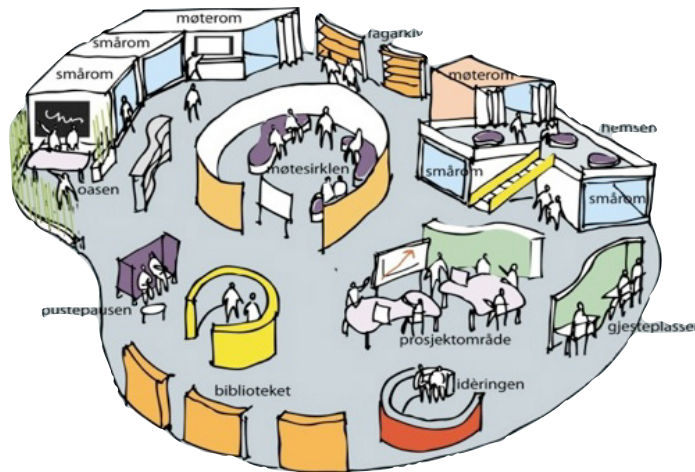


## DIFFERENT SHAPES OF OFFICES

- strengths and weaknesses

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## The shallow psychologist



“It is only shallow people who do not judge by appearances. The true mystery of the world is the visible, not the invisible....” Oscar Wilde

Oddvar Skjæveland:  
**Work place,  
architecture and  
psychology**



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## MELLOMROM

1. Focuses on the organization's culture, strategy and work processes before developing a new workspace concept to ensure that the physical environment supports and enhances organizational needs and goals.
2. Mellomrom is also responsible for the largest research project within workplace development in Norway, and has through this defined a set of criteria related to the workplace, called "SMAP: smart, attractive and productive workspaces".

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**culture**



**structure**



**architecture**

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### BASIC ASSUMPTION:

THE VALUE OF WORK IS 20X THE VALUE OF BUILDING - PLUS THE VALUE OF EFFECTS ON SOCIETY.

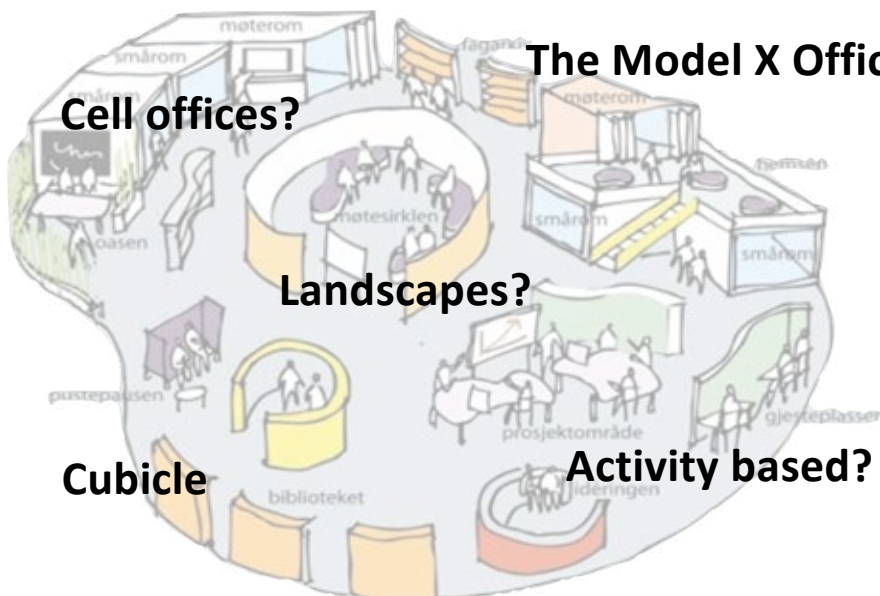
- THOUGH:  
→ MOMENTUM OF BUILDING ON WORK IS HEAVY



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### DIFFERENT SHAPES OF OFFICES

**The Model X Office**  
**Cell offices?**



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## THE WINNER: CELL OFFICE AND CELL OFFICE



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## THE LOOSER: LANDSCAPE fixed places



Gjensidige

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## THE WINNER AND LOOSER 1: ACTIVITY BASED



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## THE WINNER AND LOOSER 2: CUBICLE



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## THE WINNER 2: MODEL X OFFICE

