


The letters 'WISD' are rendered in a bold, red, sans-serif font. The 'W' is composed of three vertical strokes, the 'I' is a single vertical stroke, and the 'S' and 'D' are more fluid, curved shapes. They are positioned centrally across the image, overlapping the blue sky and the glass facades of the buildings.

WISD

The image shows the upper portion of the Freedom Tower, including its distinctive spire and the top of its glass-enclosed structure. The building is set against a clear, light blue sky with a few wispy clouds at the bottom left.

**Question today**  
*imagine tomorrow*  
**create for the future**



## Eirini Matsouki

Eirini Matsouki is the head of the Sustainable Resource Management team at WSP in the Middle East. She is an Environmental Architect and is experienced in the fields of building physics and sustainable environmental engineering, as well as in developing sustainability strategies, carbon footprinting and environmental assessment tools. Eirini has 14 years of experience working in architecture and sustainability, with experience on various project typologies such as commercial, hospitality, residential and mixed use

**HEALTH & WELLBEING**

**HAPPINESS** 

*Health and Welfare Workshop - Abu Dhabi*



What is *'Health and Wellbeing'*?

***"Health is a state of complete **physical, mental and social** well-being and not merely the absence of disease or infirmity"***

## Healthy Spaces

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*Zappos Head Office, Las Vegas*

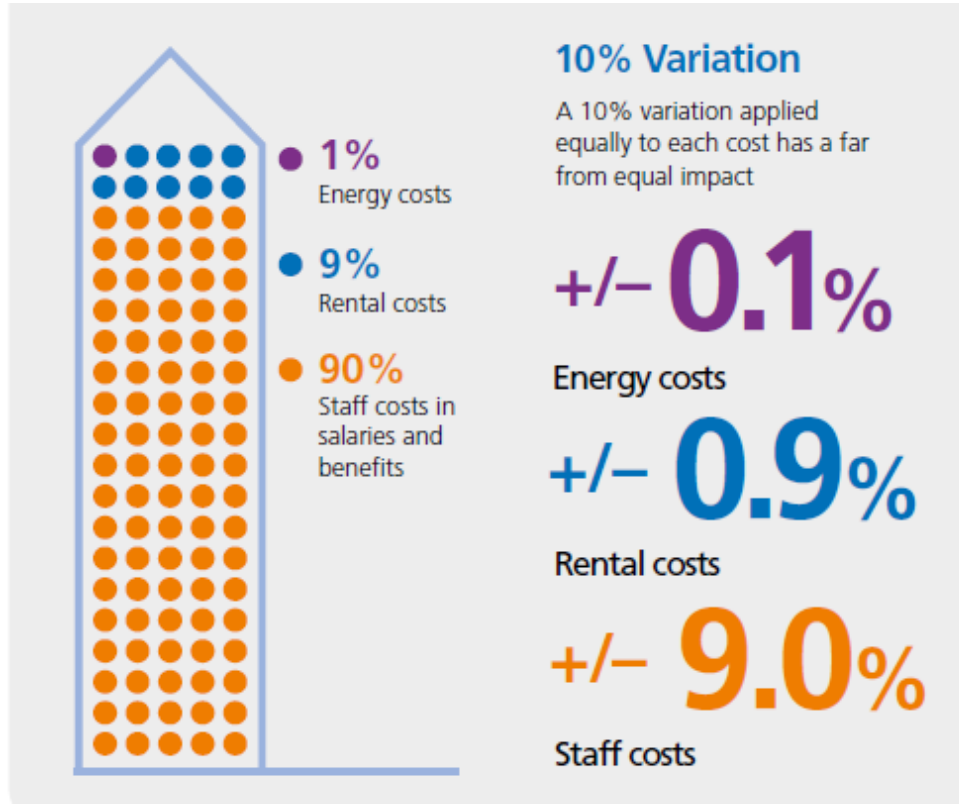


*Bournville Place, Birmingham*

Why bother?

