

THE EXTRA POINT

BY JERRY ROBERTS



197 Is It Time to Upgrade Your Physical Workplace?

Does your physical workplace have an impact on the mental outlook of workers, their overall job satisfaction and their productivity? I'm Jerry Roberts and let's dig into a topic that is getting a lot of traction these days, on The Extra Point.

Let's put some key factors together. The average employee works 40 hours a week, and those in business for themselves often log far more hours than that. Younger generations of workers in Guam see the kind of places their mainland counterparts toil in and wonder why it's so different here. They wonder why it is that most organizations don't seem to care what the workplace looks like or feels like for the people who are tasked to generate their profits?

A study done for National Business Furniture entitled "Happiness in the Workplace," sheds light on how performance is influenced by a worker's physical surroundings.

Nearly half (47%) of employed Americans say the overall design of their workspace does influence their productivity, while 42% report that it also impacts their quality of work. The study found that millennials — becoming the dominant segment of the workforce everywhere — are more likely than any other generation to claim that workspace design impacts their happiness, motivation, quality of work life, and general well-being.

Most top managers don't spend much time thinking about this, and when they do the idea of renovating is often dismissed due to cash outlay, or interruption to the business. Neither needs to be a roadblock. Do a few simple things and see where it takes you.

1. Assemble your team and ask if they would like to see changes to the decor. If so, what would be most pleasing? Let them submit ideas. Many will say a fresh coat of paint on

the walls, chairs with improved support, or better lighting. Put together a small committee to handle the suggestions and report on them. One thing to consider is if yours is a totally open workspace, with zero privacy, can you find a way to carve out a room that is private, where workers can go to focus on their key projects, or just take a break from normal office noise?

2. Don't decide on a budget until you see what ideas you get. Maybe all you can afford is the paint job. Maybe you can add more to swap out lighting, chairs, or spiff up the employees' break room. If it's been 10, 20, 30 years or more since you did any of this, and you can afford to do something special, I think you'll come to agree that it was money well invested.

3. Go to the Internet and look for what other companies have done, and ideas to get more accomplished, but at a lower cost. Then, you decide on a plan and establish the budget. If you need to trim it, it would be best to let the employees make that call. They'll choose to keep what is most important to them, which will bring the greatest satisfaction.

4. Assign a person or people to manage the project, establish a timeline, and make it happen.

If you own a company, or manage one, why not come into work today, take a good look around you, and see what your team thinks about making some changes.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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