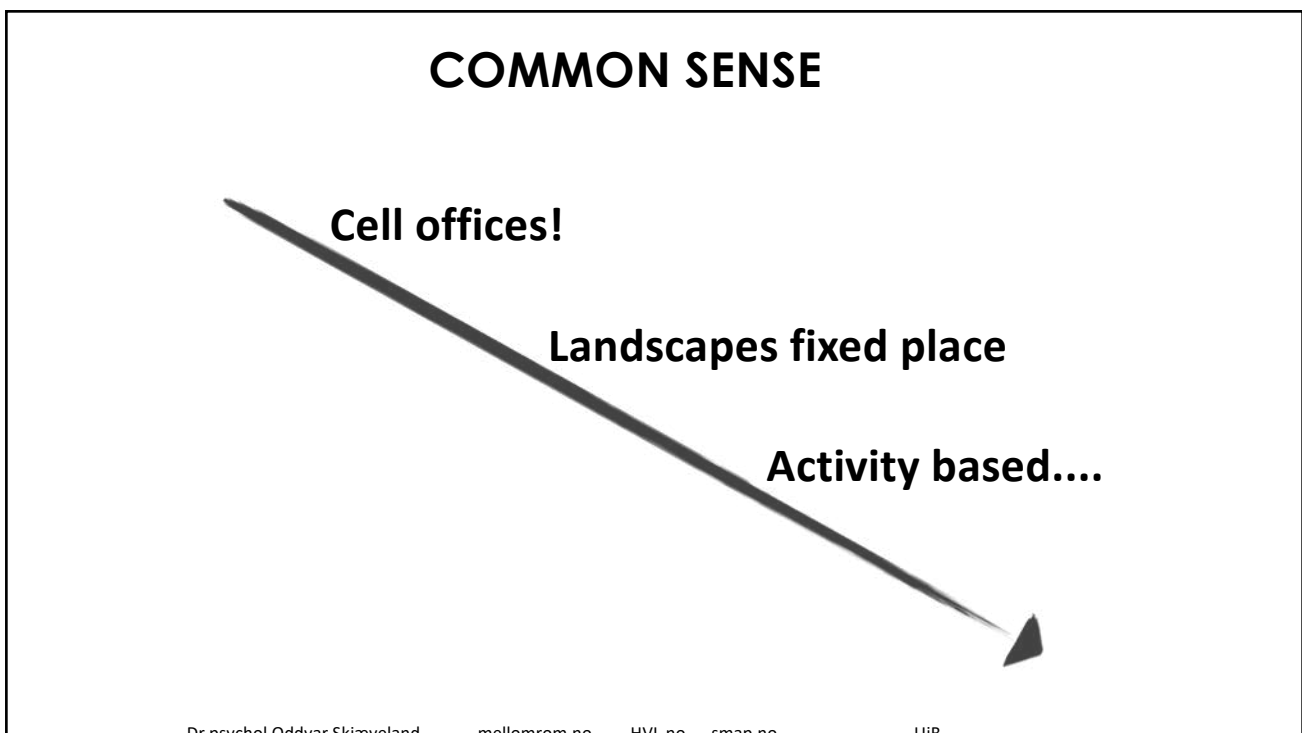
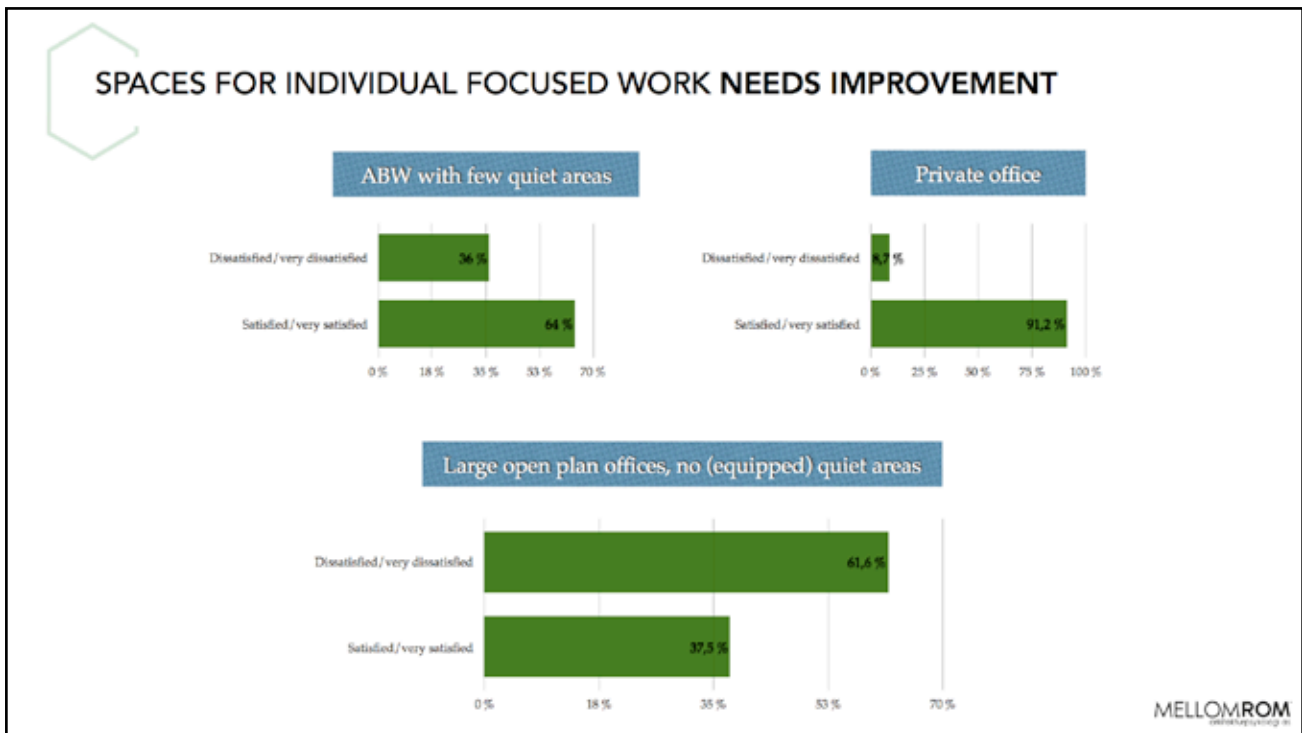


