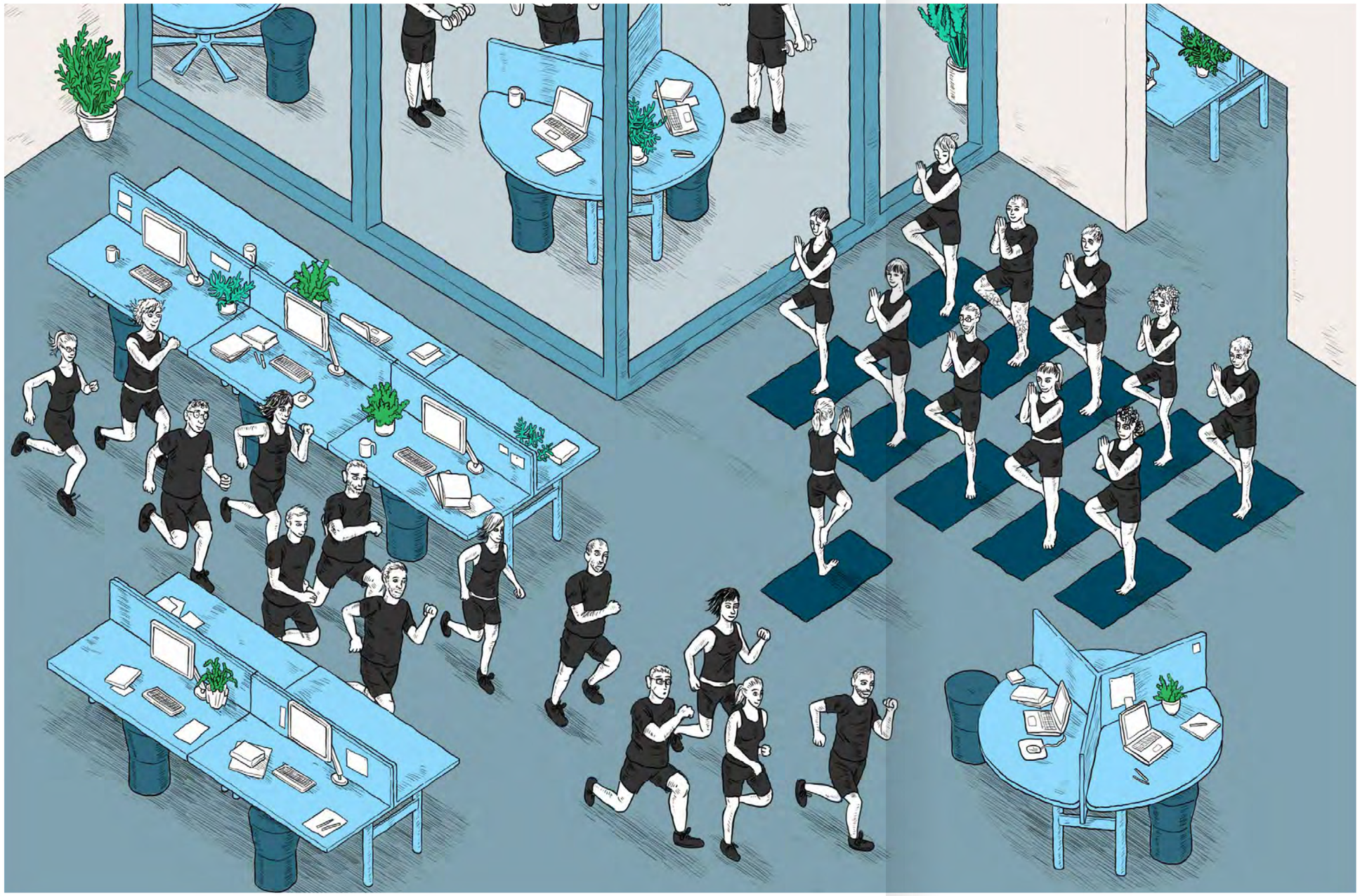
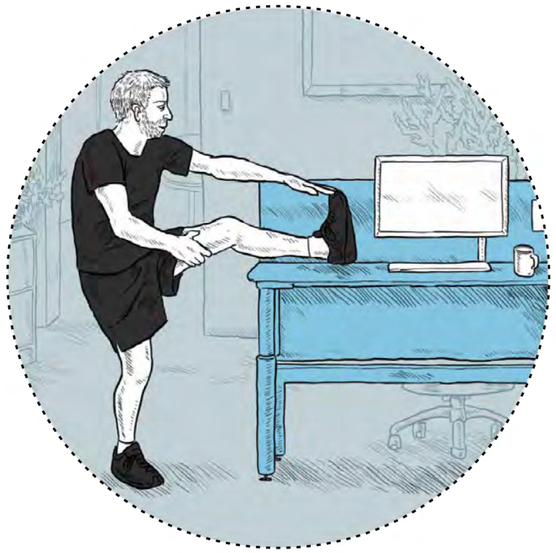
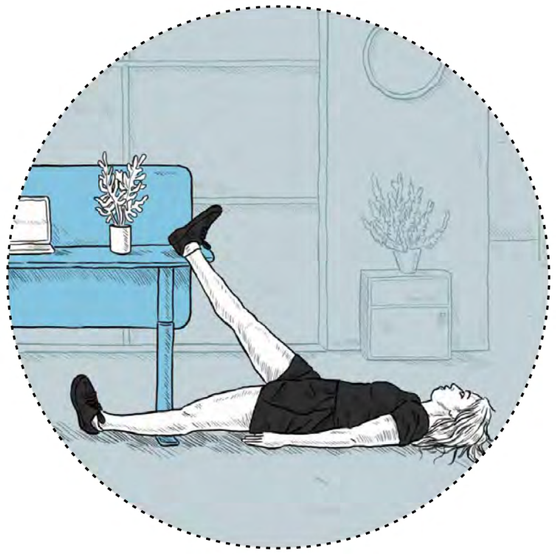
Designing for health and wellbeing

