

From experiment to the new normal:

# studioIDS

Workplace mobility at Perkins+Will's innovative new Minneapolis studio.

Did we succeed in creating a workplace that accommodates our flurry of activity, diverse streams of creativity, future growth, and an array of workstyles while maximizing productivity? **YES WE DID!**

## HOW WE MEASURED SUCCESS

We conducted a comprehensive mixed method post-occupancy evaluation of our new space, capturing employee perspectives and design performance.



## WHAT'S WORKING AND NOT WORKING

Based on pre- and post-occupancy data, we uncovered seven critical themes shaping the studioIDS workplace:

### COMMUNITY + CULTURE

There is a strong sense of community and pride in our space. While some people initially expressed concern that unassigned seating would make it difficult to connect with new employees, we were excited to find that the opposite was true!

#### ✓ OUR SENSE OF COMMUNITY HAS INCREASED.

Survey: How would you rate the overall work environment according to the following statement (% agreement):



"I feel more connected to my coworkers and my team. I feel that we are a stronger community in this space."

"I feel like I know my coworkers better than before as I am able to sit next to any of them throughout the day."

#### ✓ OUR SENSE OF ENERGY/BUZZ HAS INCREASED.

Survey: How would you rate the overall work environment according to the following statement (% agreement):

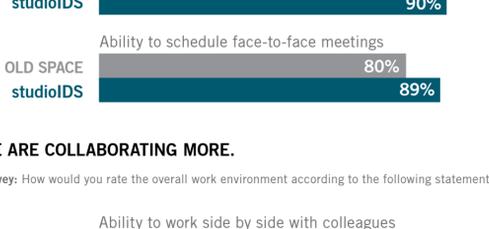


### TEAMING + COLLABORATION

Employees report that our new studio promotes collaboration, flexibility, and teamwork. Project teams have found it easier to work together and share knowledge.

#### ✓ WE ARE MORE ACCESSIBLE TO OUR COLLEAGUES.

Survey: How would you rate the overall work environment according to the following statements (% agreement):



#### ✓ WE ARE COLLABORATING MORE.

Survey: How would you rate the overall work environment according to the following statement (% agreement):



**96%** OF EMPLOYEES FEEL OUR SPACE PROMOTES COLLABORATION AND TEAMWORK

"Our team collaborates more, taking advantage of the new collaboration spaces and furniture. We are able to have meetings catered to whether we want to sit or stand, in most places."

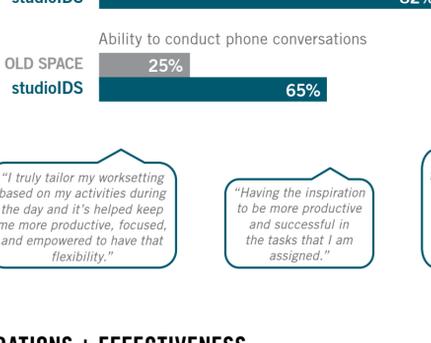
"Great collaboration, team building and connectivity, around the firm and with clients."

### PRODUCTIVITY

The variety of worksettings allow people to choose their workspace based on the type of work they are doing.

#### ✓ WE HAVE INCREASED OUR PRODUCTIVITY.

Survey: How would you rate the overall work environment according to the following statements (% agreement):



"I truly tailor my worksetting based on my activities during the day and it's helped keep me more productive, focused, and empowered to have that flexibility."

"Having the inspiration to be more productive and successful in the tasks that I am assigned."

"I appreciate the flexibility to work where and when I need to. The ability to work in a range of spaces (including remotely) is quite helpful."

### OPERATIONS + EFFECTIVENESS

With efficient planning, we were able to reduce our rent and real estate footprint by aligning the design of the space with the overall vision for the future of our studio.

#### ✓ WE SAVED SPACE.



#### ✓ WE REDUCED COSTS.



#### ✓ WE PLANNED EFFICIENTLY.



### SPACE + DESIGN

While the new space represents Perkins+Will, it also celebrates the culture of our Minneapolis practice. The design provides flexible, fluid spaces that meet our changing needs and ideas.