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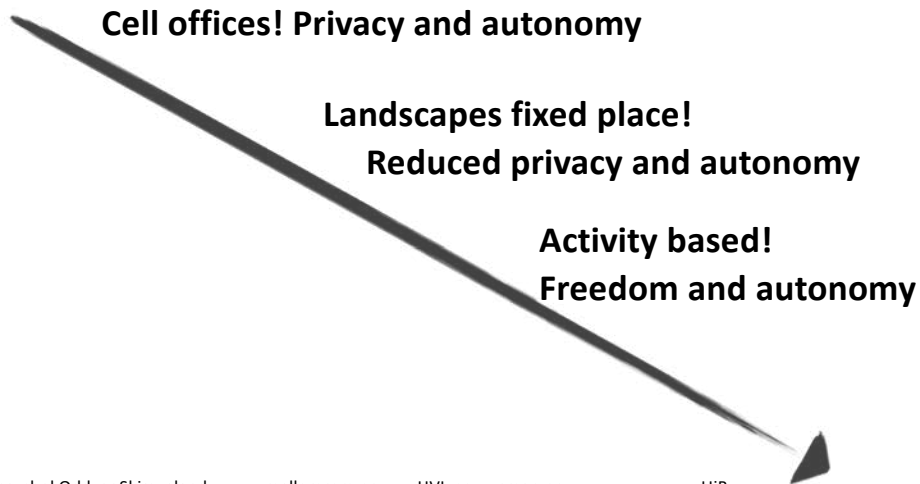
## THE WINNER 3: OFFICE OF THE FUTURE



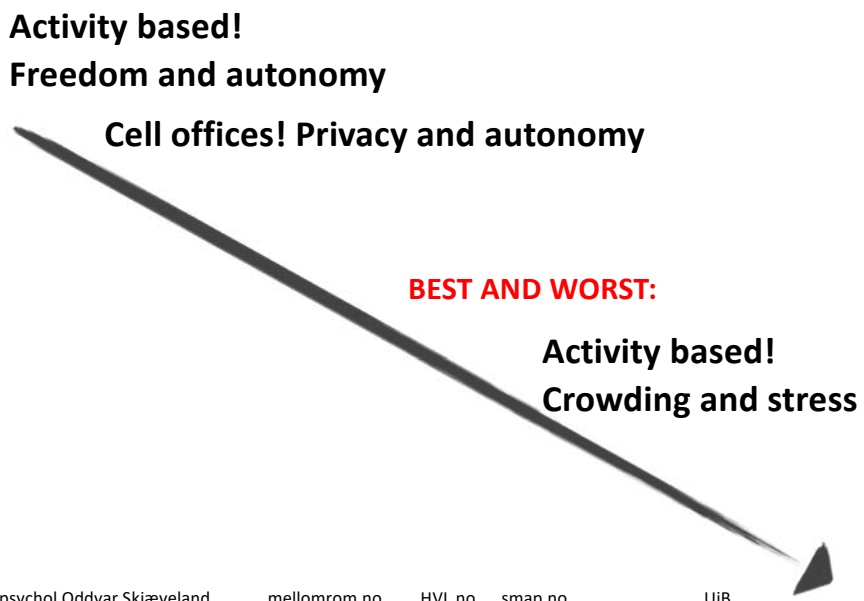
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## COMMON SENSE



## COMMON SENSE





# CONFUSED?

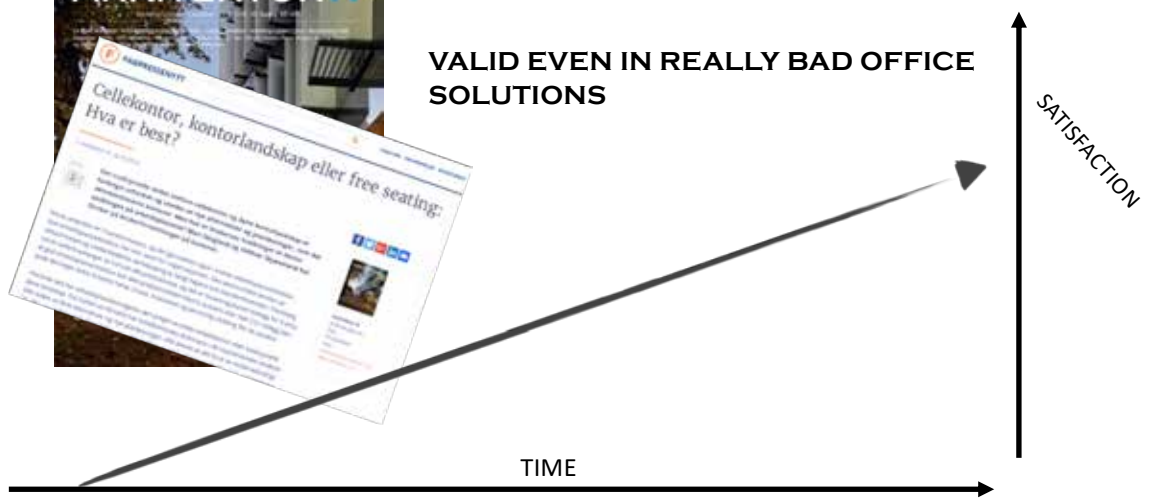
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## FUNFACT