As new ways of working offer greater opportunities for flexible workspaces, the consideration for ergonomic design becomes fundamental to promoting comfort, health and wellbeing.
By fitting working tools to the body, instead of one's body to the tools, energetic and dynamic working environments can be tuned to inspire creativity and innovation.

The human body has physically evolved to move regularly. Extended periods of both sitting and standing can have a negative impact on an individual's physical comfort. Research conducted by Schiavello's Knowledge Hub indicates that movement in the workplace positively contributes to comfort and collaboration and minimises musculoskeletal discomfort often felt in the back, shoulder and neck. Flexibility in the Krossi collection allows individuals to control and adjust their position at the work point, ultimately promoting movement and improving physical and mental health.

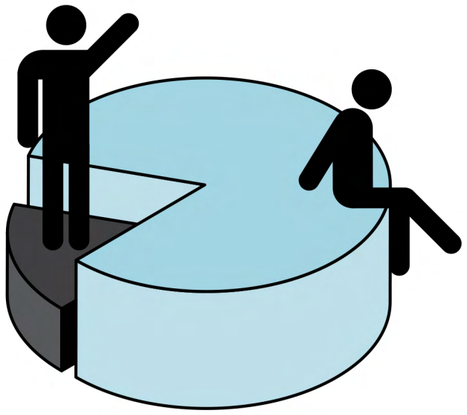






Why movement in the office is the key to good health and happiness

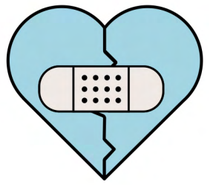
Recent studies estimate that people spend 80,000 hours sitting in their lives, equating to 9 years.



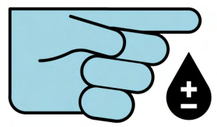
20%
Standing

80%
Sitting

Leading to an increase in risk of chronic diseases:



14%
Heart disease



91%
Diabetes

13%
Cancer

24%
Risk in mortality

Simply transitioning from a seated to standing work posture every 30-45 minutes can lead to a significant reduction in fatigue and lower back discomfort, whilst maintaining work productivity. Our flexible Krossi collection addresses the need for movement in the workplace.

Other organisational benefits include:

Improve attraction and retention of employees:
People are an organisation's most important asset. By establishing flexibility and mobility, while improving employees' personal needs, an organisation can improve comfort levels and reduce physical and psychological stress levels.

