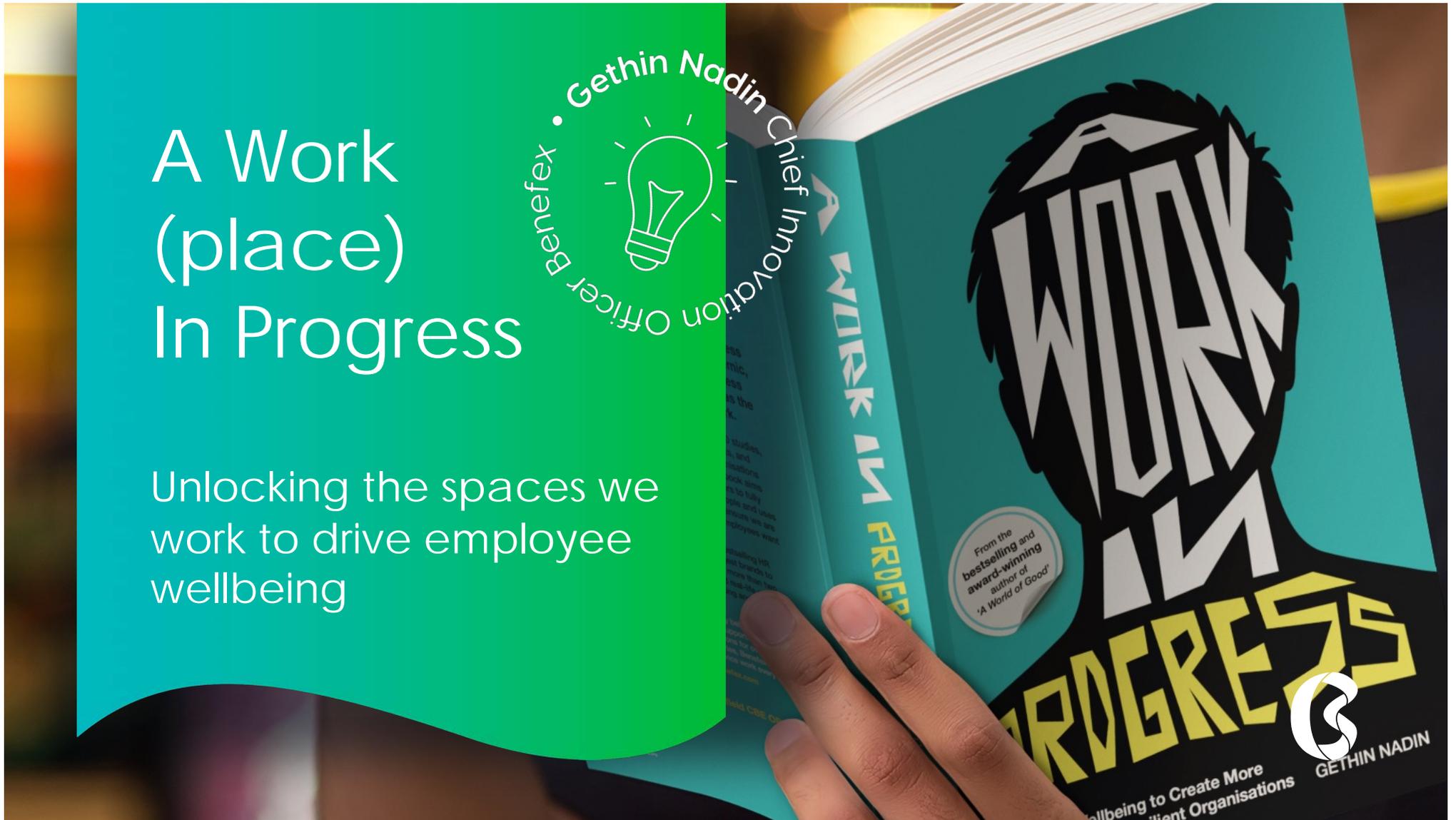


A Work (place) In Progress

Unlocking the spaces we
work to drive employee
wellbeing



About Gethin Nadin

Chief Innovation Officer, Benefex & Zellis

- Award-winning MBPsS Psychologist
- Global Top 101 Employee Experience Influencer 2020 & 2021
- IW Inspiring Leader 2021
- 2 x Bestselling HR Author
- Wellbeing advisor to UK Investors In People
- Part of the House of Commons All Party Parliamentary Committee on the Future of Employability
- Ex-Chair of the UK Government-backed Wellbeing Thought Action Group
- Fellow of the Royal Society for Arts and Manufactures
- Recently completed a tour of UK and Ireland with Ruby Wax OBE
- Shortlisted for UK Mental Health Campaigner of The Year 2023



Featured in:

Forbes

BuzzFeed

The Guardian

THE Sun

FT

FINANCIAL
TIMES

HUFFPOST

TNW
THE NEXT WEB

UNLEASH

HR
zone

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For people-focused business leaders

