

**WILMOT**

**MODULAR STRUCTURES, Inc.**

*We Help Build Visions*

## How Modular Construction Can Create an Environment that Attracts and Retains Great Employees



eBook

HOW MODULAR CONSTRUCTION  
CAN CREATE AN ENVIRONMENT  
THAT ATTRACTS AND RETAINS GREAT  
EMPLOYEES

# Table of Contents

## **Chapter 1: Positive Work Environments Matter to Employees**

Improve Physical Well-Being

Improve Mental Well-Being

## **Chapter 2: How Modular Buildings Can Help to Improve Employees' Working Environment**

[Infographic](#)

## **Chapter 3: Key Amenities that Attract Employees to a Workplace**

Recreation Areas & Activity Rooms

Collaborative Meeting Spaces

Huddle Rooms & Conversation Pods

Private, Soundproof Areas for Calls & Relaxation

Break Rooms

Gyms

Locker/ Shower Rooms

Nursing Mothers Station

## **Chapter 4: How to Create an Environment That Retains Great Employees**

[Resource](#)

## **Summary: Creating More Space for Your Employees with Modular Buildings**



# Chapter 1:

## Positive Work Environments Matter to Employees

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Workers spend a majority of their time in their offices or workspaces. In fact, people may spend as much as 90% of their time indoors. With so much time being spent indoors and at work, businesses must provide a positive work environment. How companies measure success has also changed. Instead of measuring success in only financial terms, today's companies are looking at the triple bottom line. This includes work-life balance, attraction and retention of employees, and employee satisfaction and overall well-being.



Today's [positive work environment](#) equally prioritizes business success and employee happiness. Company culture with management or upper leadership support should include work-life balance, an unobstructed flow of ideas, and reasonable vacation and sick time policies.

Regarding the physical workspace, employers must provide space for workers that meet their needs for both privacy and connection. When these needs are met, workers are happier and more productive.

A positive work environment can directly affect the productivity and satisfaction of workers. For example, [open office plans](#) [encourage](#) communication and interaction among workers, improving employee satisfaction, morale, and productivity.

## Improve Physical Well-Being

Stress has been linked to a range of [negative physical symptoms](#), including depression, lack of concentration, a compromised immune system, and an increased risk of having a heart attack.





[Many characteristics of the work environment](#) have been connected to increased stress. These include a lack of access to views, increased noise, higher temperature, poor office layout, and a lack of nature-like surroundings. Additional research has shown that environmental stress can reduce work performance by 2.4 to 5.8%, reducing motivation, and increasing tiredness and distractions.

For instance, [natural light in offices has decreased headaches](#) and seasonal affective disorder (SAD) symptoms, decreased accidents and eyestrain and improved sleep quality.



[Workplace noise exposure](#) has been associated with elevated cortisol levels and higher blood pressure. Noise has also been linked to increased sickness in employees. Frequent exposure to disturbing noise is associated with an increased risk of long-term sickness absence among office workers.

Employers can address issues like access to natural light, noise pollution, and employee comfort by improving their work environment and office layout. Modular buildings can help fill this need by providing customized, ergonomic and economical alternatives to standard construction practices.

## Improve Mental Well-Being

The work environment also affects employees' mental well-being, as stress affects more than just the body. Workers in unfavorable environments suffer from lack of productivity, increased distraction, depression, and anxiety. In contrast, a positive environment allows workers to effectively deal with stress and improve their mental health.

Research published in 2014 by the [“Journal of Experimental Psychology: Applied”](#) found that the presence of plants inside a building increased occupants' feelings of well-being by 40%.

An article from [the University of North Carolina at Chapel Hill's online MBA program](#) states that exposure to natural light improves mood, energy, and mental health and dramatically impacts focus and productivity. However, according to a survey by Pots Planters & More, nearly half of office workers said there is little to no natural light in their office.

Research has concluded that [employers should seek to improve](#) not only temperature, water quality, lighting, and noise, but also indoor air quality, thermal comfort, layout of individual workspaces, workplace color schemes, interior plants, dust levels, and biological contaminants, and indoor carbon dioxide concentration. All of these factors affect both the mood and productivity of workers.

Making changes to the work environment can be expensive and disruptive. Alternatives, like modular construction, allow companies to make changes with little interruption while meeting their budget and schedule constraints.



The presence of plants inside a building increased occupants' feelings of well-being by 40%.



## Chapter 2:

### How Modular Buildings Can Help to Improve Employees' Working Environment

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Office design trends are changing due to various factors, including generational demands and an increasing focus on collaboration and teamwork. The surge of millennial workers into the workforce has created a demand for open-plan office spaces that provide flexibility for diverse work styles and requirements.