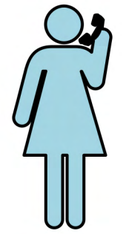
Flexible tools and technology:
Just as each individual is different, so too is the way we behave and move. By giving people the space, tools and technologies they need to be effective, the holistic workplace can drive fundamental value back to the organisation.

Empower the user:
Providing users with the autonomy to 'choose the place they need' increases effectiveness, as users have greater capacity to manage their physical and psychological comfort. They can also transition more naturally between work modes as their workspace needs shift and change throughout the day.

6 tips to healthy working:

Training on self awareness and product use

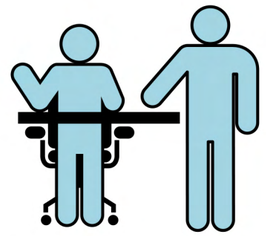
Have a standing or walking meeting



Stand during phone calls

Eat your lunch away from your desk

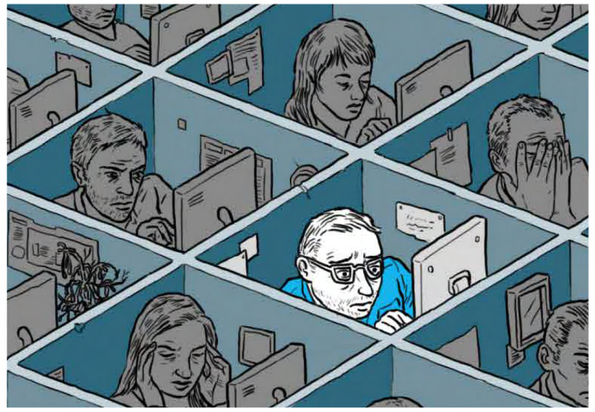
Use the stairs



Walk to your colleague's desk instead of phoning or emailing them

The workplace is evolving

Workplace



(R)evolution

Krossi: A symbol for movement

The Krossi collection is a desk system that promotes movement in the workplace. Both functional and aesthetic, Krossi features individually height adjustable worktops, supporting connectivity between people and encouraging flexible ways of working.

