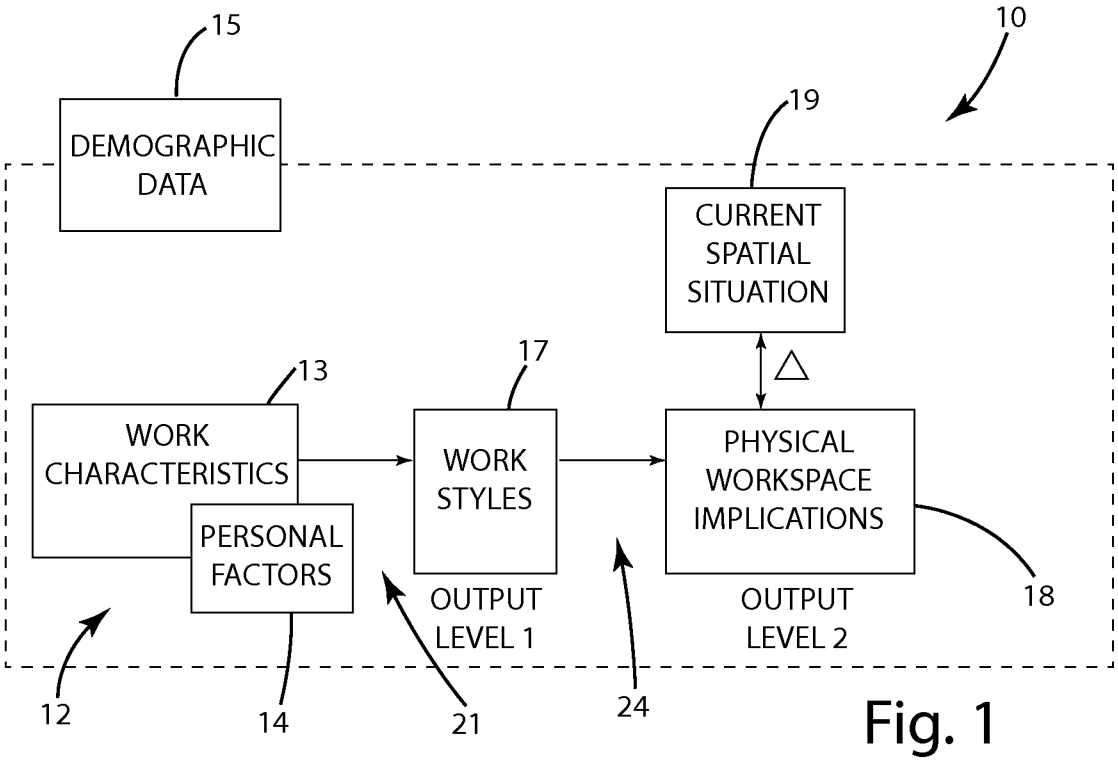

15
10
DEMOGRAPHIC DATA
19
CURRENT SPATIAL SITUATION
17
13
WORK CHARACTERISTICS
WORK STYLES
PHYSICAL WORKSPACE IMPLICATIONS
PERSONAL FACTORS
OUTPUT LEVEL 1
OUTPUT LEVEL 2
18
12
14
21
24

Fig. 1

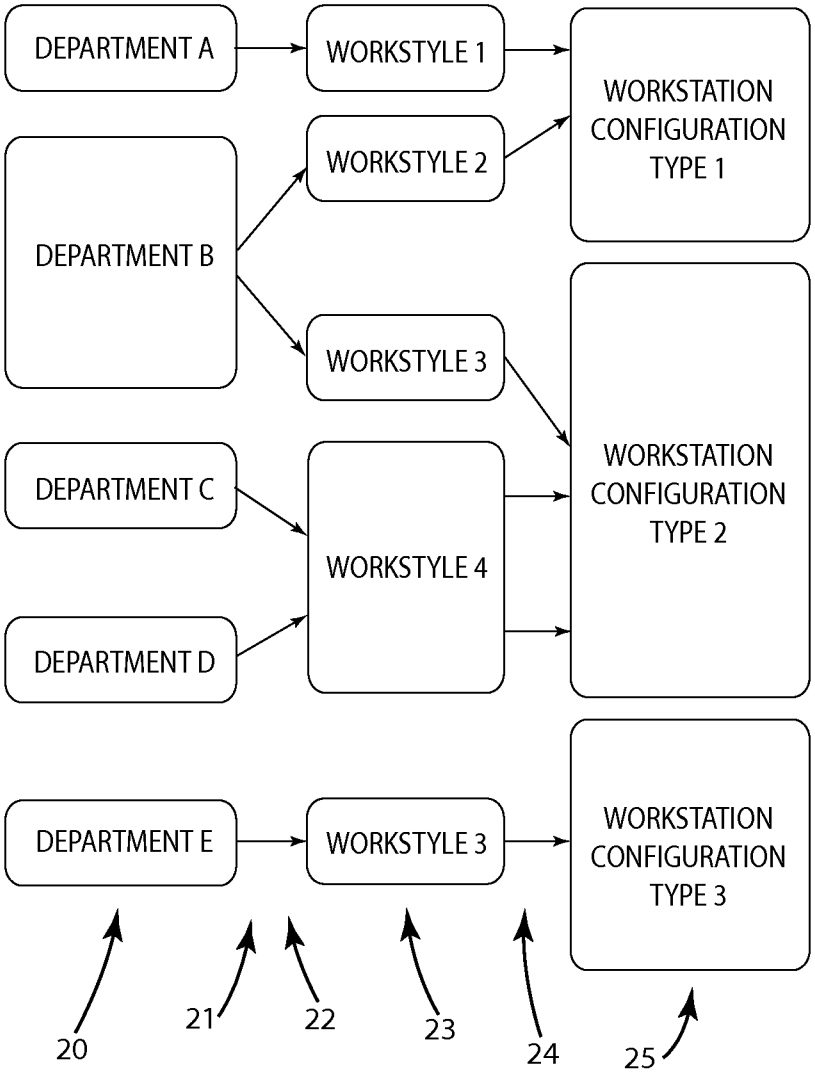

DEPARTMENT A
WORKSTYLE 1
WORKSTATION CONFIGURATION TYPE 1
WORKSTYLE 2
DEPARTMENT B
WORKSTYLE 3
WORKSTATION CONFIGURATION TYPE 2
DEPARTMENT C
WORKSTYLE 4
DEPARTMENT D
DEPARTMENT E
WORKSTYLE 3
WORKSTATION CONFIGURATION TYPE 3
20
21
22
23
24
25

Fig. 2

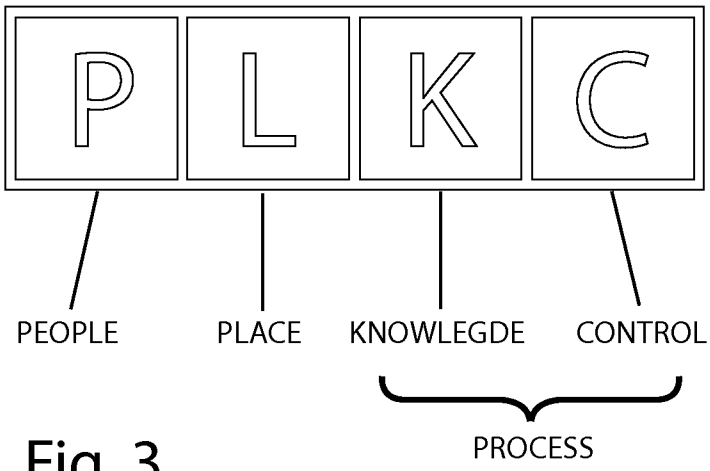


Fig. 3

	HIGH	LOW
PEOPLE (P)	INTERACTIVE (P+)	INDEPENDENT (P-)
PLACE (L) - Locus	FIXED (L+)	MOBILE (L-)
KNOWLEDGE (K)	CONCEPTUAL (K+)	CONCRETE (K-)
CONTROL (C)	INTERNAL CONTROL (C+)	EXTERNAL CONTROL (C-)

Fig. 4A

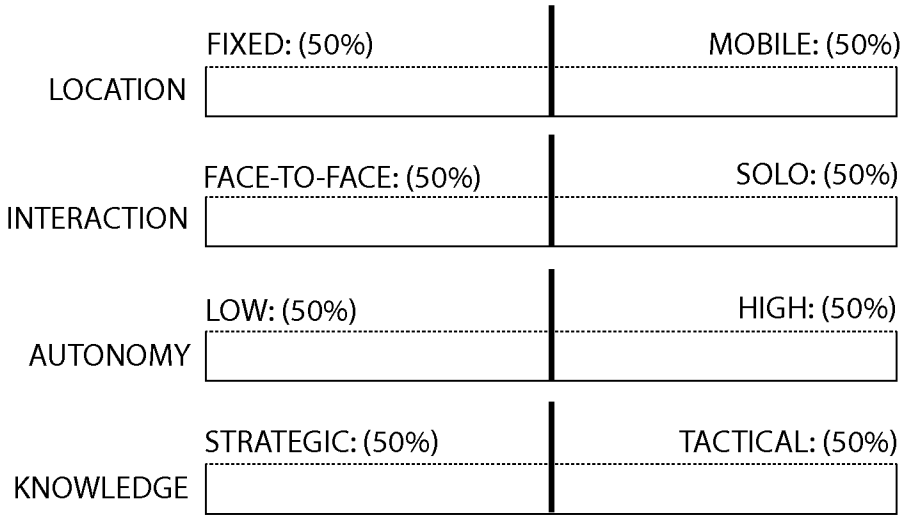
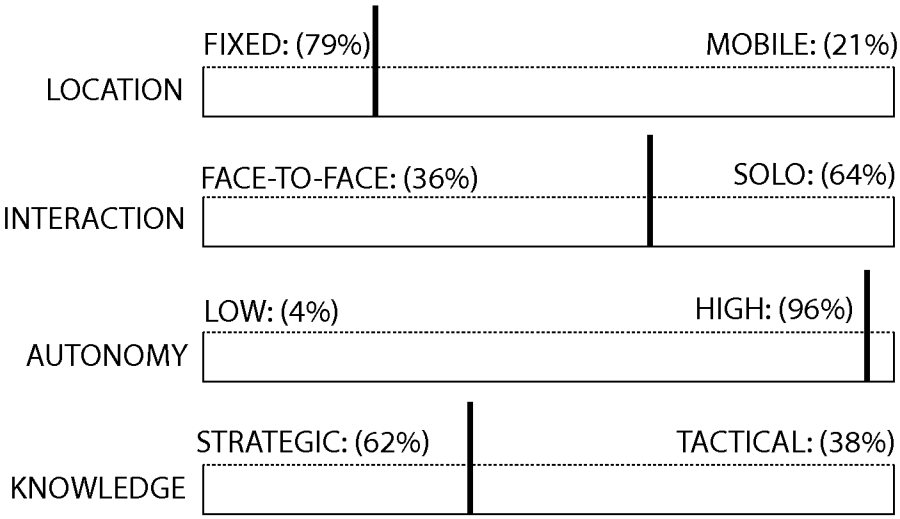


Fig. 4B



79% OF THE EMPLOYEES ARE FIXED TO SPACE (ASSIGNED WORKSTATIONS)

21% ARE MOBILE, WORKING FROM ANYWHERE (INTERNAL OR EXTERNAL MOBILE) OR FROM HOME (HOME BASED)

64% OF THOSE "FIXED" WORKERS WORK INDEPENDENTLY / SOLO THE MAJORITY IF THE TIME WITH MINIMAL FACE-TO-FACE INTERACTION AT THE OFFICE

96% OF THE "FIXED" WORKERS HAVE AUTONOMY OVER THEIR WORK, I.E., THEY SCHEDULE THEIR OWN WORKDAY AND DECIDE HOW THEY DO THEIR WORK

THE DOMINANT WORK STYLE IN THE "KNOWLEDGE" DIMENSION IS STRATEGIC (62%), MEANING THAT THOSE "FIXED" WORKERS MOSTLY DO CONCEPTUAL WORK THAT REQUIRES HIGH LEVELS OF CONCENTRATION WITH LITTLE OR NO DISRUPTIONS.