wsp

## Financial Incentives



***Staff costs, including salaries and benefits, typically account for about 90% of business operating costs.***



# Health, Wellbeing & Productivity In Offices



## Health, Wellbeing & Productivity in Offices

The next chapter for green building

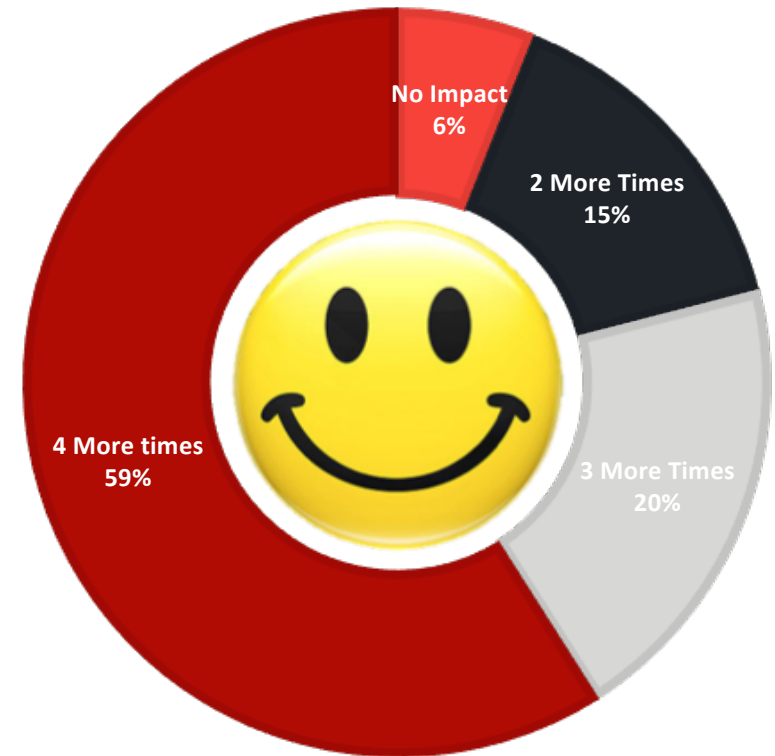


## Productive Gains

**94% of respondents report they are between 2 and 4 times more likely to stay with the same organization if they love their workplace.**

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**59% saying they are 4 times more likely to *perform and provide results*.**



