

19/05/2020

Webinar



HAPPINESS LAB.



VoorDeThuiswerkers.nl

Hi! If you want to connect with us:



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Mede initiatiefnemer van
VoorDeThuiswerkers.nl

*Your private workspace to work efficient, be
effective and become inspired*

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VoorDeThuiswerkers.nl



je eigen werkplek in een hotel



voor de **thuiswerkers**

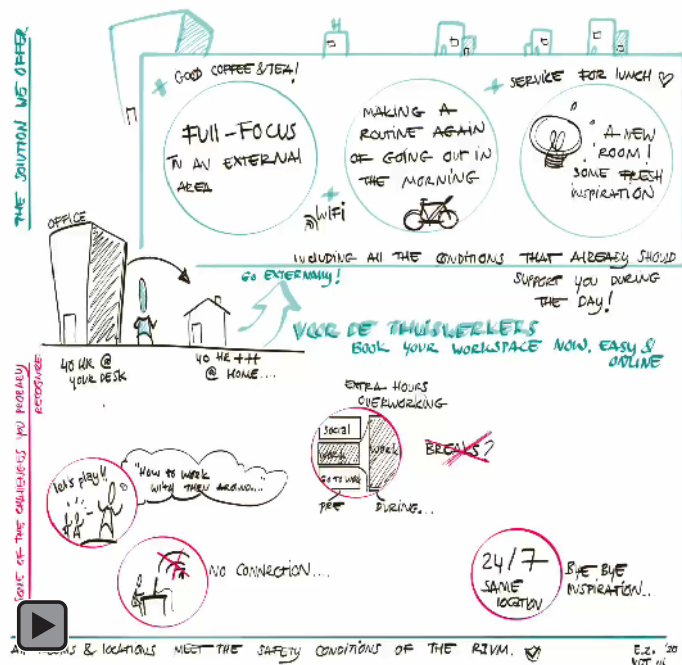
voor de **hotels**

voor de **bedrijven**

HAPPINESS LAB.

constructing
happiness
through
science.

What is VoorDeThuiswerkers?



VoorDeThuiswerkers bied je een werkplek in leegstaande ruimtes. Denk hierbij aan hotelkamers, vergaderzalen, werkplekken. *De oplossing voor alle thuiswerkers om in full-focus te werken; de oplossing voor real estate om deze financiële uitdaging door te komen.*

Wij zijn er voor alle thuiswerkers die wel een dagje in een nieuwe omgeving, met energieke start en volle focus kunnen gebruiken. Wij zijn er voor de werkgevers die hun werknemers willen ondersteunen.

Wij zijn een initiatief gestart tijdens de corona crisis door een groep ondernemers. We werken samen met het Happiness Lab om onze aannames data-driven te maken; hoe kunnen we de impact van het buitenshuis werken valideren?

Work From Home... ...**the new normal?**

How to make the most of remote working

19/05/2020 - Lotte Spijkerman, Esther Zijtregtop

Our goal? To inspire & inform you

- What did COVID-19 *accelerated* and *shifted* in the work domain?
 - The data-driven impact on mental work well-being : **globally** > **national** > **IRO**
- How to deal with this impact?
- The lessons learned & solutions offered *already*?
- Practically; what can you do next?

1. The already ongoing shifts in work-domain

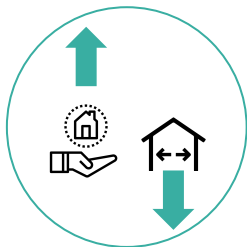
^ **1.84%**



Accelerating urbanization

Growth in cities increasing on higher speed, resulting in hubs/megacities

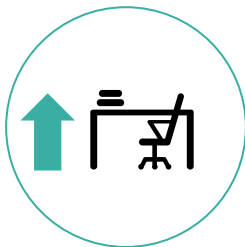
^ **8%**



Rising prices of houses

whilst the surface/house is decreasing

^ **3.6%**



Office/desk costs on the rise

changes on burn-out



Office plan 'kantoortuin' not really a success

a design that didn't work out that well...

^ **200%**



Work From Home

which was already a trend pre-corona..

...and then **there was COVID-19**...



Werk waar mogelijk thuis, beperk sociale contacten en blijf bij milde klachten in bed. Nederland doorstond de eerste dag waarop de [extra coronamaatregelen](#) golden. Die bleken hard nodig, want Europa is sinds gisteren het epicentrum van de corona-uitbraak, concludeerde de Wereldgezondheidsorganisatie.