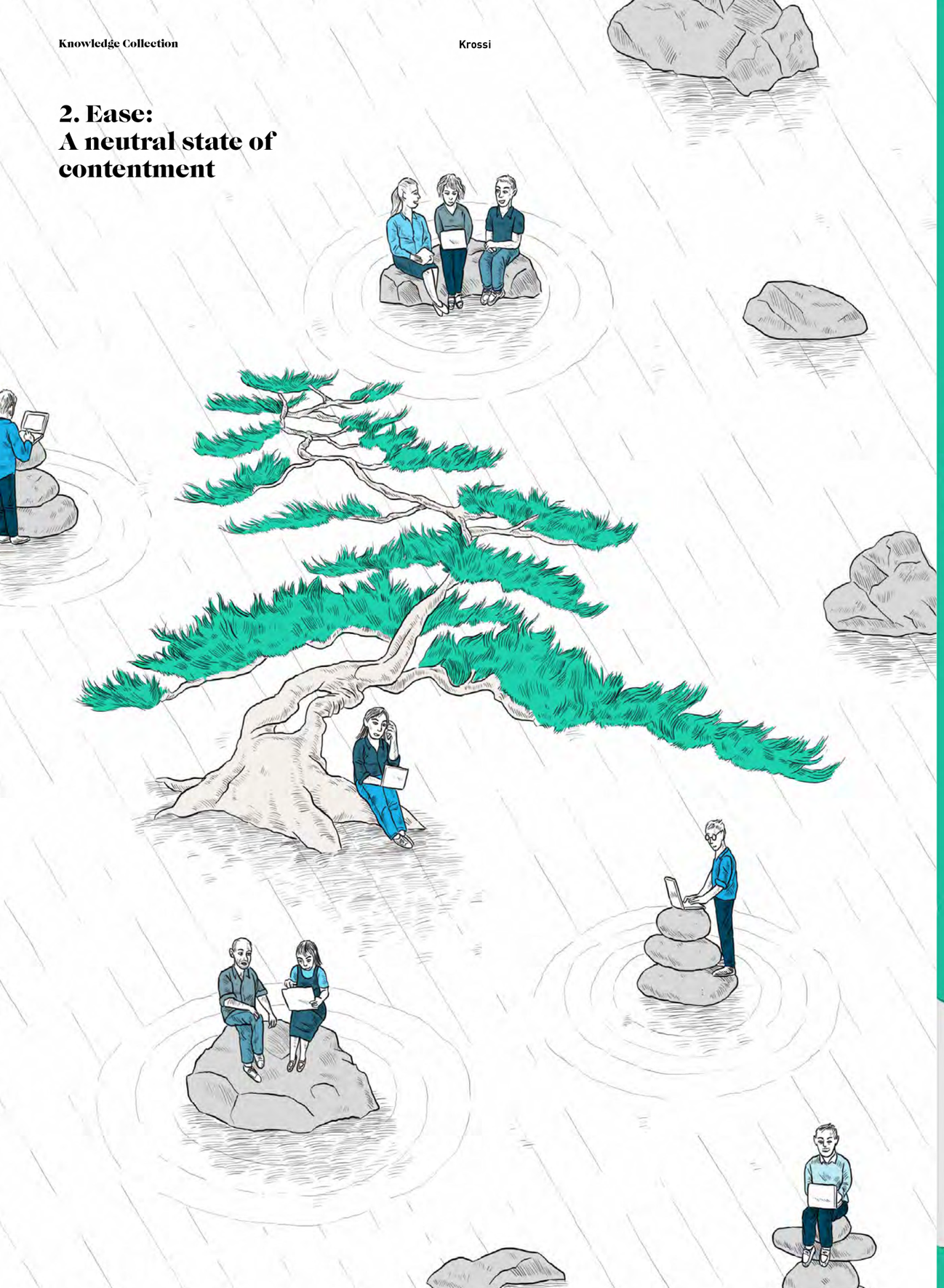
A functionally comfortable workspace supports productivity; an uncomfortable or stressful workspace draws energy to be used on overcoming physical barriers to accomplish work. Achieving three states of comfort – relief, ease and renewal – Krossi promotes working in neutral postures in which the body's joints and the spine are aligned.

Relief:
People need relief from non-ergonomic and poor fit environments. By avoiding negative workspaces, businesses can prevent workspace stress.

Ease:
People need the ease to perform their tasks in a supportive physical environment. Alleviating discomfort creates workspaces that are positive or neutral.

Renewal:
People need active tools to achieve renewal and strengthening. Achieving functional comfort allows workspaces to support people's tasks and overall health and wellbeing.

2. Ease: A neutral state of contentment



3. Renewal: Active strengthening in active workspaces

Our business is people and knowledge

Introducing the Knowledge collection

Research findings indicate that brain writing in a group before brainstorming on the same topic produces more ideas. Having group 'brainstormers' interact by writing instead of just speaking can improve production of ideas and reduce what we call verbal traffic jams. The more attention each individual pays to fellow group members, the better the performance of the group.

What makes a workplace effective?

Is it the physical space, the design, the culture, the people? At Schiavello, we know the answer to this question depends on a holistic understanding of the organisation – its culture, people and vision.

Schiavello houses a team of specialists in research, product design, engineering, workplace psychology and environmental sustainability, who work to better understand how the physical workplace can support an organisation's unique needs, and become a strategic tool that enhances effectiveness at the individual, team and organisational level.

