

How Open-office Floorplans Actually Impact Employee Productivity



Good Intentions

OPEN-OFFICE FLOORPLANS were originally designed to:



Improve team communication

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Encourage interdepartmental collaboration

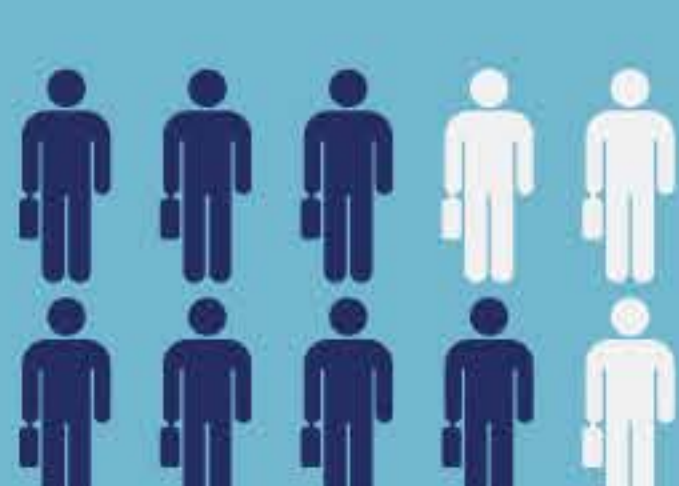
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Reduce operating expenses

This strategy has seen strong support in recent years from top brands including:

- ▶ Google
- ▶ Facebook
- ▶ American Express



70% of employees now work in an open-office floorplan

Unexpected Consequences

Despite the appeal of an open-office floorplan

EMPLOYEES ARE VOICING CONCERNS*

93%



say they waste 3-5 hours a day because of frequent interruptions

80%



feel more stressed

60%



report reduced job satisfaction

The **3-5 HOURS OF INTERRUPTIONS** employees encounter each day should concern management as well

66%



of open-office floorplan employees say the strategy hurts their productivity

41%



believe because of interruptions they make more mistakes

Changing Tides



The fact that 72% of interruptions come from internal sources also means **the solution can be controlled within the organization**

By incorporating a few smart solutions, companies can restore privacy and productivity without discouraging collaboration



Calculate the Cost

Negotiate mutual time lock agreements

Gracefully educate your colleagues about how working together to prevent interruptions will increase productivity and efficiency



Time Locking

Allow employees to set interruption-free blocks of time



Focal Locking

Utilize concentration techniques to bare down on the task at hand to transcend environmental distractions

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Source 1: washingtonpost.com/posteverything/wp/2014/12/30/google-got-it-wrong-the-open-office-trend-is-destroying-the-workplace/

Source 2: bloomberg.com/bw/articles/2013-04-15/five-ways-to-be-stress-in-an-open-office

*Cohen Brown proprietary research

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