In Nederland zijn inmiddels 804 mensen positief getest op het virus, zegt het RIVM. Met vijf nieuwe sterfgevallen liep het dodental als gevolg van Covid-19 op tot 10. Wereldwijd zijn ruim 5000 mensen overleden aan de gevolgen van het coronavirus.

...and then **there was COVID-19...**



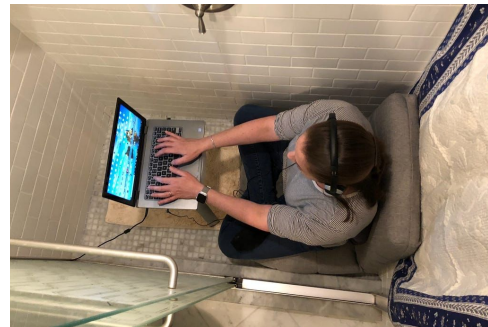
...and then **there was COVID-19**...



~~you are parents~~
teachers



...BYE to **ergonomics**



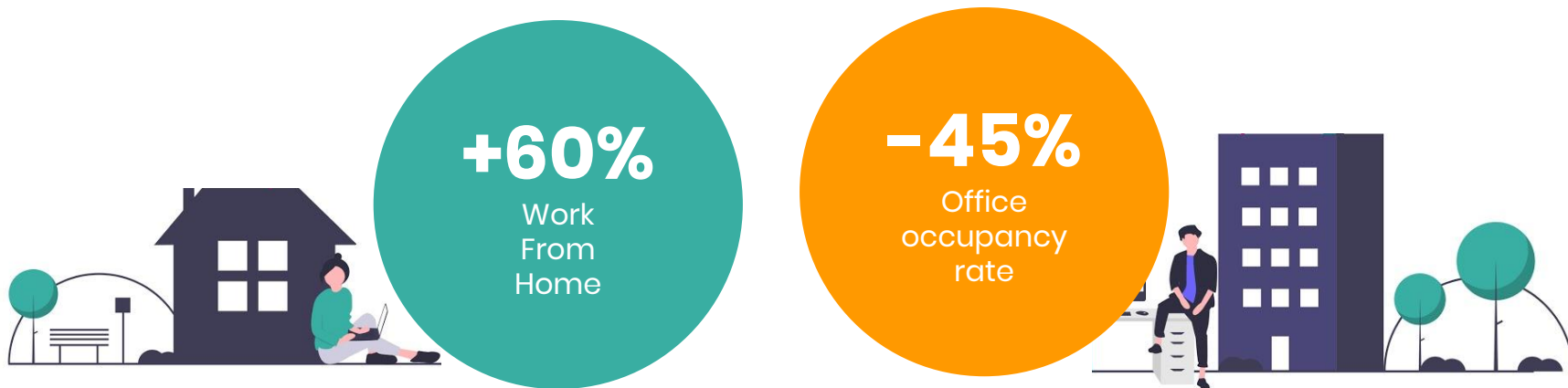
...Hello creative
'call-booths'



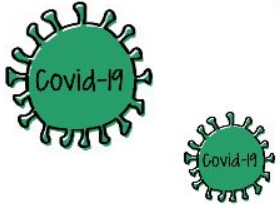
...welcome new
colleagues

...and then **there was COVID-19...**
a sustainable situation?

Directly visible effects



**Working all from home is a massive natural experiment
– make sure you learn from it**



it has impact on various levels

IRO

Industry

Nationally

Globally

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▶ **What can we conclude from combining various global research over the past couple of corona-weeks?**



56%

Of you wants to **continue working from other location** outside the office after Corona

And how does this translate to national level?

Does Working From Home
make us **unhappy**?



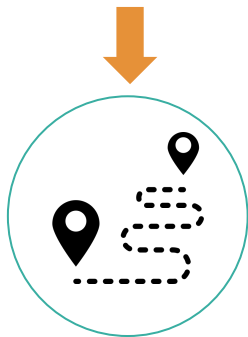
2. The Pros and Cons of Working From Home

THE PERCEIVED PROS

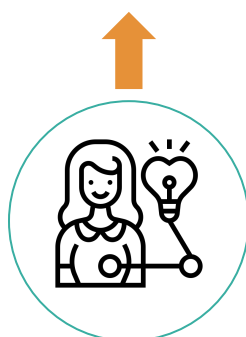


Productivity

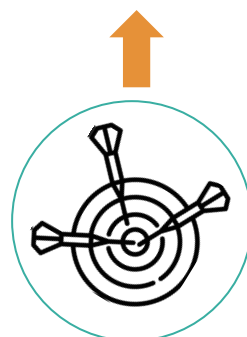
* when there are no children around!



