

HOW GOOD OFFICE DESIGN
Attracts & Retains
TALENTED MILLENNIALS



tru**space**

creating room
for success



The Millennial Workforce

Despite the divisive opinions about millennials, this generation is the largest workforce in history. With 80 million millennials in the US and nearly 10 million in Canada, they make up about a third of the North American workforce, and by 2025, 75% of workers will be millennials. Millennials aren't going anywhere and their values of diversity, inclusivity, and community are driving our economy. As a result, the Boomers and Gen Xers leading the workforce need to start engaging with millennials and creating work environments that attract and retain this talented and educated generation.

MILLENNIALS AREN'T JUST TECH SAVVY AND CONSTANTLY CONNECTED, THEY'RE ALSO AMONG THE MOST HIGHLY EDUCATED PEOPLE IN THE WORKFORCE.

But unlike previous generations, millennials are starting out saddled with crushing student debt, meaning that as a group, they are more focused on experiences than things. Between their mindful spending power, their activism, and their fervent desire to connect, collaborate, communicate, and challenge, millennials are a powerful generation that is transforming the traditional workplace.



The Millennial Workplace

Millennials are a social generation and more than anything, they want to make a difference. Not every career is world-changing – millennials know that – what matters to them is an inviting and supportive workplace that is socially and environmentally responsible. Contrary to mainstream perceptions, millennials are hardworking and dedicated, spending an average of 50 hours a week at work, so they want to integrate work and life, rather than balance it, and they want to feel valued for their contributions.

CREATING AN INVITING WORKPLACE IS TWOFOLD: IT'S ABOUT COMMUNITY AND BELONGING AND IT'S ABOUT ATMOSPHERE AND COMFORT.

Gone are the days of hierarchal offices where only the elite have the perks of luxury. A diverse workforce with more women working than any other generation, millennials seek equitable environments that value everyone's contributions, not just upper management's, and they're looking for leadership that both connects and mentors. And given the long hours spent at work, their student debt loads, and higher costs of living without higher wages, millennials want the convenience and cost-effectiveness of workplace amenities and supports.

