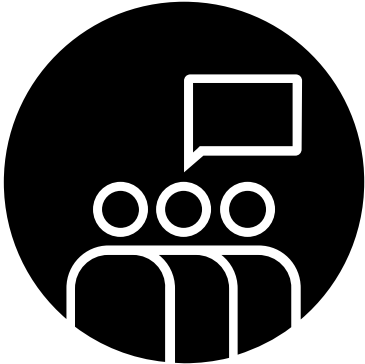


When we create places that matter, we invest time, thought, energy, and emotion as well as capital in their continuous improvement.

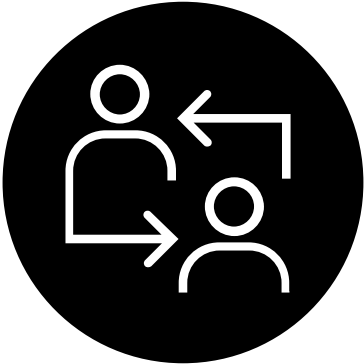
Diversification of space types

**Creating better work experiences
in the office and beyond**

Space types to support key experiences



Community



Group



Individual

Communities at work



Community Socialization - Spaces that strengthen community through informal interactions



Community Assembly - Spaces where people from different groups can work alone or together

Groups at work



Group Meeting - Spaces where people from the same group can connect and share information



Group Collaboration - Spaces in which groups can cycle between working alone and together

Individuals at work



Individual Restoration - Spaces for respite, self-care, and reflection



Individual Focus - Spaces for individuals to work without distractions

Work from home



The home office is a critical piece of supporting the work experience for hybrid workers.

Next steps

Getting started with place design

Getting started with place design

1. **Engage your people** in dialogue about their work experience.

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2. **Leverage feedback** from conversations with your people to inform workplace strategy.

Getting started with place design

1. **Engage your people** in dialogue about their work experience.
2. **Leverage feedback** from conversations with your people to inform workplace strategy.
3. **Pilot new workplace settings** or experiences based on outcome of those engagements.

Thank You