Travel Time



Work Autonomy



Concentration and Focus

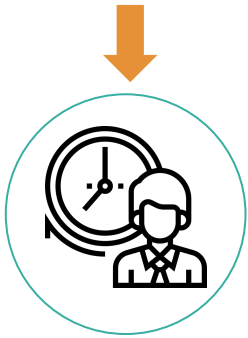
* when there are no children around!



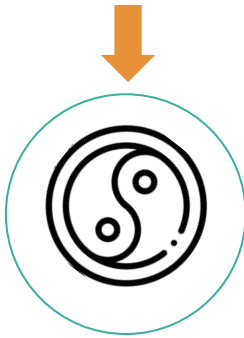
Combine with Private Life

2. The Pros and Cons of Working From Home

THE PERCEIVED CONS



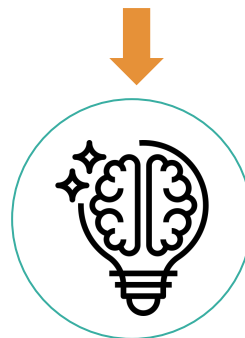
Work Routine



**Separate
Work and
Private Life**



**Connection
with
Colleagues**



Inspiration



Engagement

What did you tell us?

IRO questionnaire scores – while working home..

Overall Happiness



age ↗

IRO questionnaire scores – while working home..

YES **78%**
NO **22%**



I know what my employer expects of me

YES **72%**
NO **28%**



I get enough information from my employer

YES **85%**
NO **8%**
Other **7%**



For as far possible, my employer gives me job security

YES **13%**
NO **87%**



I'm afraid to lose my job

IRO questionnaire scores – while working home..

YES **77%**
NO **23%**



**I miss my
colleagues**

YES **48%**
NO **52%**



I am stressed

YES **46%**
NO **54%**



**I can keep
work and
private life in
balance**

YES **70%**
NO **30%**



**I am able to
keep a good
work routine**

YES **82%**
NO **18%**



**I am very
productive**

YES **87%**
NO **13%**



**I can
communicate
well with my
colleagues**

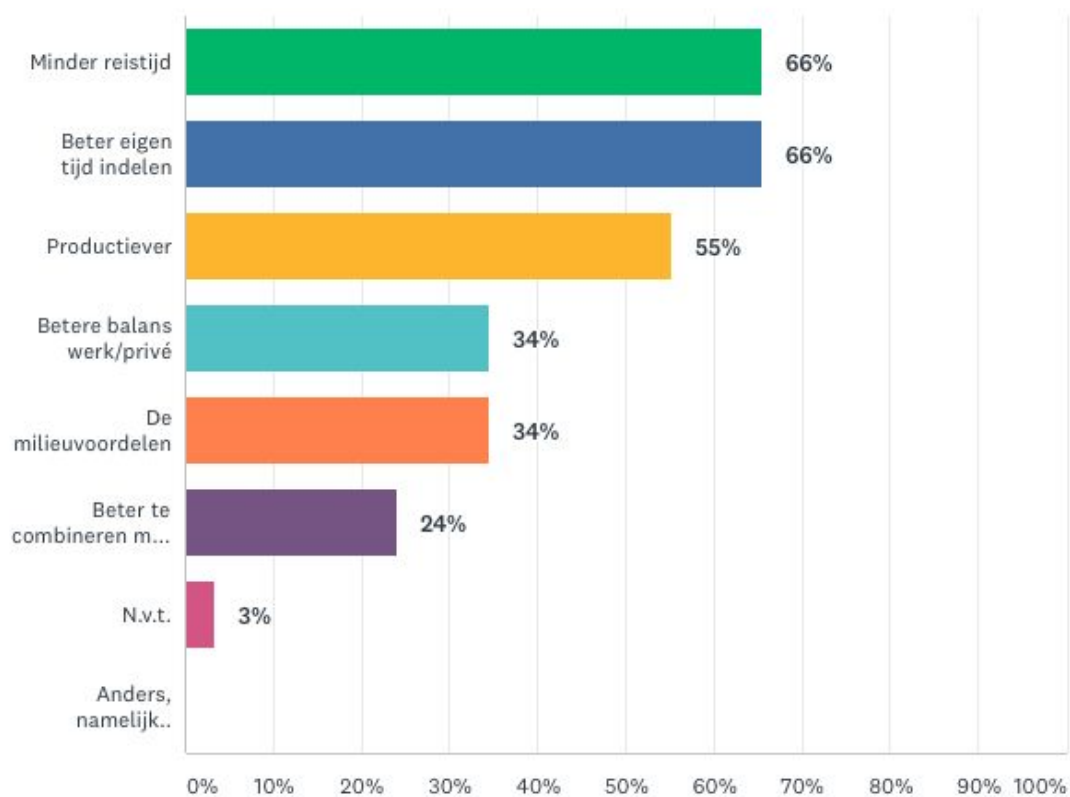
IRO questionnaire scores – while working home..