THE MAJORITY (UP TO 88%) PREFER THE OFFICE **THEY OCCUPY NOW**

VALID EVEN IN REALLY BAD OFFICE SOLUTIONS

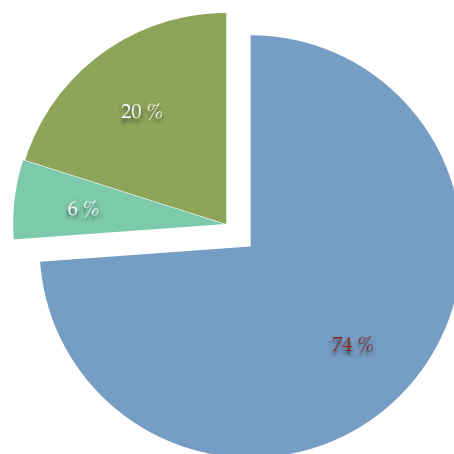


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**SO THEN THE ANSWER IS....CHANGE?  
OR PARTICIPATION AND DEMOCRACY?**

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THE USER IS THE FINAL JUDGE - SO WHAT DO THEY WANT?



● Private office  
● Shared office  
● Small open plan office

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**COMPLICATIONS:**

**USER DEMOCRACY COULD BE AN  
ETERNAL «COPY-PASTE» CYCLE**



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**IN ADDITION:**

**«COPY-PASTE» OF A SUCCESSFUL  
SOLUTION ONE PLACE...**

**....MAY WELL BE A DISASTER FOR OTHERS**

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## THE PERFECT WORK PLACE

WHAT IS NEEDED?