Fig. 4C

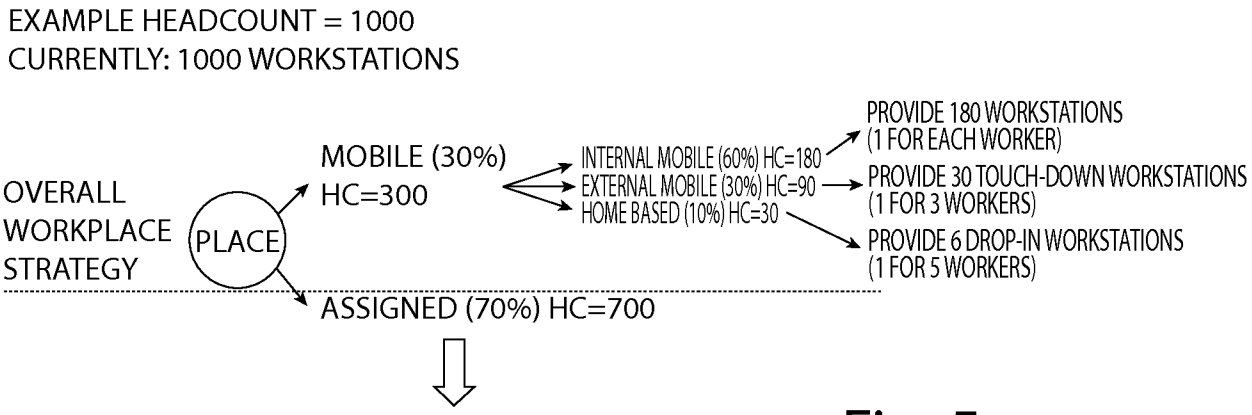


Fig. 5

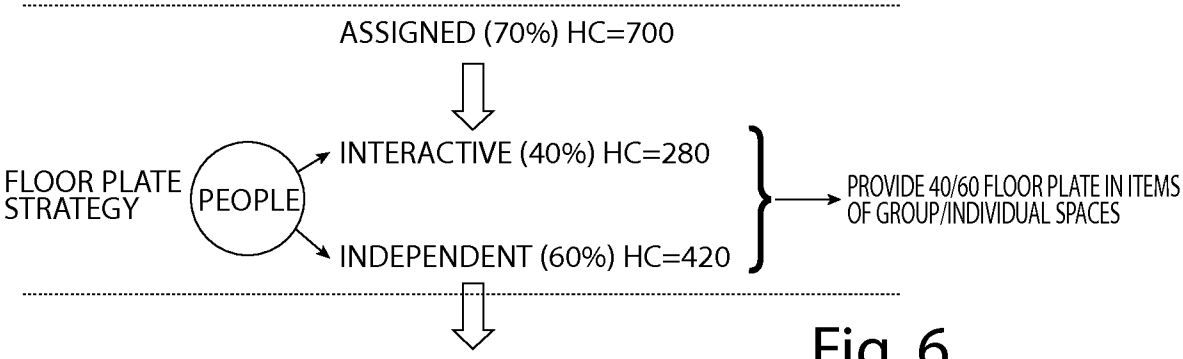


Fig. 6

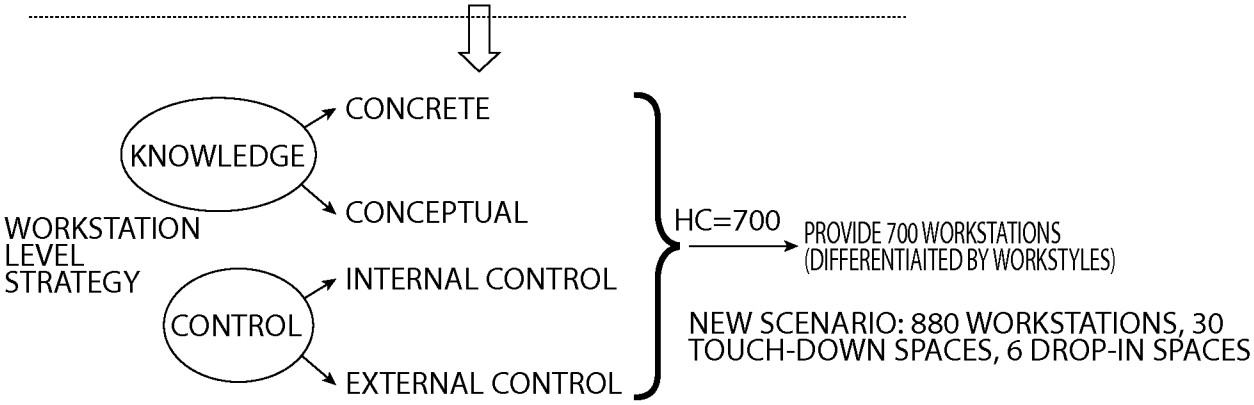


Fig. 7

WORKSTYLE		PEOPLE	PLACE	KNOWLEDGE	CONTROL
#1	P+L+K+C+	INTERACTIVE	FIXED	CONCEPTUAL	INTERNAL
#2	P-L+K+C+	INDEPENDENT	FIXED	CONCEPTUAL	INTERNAL
#3	P+L+K+C-	INTERACTIVE	FIXED	CONCEPTUAL	EXTERNAL
#4	P+L+K-C-	INTERACTIVE	FIXED	CONCRETE	EXTERNAL
#5	P-L+K+C-	INDEPENDENT	FIXED	CONCEPTUAL	EXTERNAL
#6	P-L+K-C+	INDEPENDENT	FIXED	CONCRETE	INTERNAL
#7	P+L+K-C+	INTERACTIVE	FIXED	CONCRETE	INTERNAL
#8	P-L+K-C-	INDEPENDENT	FIXED	CONCRETE	EXTERNAL
#9	L-	INTERNAL MOBILE			
#10	L-	EXTERNAL MOBILE			
#11	L-	HOME BASED			

Fig. 8

Code	People	Place	Knowledge	Control
P+L+K+C+	Interactive	Fixed	Conceptual	Internal
P- L+K+C+	Independent	Fixed	Conceptual	Internal
P- L- K+C+	Independent	Mobile	Conceptual	Internal
P- L- K- C+	Independent	Mobile	Concrete	Internal
P+L+K+C-	Interactive	Fixed	Conceptual	External
P+L+K- C-	Interactive	Fixed	Concrete	External
P+L- K- C-	Interactive	Mobile	Concrete	External
P+L- K- C+	Interactive	Mobile	Concrete	Internal
P- L+K+C-	Independent	Fixed	Conceptual	External
P- L+K- C+	Independent	Fixed	Concrete	Internal
P+L- K+C-	Interactive	Mobile	Conceptual	External
P+L+K- C+	Interactive	Fixed	Concrete	Internal
P+L- K+C+	Interactive	Mobile	Conceptual	Internal
P- L- K+C-	Independent	Mobile	Conceptual	External
P- L+K- C-	Independent	Fixed	Concrete	External
P- L- K- C-	Independent	Mobile	Concrete	External

Fig. 9

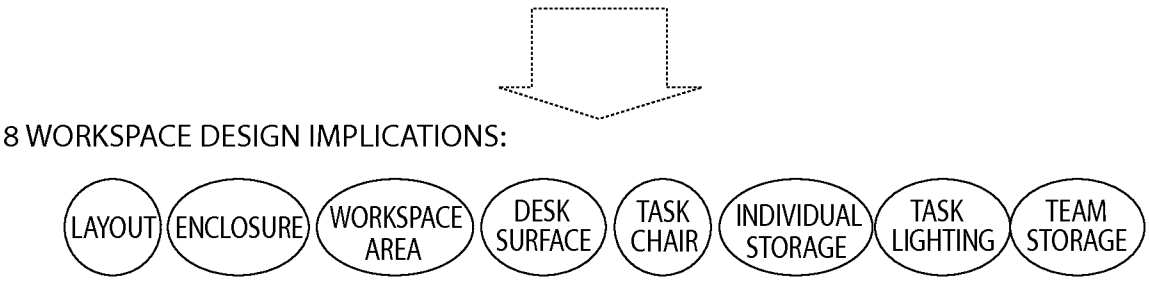


Fig. 10

Layout	Position relative to circulation	High traffic
		Either way
		Low traffic
	Position inside workspace	Facing in
		Either way
		Facing out
Enclosure	Level of enclosure	More
		Less
	Infrastructure capability (panels)	High
		Low
	Transparency	Less
		More
	Writable vertical surface	Yes
		No need
Wokspace area		Larger
		Smaller
Desk	Primary desk surface size	Larger
		Smaller
	Primary desk surface adjustability	More important
		Less important
	Secondary desk surface	Yes
		No need
	Tertiary surface and/or guest seating	Yes
		No need
Task chair level of adjustability		Higher
		Lower acceptable
Individual storage	File cabinet (lineal, hanging, closed)	More important
		Less important
	Bookshelf, open or overhead storage	More important
		Less important
	Pedestal drawer	More important
		Less important
	Storage cabinet (closed)	More important
		Less important
Task lighting		More important
		Less important
Team storage		More important
		Less important

Fig. 11A

Layout	Position relative to circulation [1]	High traffic
	Position inside workspace [2]	Facing in
Panels	Level of enclosure [3]	More *
	Infrastructure capability [4]	
	Transparency [5]	Less
	Writable vertical surface [6]	Yes
Workspace area		**Larger**
Desk	Primary desk surface size	Larger *
	Primary desk surface adjustability [7]	More important
	Secondary desk surface	
	Tertiary surface and/or guest seating [8]	Yes
Task chair level of adjustability		Higher *
Individual storage	File cabinet (lineal, hanging, closed)	**More important**
	Bookshelf, open or overhead storage	
	Pedestal drawer	More important
	Storage cabinet (closed)	**Less important**
Task lighting		More important *
Team storage		**Less important**

