

# How to Design a Workplace That People Want to Return To

The office plays a crucial role in how we relate to our organization. People are willing to trade remote workdays for their own workspace in the office — while they want the autonomy and flexibility of hybrid work, employees are looking for choice and control and a sense of belonging. People want their office to help them collaborate and focus.

## 1. Design the Workplace as a Destination

- Reserving a workspace can help people know what to expect at the office if spaces are not assigned.
- A temporary assigned team space can help employees have quick and easy access to information, technology, tools and the people they need to work with.
- Instead of designing private offices based on hierarchy, offer every employee the possibility to rejuvenate and focus when they need it.



Neighborhoods that give individuals control over their space and help them feel a sense of belonging allow for the flexibility and autonomy people want today.

## 2. Don't Underestimate the Need to Focus

- Limit distractions in the open office by adding screens and a variety of enclosed spaces to provide a place to focus alone or take a video call.
- Offer individuals spaces with technology that supports both in-office and remote participants equally — where everyone can see and be seen, hear and be heard.
- Provide both desk and room booking systems that facilitate quick and easy access to diverse spaces.



People do both group and individual work throughout their day and they need dedicated spaces for each type of task.

## 3. Embrace New Ways of Working and Leading

- Think about a variety of spaces — personal, collaboration, social and learning — to meet people's needs in a new era of hybrid work.
- Create community at work through leadership built on trust and engagement.
- Create a culture where employees feel free to learn, adapt, and demonstrate resilience in the face of changing circumstances.



Hybrid work will require new spaces and technology to help people be effective.

According to the latest Steelcase research, one of the most important drivers for employee engagement, productivity and a sense of belonging is whether they like working from the office.

People are social animals and work is inherently a social undertaking. Keeping individuals tethered to a computer screen — or a workplace that doesn't help them do their best work — is not the answer.

We've put together three tips that will help your organization design your space as a hybrid neighborhood, a place that meets people's needs today and where employees *want* to work. Take a look.

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