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adviser

HR
Grapevine

money
marketing

atd
Association for
Talent Development

audible

employee
benefits

People Management

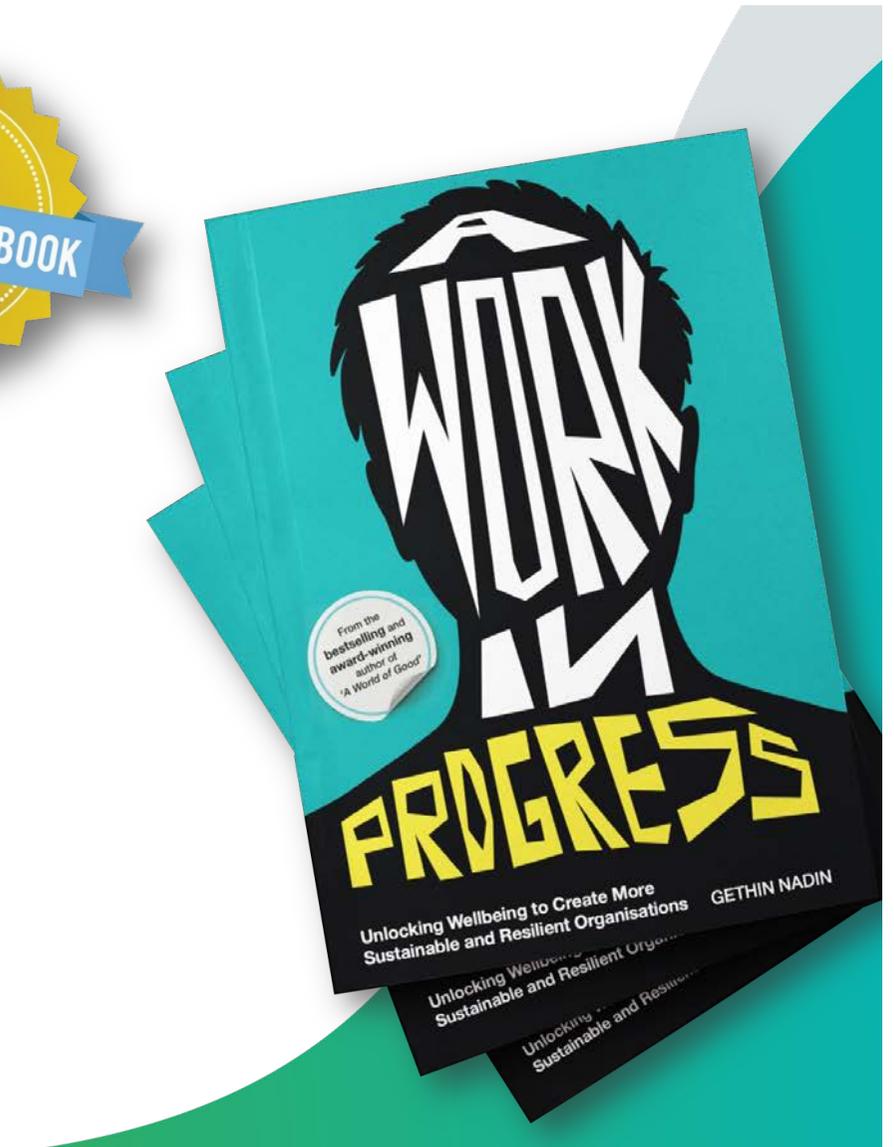
KLASIKA
KOMPAS

Benefex™
A Zellis Company

A Work In Progress

Unlocking Wellbeing to Create More Sustainable and Resilient Organisations

The evidence is so strong, I've written a bestseller using it!



“The surroundings in which employees spend their working lives are an important source of job satisfaction and impact on work motivation and patterns of interaction.”

Public Health England (2015)

