

MINDSPACE[®]

Employee Wellbeing Survey 2023

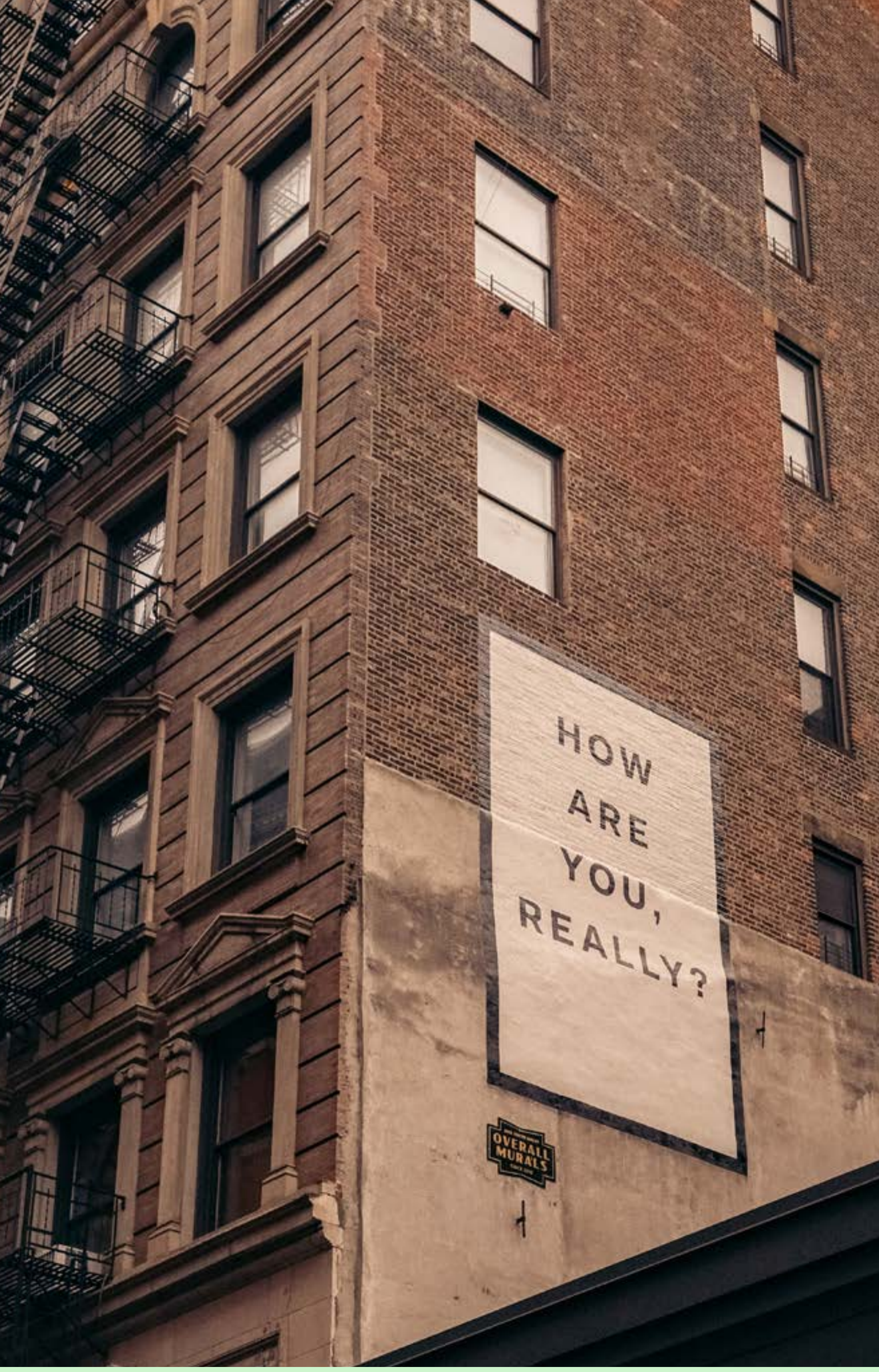
Contents

| | |
|--------------------------------|----------|
| INTRODUCTION | 3 |
| ABOUT THE SURVEY | 4 |
| GLOBAL INSIGHTS | 5 |
| THE CURRENT STATE OF WELLBEING | 6 |
| MANIFESTATION | 7 |
| IMPACT | 8 |

| | |
|---------------------------------|-----------|
| EMPLOYEE ENGAGEMENT | 9 |
| WHAT CAUSES NEGATIVE WELLBEING? | 10 |
| RETHINKING CORPORATE STRATEGY | 11 |
| FLEXIBILITY | 12 |
| PHYSICAL WELLBEING | 13 |

| | |
|--------------------------|-----------|
| WORK ENVIRONMENT | 14 |
| REVERSING WORK FROM HOME | 15 |
| ABOUT MINDSPACE | 16 |