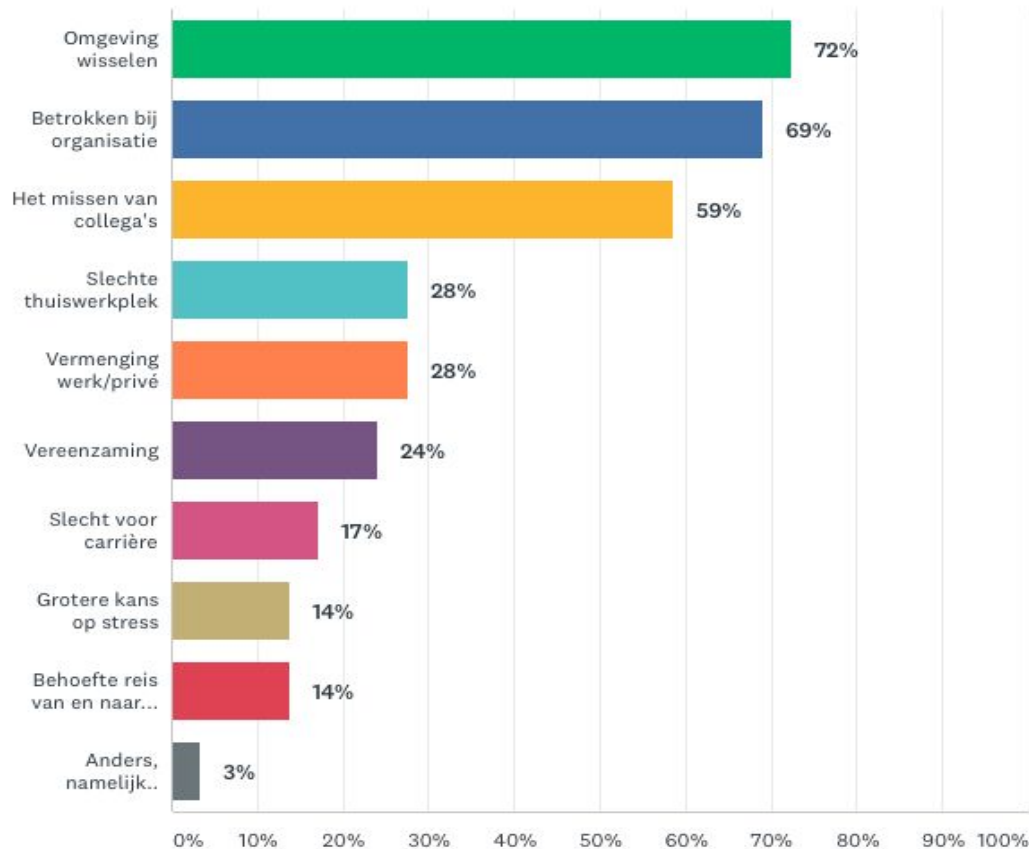
70%

**Of you wants to continue
working from other location
outside the office after Corona**

What were your motivations?



What were your motivations for NOT Working from Home?



3. Striking the balance: is massively working from home the solution?

- > Most productive + effective? **Maybe**
- > Most fun way to collaborate? **Probably no**
- > Best for the involvement of your employees? **Can be, if you act bold!**

However we all [*you / your team / every organisation*] **do** have to deal with it in some way.

4. The offering of solutions differs a lot...

“Here you have a chair, a bar of chocolate, and a laptop-stand.”



“You can come to the office on Monday and Thursday. For the rest... home = office!”

...you have a kitchen table/bed/bathroom/balcony, right...?