Fig. 11B

BOLD: HIGH LEVEL OF CONFIDENCE
PLAIN: MEDIUM LEVEL OF CONFIDENCE
GREY(*): LOW LEVEL
(BLANK): NO CONFIDENCE

CONFIDENCE RANGE	CONFIDENCE %	ACTUAL %	FONT
0	O%	50%	Nothing
1	10%	55%	Grey
2	20%	60%	Grey
3	30%	65%	Black
4	40%	70%	Black
5	50%	75%	Bold
6	60%	80%	Bold
7	70%	85%	Bold
8	80%	90%	Bold
9	90%	95%	Bold
10	100%	100%	Bold

Fig. 11C

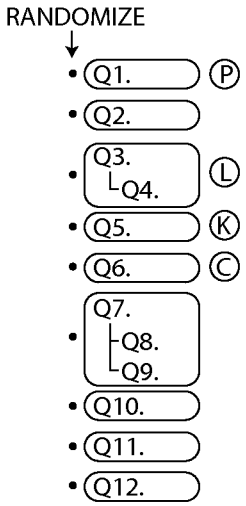


Fig. 12

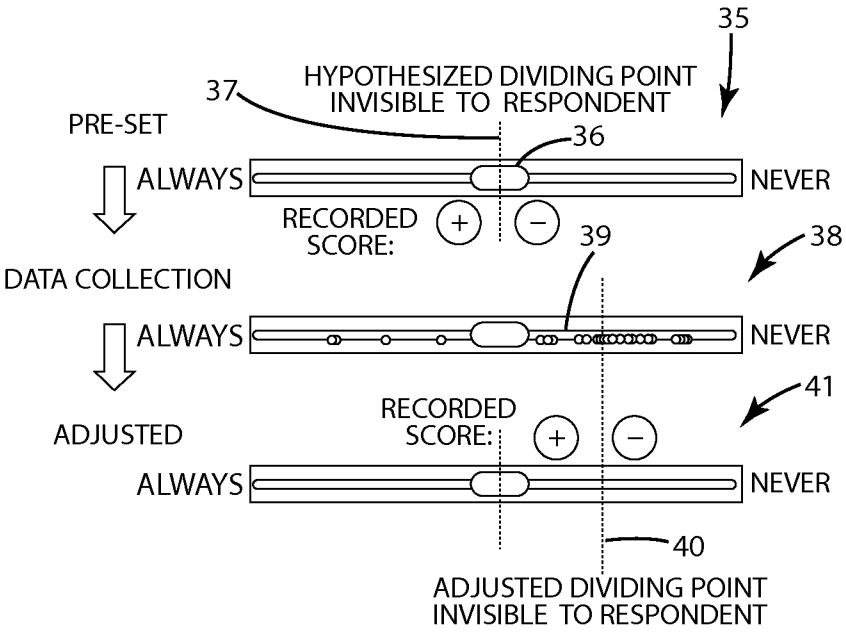


Fig. 13

Q1: (P/People) How you work.
A1.1 P-/ Independent
A1.2 P+/ Interactive

Q2: How you work.
A2.1 Alone
A2.2 Collaborate + in organization + internal to group
A2.3 Collaborate + in organization + external to group
A2.4 Collaborate + out of organization

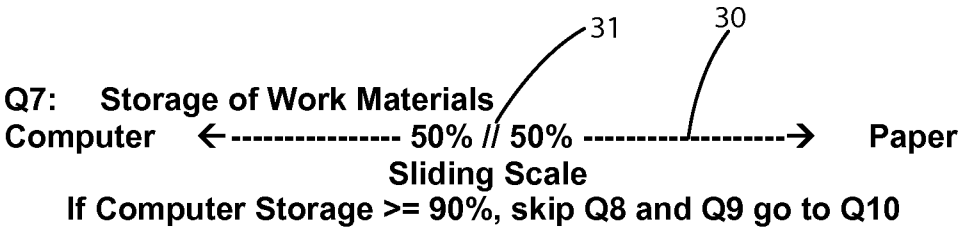
Q3: (L/Place) Where you work.
A3.1 (L+/Fixed) Skip Q4 go to Q5
A3.2 (L+/Fixed) Skip Q4 go to Q5
A3.3 (L-/Internal Mobile) Skip Q4 go to Q5
A3.4 (L-) Time away from office/Where
A3.5 (L-) Time away from office/Where
A3.6 (L-) Time away from office/Where

Q4: (Refine A3.4, A3.5, A3.6)
A4.1 L-/External Mobile
A4.2 L-/Home Based
A4.3 L-/External Mobile
A4.4 L-/External Mobile

Q5: (K/Knowledge)
A5.1 K+/Conceptual
A5.2 K+/Conceptual
A5.3 K-/Concrete
A5.4 K-/Concrete

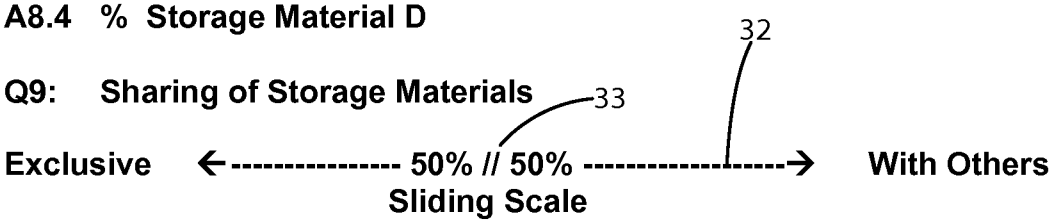
Q6: (C/Control)
A6.1 C+/Internal Control
A6.2 C-/External Control

Fig. 14A



If Computer Storage >= 90%, skip Q8 and Q9 go to Q10

Q8: Storage Materials
A8.1 % Storage Material A
A8.2 % Storage Material B
A8.3 % Storage Material C
A8.4 % Storage Material D



Q10: Confidential Information: Read/Write
A10.1 Frequency A
A10.2 Frequency B
A10.3 Frequency C
A10.4 Frequency D

Q11: Confidential Information: Verbal
A11.1 Frequency A
A11.2 Frequency B
A11.3 Frequency C
A11.4 Frequency D