Open plan offices promote creativity, brainstorming, teamwork, and collaboration. At the same time, office flexibility allows employees' workspace to change with their changing needs. Today's open





space offices need to include a variety of workspace types:

- Collaborative meeting spaces for small and large groups
- Private areas for phone calls and relaxation
- Recreational rooms and activities for stress release
- Ergonomic desks and flexible, comfortable seating
- Benching to accommodate multiple workers in one space
- Workspaces for visiting remote workers
- Privacy for nursing mothers (pumping)

Modular buildings allow companies to expand and respond to workspace needs by offering custom designs that are flexible and quick to deploy. Modular construction is up to 50% quicker than standard construction and can save companies 10 to 20% on construction costs. This means companies can respond to their needs quickly, without breaking the budget.



[Biophilic designs](#) bring natural elements indoors to help promote overall well-being, productivity, and satisfaction. We have an inherent need to connect with nature. The concept of biophilia, as discovered by American biologist and researcher Edward O. Wilson, describes our intrinsic attraction to nature and natural processes. Biophilic designs can raise overall well-being by as much as 40%, help with corporate sustainability efforts, and, when plants are used for green walls, can increase wall insulation factors. Companies can implement these tactics into their design by including plants around the office, creating focal or living green walls, and re-creating or providing access to natural lighting and views.

If you can't incorporate natural lighting or views of nature into your workspace, you can use [tinted light](#) to help increase happiness and work performance. For example, blue-enriched lightbulbs reduce





fatigue and can be used in brainstorming rooms to encourage sharing. Warmer tones can promote calmness and relaxation, and middle tones welcome workers while keeping them alert.

One of the most critical aspects of the work environment is the ability to concentrate and work without noise and distractions. With this in mind, building designers can take several steps to reduce noise levels in shared office environments:

- Use sound absorbent materials on ceilings, walls, and floors.
- Provide a soundproof room for phone calls or small group discussions.
- Changing phone ring tones and reducing their volume.

Besides space planning and building design, Wilmot offers a



dynamic selection of furniture solutions, both ergonomical and on-trend design furniture, to complete the professional look and functionality of any space, along with cleaning service options. We can help you select the right furniture for your workers, as well as help you maintain the cleanliness that is required in today's world.

To continue to attract new workers, you will need to include some essential building amenities.

## Chapter 3:

### Key Amenities that Attract Employees to a Workplace

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Future employees are looking for companies and work environments that support their personal and professional success. These environments must allow them to work, provide them with privacy when needed, and offer shared space for small-group meetings and socialization. Amenities that are attractive to new employees include the following:

#### **Recreation Areas & Activity Rooms**

These rooms may include games or other activities to help workers blow off steam or take a break. Physical activity can reduce stress, and socializing with other workers helps build camaraderie and community.



## **Collaborative Meeting Spaces**

Spaces for impromptu or planned meetings are integral to establishing an environment of collaboration and teamwork. Oxytocin is released [when people connect physically](#), like through a handshake or a pat on the back, promoting feelings of attachment and trust, which facilitates greater collaboration among team members. Oxytocin also boosts mood and improves the ability to learn and remember. Increased social contact also dampens cortisol, the chemical released under stress. A structured meeting space provides for efficient use of time and materials, and equipment.

## **Huddle Rooms & Conversation Pods**

These spaces allow workers to have spontaneous conversations and socialize. They replace water coolers and other crowded gathering spaces like copy rooms and front lobbies and offer an alternative to designated smoking areas. Workers can build relationships and discuss less important work matters in an informal environment.

## **Private, Soundproof Areas for Calls & Relaxation**

It's essential for workers to have remote areas where they can take care of personal business, make phone calls, or rest and relax for a few minutes without interruption or distraction. Providing workers with soundproof areas where they can sit and relax for a few minutes can help workers overcome stress and be more productive. Introverts often need time alone to recharge, away from coworkers and other social interactions.

## **Break Rooms**

Break rooms allow workers to socialize and eat without having to leave the building. Providing snacks and healthy foods can encourage workers to stay and talk with each other and encourage healthy eating.

## **Gyms**

As more office workers spend more of their day sitting at their desks, offering workers a way to exercise without leaving work can improve workers' fitness and satisfaction. Blowing off steam and exercising can ease the effects of stress, allowing workers to benefit their health, leading to less absenteeism.

## **Locker/ Shower Rooms**

Office workers are being encouraged to utilize gyms and fitness areas. It is also important to provide showers, changing spaces and locker facilities to store personal belongings. More employees will be willing to get hot and sweaty if they know they are able to take a shower and freshen up after using the gym.

## **Nursing Mothers Station**

Federal law protects a mother's right to pump milk upon returning to work. This law requires employers to provide reasonable break time and a clean, private space, other than a bathroom, for employees to express milk for their infants up to one year after each child's birth.