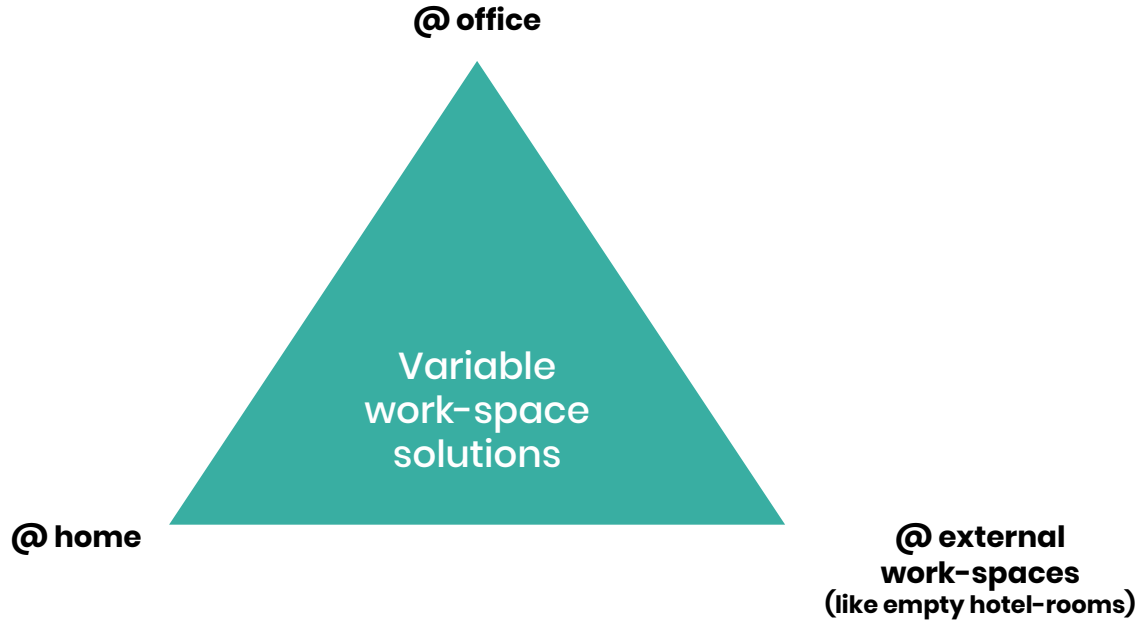


“You can work regularly from an external workplace. Get new inspiration, a focus mode and reload.”



Remember, 70% would like to work outside the main office on a regular base...

4. We are moving towards an economy where people work remote from **3 type of places**



4. One of these solutions offered: **VoorDeThuiswerkers**

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je eigen werkplek in een hotel



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4. The impact of the various solutions is difficult to measure yet, first indicators are

"Here you have a chair, a bar of chocolate, and a laptop-stand."

supporting the employee?

"You can come to the office on Monday and Thursday. For the rest... home = office!"

supporting the employee?

"You can work regularly from an external workplace."

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supporting the employee?
Focused, productive, inspired, reloaded

VoorDeThuiswerkers.nl



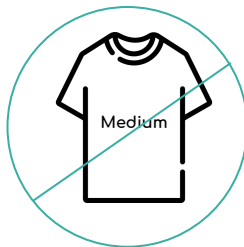
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What could you (and your organisations) **learn from this?**

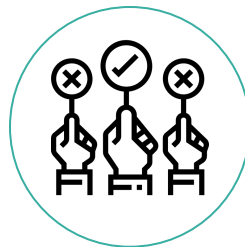
5. What can your company learn from this? What should you do?



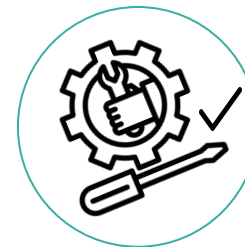
**It all starts
with trust**



**No one size
fits all**



**Give us
autonomy**

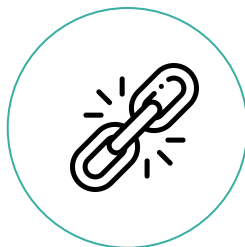


**support the
(tech) basics**

5. What can your company learn from this? What should you do?



**Facilitate the
social
connection**




**Keep us
engaged**



**Give us an
inspiring
environment**

5. What can your company learn from this? What should you do?



**Measure,
monitor,
keep learning &
evaluating**

Thank you!



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