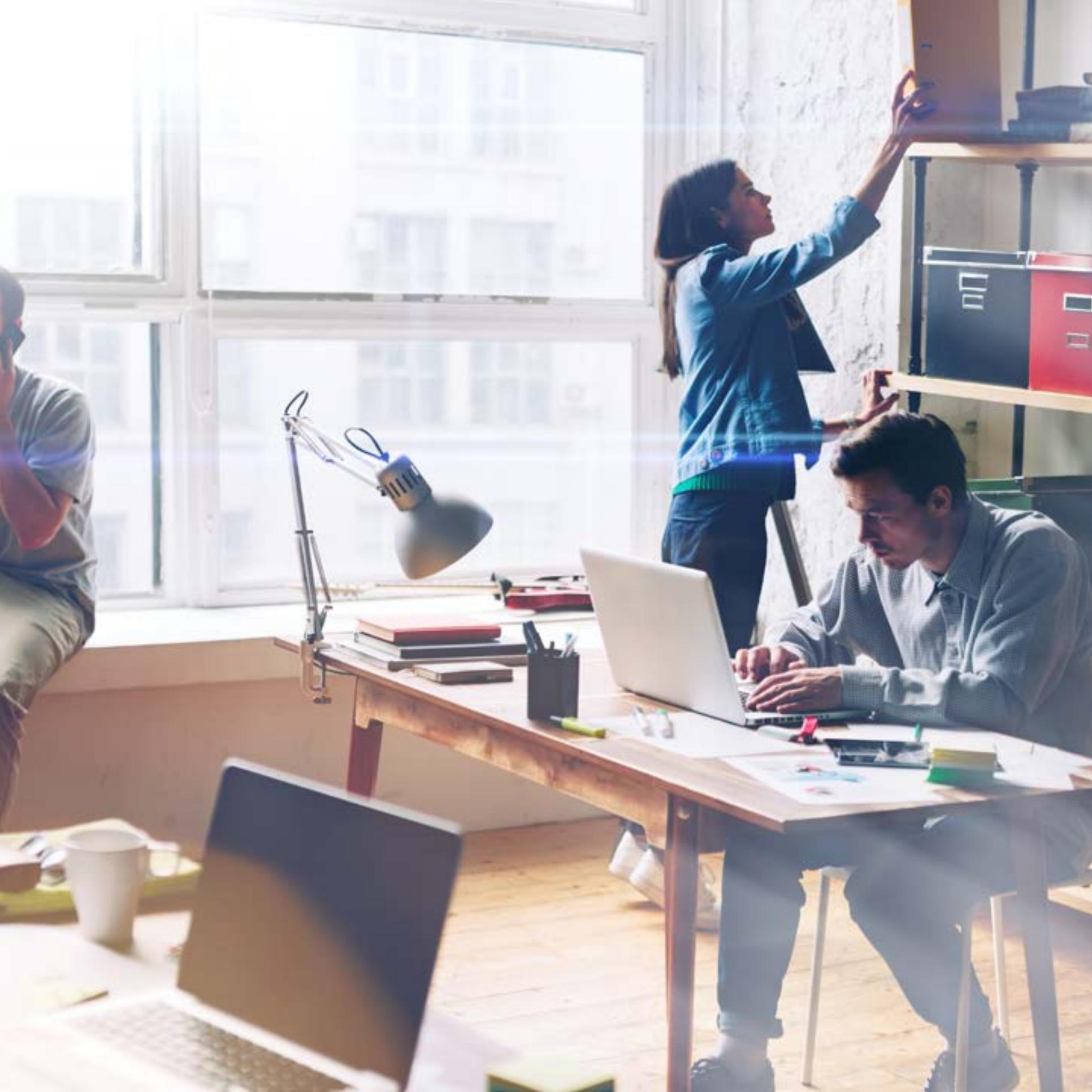
The Millennial Workplace

Given their markedly different ideas about workplace success and productivity, millennials are revolutionizing corporate culture and office design across North America because office design has a marked impact on how we work. Shifting away from formal, rigid, hierarchal workspaces, millennials are inspiring an authentic, casual (but still professional) approach to office interiors. Incorporating millennial values into office design can be challenging, but here are five features millennials want in their workspace:

1. Open Office Layouts

Because millennials seek connection, they want to work in unconventional environments that eliminate barriers to community and collaboration. Open office designs put everyone on the same playing field, uniting executives and staff in shared spaces, which creates an approachable, friendly atmosphere that supports workers in every position. Millennials want to be included, so incorporating their opinions on layout, functionality, and décor can go a long way toward employee retention. Plus, the more involved millennials are, the more ownership they feel towards their jobs. Do away with cubicles and offices, take down walls, and build opportunities to connect, engage, and co-work with your millennial workforce.





2. Quiet Zones

While communal workspaces are effective for collaboration, brainstorming, and belonging, millennials need flexibility – they aren't all engagement all the time. Incorporating quiet or library zones into your design allows millennials opportunities to take calls without background chatter, to hold meetings without distraction, to take restful breaks, and to get into the zone for deep work (projects and tasks that are cognitively demanding and require focus) without using headphones or earplugs. Quiet zones can be private rooms, nap rooms, semi-private spaces, or phone booths and they can even be created using furniture alone.

3. Lounges and Break Rooms

With communal spaces intended for collaborative work, millennial employees still need places for breaks and casual exchange. Dynamic spaces dedicated to connecting staff on a personal level create a sense of place, of belonging, and of comfort while also being ideal for accidental collisions that foster creativity and team spirit. Lounges and break rooms can be coffee bars, games rooms, or outdoor patios – the idea is to incorporate multiple casual spaces that unite employees from every department to promote idea sharing, problem-solving, and creative collaboration while fostering genuine relationships among employees. Not only do these rooms inspire belonging on an individual level, but they also naturally foster team-building.