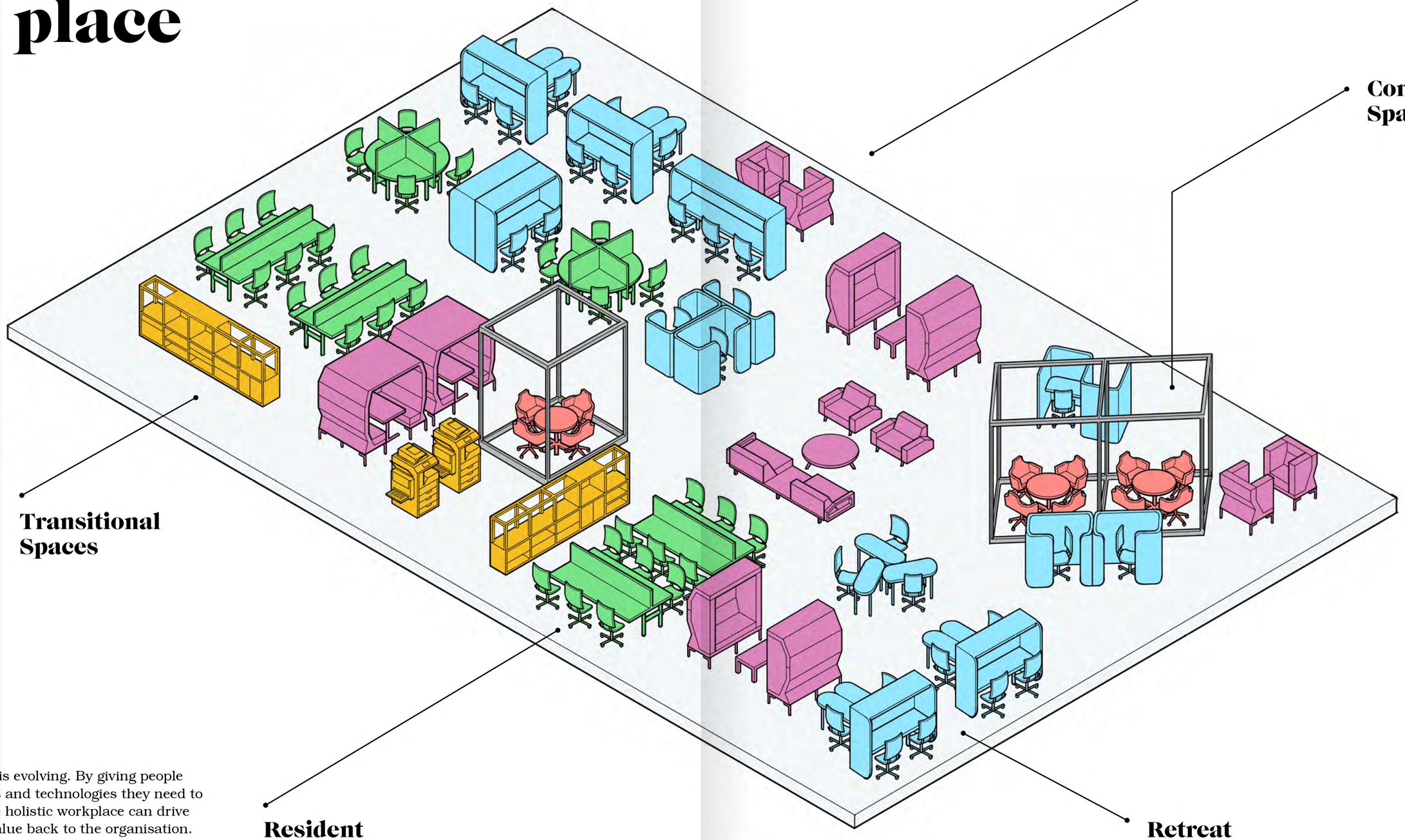
We invest heavily in research, ensuring we are at the forefront of global trends and innovation. We undertake wide and varied research at home and abroad, both in-house and in collaboration with some of the world's most creative architects, designers from diverse disciplines, artists, engineers and scientists.

Our efforts in the space of workplace research psychology help us understand the relationship and interaction between people and their physical workspace. We also study technology, cultural diversity, gender differences, demographics and trends in human behaviour that will impact future ways of working.

Our sustainability experts inform everything from the materials and processes we use, to the study of healthy buildings and indoor air quality. Further, we work closely with ergonomists to ensure our products are providing a healthier, more comfortable way of working, and supporting people to work in a sustainable way.

It is this robust collection of knowledge that helps us create workplaces that will not only support an organisation's needs now, but continue to contribute to greater productivity and organisational effectiveness far into the future.