Q12: Electrical Office Equipment
A12.1 – A12.#

Q13+ Demographic Questions

Fig. 14B

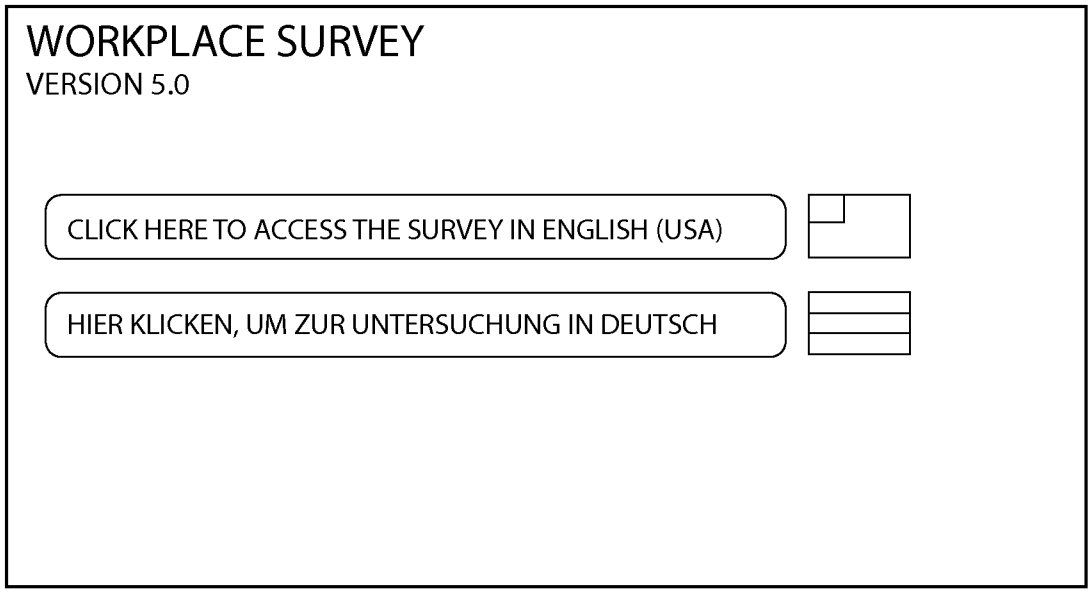


Fig. 14C

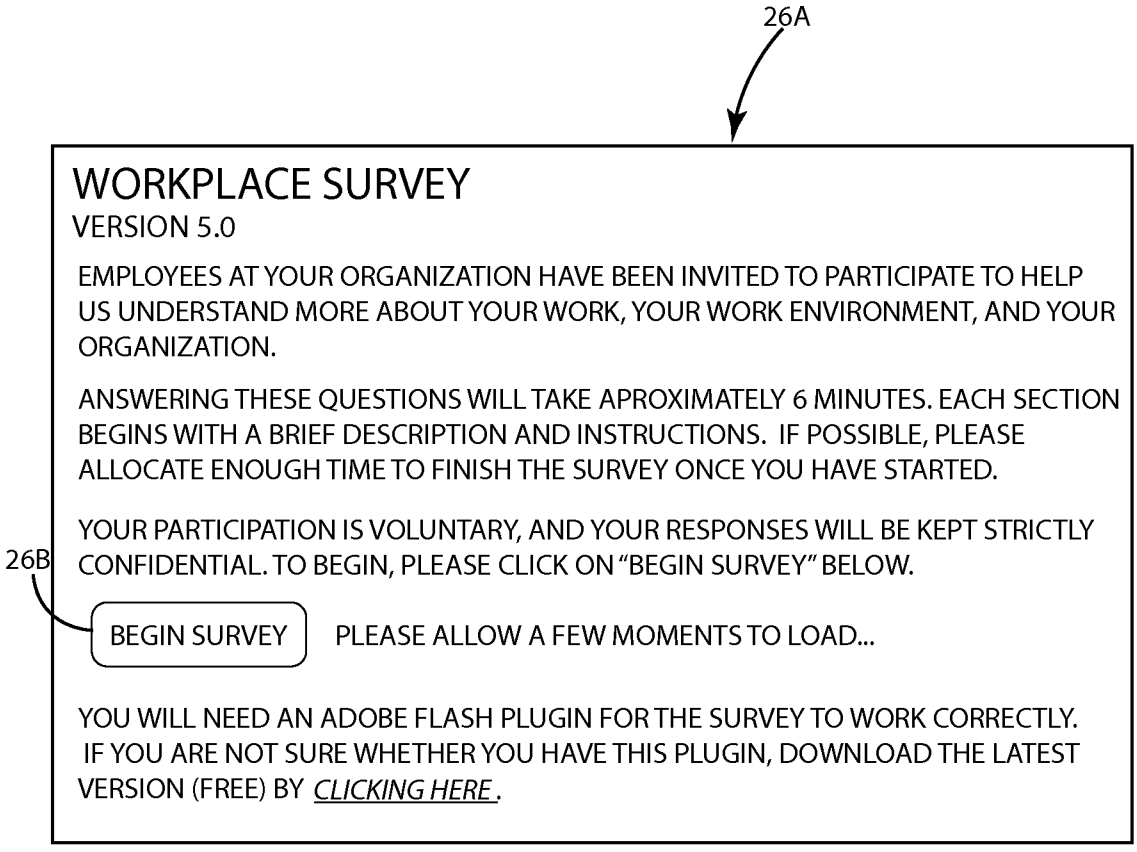


Fig. 14D

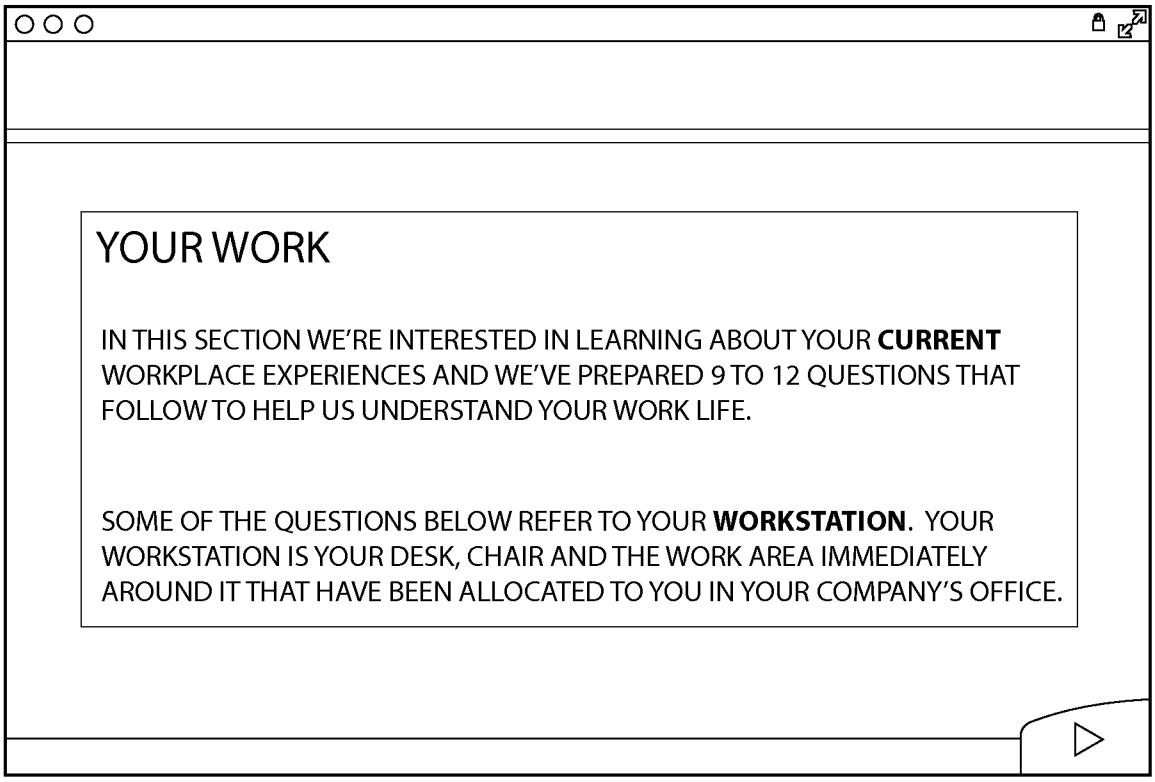


Fig. 14E

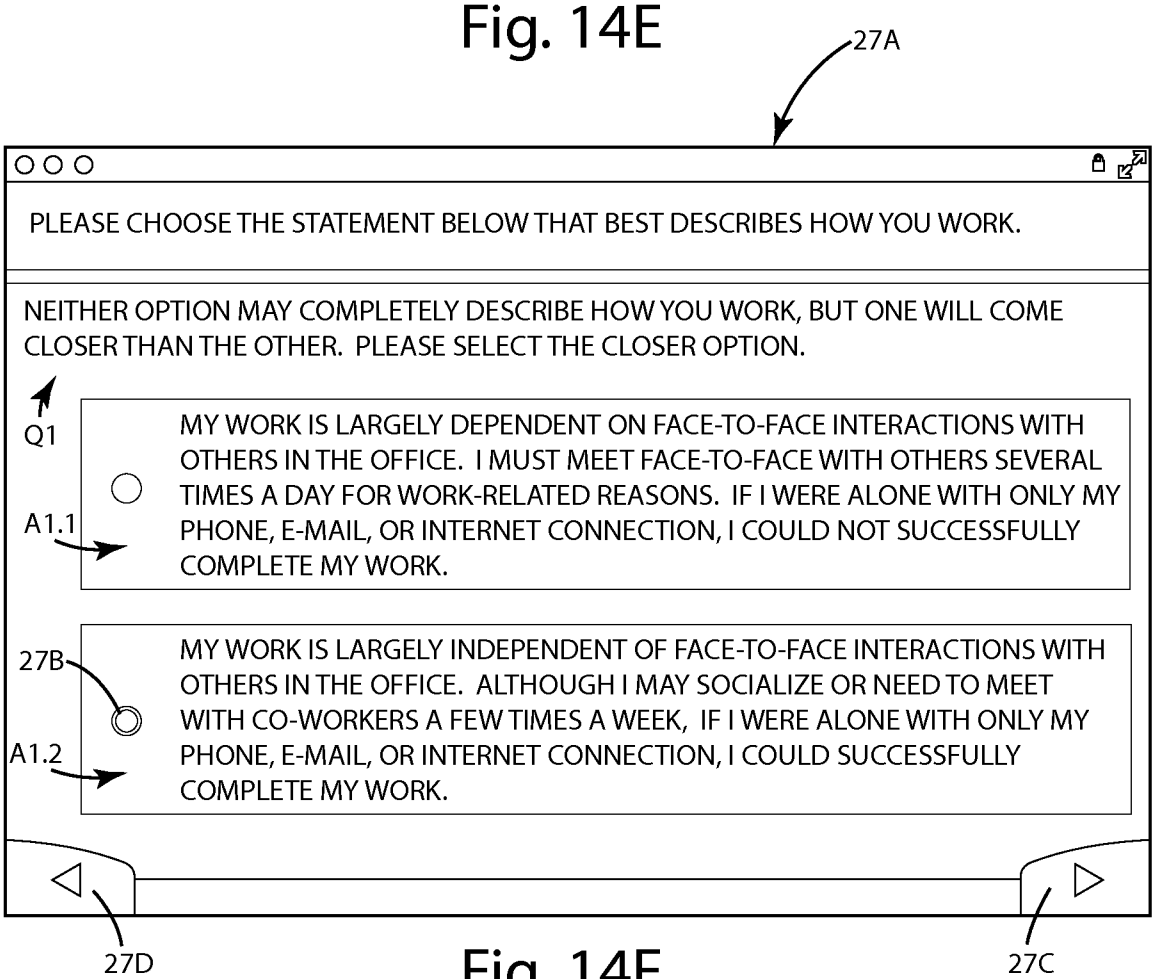


Fig. 14F

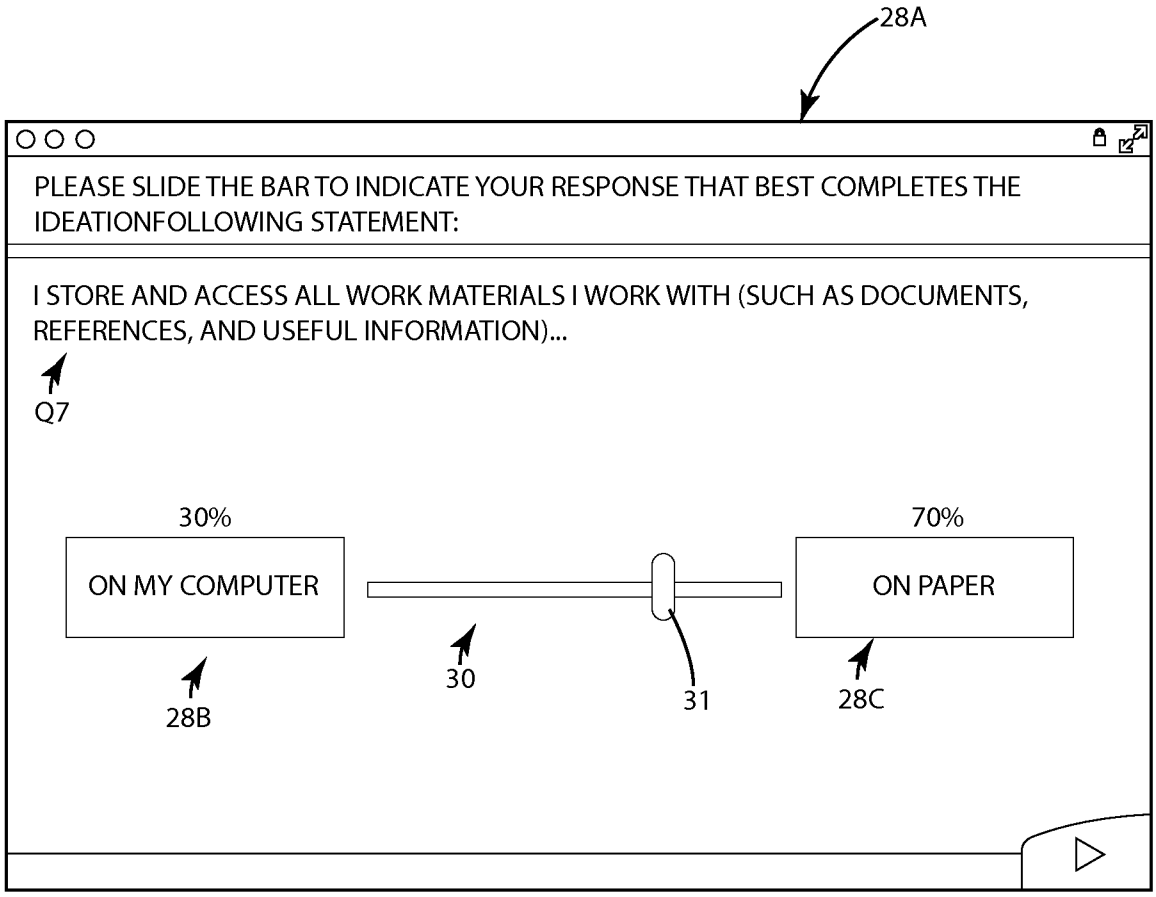


Fig. 14G

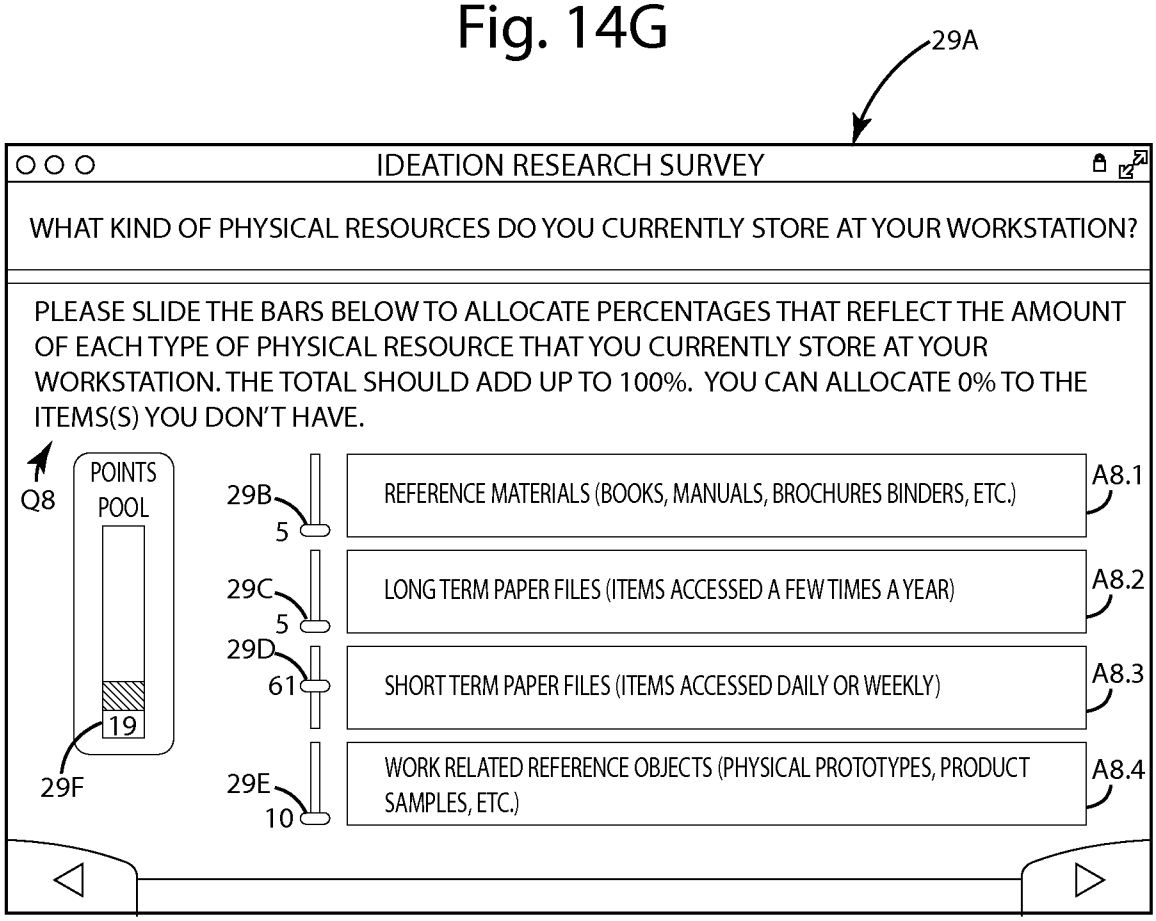


Fig. 14H

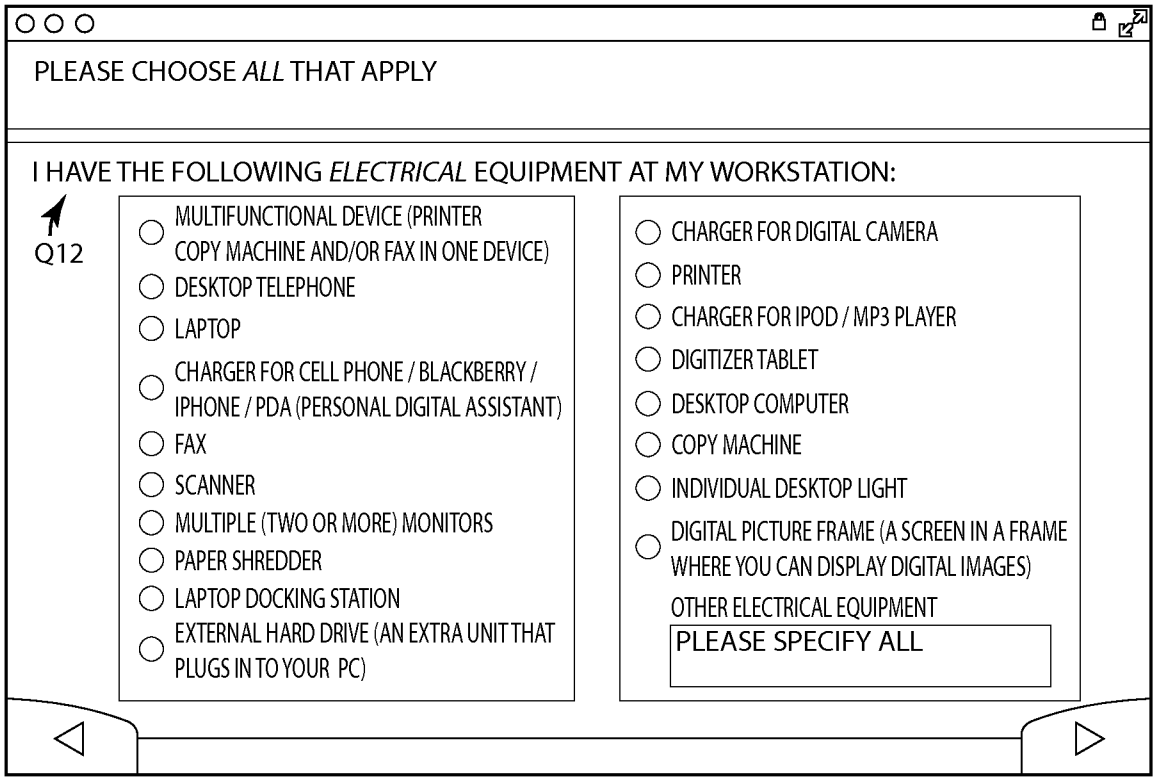


Fig. 14I

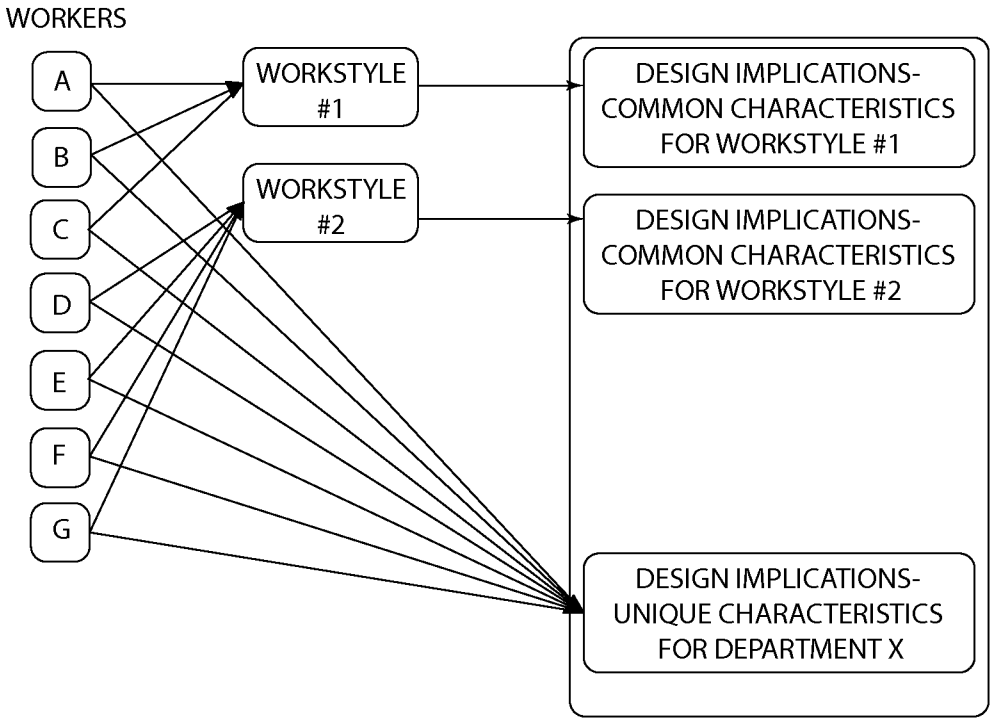


Fig. 15

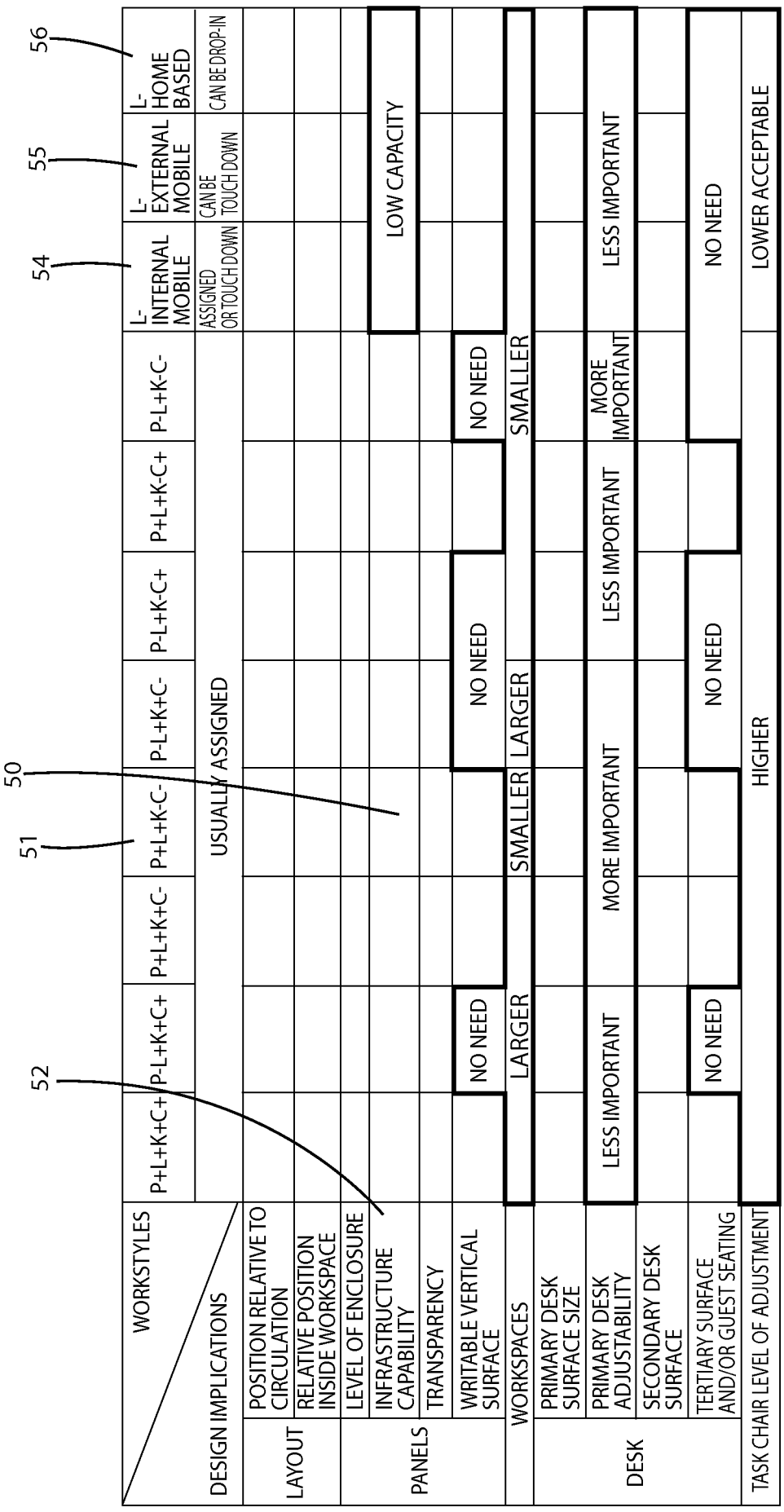

WORKSTYLES
DESIGN IMPLICATIONS
P+L+K+C+
P-L+K+C+
P+L+K+C-
P+L+K-C+
P-L+K+C-
P+L+K-C+