■ No Impact   ■ 2 More Times   ■ 3 More Times   ■ 4 More times

## Productive Gains

### HAPPY WORKERS ARE:



More productive



More helpful to  
their colleagues



Better at sales

### AND THEY:



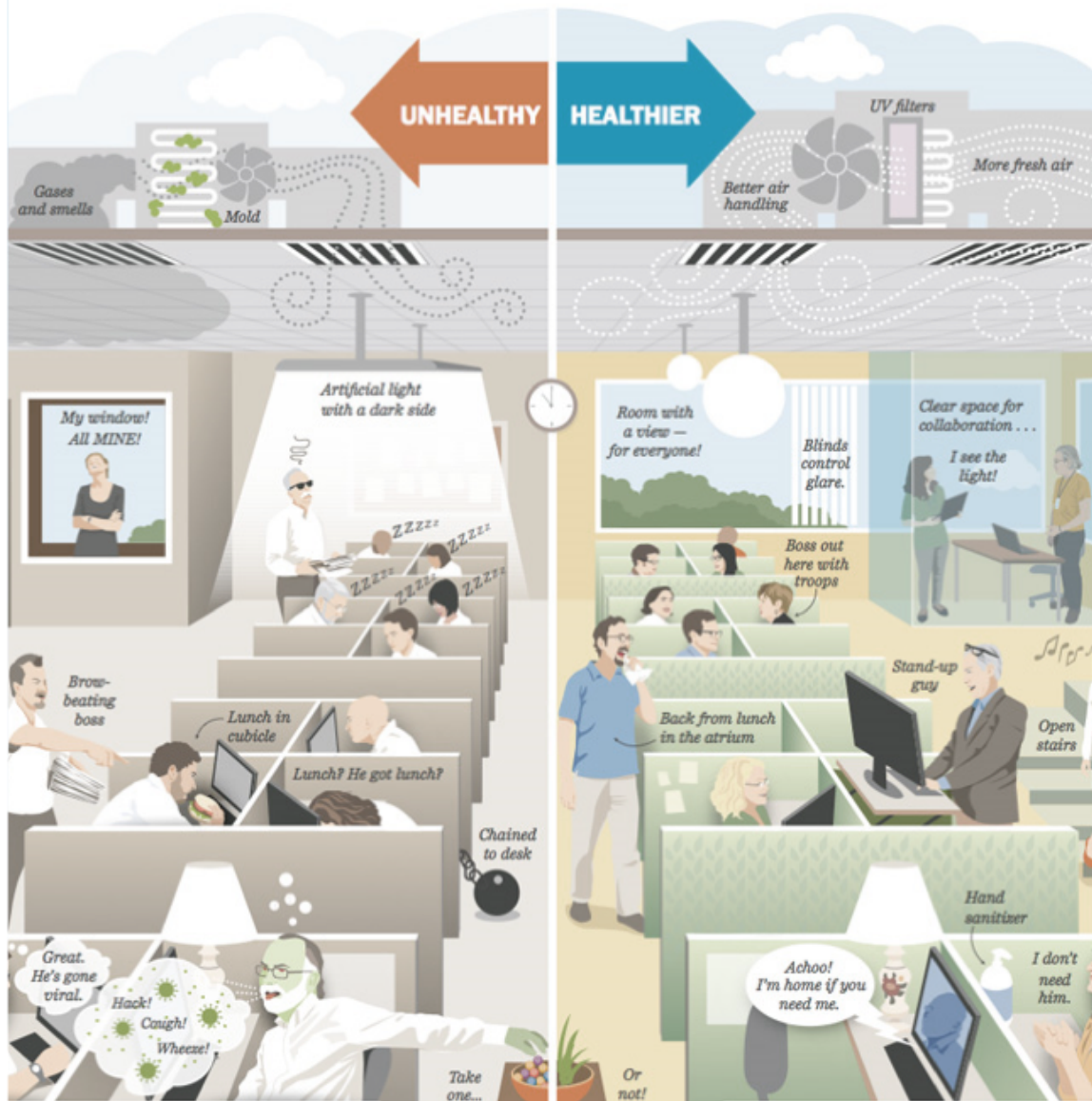
Suffer less  
from burnout



Stay longer  
with businesses



Smile more



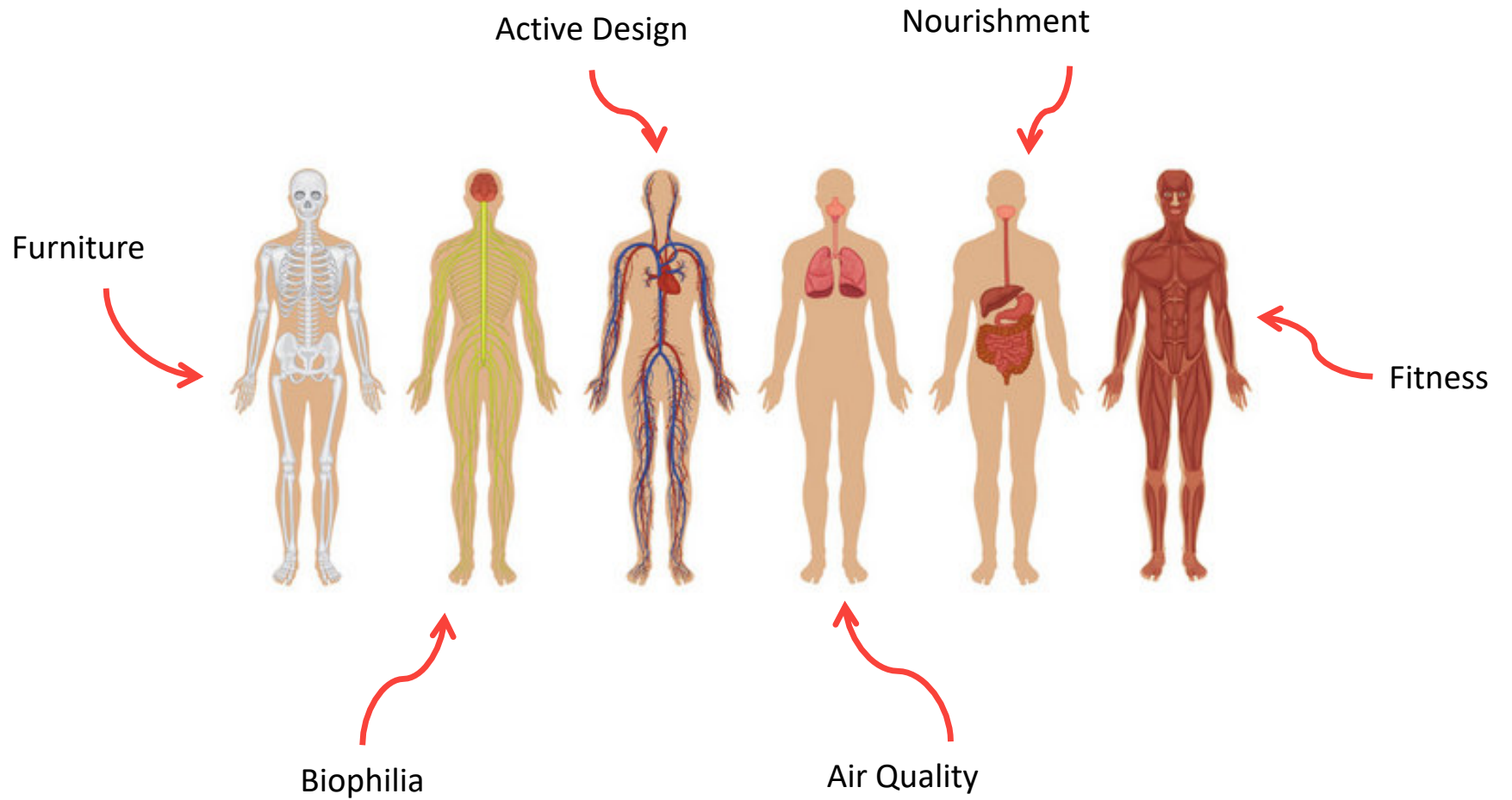
## COST OF ILL-HEALTH GLOBALLY

- Annual absenteeism rate in the US is 3% / employee = \$2,074 / employee / year
- Poor mental health in the UK costs employers £30 billion / year through lost production, recruitment and absence
- The aggregate cost to business in Australia of ill-health and absenteeism is estimated at \$7 billion / year, while the cost of 'presenteism' is estimated to \$26 billion

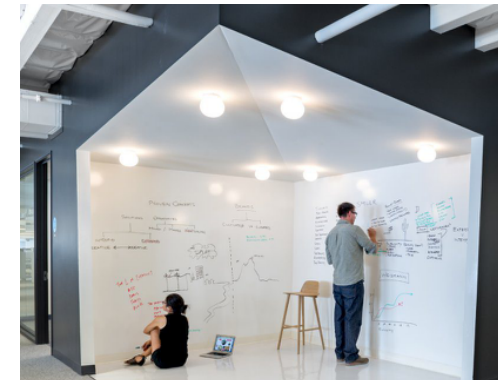
How do you experience it?

wsp

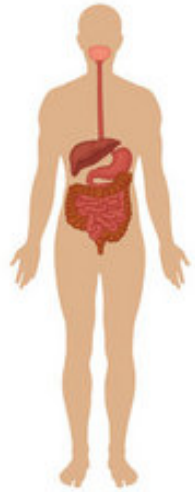
## How Do You Experience It?



