



A COVID-19 Virtual Ideation Experience

# Workplace Wellbeing

## Name of Chapter: New Jersey



## New Jersey Team

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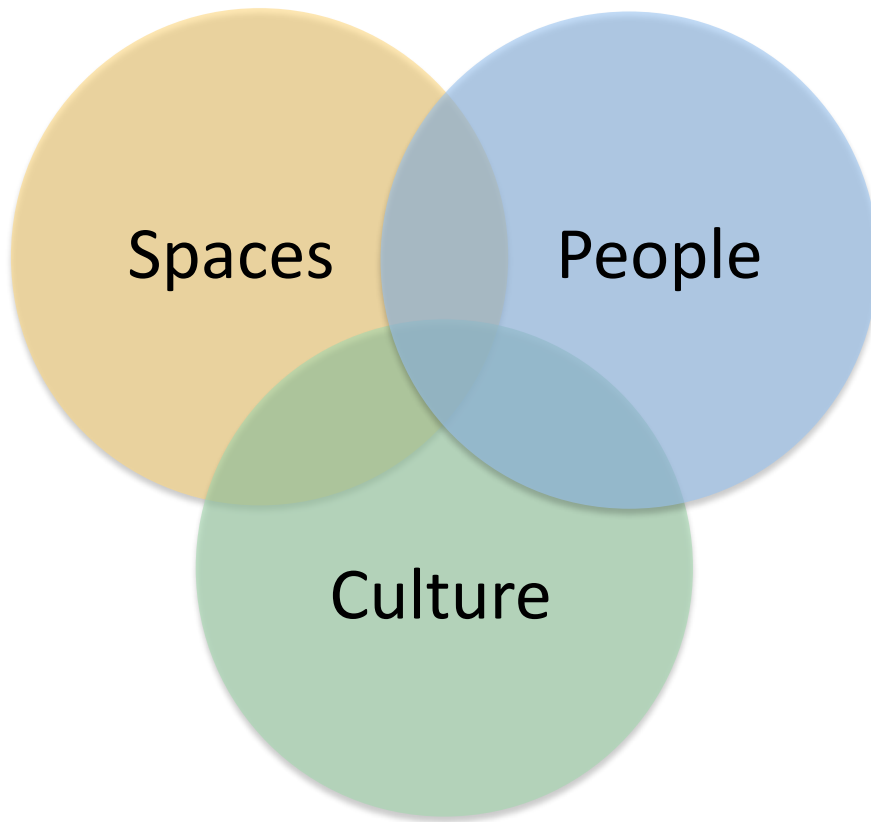




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## Lenses of Evaluation

Looking through these lenses help provide a comprehensive view of Workplace Wellbeing.