P-L+K+C+
P-L+K-C-
L-INTERNAL MOBILE
L-EXTERNAL MOBILE
L-HOME BASED
ASSIGNED OR TOUCH DOWN
CAN BE TOUCH DOWN
CAN BE DROP-IN
USUALLY ASSIGNED
LOW CAPACITY
NO NEED
SMALLER
LARGER
MORE IMPORTANT
LESS IMPORTANT
HIGHER
LOWER ACCEPTABLE
LAYOUT
POSITION RELATIVE TO CIRCULATION
RELATIVE POSITION INSIDE WORKSPACE
PANELS
LEVEL OF ENCLOSURE
INFRASTRUCTURE CAPABILITY
TRANSPARENCY
WRITABLE VERTICAL SURFACE
WORKSPACES
DESK
PRIMARY DESK SURFACE SIZE
PRIMARY DESK ADJUSTABILITY
SECONDARY DESK SURFACE
TERTIARY SURFACE AND/OR GUEST SEATING
TASK CHAIR LEVEL OF ADJUSTMENT
50
51
52
54
55
56
CONTINUED

Fig. 16A

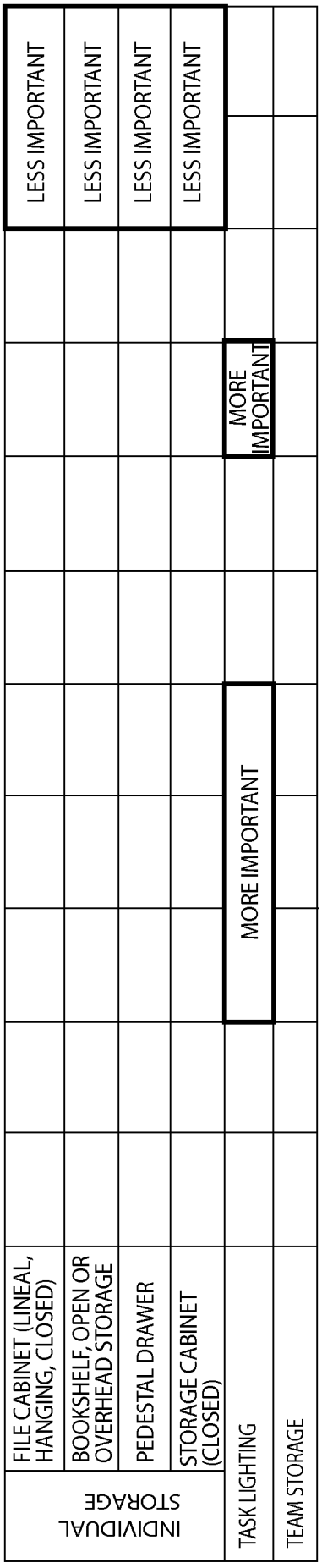