# Active Design

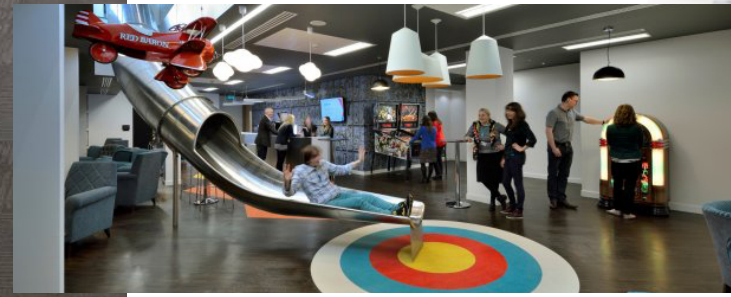


# Nourishment





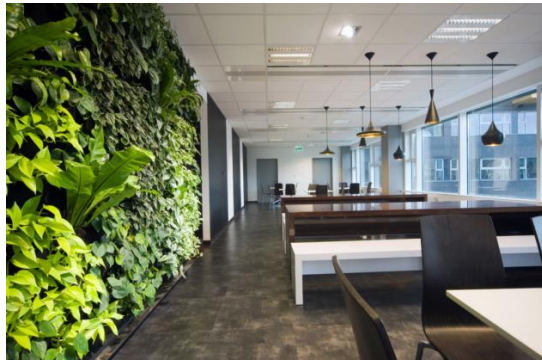
# Furniture



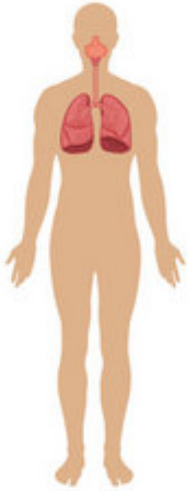
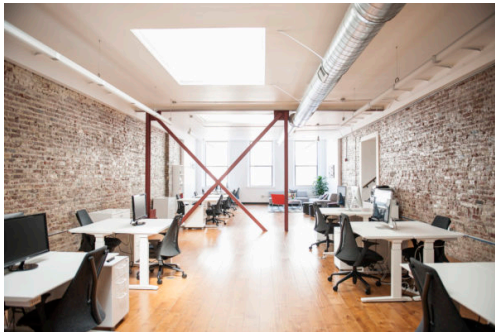
At a glance

# Biophilia

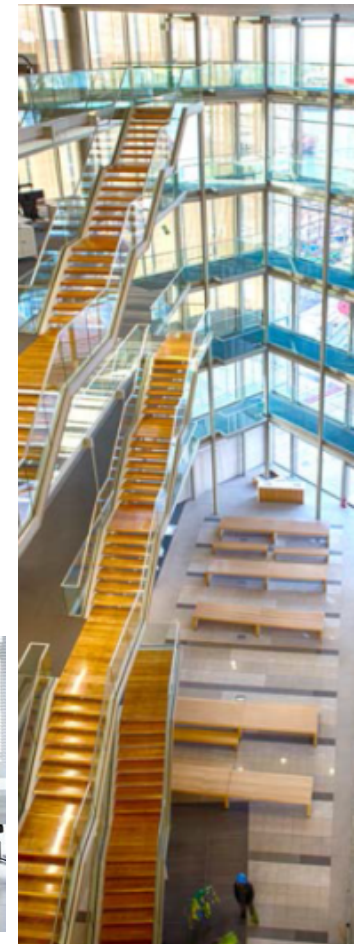
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# Air Quality



# Fitness



## The Physical Office Environment



- Thermal Comfort
- Lighting Quality
- Acoustic Quality
- Office Layout
- Facilities In Buildings
- Views
- Accessibility
- Emergency Evacuation
- Location & Access To Amenities