Introduction

Employee Wellbeing is one of the most important topics in today's corporate world. It directly affects productivity, engagement, absenteeism, retention, satisfaction and employer branding.

In addition, the pandemic has given employers increased visibility into the life struggles of their employees and has shifted the focus from just organizational issues to individual human life experiences. Business leaders now view wellbeing not just as an employee benefit but as an opportunity to support employees in all aspects of their personal and work lives. For employers to understand how to best support their employees, we need to shed light on the problems and opportunities relating to wellbeing for a company's most precious asset: its people.

About the survey

We wanted to find out how important wellbeing is to employees. What triggers stress or negative wellbeing and how can employers optimize their operations to empower their workers to feel physically and mentally healthy? To help enlighten us we examined the following areas of interest to get a snapshot into different aspects of employee wellbeing:

- 1** What are the main causes of employee stress and lack of positive wellbeing?
- 2** How can employees feel more engaged and connected to the company, as a result of wellbeing initiatives?
- 3** How is workplace satisfaction impacted by physical, emotional, environmental, social and other areas of wellbeing?

MindSpace is an international operator of flexible workspaces for companies of all sizes.

We get people excited about coming to work so businesses can thrive.

MindSpace gives business owners the peace of mind to focus on their core business, while we take care of the rest.

For more info see: www.mindspace.me



Global Insights

Our survey sought answers to a range of wellbeing related questions from 2,000 employed employees working either hybrid or full time from the office.

Respondents, aged between 21 and 59, represented all genders and were based in different company sizes and industries across the UK, US, Germany, Netherlands, Poland, Romania and Israel.

The survey was conducted in 2023 by OnePoll, an independent research firm, in collaboration with Mindspace.

The Current State Of Wellbeing

With 2 in every 3 people reporting a negative wellbeing at work, the corporate world is experiencing a mental health crisis.

Worryingly, a quarter feel negative wellbeing **ALL OR MOST OF THE TIME.**

EXPERIENCE NEGATIVE WELLBEING AT WORK



25%

All Or Most Of The Time



44%

Sometimes



26%

Rarely



6%

Never

The Manifestation

So while it's clear that the majority feel a lack of wellbeing while at work - we were curious about the kind of emotions connected to that.