INDIVIDUAL STORAGE
FILE CABINET (LINEAL, HANGING, CLOSED)
BOOKSHELF, OPEN OR OVERHEAD STORAGE
PEDESTAL DRAWER
STORAGE CABINET (CLOSED)
TASK LIGHTING
TEAM STORAGE
LESS IMPORTANT
LESS IMPORTANT
LESS IMPORTANT
LESS IMPORTANT
MORE IMPORTANT
MORE IMPORTANT

Fig. 16B

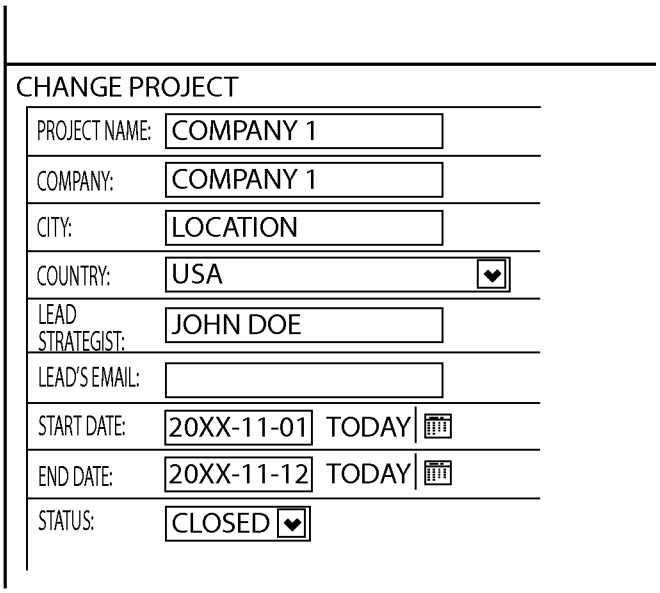
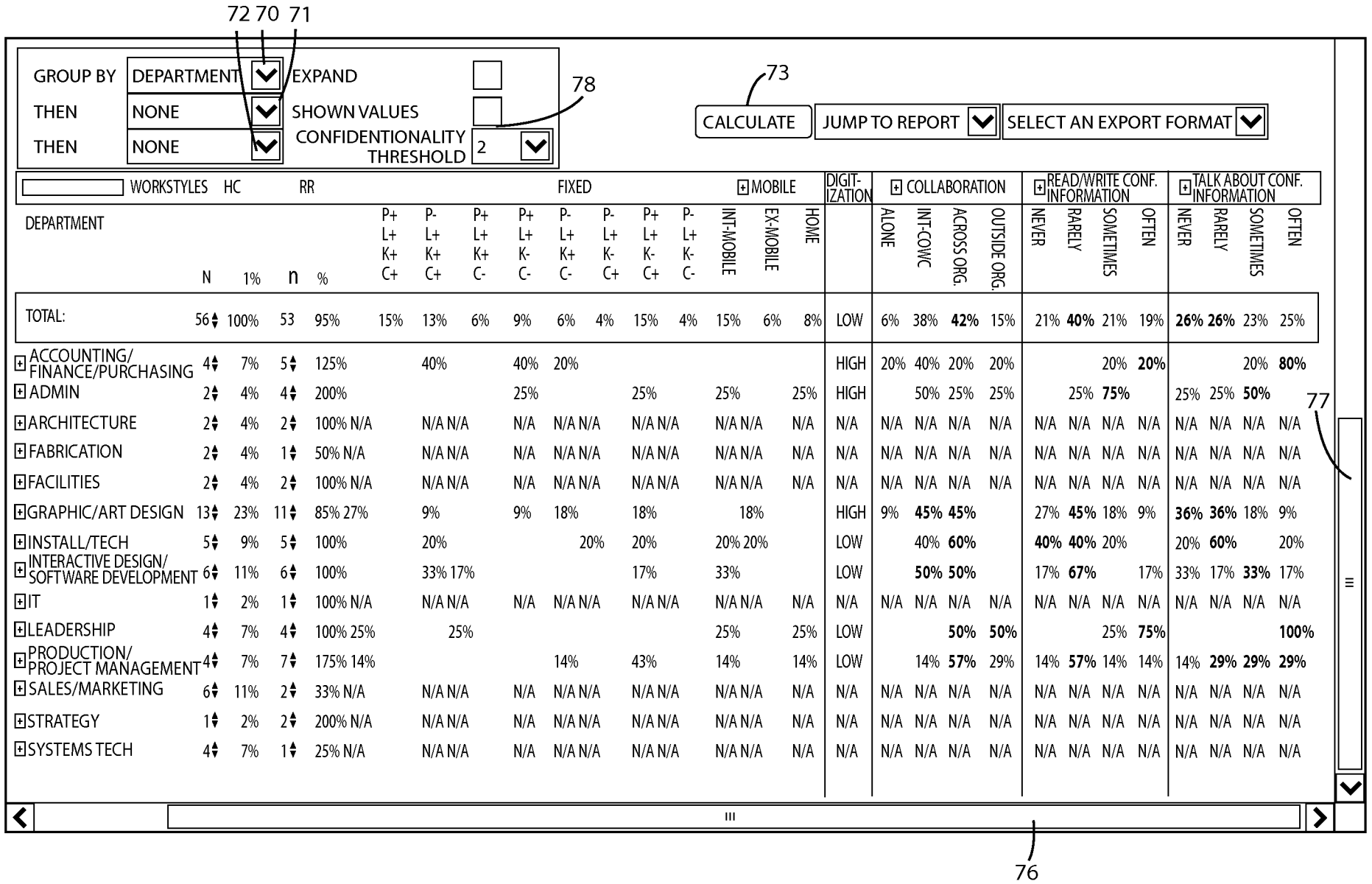


Fig. 17A

WORKSTYLES		
PLKC CODE	N	%
P+L+K+C+	8	15.1%
P+L+K-C+	8	15.1%
INTERNAL MOBILE	8	15.1%
P-L+K+C+	7	13.2%
P+L+K-C-	5	9.4%
HOME BASED	4	7.5%
P-L+K+C-	3	5.7%
EXTERNAL MOBILE	3	5.7%
P+L+K+C-	3	5.7%
P-L+K-C+	2	3.8%
P-L+K-C-	2	3.8%

Fig. 17B

SUBSTITUTE SHEET (RULE 26)