### People

- Employer, Landlord & Employee

### Spaces

- Workplace & Remote

### Culture

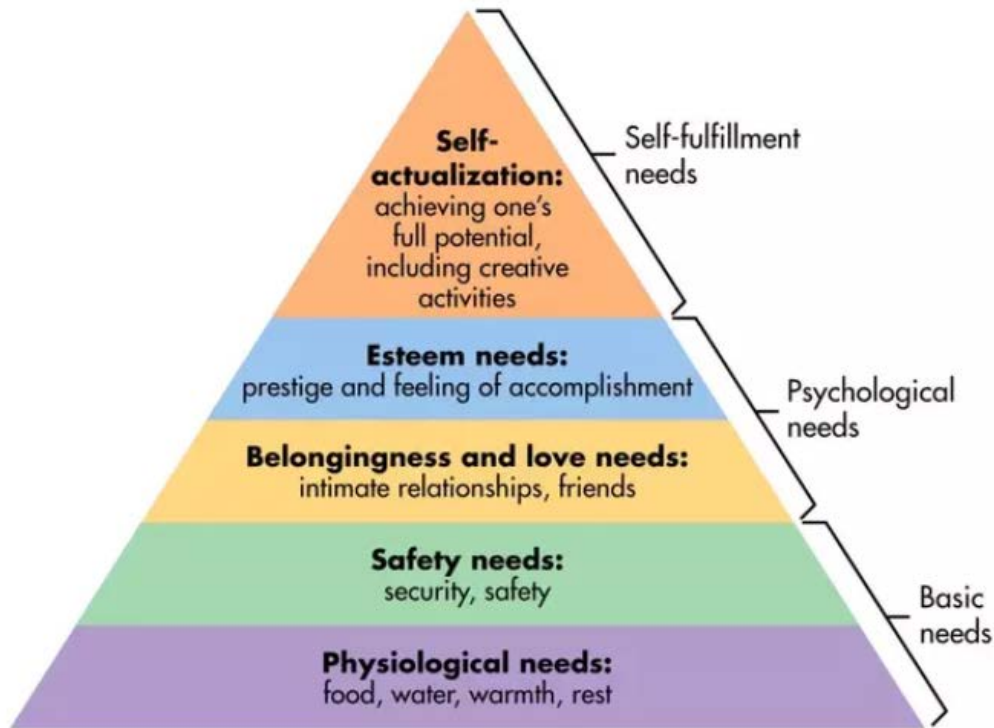
- Communication & Education



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## Maslow's Hierarchy of Needs

Wellbeing in terms of this hierarchy means that all needs are met, starting at the bottom and building upward.

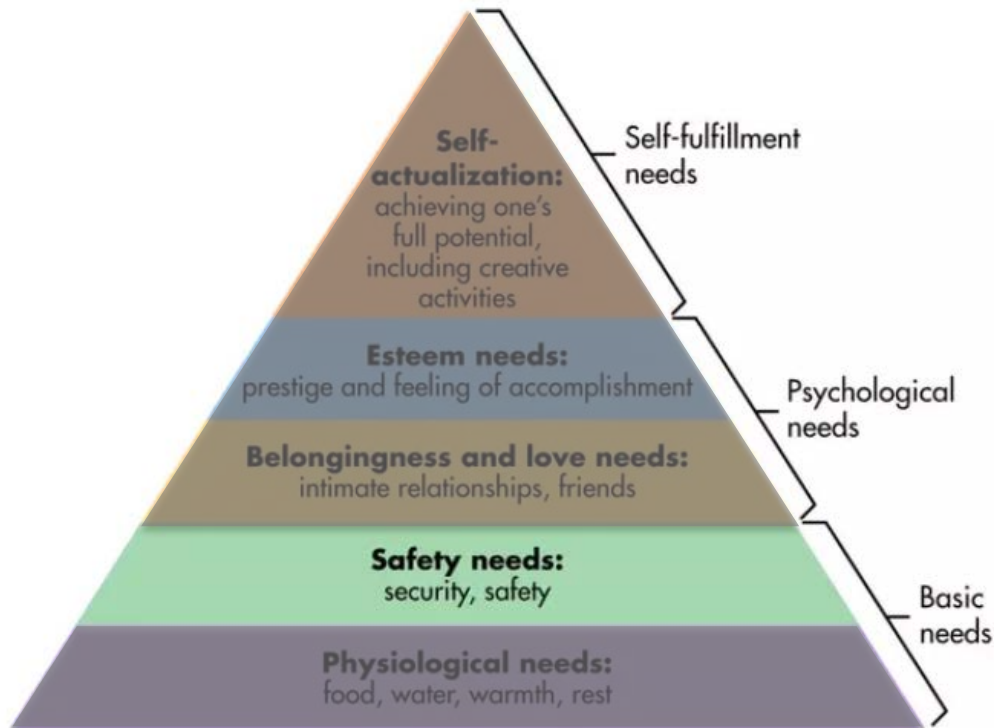
For employees to return to work their needs must be met through all of the previous lenses.



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## Basic Needs – Safety

The employer, landlord and employees all play a role in addressing the basic need for safety.