Space is the place

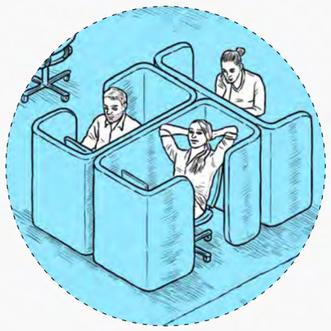


The workplace is evolving. By giving people the space, tools and technologies they need to be effective, the holistic workplace can drive fundamental value back to the organisation. As no one size fits all, the ratios of workspaces will vary between organistions, business units and teams. Defining an organisation's diverse worker types, and understanding the unique work spaces that best support them, is critical to creating future workplaces that support flexibility and new ways of working.

Resident Spaces

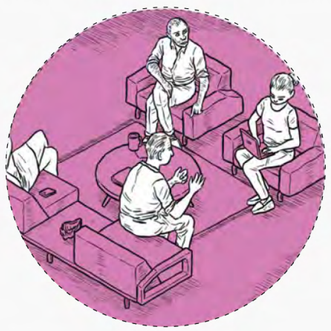
A home in the office. A space where storage and personal items are kept and individual work points and tools are defined.
In order to support independent and structured work, it is important for workers to feel they have privacy and control over intrusions and distractions. A sense of territory is associated with a feeling of ownership and belonging to this place.

Retreat Spaces



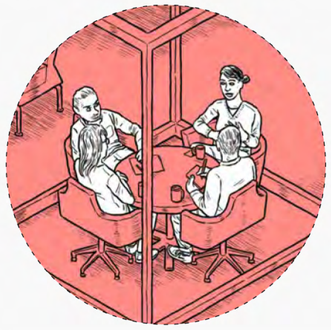
A refuge away from the action in order to focus, relax, reflect or rejuvenate. Creating a safe place for spontaneous and personal moments, Retreat Spaces spaces allows for confidential discussions and focused work as well as opportunity to draw back for individual quiet time to slow down, concentrate and recap. Greatly utilised
by individuals who are not assigned a work point and arrive at the workplace to connect and recap or focus.

Community Spaces



A collective space that links people together, supporting their connectivity and relationship building. Often inspiring and relaxed, this space supports semi-formal or spontaneous interaction. A place for co-workers to have lunch or a coffee catch up and to connect during serendipitous moments. A place for teams to network or just to socialise.

Conference Spaces



A collective space for structured interactions with an objective in mind. Supporting strategic and planned work, this space enables collaboration and confidential discussions. Teams gathering for presentations share this space to learn and interact physically and virtually. These spaces can be flexible to accommodate diverse gatherings of teams.

Transitional Spaces

These are circulation spaces including stairs and corridors as well as areas that house shared spaces such as team storage units and office utilities. One objective of workplace design is to activate contact and information exchange by optimising the chances of people meeting who do not see each other regularly. These serendipitous places allow for impromptu moments to meet and converse as people roam.

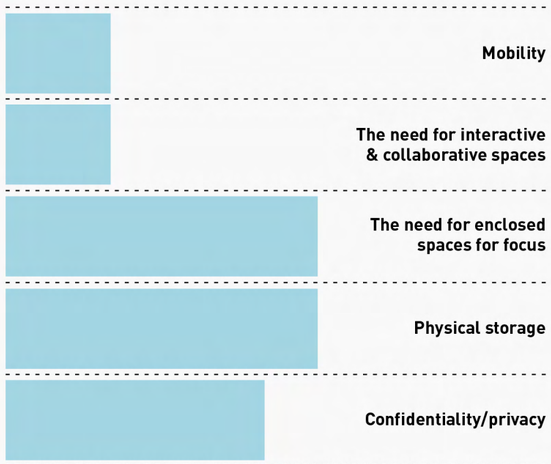
Anywhere Spaces

A space to connect with work outside of the office. These life environments include home or a café and transient spaces such as airport lounges, hotels and lobbies. These places promote co-working with diverse people and minds.

Different strokes...

