

Wellness Reimagined

Employee's physical health and mental well-being enhance a company's bottom line

As you move past this crisis and begin to develop a new normal, you will be faced with new challenges. An organization's approach to wellness in the upcoming years will shape its ability to retain top

talent, improve engagement and increase productivity. Using our expertise in workplace design and consulting, PDR has identified four focus areas to help proactively address wellness as you embrace the next new normal.

1 Design

- Increased Ventilation
- CO2 Monitoring
- Lighting Design
- Automated Shades
- Convenient Water Stations
- Touchless Fixtures

2 Policy

- Acoustic Zoning
- Activity Based Working
- Health Services and Benefits
- Flexible Work Schedules
- Fitness Programs and Stipends

3 Operations

- Improved Air Filtration
- Humidity and Mold Control
- Water Quality Consistency
- Cleaning Chemicals and Practices
- Sustainable and Safe Materials

4 Engagement

- Healthy Foods
- Wellness Education
- Occupant Surveys
- Mental Health Support

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1 Design

AIR

With 90% of time spent indoors, increased exposure to indoor air pollutants can contribute to a variety of poor health outcomes.¹ Pollutants come from materials, furnishings, cleaning products and other people.

Why now? Fresh air and circulation are critical to reduce the spread of airborne infectious diseases such as COVID-19. Fresh air dilutes human and product generated pollutants.¹

Strategy

Cost

Effort

Outcome

Increased Ventilation



Improved air quality including fewer pathogens

CO2 Monitoring



Improved productivity and cognition

LIGHT

The circadian rhythm acts as an internal clock that regulates the sleep-wake cycle where the exposure to specific amounts and hues of light throughout this daily cycle play a key role. Disruption contributes to obesity, diabetes and depression.²

Why Now? The current pandemic has elevated our stress and anxiety which contributes to poor health. Exposure to light and improved sleep patterns have a direct link with mental health and how we heal.⁶

Strategy

Cost

Effort

Outcome

Lighting Design



Increased daytime alertness and engagement

Automated Shades



Reduced glare and distraction

WATER

The U.S. Institute of Medicine recommends women and men consume 91 and 125 ounces per day respectively.³ Inadequate hydration is associated with high rates of obesity and other internal infections.¹

Why Now? Washing hands regularly will reduce infection rates. Conveniently located touchless sinks can promote frequent handwashing and clean contact.

Strategy

Cost

Effort

Outcome

Convenient Water Stations



Improved hydration

Touchless Fixtures



Reduced pathogen transmission

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2 Policy

COMFORT

Thermal, acoustic and ergonomic comfort directly impact workplace satisfaction and performance. More than 41% of office workers have expressed dissatisfaction with these conditions.⁷ Research shows performance is 6% poorer when a space is too hot, cold or loud.¹

Why Now? The immune system response can be improved through stress reduction associated with physical and emotional comfort.

Strategy

Acoustic Zoning
Activity-Based Working

Cost



Effort



Outcome

Reduced stress and improved performance
Improved comfort through individual choice

MIND

A healthy mind is a state of mental wellbeing and an ability to deal with stresses. Opportunities for work-life balance offer relief to anxiety, depression and stress.

Why Now? 45% of adults in the US say their mental health has been negatively impacted due to worry and stress related to COVID-19.⁶

Strategy

Health Services and Benefits
Flexible Work Schedules

Cost



Effort



Outcome

Improved mental health and performance
Improved ability to cope with stress

MOVEMENT

Recent global estimates show that 23% of the adult population are physically inactive.¹ In 2013, physical inactivity in the workplace contributed to nearly \$14 billion in productivity losses.⁵ Regular daily movement and activity has been shown to improve productivity.

Why Now? Regular physical activity can boost the immune system and reduce health risks.

Strategy

Fitness Programs and Stipends

Cost



Effort



Outcome

Improved access to physical activity

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3 Operations

AIR

Humans breathe more than 530 cubic ft of air every day.¹ Health effects associated with exposure to indoor air pollutants can be both short and long term and can range in severity.

Why Now? Properly installed, high efficiency filters can remove airborne pathogens. UV lamps, humidity control and airflow strategies can help reduce the spread of pathogens.⁴

Strategy

Cost

Effort

Outcome

Improved Air Filtration
Humidity and Mold Control



Prevented exposure to harmful contaminants and prevent the growth of pathogens on surfaces

WATER

There is an increasing risk of drinking water contamination from industrial, agricultural and pharmaceutical sources. Chemicals like chlorine used to kill waterborne pathogens can lead to the formation of disinfectant byproducts that cause cancer and other adverse health effects.¹⁰

Why Now? Properly balanced and filtered water can reduce contaminants that cause infectious disease and promote health benefits from improved hydration.

Strategy

Cost

Effort

Outcome

Water Quality Consistency



Identify proper filtration systems, improved water quality and reduced health risks

MATERIALS

Prolonged exposure to VOC's and similar compounds can have a wide range of health effects from respiratory irritation to cancer. Selecting environmentally responsible materials and utilizing non-toxic cleaning products will improve indoor air quality.

Why Now? Pathogens can live on surfaces anywhere from 3 hours to 7 days depending on the material.¹¹ Frequently cleaning high touch surfaces is a critical response for maintaining safer environments.

Strategy

Cost

Effort

Outcome

Safe Cleaning Protocols



Reduced exposure to harmful chemicals and improved cleaning procedures

Sustainable and Safe Materials



Improved indoor air quality

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4 Engagement

NUTRITION

Poor nutrition is a risk factor in preventable chronic diseases like cardiovascular disease, high blood pressure, and type 2 diabetes. Global obesity is increasing with consumption of unhealthy highly refined and packaged foods.¹ Healthy food education can positively influence food choices.

Why Now? The abundance of simple carbohydrates in processed foods can cause a yo-yo effect on blood sugar, driving up anxiety and worsening moods.⁹ Healthy eating habits can decrease stress and improve our health and immune systems.

Strategy

Healthy Food Offerings and Education

Cost



Effort



Outcome

Reduced medical costs and stress

COMMUNITY

Promote physical health in the community by providing equitable access to health services and creating a culture of education, inclusion, prevention and intervention.

Why Now? With a worldwide focus on health, public demand for information on how employers and building managers are creating a healthy environment is rising.

Strategy

Wellness Education

Cost



Effort



Outcome

Improved job satisfaction, attraction and retention

Occupant Surveys



Empowered and engaged employees

MENTAL HEALTH

Over 30% of adults will experience a mental health condition during their lifetime.¹ Depression and anxiety cost the global economy \$1 trillion dollars due to productivity loss.¹

Why Now? Chronic stress is associated with increased risk of adverse health consequences such as depression, cardiovascular disease, diabetes and upper respiratory infection.⁸

Strategy

Mental Health Support Strategies

Cost



Effort



Outcome

Improved health and sense of purpose

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