#### ✓ WE WORK IN A HIGHLY SUSTAINABLE ENVIRONMENT.



#### ✓ WE ARE TRUE TO OUR BRAND AND VALUES.



"Making a space that represents our identity, values and represents our story as the Minneapolis Office"

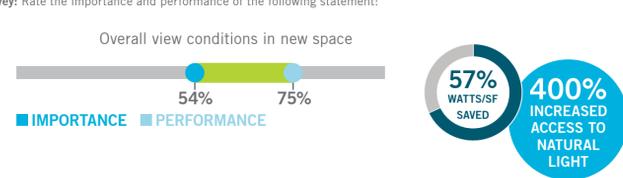
"I believe this is a very innovative space and I am proud to work for a company that will take risks and not follow the path of least resistance."

### ENVIRONMENT + ATMOSPHERE

Access to daylight and views to the outdoors have drastically increased. However, there are some environmental conditions that need improvement, including thermal comfort, privacy, and acoustics.

#### ✓ WE IMPROVED OUR INDOOR ENVIRONMENT.

Survey: Rate the importance and performance of the following statement:



#### ⚡ BUT OUR THERMAL COMFORT CAN IMPROVE.

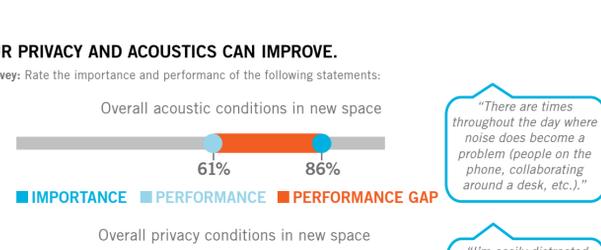


"Can get pretty cold some days! Definitely have to wear a sweater or jacket while in the office most days."

"I am so cold all the time even though I wear long sleeves/pants and have a blanket."

#### ⚡ OUR PRIVACY AND ACOUSTICS CAN IMPROVE.

Survey: Rate the importance and performance of the following statements:

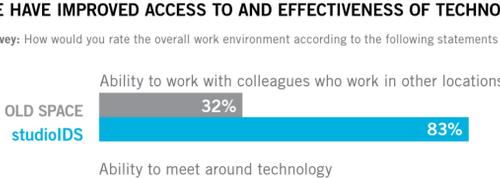


### TECHNOLOGY + RESOURCES

Employees are generally satisfied with the technology and resources in our new space however, people would like additional training about how to use meeting space technology.

#### ✓ WE HAVE IMPROVED ACCESS TO AND EFFECTIVENESS OF TECHNOLOGY.

Survey: How would you rate the overall work environment according to the following statements (% agreement):



#### ⚡ WE CAN EDUCATE PEOPLE ABOUT MEETING ROOM TECHNOLOGY.

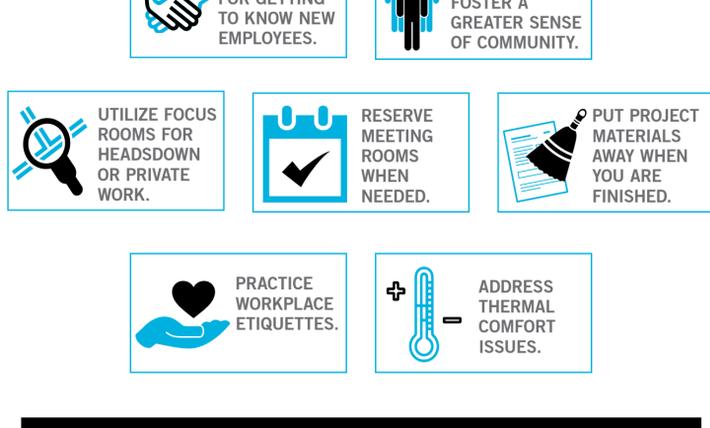
Survey: Rate the importance and performance of the following statement:



## HOW WE CAN IMPROVE

### OPPORTUNITIES

We think striving towards the following goals will make our space even more functional and appreciated.



## WHAT'S NEXT

We will continue to utilize our space as a testing ground for new workplace ideas.

Ingrained in the studioIDS philosophy is a self-imposed challenge to be leaders and innovators in our industry. We set out to walk our talk, be as transparent as possible, and find different ways to be creative, increase employee health and happiness, and improve our bottom line. We will continue to measure and monitor our space, collecting feedback as our office evolves.

**All in all, 88% of employees are satisfied with our new workplace, compared to 39% in our old space!**