Dr. psyci





**CONCLUSION:**

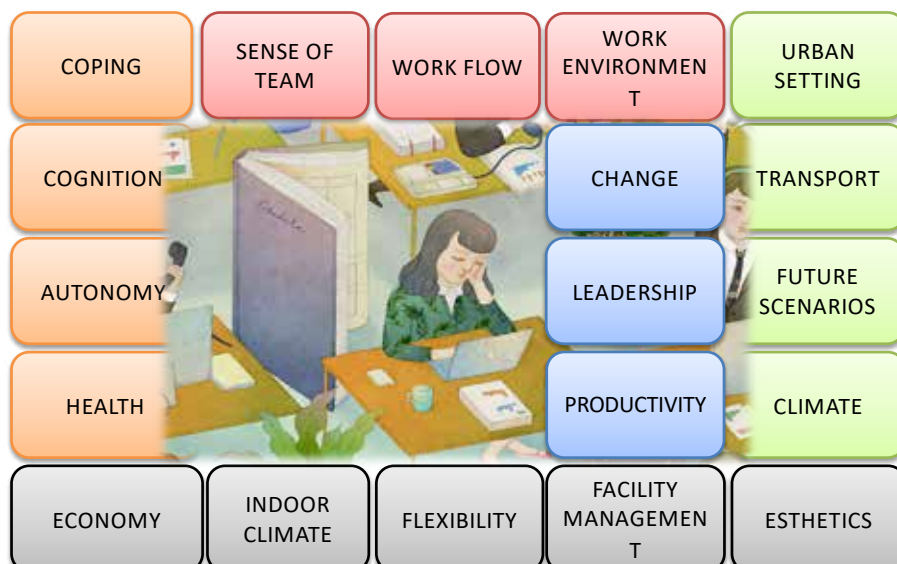
**ANY WORK PLACE SOLUTION HAS  
POTENTIAL FOR BEING  
GOOD OR BAD.**

**THE PHYSICAL VARIABLES EXPLAIN  
PERHAPS ONLY 1/3 OF THE VARIATION.**

**SO:**

**THE QUESTION ABOUT THE BEST OFFICE  
CONCEPT  
IS  
APPROXIMATELY AS MEANINGFUL AS  
ASKING FOR THE BEST COLOUR**

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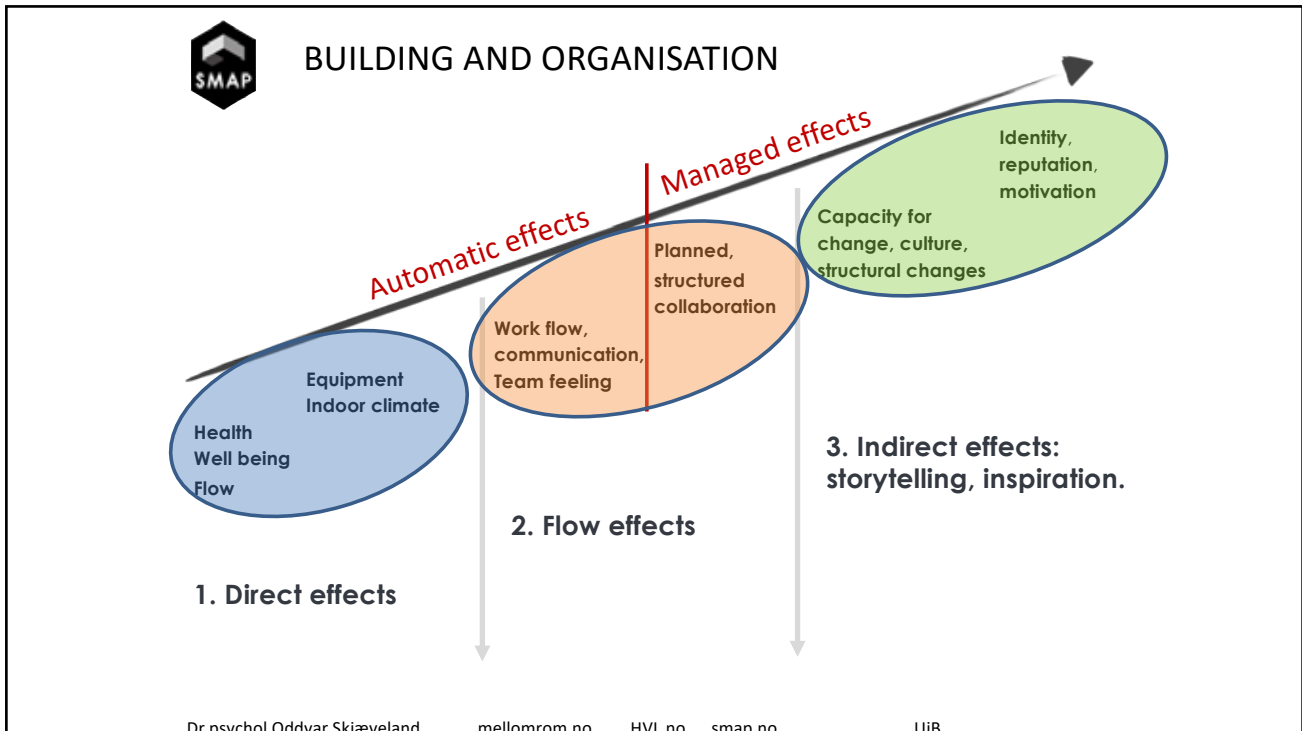


# WHAT DOES THE PERFECT WORKPLACE LOOK LIKE?

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ORFBERUFPSYCHOLOG GbR



FOCUS ON THE PEOPLE



## ABOUT THE RESEARCH PROJECT «SMAP»

If you're working a full time job, chances are high that most of your awake time is spent in the office. And your coping experience in the office is crucial for your personal development and satisfaction, and for the national productivity and welfare. Perhaps then it is reasonable to establish some standardized demands to the qualities of workplace architecture.

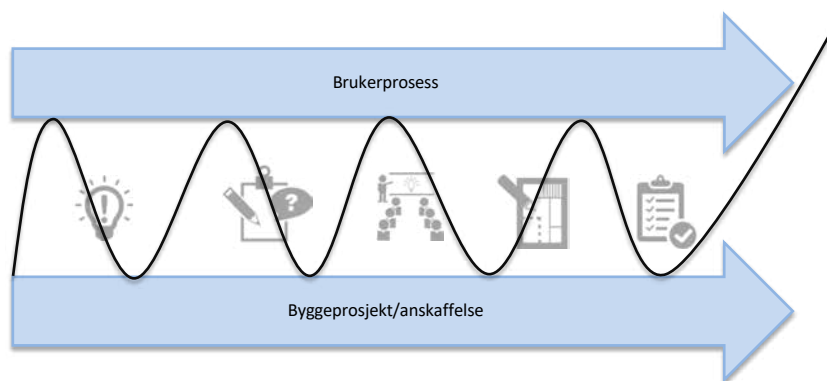
Thus, the SMAP-project will establish a balanced measuring system based on building criterias as well as the user experience. We will find out what architectural factors that will enhance collaboration, leadership, concentration, sense of belonging etc.