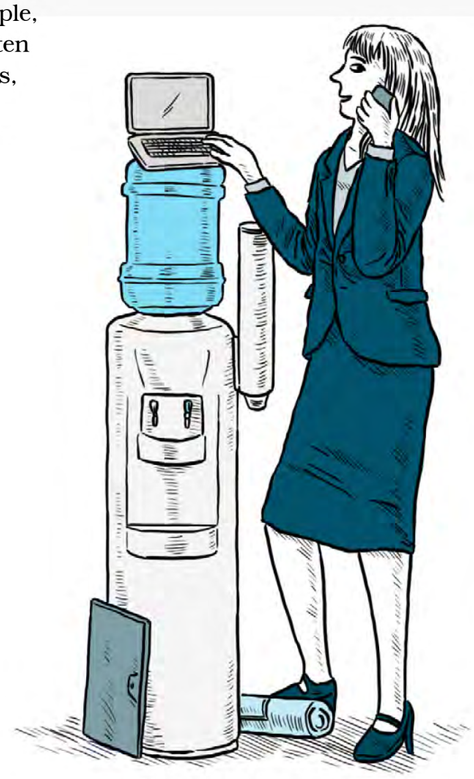
Nester

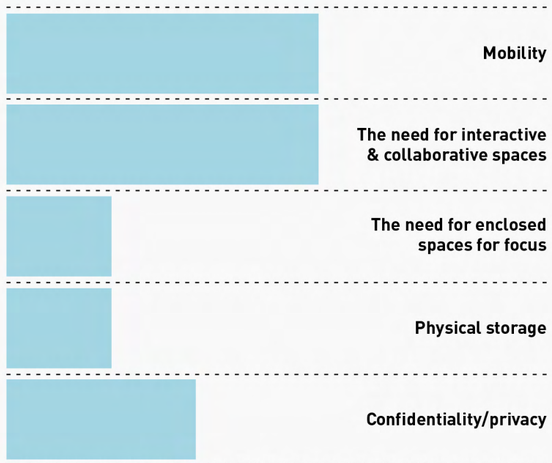
The Nester is the type of person who is primarily in the office using a Resident Space. Executing team-based processes and procedures, a Nester is somewhat tethered to the office and has limited ability to work in places outside of the office, driven by who they are working with and what they are working on. To break away from their home at the work point, Nesters congregate with others in their team as well as the wider business in community spaces. Often involved in operational executions, a Nester is process and control orientated, depending on tools and technology required in their job function. Workplace preferences include physical storage and the ability to personalise a work point to establish a home within the office.



Roamer

The Roamer is the type of person who generally utilises alternative spaces away from a singular work point, including retreat, community and conference spaces. Although a daily desk is used for general work, a Roamer often spends much time in retreat spaces required for confidentiality, to encourage concentration and for reflection. The Roamer will select the right space to support their diverse work needs. Tethered to people, a Roamer is often managing a team or leading projects. Often involved in training, presentations and structured meetings, a Roamer connects with their team in conference and community spaces. Workplace preferences include flexible tools and spaces.

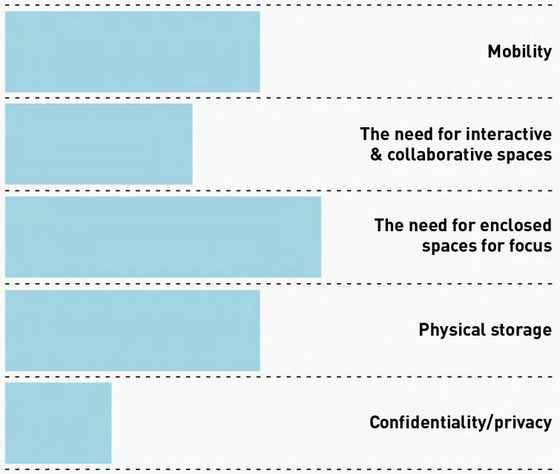




for different folks

Linker

The Linker works frequently outside of the office and when in the office is often based at an individual work point. The Linker comes back to a Resident or Retreat Space that is in close proximity to their ‘tribe’. Team based, results and output orientated, a Linker is involved in strategic tasks and general management. Workplace preferences include virtual and physical connectivity.



Networker

Constantly on the move, the Networker is the type of employee who is highly mobile. The Networker is frequently out of the office working from Anywhere Spaces and when in the office they often adopt flexible alternative spaces such as touchdown zones. Working with many ‘tribes’, a Networker adopts non-territorial workspaces such as Retreat Spaces and Community Spaces and is highly agile, relying heavily on IT infrastructure to support their work style. The strength of their relationships or network will determine how often they move between tribes.