WORKSTYLES	HC		RR		FIXED								MOBILE			DIGIT-IZATION	COLLABORATION				READ/WRITE CONF. INFORMATION				TALK ABOUT CONF. INFORMATION			
DEPARTMENT	N	1%	n	%	P+ L+ K+ C+	P- L+ K+ C+	P+ L+ K+ C-	P+ L+ K- C-	P- L+ K+ C-	P- L+ K- C+	P+ L+ K- C+	P- L+ K- C-	INT-MOBILE	EX-MOBILE	HOME		ALONE	INT-COWC	ACROSS ORG.	OUTSIDE ORG.	NEVER	RARELY	SOMETIMES	OFTEN	NEVER	RARELY	SOMETIMES	OFTEN
TOTAL:	56	100%	53	95%	15%	13%	6%	9%	6%	4%	15%	4%	15%	6%	8%	LOW	6%	38%	**42%**	15%	21%	**40%**	21%	19%	**26%**	**26%**	23%	25%
ACCOUNTING/ FINANCE/PURCHASING	4	7%	5	125%		40%		40%	20%							HIGH	20%	40%	20%	20%			20%	**20%**			20%	**80%**
ADMIN	2	4%	4	200%				25%			25%		25%		25%	HIGH		50%	25%	25%		25%	**75%**		25%	25%	**50%**	
ARCHITECTURE	2	4%	2	100% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FABRICATION	2	4%	1	50% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FACILITIES	2	4%	2	100% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAPHIC/ART DESIGN	13	23%	11	85% 27%		9%		9%	18%		18%		18%			HIGH	9%	**45%**	**45%**		27%	**45%**	18%	9%	**36%**	**36%**	18%	9%
INSTALL/TECH	5	9%	5	100%		20%			20%		20%		20%	20%		LOW		40%	**60%**		**40%**	**40%**	20%		20%	**60%**		20%
INTERACTIVE DESIGN/ SOFTWARE DEVELOPMENT	6	11%	6	100%		33%	17%				17%		33%			LOW		**50%**	**50%**		17%	**67%**		17%	33%	17%	**33%**	17%
IT	1	2%	1	100% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LEADERSHIP	4	7%	4	100% 25%			25%						25%		25%	LOW			**50%**	**50%**			25%	**75%**				**100%**
PRODUCTION/ PROJECT MANAGEMENT	4	7%	7	175% 14%					14%		43%		14%		14%	LOW		14%	**57%**	29%	14%	**57%**	14%	14%	14%	**29%**	**29%**	**29%**
SALES/MARKETING	6	11%	2	33% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STRATEGY	1	2%	2	200% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SYSTEMS TECH	4	7%	1	25% N/A		N/A N/A		N/A	N/A N/A		N/A N/A		N/A N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fig. 18

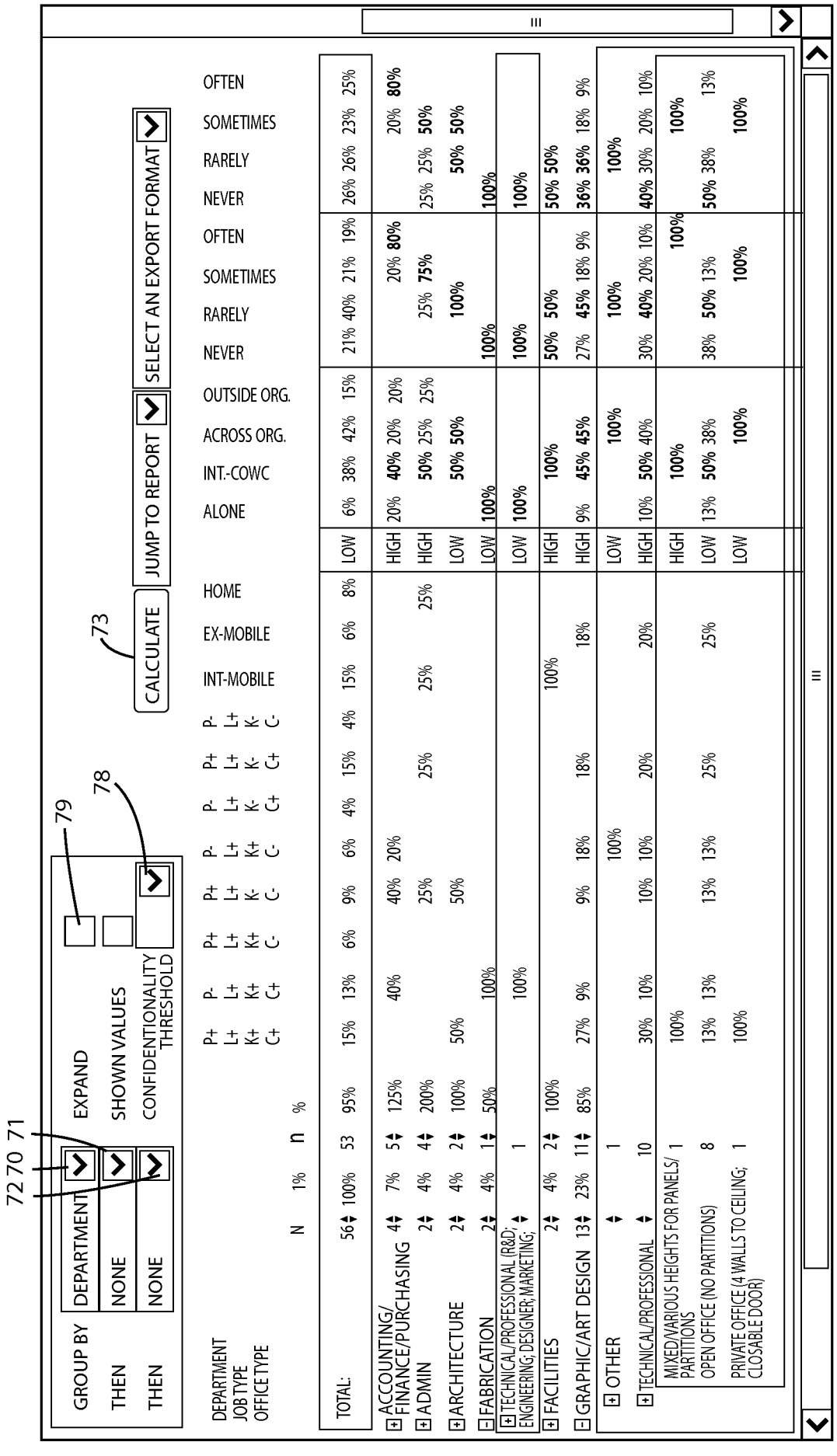

GROUP BY
DEPARTMENT
THEN
NONE
THEN
NONE
EXPAND
SHOWN VALUES
CONFIDENTIALITY THRESHOLD
CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
72
70
71
73
78
79
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
1%
n
%
P+ L+ K+ C+
P- L+ K+ C+
P+ L+ K+ C-
P- L+ K+ C-
P+ L+ K- C+
P- L+ K- C+
P+ L+ K- C-
P- L+ K- C-
HOME
EX-MOBILE
INT-MOBILE
OFTEN
SOMETIMES
RARELY
NEVER
OFTEN
SOMETIMES
RARELY
NEVER
OUTSIDE ORG.
ACROSS ORG.
INT.-COWC
ALONE
TOTAL: 56 100% 53 95% 15% 13% 6% 9% 6% 4% 15% 4% 15% 6% 8% LOW 6% 38% 42% 15% 21% 40% 21% 19% 26% 26% 23% 25%
ACCOUNTING/ FINANCE/PURCHASING 4 7% 5 125% 40% 40% 20% HIGH 20% 40% 20% 20% 20% 80% 20% 80%
ADMIN 2 4% 4 200% 25% 25% HIGH 50% 25% 25% 25% 75% 25% 25% 50% 50%
ARCHITECTURE 2 4% 2 100% 50% 50% LOW 50% 50% 100% 50% 50%
FABRICATION 2 4% 1 50% 100% LOW 100% 100% 100%
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING; 1 100% LOW 100% 100% 100%
FACILITIES 2 4% 2 100% 100% HIGH 100% 50% 50% 50% 50%
GRAPHIC/ART DESIGN 13 23% 11 85% 27% 9% 9% 18% 18% 18% HIGH 9% 45% 45% 27% 45% 18% 9% 36% 36% 18% 9%
OTHER 1 100% LOW 100% 100% 100%
TECHNICAL/PROFESSIONAL 10 30% 10% 10% 10% 20% 20% HIGH 10% 50% 40% 30% 40% 20% 10% 40% 30% 20% 10%
MIXED/VARIOUS HEIGHTS FOR PANELS/ PARTITIONS 1 100% HIGH 100% 100% 100%
OPEN OFFICE (NO PARTITIONS) 8 13% 13% 13% 13% 25% 25% LOW 13% 50% 38% 38% 50% 13% 50% 38% 13%
PRIVATE OFFICE (4 WALLS TO CEILING; CLOSABLE DOOR) 1 100% LOW 100% 100% 100%