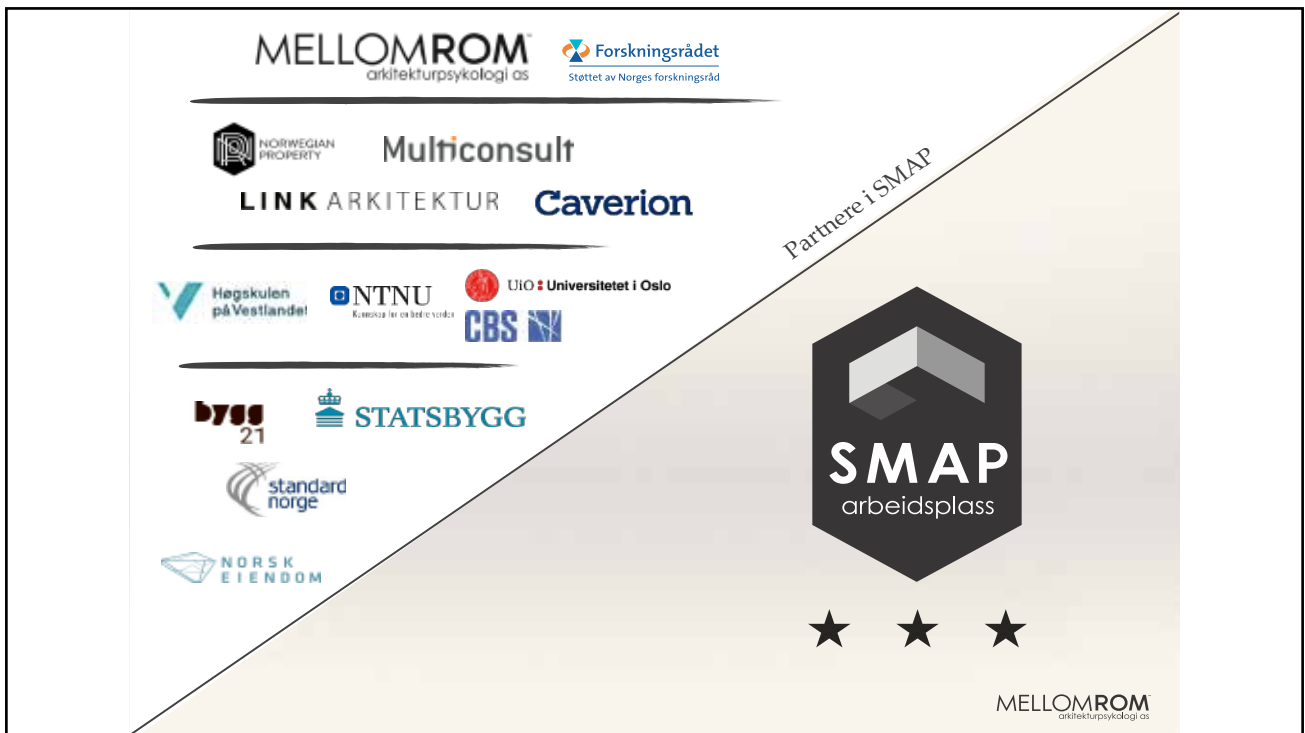
*Smart, attractive and productive workspaces*

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## Hovedstruktur for brukerprosess



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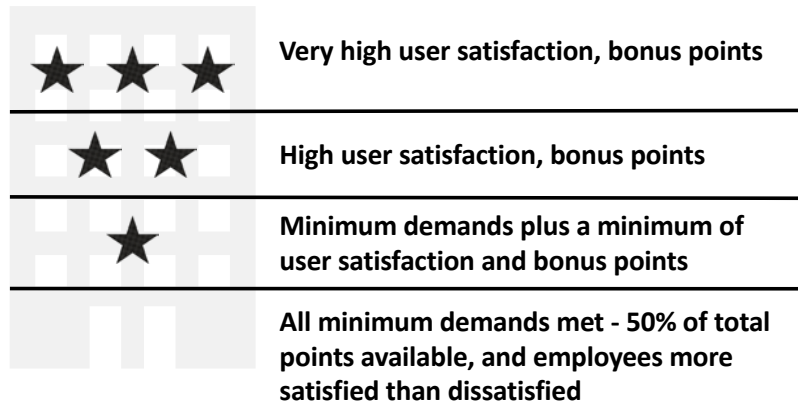


## BASIC ASSUMPTION SUCCESS FACTORS

1. Leadership
2. Employees
3. Project (change) management
4. Physical solutions



## NO POINTS GAINED WITHOUT USER APPROVAL



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## CHAPTERS: SMART

### WORKFLOW

WORKPLACE CONCEPT

COLLABORATION

COMMON AREAS

TECHNOLOGY

### INNOVATION

NEW IDEAS

CONTRIBUTION TO  
FURTHER RESEARCH

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## CHAPTERS: ATTRACTIVE

### USER INVOLVEMENT

LEADERSHIP

INVOLVEMENT

CHANGE MANAGEMENT

TRAINING

### AESTHETICS

INTERIOR

IDENTITY AND SPECIAL  
FEATURES

ELEMENTS OF NATURE

EXTERIOR

### LOCATION

OUTDOOR AREAS

ACCESS

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## CHAPTERS: PRODUCTIVE

IDENTITY

- Using professional expertise, but combining it with user preferences and the company's identity (branding, culture)
- A feeling of belonging
- Allow for a degree of meaningful workspace personalisation



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## CHAPTERS: PRODUCTIVE

### NATURE INDOOR

- Always seeing an element of nature - including pictures of nature or nature outdoors.
- More points for varied and wild nature elements.
- More nature = more points.
- Cognitive functioning and wellbeing.



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## CHAPTERS: PRODUCTIVE

### INDOOR CLIMATE

### BUILDING

SOUND/ACOUSTICS

GENERALITY

LIGHT

FLEXIBILITY

AIR

ELASTICITY

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## CHAPTERS: PRODUCTIVE

- Dedicated quiet areas, number based on needs. Can be fixed or flexible, also based on needs and user involvement.
- 1 multifunctional room per 7 employees - must be equipped based on needs with high qualities.

## INDOOR CLIMATE: SOUND

- Compatible with Norwegian standards (Norsk Standard): More points for fulfilling class B than class C (C is main stream).



## CHAPTERS: PRODUCTIVE

- Users are able to adjust temperature +/- 2°C in their areas.
- Cut-off: users must report a (relatively) high satisfaction with the indoor environmental quality.