4. Bring the Outdoors In

Millennials are driving biophilic design: nurturing the natural relationship between human beings and nature. Dubbing the term “concrete jungle,” millennial complaints about offices revolve around our disconnect from nature: a lack of sunlight, a lack of greenery, a lack of animals. Consequently, millennials are leading the push to bring nature into our urban lifestyles – especially in our offices. Biophilic workspace design results in higher levels of wellbeing, productivity, and creativity. Incorporating nature into offices can include natural light (big windows, skylights), green walls, focal walls with nature scenes, and natural materials like wood and stone.

5. Blending Function and Form

For millennials, form and content are equally important. They value beautiful spaces designed for efficiency, ease, and ergonomics. Inspired by gorgeous, thoughtful décor millennials work best in an office with ambiance and atmosphere. With creativity being central to millennial values, they reject drab, traditional office décor and embrace modern, stylized décor with a flair for incorporating natural elements. Dynamic, energetic artwork and handcrafted furniture speaks to the millennial desire to personalize, which increases productivity and reduces absenteeism – when they have a beautiful place to work, they want to be there. But don’t forget about ergonomics! Today’s workforce spends more time hunched over a desk, starting at screens than any other generation, ensuring that employees take breaks but also have options for better ergonomics will benefit both them and you.







Designing Your Millennial Friendly Workspace

Incorporating millennial values into office design can create workspaces where employees thrive, and while Gen Xers and Boomers might not realize it, they thrive in these workspaces too. At Truspace, our expert team can customize your office design to your millennial workforce's values. Using our streamlined approach to design-build your new or renovated office, we offer an all-inclusive team that serves you from brainstorming your new office through to design and construction.

The first step is discovery: studying your business, your people, and your space to achieve a clear sense of your team's needs and values. Next, we create a design concept that fits your needs and your culture. Once we've agreed upon the concept, we begin the design and select your colours, finishes, and furniture before giving you a virtual tour of the new workspace. Lastly, we build, bringing your new workspace to life. Let's explore your office's possibilities together: contact us to for your complimentary design consultation.

How Truspace can initiate growth for your organization

At Truspace, we believe that leveraging the workplace to create positive change within an organization doesn't actually begin with a building or its design. In order for a new layout, paint color or creative furniture solutions to trigger any sort of reaction, we need to consider the bigger picture. What mission, vision, and values are guiding the organization? What types of people are driving this mission forward? Only once these questions are answered can we generate real, sustainable growth.

Our team's innovative approach, combined with an unwavering commitment to embodying your mission and values within your workspace, ensures you receive an office solution that allows your workers to thrive. The spaces we create are bold, compelling, and flexible - resulting in a workplace culture that inspires commitment and drives performance.

The advantages of working with our team of custom commercial design and build specialists include:

A streamlined approach. As your single point of contact, we coordinate the entire design/build process, ensuring strict adherence to timeline and budget.

We get the big picture. Working on every detail of your project means we don't prioritize one element of the process over another. From electrical to layout to furniture - every stage is as crucial as the next.

We court you. We really get to know your business and its people. This intimate understanding helps us deliver a tailored solution that's authentic to the goals, vision, and values of your organization.

Our people. We choose people who truly live our corporate values. This means you've got a curious, passionate, innovative, dedicated and courageous team committed to your project.

Our solid relationship with suppliers. As a full-service design and build company, we maintain strong relationships with our suppliers and tradespeople.

We believe that exceptional office design goes beyond fleeting fads. Instead, we treat each organization we work with as the unique entity it is – creating customized design and build solutions that will withstand future growth.

Truspace

Truspace is innovating the way office design build is being done throughout Canada. We define, design and create sophisticated workspaces, taking care of everything in the process, so you don't have to. The end result is a truly inspiring work space your business and your people deserve.

Our in-house team of professionals have extensive and in-depth knowledge of how good office design can reduce real estate costs, boost business performance and help you keep and attract key talent.

Whether you are starting from scratch or looking to transform your current workspace, we take the time to truly understand the needs of your business and staff.

Contact us today and learn how we can combine your ideas with our expertise to create an eye-catching office design your business and staff deserve.

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