42%

Frustration



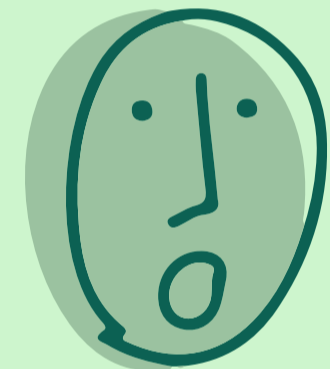
39%

Exhaustion



38%

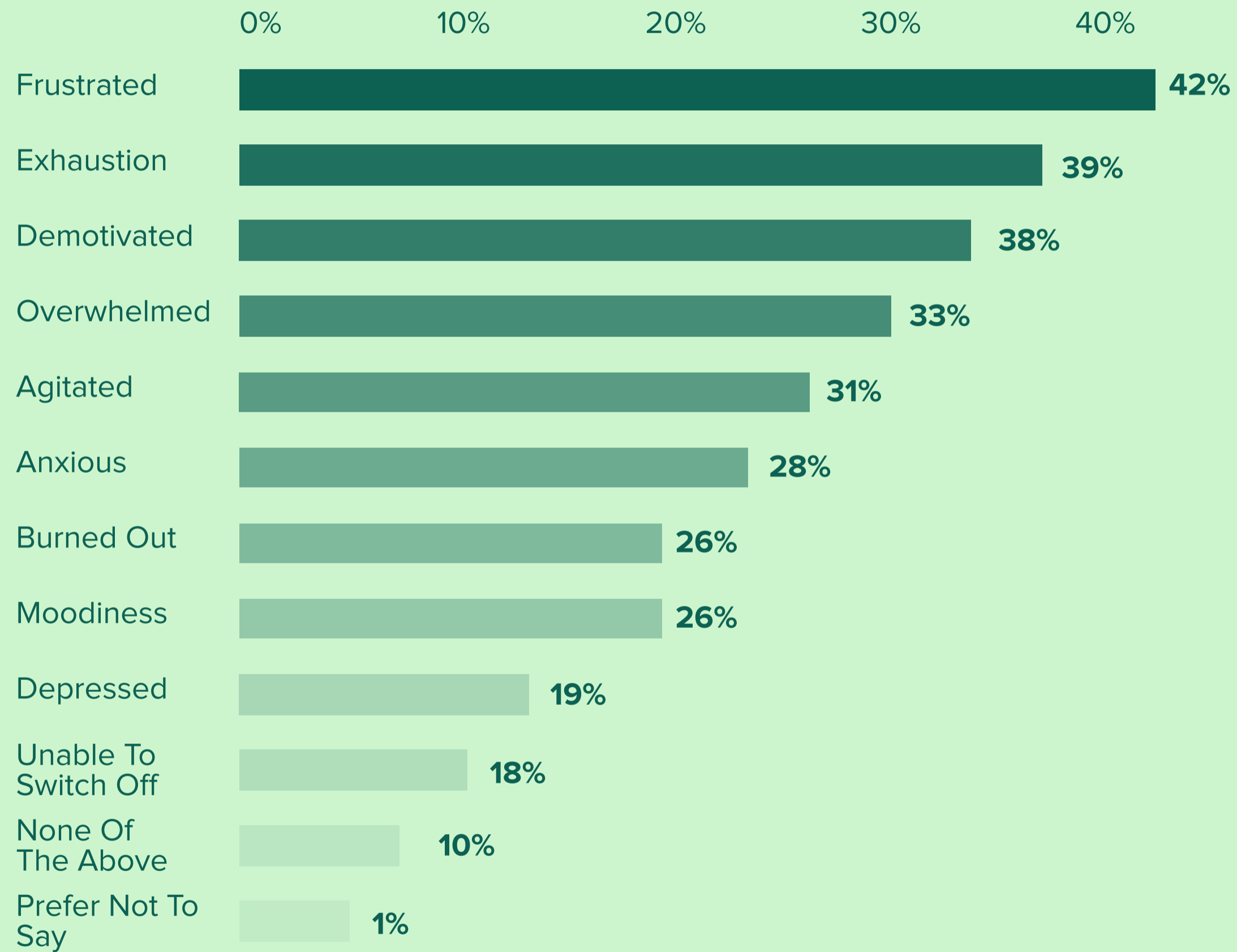
Demotivated



33%

Overwhelmed

If we translate this insight, we formulate a very unhealthy picture of work life. The data shows that no company, team, gender or age-group are immune to feeling negative wellbeing. In every organization there will be some team members feeling frustrated, exhausted and overwhelmed.



Employee Engagement

Healthy and motivated employees are the foundation for a successful business. It's a simple formula - **people who thrive at the workplace are more productive, engaged and loyal.**

With negative wellbeing rife in the workplace, we explored the areas of employee behavior that were impacted the most.



50%
Motivation



48%
Productivity



28%
Creativity



25%
Desire To Stay
At The Company

The above behaviors all create the fertile conditions for the phenomenon known as quiet quitting. This is where employees quietly disengage by working less overtime, contributing less in meetings and refusing to take on extra tasks. The rising trend of quiet quitting generally doesn't refer to the underperforming employees, but more worryingly, the gradual disengagement of disheartened high performers. It's this specific segment of talent that requires the greatest time and cost to attract, leading to issues with retention that cause bottom line losses, damage to company culture and trillions of dollars in productivity losses to the global economy.

What Causes Negative Wellbeing?

The most commonly reported causes for negative wellbeing are that people are overworked and tired.