## INDOOR ENVIRONMENTAL QUALITY: AIR

	>20%	35-65%
	<800 ppm	<650 ppm
	20-22 °C	20-24 °C

	>20%	35-65%
	<1000 ppm	<800 ppm
	20-22 °C	20-24 °C

2

HOW TO APPLY?  
 SHOWCASE FROM  
 HEALTH CLUSTER ALREK  
 UNIVERSITY OF BERGEN



KONTOR - PROSENTANDEL I BRUK - KALFARVEIEN 31



Flest tilstede mandag kl 11, med 44 kontorer i bruk.  
 Gjennomsnittlig tilstedeværelse 39%.

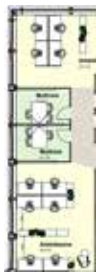
Gjennomsnittlig tilstedeværelse på de 10 tellingene med  
 høyest tilstedeværelse er 52%

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## ARBEIDSPLASSER



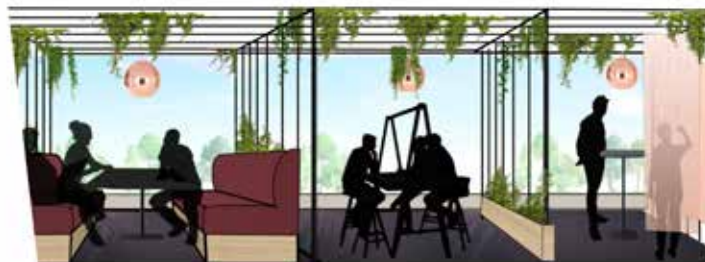
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interiørarkitektur

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## ÅPNE MØTEROM



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## BIBLIOTEK/STILLESONE

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# ÅPNE MØTEROM

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# ROLIG SONE

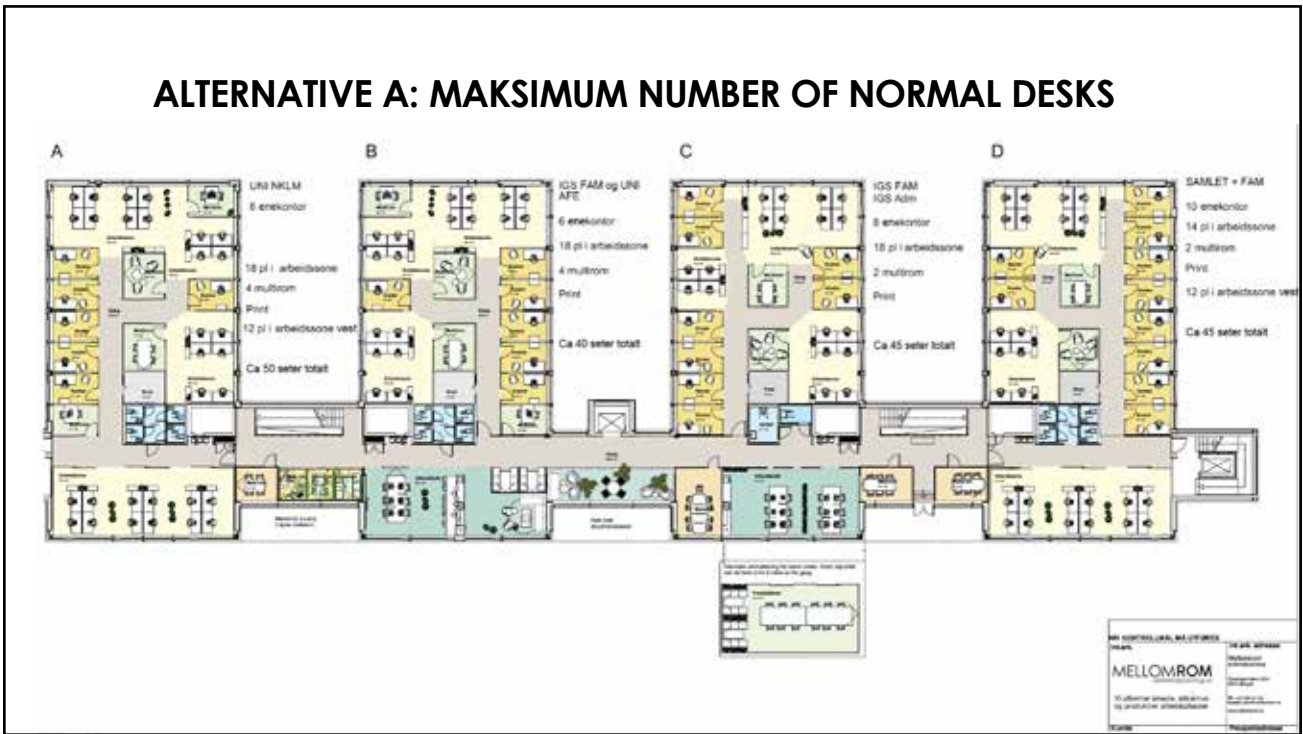
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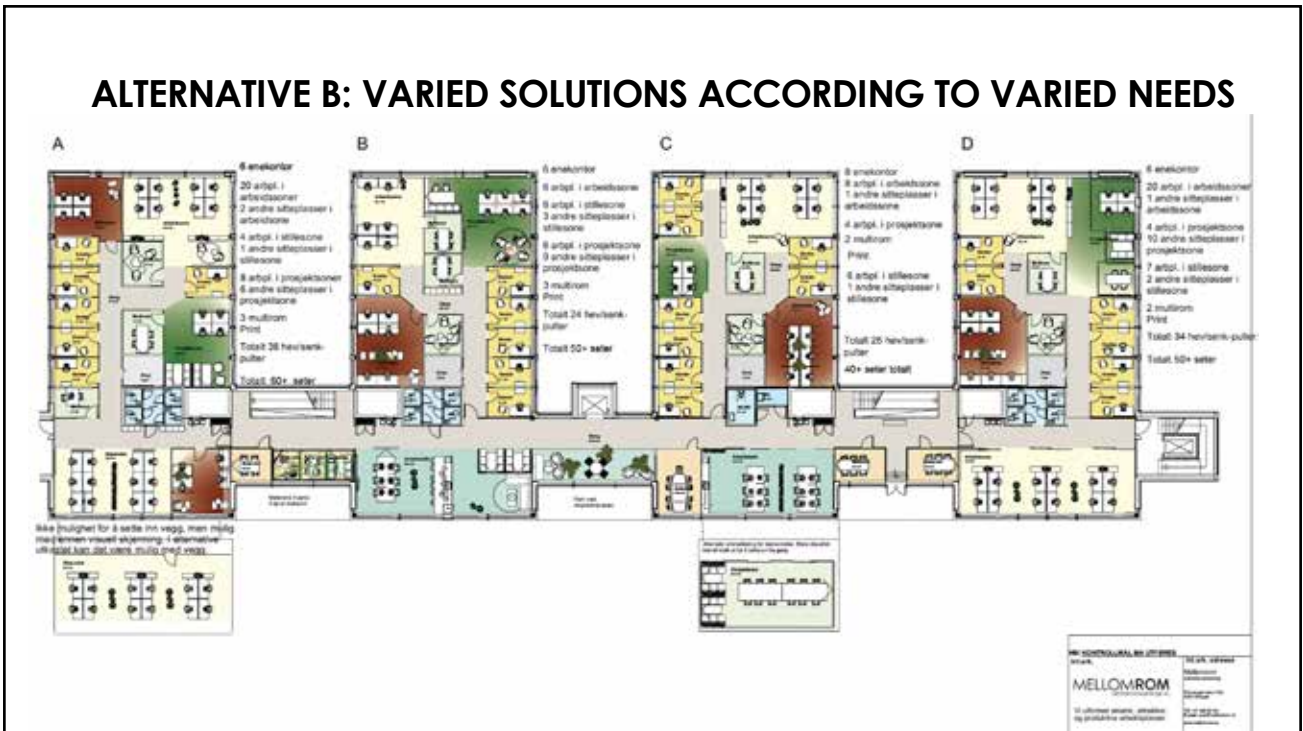
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### ALTERNATIVE A: MAKSIMUM NUMBER OF NORMAL DESKS