For example:

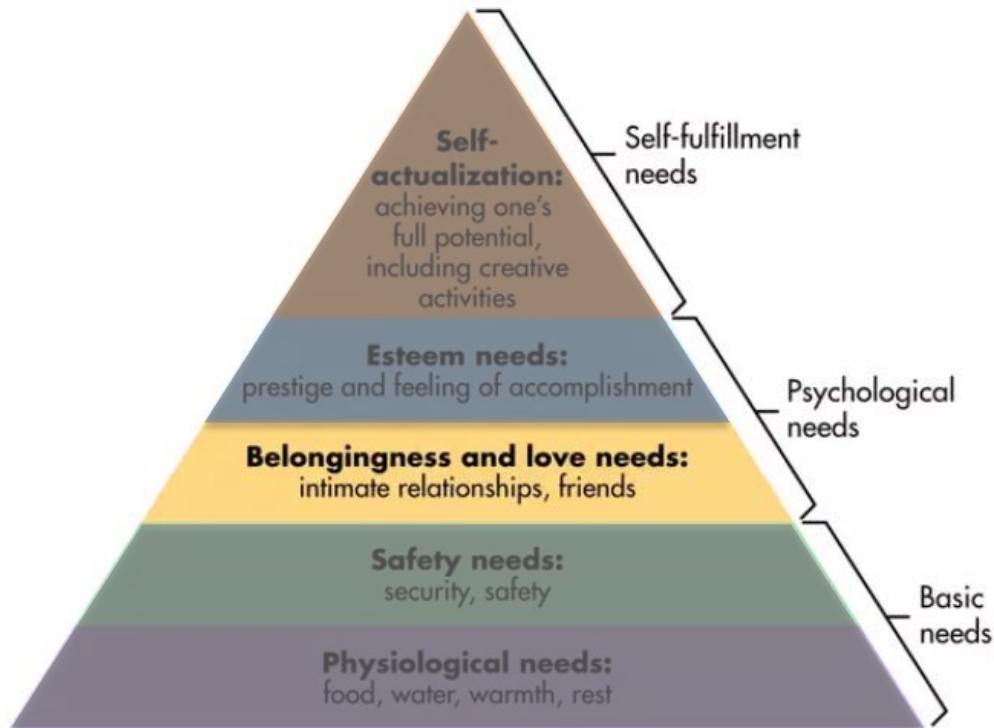
- Employer to provide training of new space rules
- Landlord to clean shared spaces
- Employee to abide by rules and promote good hygiene



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## Psychological Needs – Belonging & Love

The return to the office will be driven by these needs & the success will be measured by them!

Connection – foster community, provide opportunities for feedback & unit teams

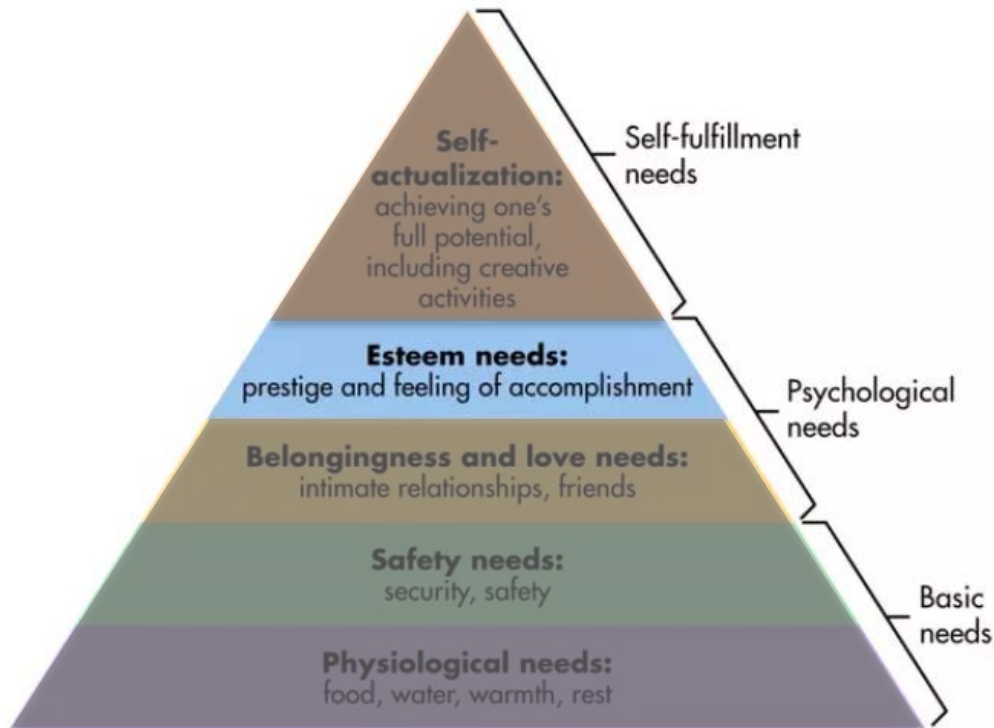
Education – managing teams working remotely & in the office & teach employees how to support each other with empathy