Modular buildings continue to be in high demand as businesses navigate the changing work environment due to the pandemic. As more workers request work from home arrangements, this affects how offices will be designed and furnished. Modular buildings provide flexible space that helps companies increase productivity



and employee retention.

If you're ready to provide a healthy, vibrant workspace for your workers and need to do it quickly and affordably, Wilmot Modular Structures' design team can get you started.

**To get started, request a quote today.**



## Chapter 4:

### How to Create an Environment That Retains Great Employees

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If your workspace is overcrowded, stuffy, and doesn't provide quiet spaces and meeting spaces, you may be struggling with unhappy workers who aren't as productive as they could be. Choosing to expand or change your work environment is quick and easy with modular buildings. Custom designs and material selections allow you to provide the ideal space for your workers in half the time and while saving money.

The increased efficiency in worker production will soon cover the expenses to improve your environment.

Healthy workers are more productive, use less sick time, and are more content. The work environment can significantly affect worker health and safety. You're providing the best environment by providing a flexible workspace with access to amenities and the natural environment while addressing worker needs.

Here are the steps to create an environment that attracts and retains great employees:

#### **Step 1: Ask Your Employees What They Need**

The first step is to ask your employees what they need to be more productive and stress-free at their job. This can be done through an anonymous survey or another tool that allows them to express

their needs and wants freely. Include both physical and social needs, as both play a crucial role in productivity and emotional health. Ask workers about how they deal with stress and what activities or solutions you could provide to assist them. Be open to the feedback you receive and use it to help develop a plan for expanding or reworking the workspace.

Many companies have moved to open office plans to help them save on costs and improve collaboration. However, workers need private space to relax and recharge and group space for work with team members. Balancing these needs is the key to modern office design.

## **Step 2: Make a Plan**

The next step is to make a plan that addresses your employees' needs while considering space limitations, budget constraints, and the timeframe required to make changes.

Wilmot's design team can assist in designing temporary or permanent modular offices to help you expand or reconfigure your workspace. Our engineers have the experience and knowledge to help you implement changes to your work environment that will promote well-being, positive socialization, and collaboration.

The plan should include drawings and descriptions of the changes, a list of materials and products to be used, a construction budget, and a project schedule. An experienced team can help you develop these documents and provide a strategy for seeing them become a reality.



### Step 3: Take Action

The final step is to take action on the approved plans and programs. Often, this is the hardest step to take, as it's where the rubber meets the road. Employers must provide supervision and oversight to ensure all project goals are met and implemented correctly. They must also utilize tools for communicating these changes to staff to best market and celebrate the benefits and enhance culture, efficiency, and teamwork.

An experienced modular construction professional is key to getting your modular building project off the ground. They will help you prepare your team for the impact the construction will have and plan for increased productivity in the future.

## Creating More Space for Your Employees with Modular Buildings

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Providing a positive environment shows workers that you care about them and their health and wellness.

Workers that feel appreciated will have a better attitude and be more productive. A positive work environment also helps attract new workers and reduces the possibility that workers will leave.

A cheerful work environment involves a variety of features, including good lighting, access to views of the outdoors, comfortable temperatures, private, quiet space, group meeting space, and space for socialization. Modular construction allows companies to provide these amenities as their building needs expand or change. It also allows companies to respond quickly to the evolving needs in the work environment.



Wilmot has a team of engineers and designers ready to serve you. We'll walk you through the design process, ensure that all your needs are met, provide a comprehensive quote for construction and installation, and then manage the project from beginning to end to ensure that you are completely satisfied.

We begin by evaluating the benefits of modular construction as they relate to your overall space needs. After completing this feasibility study, we'll start designing the perfect space to meet your needs. Designs include floor plans, site plans, building components, building materials, quality requirements, and timelines. Internally, your team should also consider internal marketing tools to ensure staff is kept informed of enhancements.

Once the plan has been approved, fabrication begins. Contractors provide simultaneous site development to reduce the construction

schedule. Our approved carriers deliver modules to the job site as they are completed.

Contractors install each module as shown on the design plans. Our internal inspection procedures require a review of all project elements, ensuring client satisfaction and quality work standards.

The project is turned over to you for occupancy when all work is completed to your satisfaction.

Our turnkey services include engineering and project management, site development and landscaping, space planning and design, and furniture and cleaning/HVAC services. You can depend on us for responsive service, quality artistry and materials, standard and custom layouts, and flexible financing options.

We provide a variety of building types to meet any industry's needs. They include educational buildings, healthcare, retail offices, security applications, self-storage, training centers, administrative offices, scale houses, and a variety of temporary facilities serving the same industries.

**For over thirty years, we've provided rapid and innovative building solutions for our customers in West Virginia, Maryland, Delaware, Virginia, New Jersey, Pennsylvania, and the District of Columbia. Our turnkey solutions help ensure your experience is simple from start to finish.**

[To get started, request a quote today.](#)



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