### ALTERNATIVE B: VARIED SOLUTIONS ACCORDING TO VARIED NEEDS



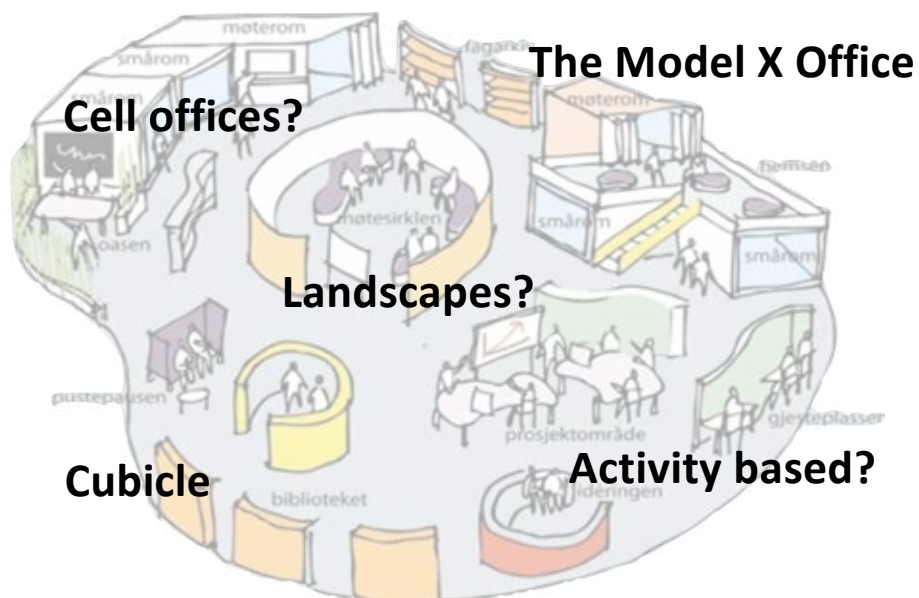
## FINDING THE PERFECT WORKPLACE IS DIFFICULT...

- Many non-physical factors will affect satisfaction
- Avoiding worst practices.
  - Making sure the hygiene factors are solved.
- Actual user needs should play a bigger part.



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## DIFFERENT SHAPES OF OFFICES



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