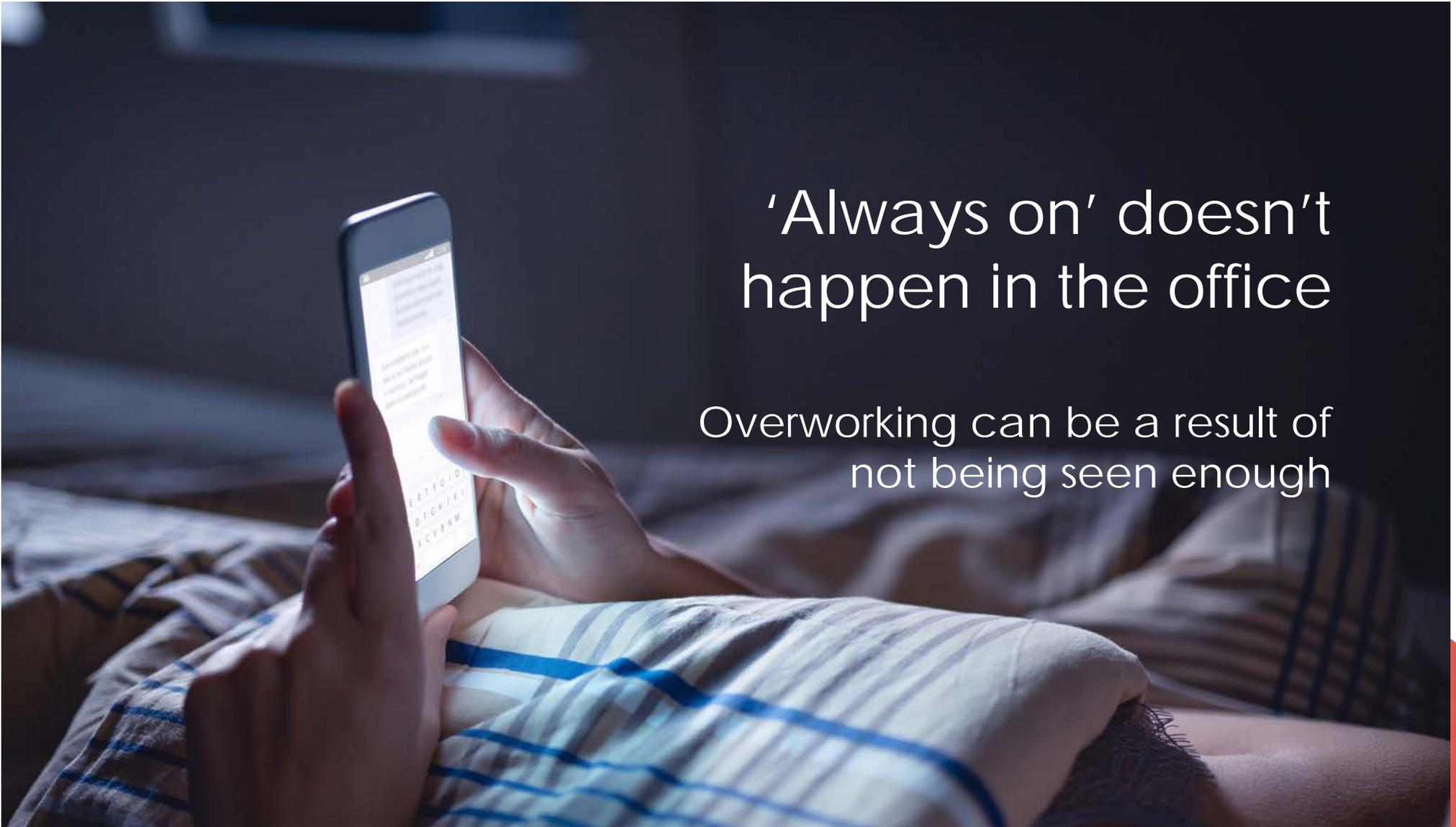


The physical workplace
Remains a critical part of the EX



Collaborating from home is hard

More than half of employees feel that they can't collaborate or stay up to date from home

A person is lying in bed, covered with a striped blanket, using a smartphone. The phone screen is lit up, showing a text message conversation. The background is dark, suggesting it is nighttime. The person's hands are visible, holding the phone. The overall mood is one of being constantly connected even in a private, resting space.

'Always on' doesn't
happen in the office

Overworking can be a result of
not being seen enough



Commuting might be
important to our
wellbeing

Going to a physical workplace
interrupts a routine that can be
bad for us

A photograph showing the lower legs and feet of several people standing on a wooden floor. Yellow rectangular markers are placed on the floor between the people, indicating social distancing. The person in the foreground is wearing light-colored trousers and black pointed-toe shoes. Other people in the background are wearing various styles of shoes and trousers.