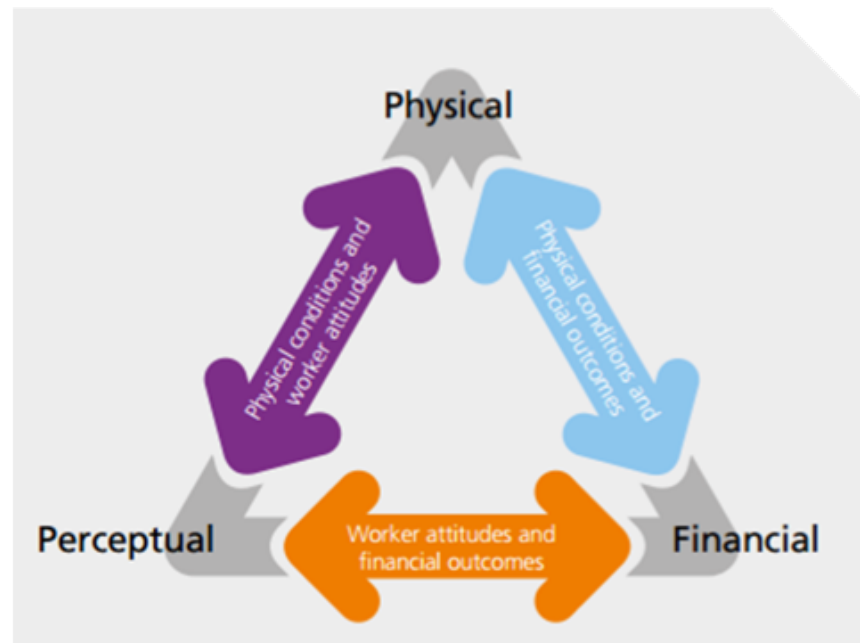
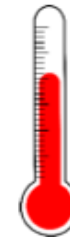
Happy employee?

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## Parameters in question

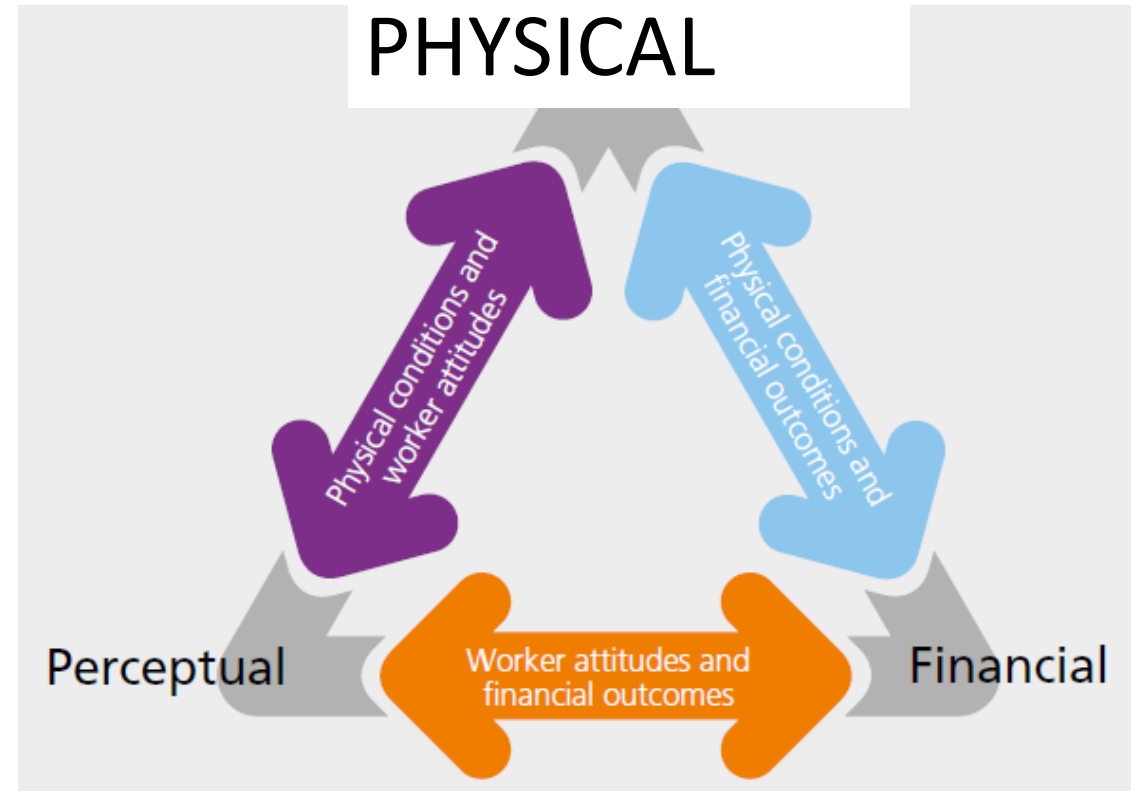
The key relationships between the major parameters