Workload



Lack Of Sleep



**Lack Of Work/Life
Balance**



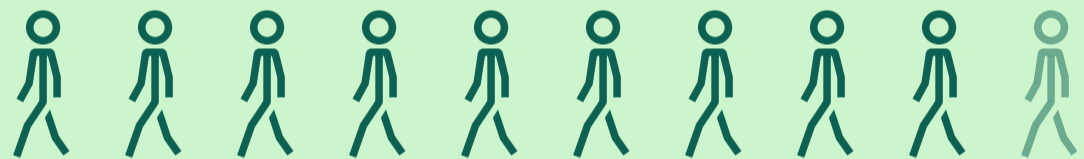
**Lack Of Recognition
/ Rewards**



**Poor
Management**

Rethinking Corporate Strategy

Attracting and hiring top talent remains a top priority for companies of all sizes. Our results show that it's not just a competitive salary, attractive benefits package and a prestigious company name that appeal to potential employees.



An astonishing 9 in 10 employees consider wellbeing facilities & options a critical factor in choosing where to work



an overwhelming majority of people (82%) expect support from employers with work-life balance, challenging the more traditional status-quo of work and wellbeing.

These results show that companies need to rethink their people operations to remain competitive. With just 3% not expecting any support as they believe it is not their employers' responsibility, but still a third of companies reportedly not offering any wellbeing options at all, we still have a long way to go.

Flexibility

It appears that employers are beginning to realize that burn-out and stress are common problems in the workplace. This was reflected in the survey as **one in 4 employers are already providing stress management and mental health programs to employees.**

However, if employers adopt a strategy where prevention is better than cure, rethinking worker benefits to address stress reduction and wellbeing would pay dividends in the long-run. We asked employees what would improve their wellbeing at work and **'flexibility re place of work and work hours' was the top choice.** This reiterates that the hybrid approach to work is still the top employee preference. In addition, in recent years several multinational companies have experimented with a 4-day working week and shown that it improves productivity. Output aside, it also would greatly improve employee wellbeing - showing the direct link between mental/physical health and employee productivity.

Top company initiatives that would most improve wellbeing at work are

35%

Flexible work options

32%

Shorter working week

20%

Healthy eating options –
smoothies, salad bars etc.



Physical Wellbeing

Over the past decade there has been a fitness revolution in workplaces. Gyms, running clubs and early-morning yoga are now commonplace in the corporate world. For more affordable options, companies are turning increasingly to coworking spaces who provide a range of physical activities for their members. But what do employees really want?

The top **physical wellbeing offerings** that respondents would **most like** to have:



40%

Gym



27%

Swimming



25%

Yoga

Office Environment

With regards to the physical office environment, there are changes that the employer can make to have a positive impact on the health of their workers.

More than 40% of respondents in our previous 2022 survey, stated that 'natural sunlight', 'greenery, plants and trees', and 'good air quality' play an important role in their wellbeing.

Reversing Work-From-Home

Since the global pandemic and the shift to remote work, many companies have reported difficulty in luring workers back into the office. The solution?



**Wellbeing
Facilities Or
Activities**



**Onsite Healthy
Eating Options**



**A Community To
Socialize With**

were listed as the things people missed most while working from home, indicating some of the vital ingredients necessary for a successful hybrid model.

About Mindspace

Mindspace is an international collection of boutique and flexible workspace solutions for companies of all sizes.

We believe that when people love coming to work, businesses thrive.

Member companies see better employee engagement and satisfaction, drive higher productivity and innovation, attract and retain the best talent. We are here to serve, giving business owners the peace of mind to focus on their core business priorities while we take care of the rest.

We comb cities to find rare and wonderful buildings which we transform into The Mindspace Experience.

Members are immersed into a creative and inspiring microcosm where they receive personal service, a vibrant community, a ripe professional network, and an in-house events schedule packed with wellness, lifestyle and professional programs.

Mindspace workspaces are in a class of their own. We do not compromise on prime locations and employ a design-thinking method to bring our exquisite spaces to life. We take great pride in the relationships we have with each and every individual that calls Mindspace their workplace home. Visit us on the web or come experience Mindspace for yourself at one of our global locations in 20 cities across Europe and the US.

**INTERESTED IN SEEING
WHAT A HAPPY
WORKPLACE LOOKS LIKE?**

**Visit a Mindspace location in
Europe or the US**

Book a Tour