Social distancing harms our wellbeing

Depression, anxiety and stress are linked to keeping away from other people



Community wellbeing

Our wellbeing relies on social
connection more than anything else

Increased efficiency and more proficient teams



Regular in person
connectedness
establishes high
quality, regular
communication

More time together
helps understanding
and cohesion

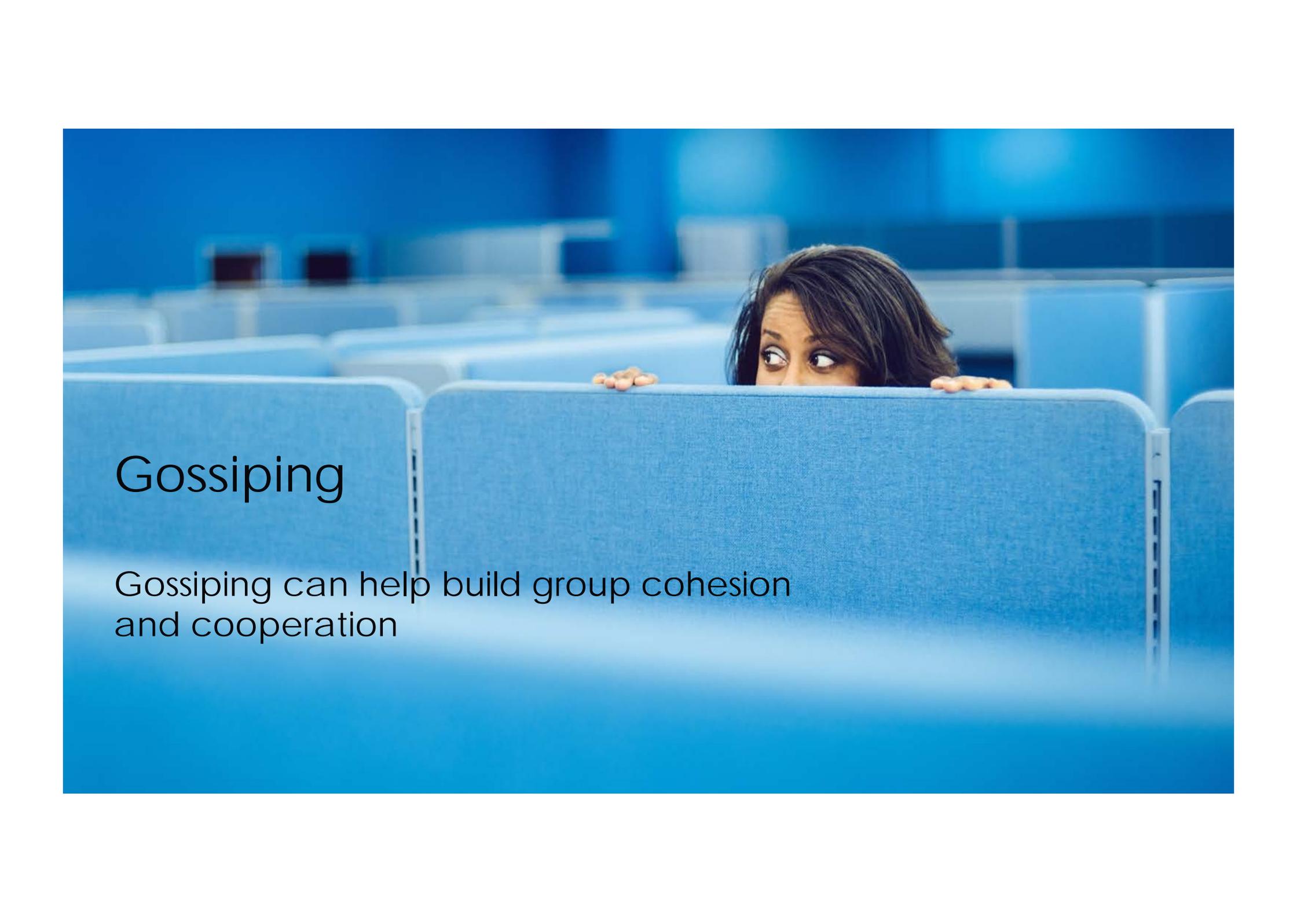
“80% of professionals believe that career success can be elevated through professional networking”





Social Interaction

- Social interactions increase positive feelings
- Regular social interaction increases altruism
- Mental function is improved when we socialise and connect more with others

A woman with dark hair is peering over the top of a blue office cubicle wall. She is looking to her right with a curious expression. The background is a blurred office environment with other cubicles, all rendered in shades of blue.

Gossiping

Gossiping can help build group cohesion and cooperation

Employees want more social interaction

- 74% of employees say the thing they miss most about the office is the people
- They want to come to the physical workplace because of the people they work with





