

# COLUMBUS BUSINESS FIRST

## topic:

## How does your work environment affect employee engagement?

## advice:

Everyone wants an engaged workforce. We look for driven, talented people with a passion for creative problem solving and innovation. But, have you considered how your workplace environment affects employee engagement? The answer, may surprise you.

When an office hinders an employee's ability to perform and remain engaged, they disengage or often times go elsewhere.

Here are some things you can do to help employees stay engaged:

- Use the space you have. Unoccupied space negatively affects employees by decreasing productivity due to missed opportunities for innovation and collaboration.
- Define your objectives for collaboration and connection. One company may need proximity among related work teams, while another might need more conference rooms, better video conferencing, or greater access to wireless. Decide what's right for you.
- Be flexible. Physical space supports your agility and responsiveness, while providing varied choices and ways of working. It engages your employees by giving them options like sit-to-stand workstations or working remotely.
- Get branded. Telling your brand story through the places and spaces surrounding your employees sends cues about your culture and engages employees by getting them involved and excited about your vision.



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