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## Psychological Needs – Esteem

Prestige and accomplishment can be achieved in a few ways:

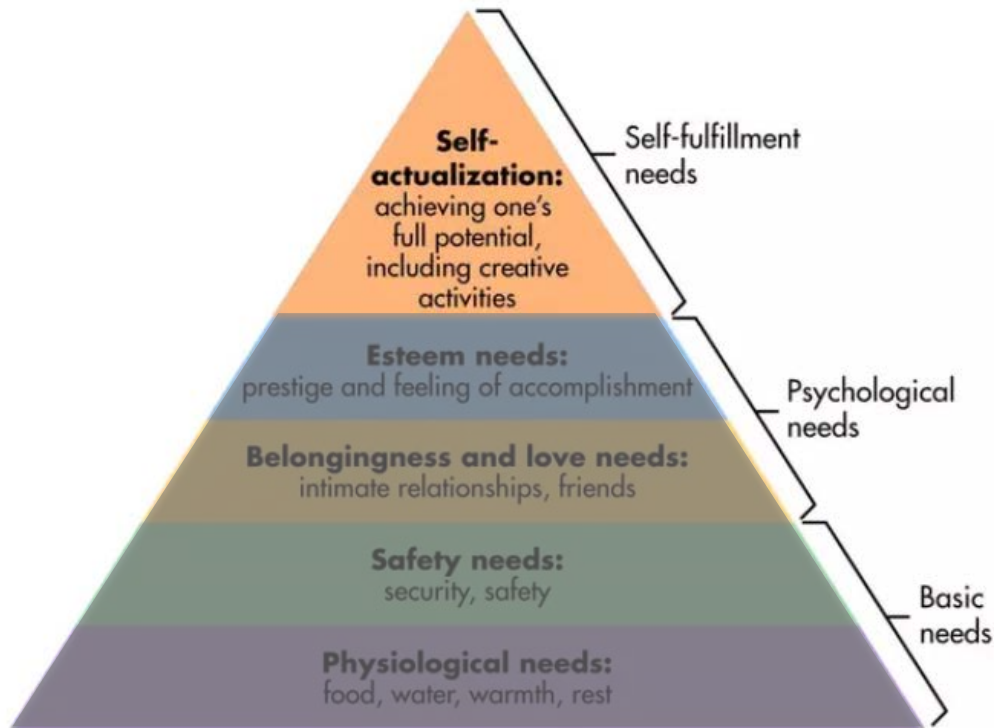
- Recognition of those who go above and beyond to assist other employees
- Empowering employees to take control of their wellbeing in the office
- Providing ways for employees to get involved



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## Self Fulfillment Needs – Self-Actualization

Once all other needs are met, an employee can look to pay it forward by:

- Reaching out to help others along
- Look for opportunities to give back in community or company
- Share stories to education & lessen others' angst



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## Post-Vaccine World

Must be adaptable as conditions will continue to evolve as we ramp up to the new normal.

Our three lenses will evolve into a new prism of evaluating the necessity of office space in the future.