Quality and quantity
of social relationships



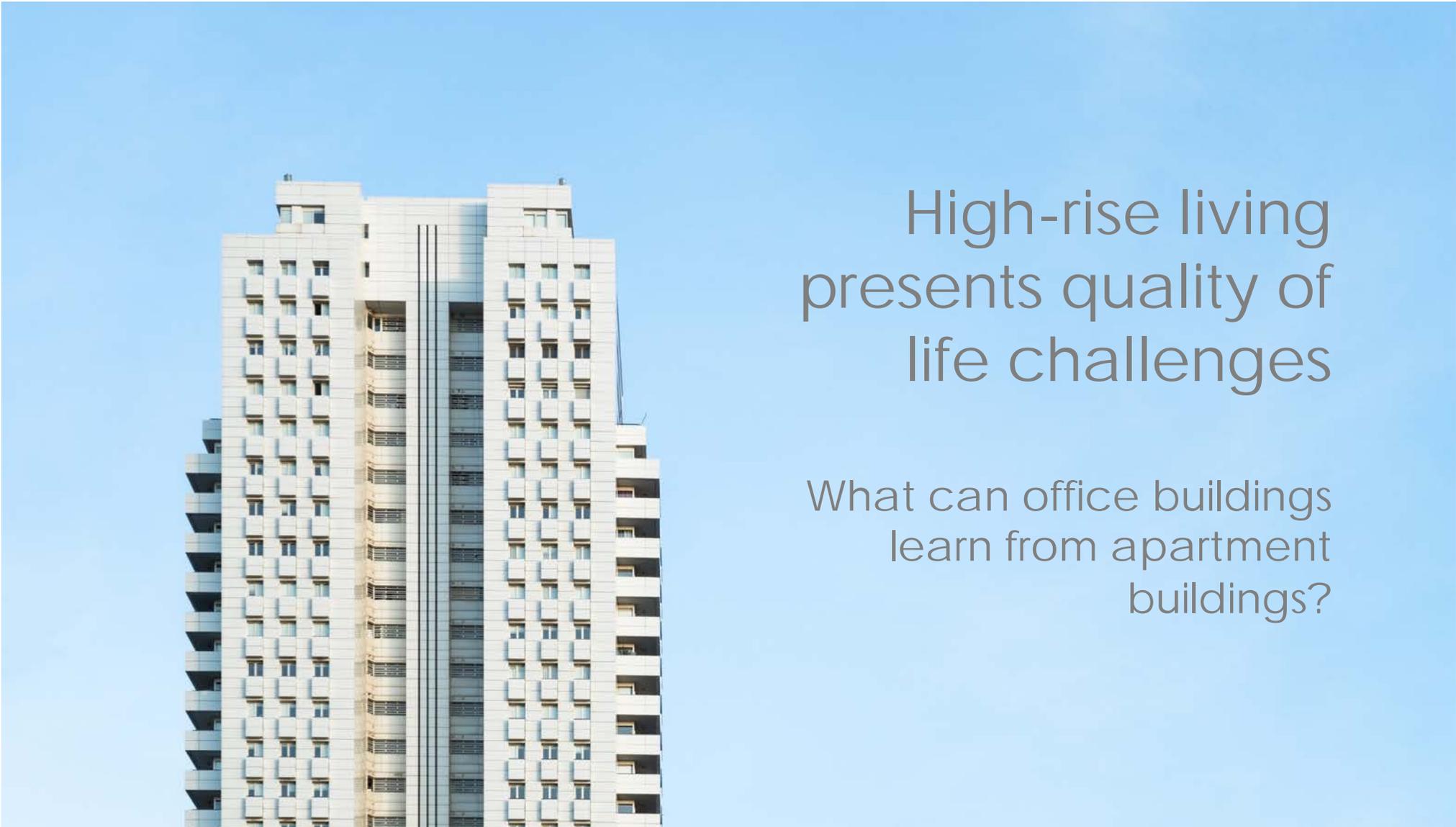
Social Relationships

- Connectedness to others correlates with life satisfaction
- Other people drive positive mental health
- A larger social network buffers us from stress and worry



A better workplace

What needs to change?



High-rise living presents quality of life challenges

What can office buildings
learn from apartment
buildings?

Destination
Spaces

Circulation
Spaces

Cues of
belonging

Restorative
environments



How does space
affect us?

PLEASE KEEP
THE DOOR
CLOSED!!!
THANK YOU!!!

Please don't use
Comic Sans—we
are a Fortune 500
Company, not a
Lemonade Stand.





Moving from

'do no harm' to 'do better'

An aerial, black and white photograph of a city harbor. The harbor is filled with numerous boats, including sailboats and larger vessels. Buildings of various sizes and styles line the waterfront. In the background, a large body of water is visible under a clear sky. The text is overlaid in the center of the image.

**THE FUTURE OF SOCIETY
DEPENDS ON YOUR ABILITY TO
TAKE BETTER CARE OF YOUR
PEOPLE.**

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Connect on social





Thank you