perception



## Experience

- Headaches
- Eye strain
- Fatigue
- Asthma & breathing disorders
- Stress & depression
- Back ache
- Other serious disorders

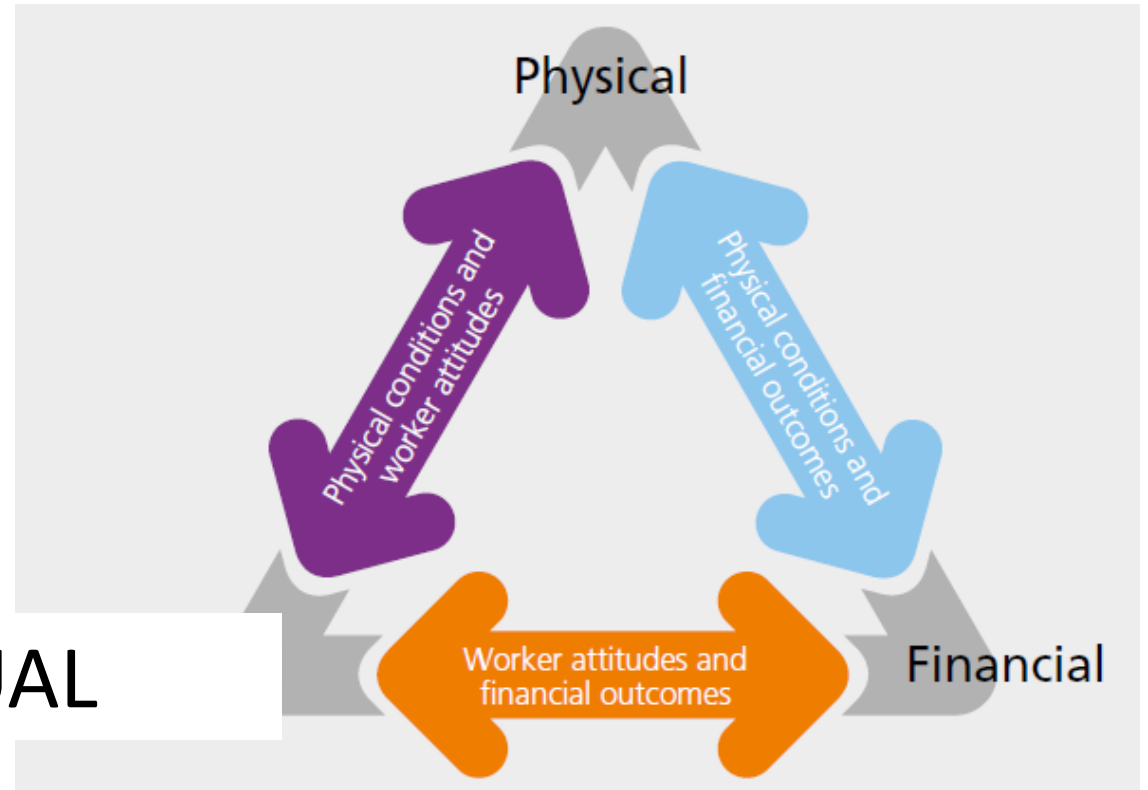




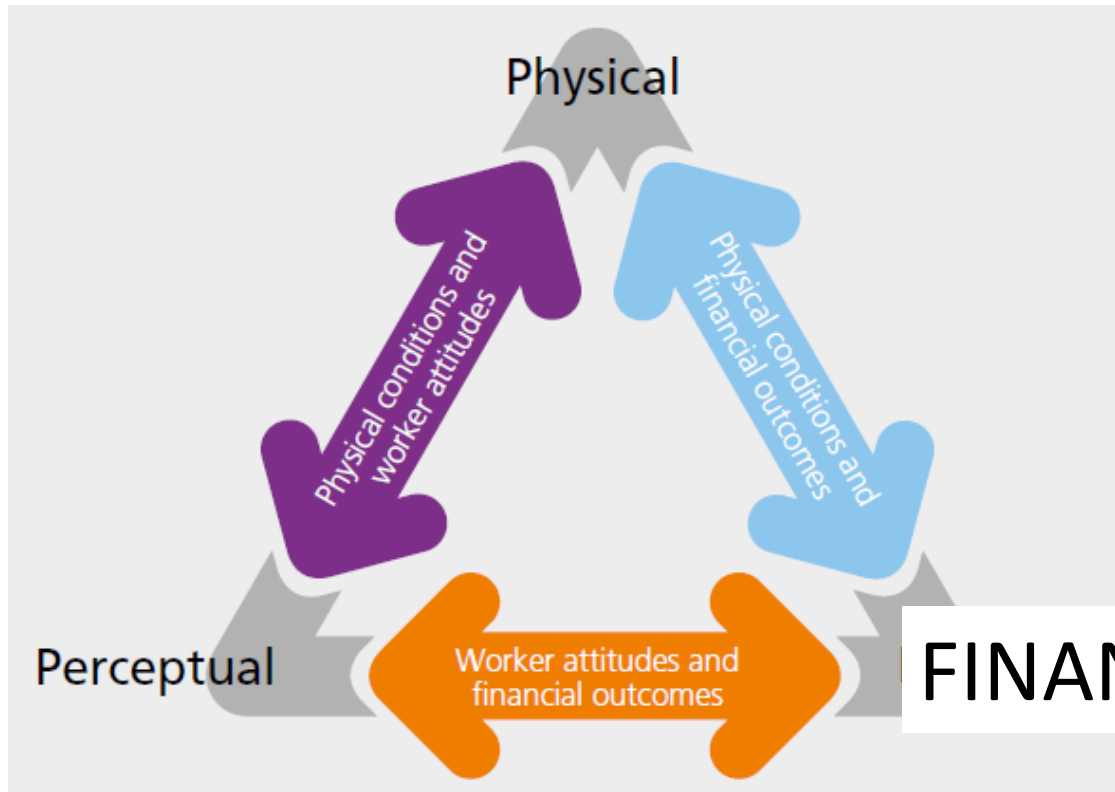
## Experience

- Perceived physical health
- Perceived psychological health
- Perceived productivity
- Perceived office environment
- Perceived organisational culture

PERCEPTUAL



## Experience



- Absenteeism
- Presenteeism
- Staff turnover/retention
- Revenue
- Medical costs
- Medical complaints
- Physical complaints
- Task efficiency & deadlines met

# Q&A Session

wsp

A grayscale photograph of a modern office interior. In the foreground, two people are lying on a mezzanine level, each using a laptop. The space is furnished with large, comfortable-looking pillows. The ceiling features several decorative, cylindrical pendant lights. Large windows on the right side offer a view of a cityscape and a river. The overall atmosphere is one of a contemporary, open-plan workspace.

"We shape our buildings, and afterwards, our buildings shape us".

*Winston Churchill*

Thank you!

*wsp.com*

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