

RE-THINK WORK SURVEY BY EDSBYN / REPORT BY SUPERLAB

PREDICTIONS & DESIRES ABOUT THE  
**FUTURE WORKPLACE**





**Bengt Gunnarsson, CEO Edsbyn**  
“Edsbyn has been around for 120 years. The secret of our success is the ability to change. The goal with #rethinkwork is to find new solutions for a highly functional and enjoyable workplace now and for the future,” says Bengt Gunnarsson.



**Niklas Madsen, Founder Superlab**  
“Questioning the workplace is not enough. We need to dig deeper, think bigger and ask openly what constitutes a workspace? I believe there will be major changes going forward; we will need to adapt our workspaces to a changing, dynamic environment. Furniture should therefore be adapted to different types of individuals and not locked to one person,” says Niklas Madsen

# RE-THINK WORK



**What will the next-gen workplace look like?**  
The emergence of digitalization in recent years has contributed to the need for a change in the physical environment, not least in the workplace. Edsbyn has therefore chosen to investigate what new generations are asking for. Edsbyn encourages people to stop, ask questions and dare to listen.

“Re-think Work” is a thorough and honest analysis of people in the workplace. The first step was presented at the Stockholm Furniture & Light Fair in February, where Edsbyn in collaboration with Superlab conducted a series of five different surveys where people could answer questions about the work place.

This is a summary and analysis of the results made by Superlab.





# NEXT-GEN WORKPLACE

**It is time to get prepared!**  
Sensors are now collecting data about our behaviors at work and artificial intelligence will have a radical impact on how we design our future offices. Our buying behaviors are changing. Digitalization questions the norm of how and where work is being done.

In other words an unstoppable paradigm shift will affect the design of our physical environments for the future.

We know that four generations have to unite under one work culture where cell offices and permanent workplaces meet mobility and agile working. It is high time to get prepared! Research shows that as early as year 2025, about 75% of the global workforce will be Millennials. What do they want in the future workspace?

//Superlab

**About Superlab**

Superlab is an experimental design laboratory that transforms innovative ideas into successful business models. They use the combination of practical know-how in designing exceptional offices together with scientific research of human behavior, to study the workplace and the furniture design of tomorrow. Visit [www.superlab.se](http://www.superlab.se).



50,4%

Have long been ready for big changes at work



15,3%

Do not consider of being prepared just yet

32,8%

Are not willing to go beyond “maybe”

# READY FOR BIG CHANGES?

## The majority have been ready for a long time

50,4% of the participants state that they have long been ready for big changes at work. 32,8% are not willing to go beyond “maybe”, and 15,3% do not subscribe to being prepared just yet, but that they soon will be.

## Change is coming

However, whether we are ready for it or not, change is coming. This begs the question of what kind of change people wish for in life and in their jobs, and what impact this will entail for the next generation of workplaces?





# MORE & FLEXIBLE TIME

## More Time

Most likely, it does not come as a surprise for the reader that this survey supports the notion that most people nowadays long for having more time.

Almost a third (28,5%) of the participants puts the maximum score, a 10 out of 10, when asked the question of how much they crave more time.

## Recharging

Some of that time might be valuable to use for getting rest and restore energy.

This seems to be important for the respondents as the majority puts a 5 to 8 on a 1 to 10 scale to answer the question of how much they need recharging.

## Flexible Time

With technology and flexible time frames comes the possibility to work from wherever and whenever. For some people this provides much appreciated flexibility, for others it is viewed as the curse of never being left alone. Of course, the availability among employees varies, but today it seems quite common overall that people work after having left the office. In the current survey, 28% says that they are available to their work all around the clock. 24% state that they try to avoid it, indicating that there is expectation that they should be, which is an interesting point in itself. Furthermore, 15,3% states that flextime is the most essential aspect of a job.



**>50%**

More than 50% needs recharging



**28%**

Are available to their work around the clock

# A DYNAMIC WORK PLACE

## A dynamic workplace on the wishlist

More than a third, 39,4% of the respondents experience that they work more than they are being paid for, and 43,8% answered that they sometimes do. Interestingly, even though the respondents clearly feel the need for more time and restoration, they also seem to value flexibility. 52,6% puts “a dynamic workplace” highest on their wish list for the future, 11,7% of the participants reports that they would like to have an office at home.

## How important is a flexible workspace that is easily adaptable according to needs?

Judging from this survey, it seems to be highly valued. On a scale from 0 to 10, the alternatives 7 to 10 make up for 71,5% of the responses. 8 was the most popular alternative, being the preferred number for 26,3% of the participants.



*The conclusion here seems to be that there is a big demand for more work/life balance, but in tandem many desire more flexibility in their worklife. This leads us to the question of what will be the most prominent aspects of future workplaces, Niclas Madsen /Superlab*



**>39%**

Work more than they are beeing paid for



**53%**

Puts “a dynamic workplace” highest



# WORKING IN A POD



## About a third sometimes work in a pod

The survey at hand also sheds light upon a few characteristics of the future workplace regarding which there seems to be scattered opinions.

For instance, the popularity of pods as working spaces varies among the participants. About a third, 29,9% say they never choose to work or study in a pod, almost as many, 24,1%, reports that they sometimes do. For 17,5%, working in a pod is an attractive alternative work space, but they currently don't have access to it.

This alternative is still spreading on the market, which might explain why 16,8% answer that they don't know what a pod is.

# OPEN PLAN OFFICE



## Open Plan Office

Opinions also vary regarding the open-plan offices. Most participants; 59,8% believe that they will still be around in five years, however 29,9% of that percentage judge the outcome as unfortunate. 19% do not agree with this prediction, stating that they believe that this layout will not survive five years.



# EMPLOYERS



## Employers in the future

In some matters, there is more consensus. Something that participants seem to agree upon, for example, is that we do not face a substantial change considering the number of employers we will have during a career.

The most common estimation is between 1 to 5 employers, followed by 5 to 10, both regarding present time and future. Interestingly, the biggest difference between the answers regarding present time and future in this matter is that significantly more participants believe that they will have zero employers in the future.

What this means, however, might be difficult to say for certain since they might refer to themselves in the future (when they have reached pension) or future generations of employees in general.

# COLLEAGUES



## Having good people around

Offices and workplaces aside, the actual place is worth little compared to the most important aspects of a job. According to this survey; being able to control your own time with flexible work hours is highly valued and comes at the third place. Second most important is to have self-fulfilling work tasks. And finally; highest up on the list of "the most essential part of a job" is to have good colleagues.

The conclusion here is that there are many different desired features of the future workplace that should be taken into consideration when re-thinking work in the future.

But, having good people around you is still something that has a huge impact on employees.





# PLAY & FREEDOM



## With focus on delivery

As mentioned in the first part of this report, there seems to be a big longing for more time and more flexibility. According to the free text comments in the survey, this can entail the “Possibility to work at every desk at the office or at home”. This emphasizes on self responsibility and the importance in focus of the delivery rather than where the work actually takes place.

## Active, free and alive atmosphere

When asked to state what they wish for the future office, the answers range across different proposed themes. But, it is possible to discern an underlying thread among these. The common denominator seems to circle around a more active, free and alive atmosphere at the workplace. The most popular answer was play (19,6%), the second flexibility (17,8%), followed by freedom (12,5%), creativity (11%) and inspiration (8,8%).





# SUMMARY

What do we want for the future work space

- PLAY
- FLEXIBILITY
- FREEDOM
- CREATIVITY
- INSPIRATION