Fig. 19

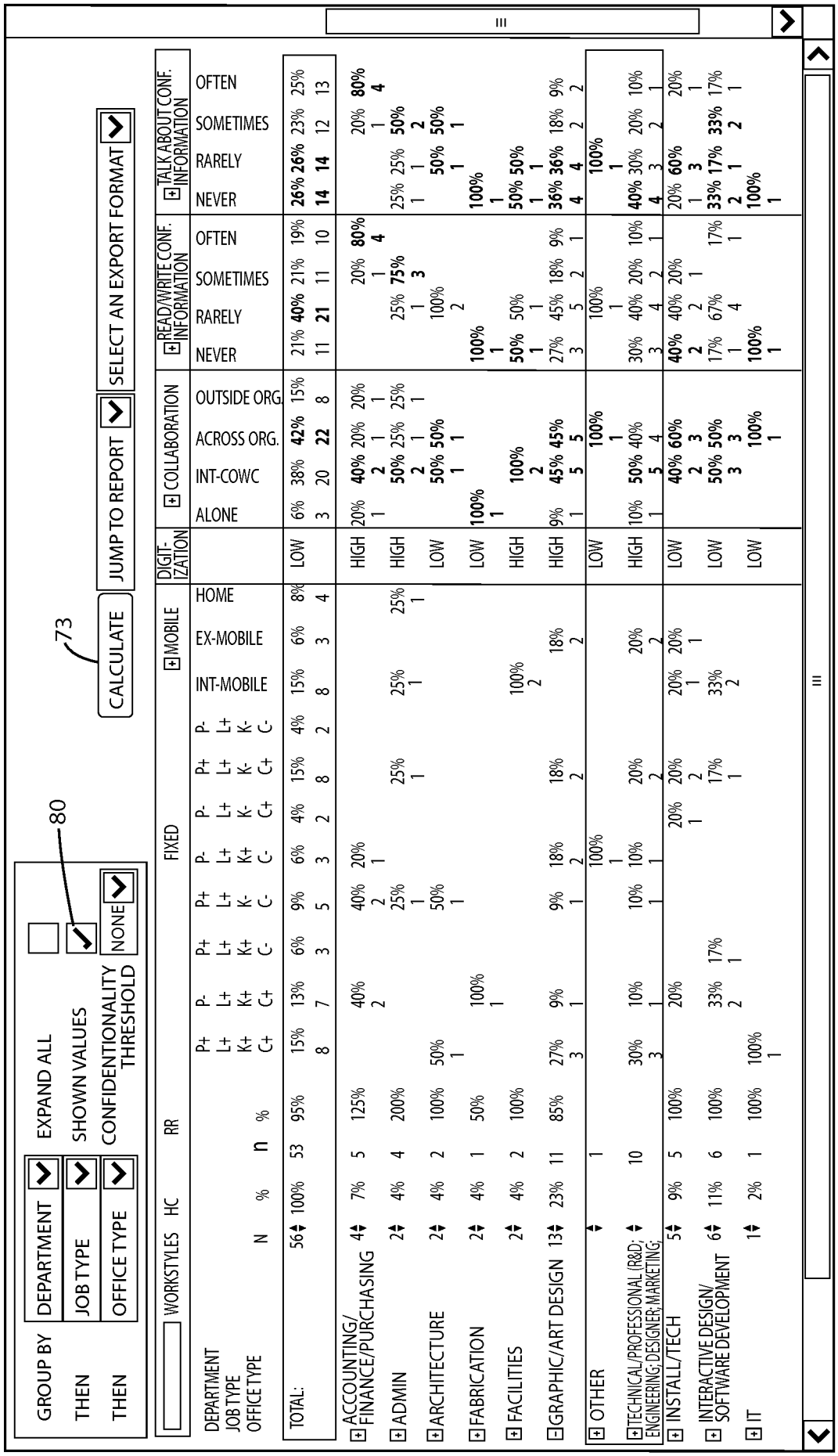

GROUP BY
DEPARTMENT
EXPAND ALL
THEN
JOB TYPE
SHOWN VALUES
80
THEN
OFFICE TYPE
CONFIDENTIALITY THRESHOLD
NONE
73
CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
WORKSTYLES
HC
RR
FIXED
MOBILE
DIGIT-IZATION
COLLABORATION
READ/WRITE CONF. INFORMATION
TALK ABOUT CONF. INFORMATION
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
%
n
%
P+ L+ K+ C+
P- L+ K+ C-
P+ L+ K- C-
P- L+ K+ C+
P+ L+ K- C+
P- L+ K- C-
HOME
EX-MOBILE
INT-MOBILE
ALONE
INT-COWC
ACROSS ORG.
OUTSIDE ORG.
NEVER
RARELY
SOMETIMES
OFTEN
TOTAL:
ACCOUNTING/ FINANCE/PURCHASING
ADMIN
ARCHITECTURE
FABRICATION
FACILITIES
GRAPHIC/ART DESIGN
OTHER
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
INSTALL/TECH
INTERACTIVE DESIGN/ SOFTWARE DEVELOPMENT
IT

Fig. 20

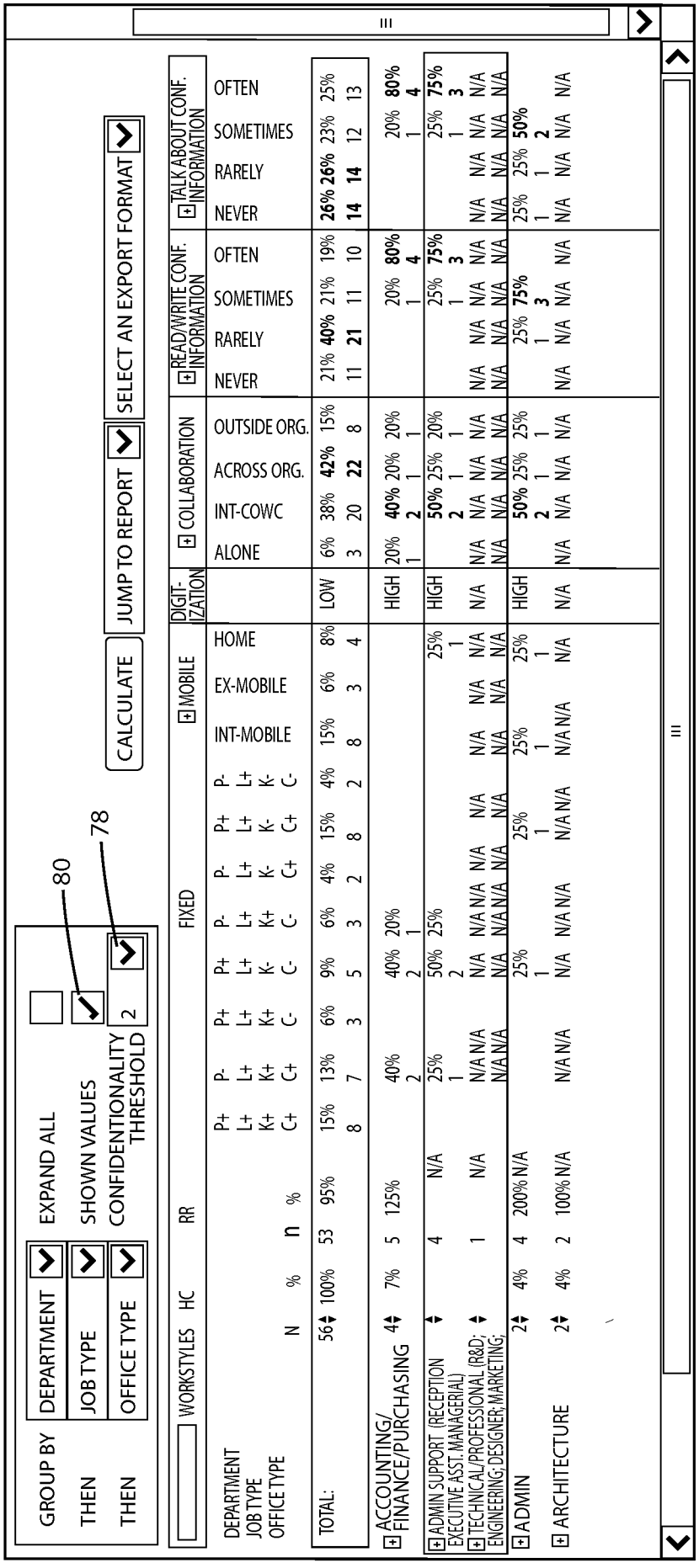

GROUP BY
DEPARTMENT
EXPAND ALL
THEN
JOB TYPE
SHOWN VALUES
THEN
OFFICE TYPE
CONFIDENTIONALITY THRESHOLD
2
80
78
CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
WORKSTYLES
HC
RR
FIXED
MOBILE
DIGIT-IZATION
COLLABORATION
READ/WRITE CONF. INFORMATION
TALK ABOUT CONF. INFORMATION
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
%
n
%
P+ L+ K+ C+
P- L+ K+ C+
P+ L+ K- C-
P+ L+ K- C+
P- L+ K+ C-
P- L+ K- C+
P+ L+ K- K-
P- L+ K- C-
INT-MOBILE
EX-MOBILE
HOME
ALONE
INT-COWC
ACROSS ORG.
OUTSIDE ORG.
NEVER
RARELY
SOMETIMES
OFTEN
TOTAL:
ACCOUNTING/ FINANCE/PURCHASING
ADMIN SUPPORT (RECEPTION EXECUTIVE ASST. MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
ADMIN
ARCHITECTURE

Fig. 21

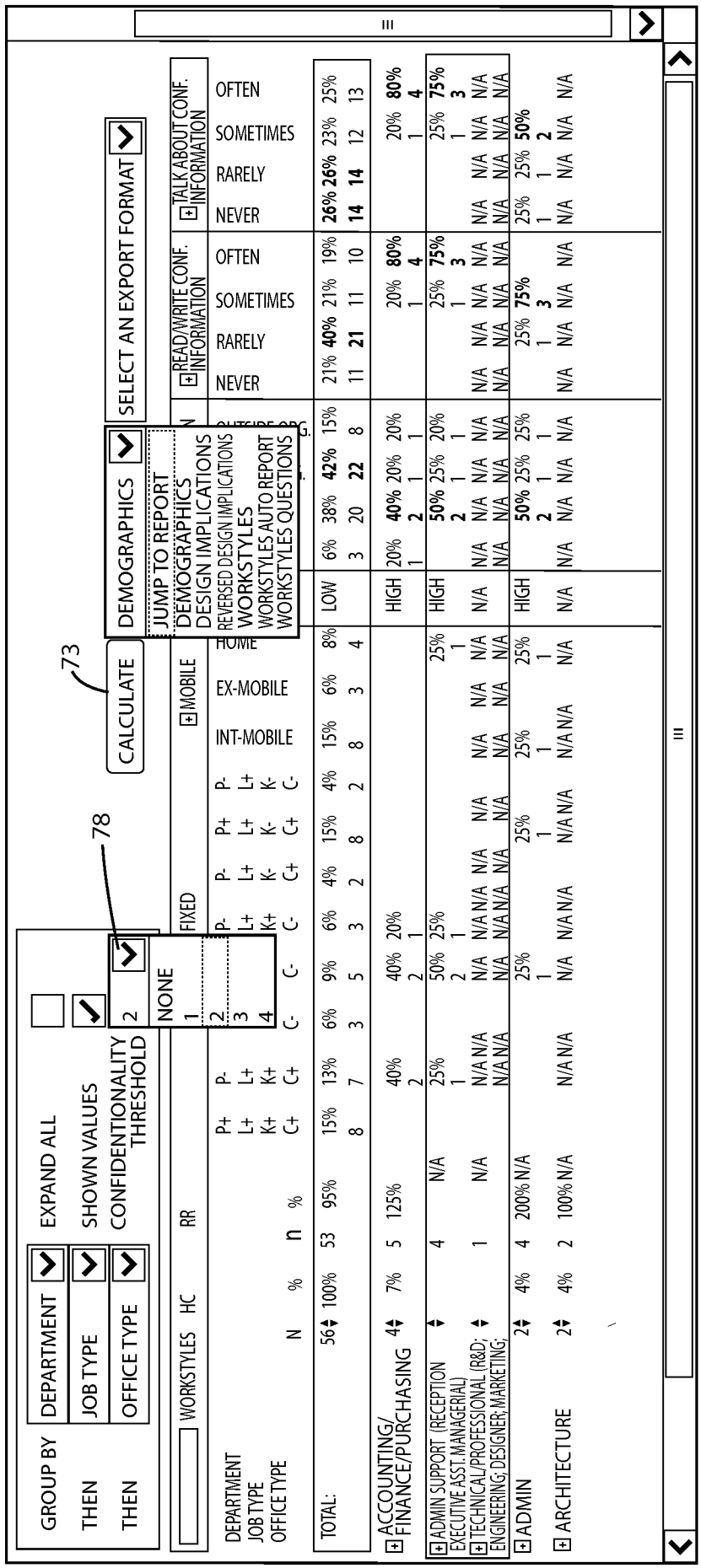

GROUP BY
DEPARTMENT
EXPAND ALL
THEN
JOB TYPE
SHOWN VALUES
THEN
OFFICE TYPE
CONFIDENTIONALITY THRESHOLD
2
NONE
1
2
3
4
78
CALCULATE
73
DEMOGRAPHICS
SELECT AN EXPORT FORMAT
JUMP TO REPORT
DEMOGRAPHICS
DESIGN IMPLICATIONS
REVERSED DESIGN IMPLICATIONS
WORKSTYLES
WORKSTYLES AUTO REPORT
WORKSTYLES QUESTIONS
WORKSTYLES
HC
RR
FIXED
MOBILE
HOME
EX-MOBILE
INT-MOBILE
READ/WRITE CONF. INFORMATION
TALK ABOUT CONF. INFORMATION
OFTEN
SOMETIMES
RARELY
NEVER
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
%
n
%
TOTAL:
ACCOUNTING/ FINANCE/PURCHASING
ADMIN SUPPORT (RECEPTION EXECUTIVE ASST, MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
ADMIN
ARCHITECTURE

Fig. 22

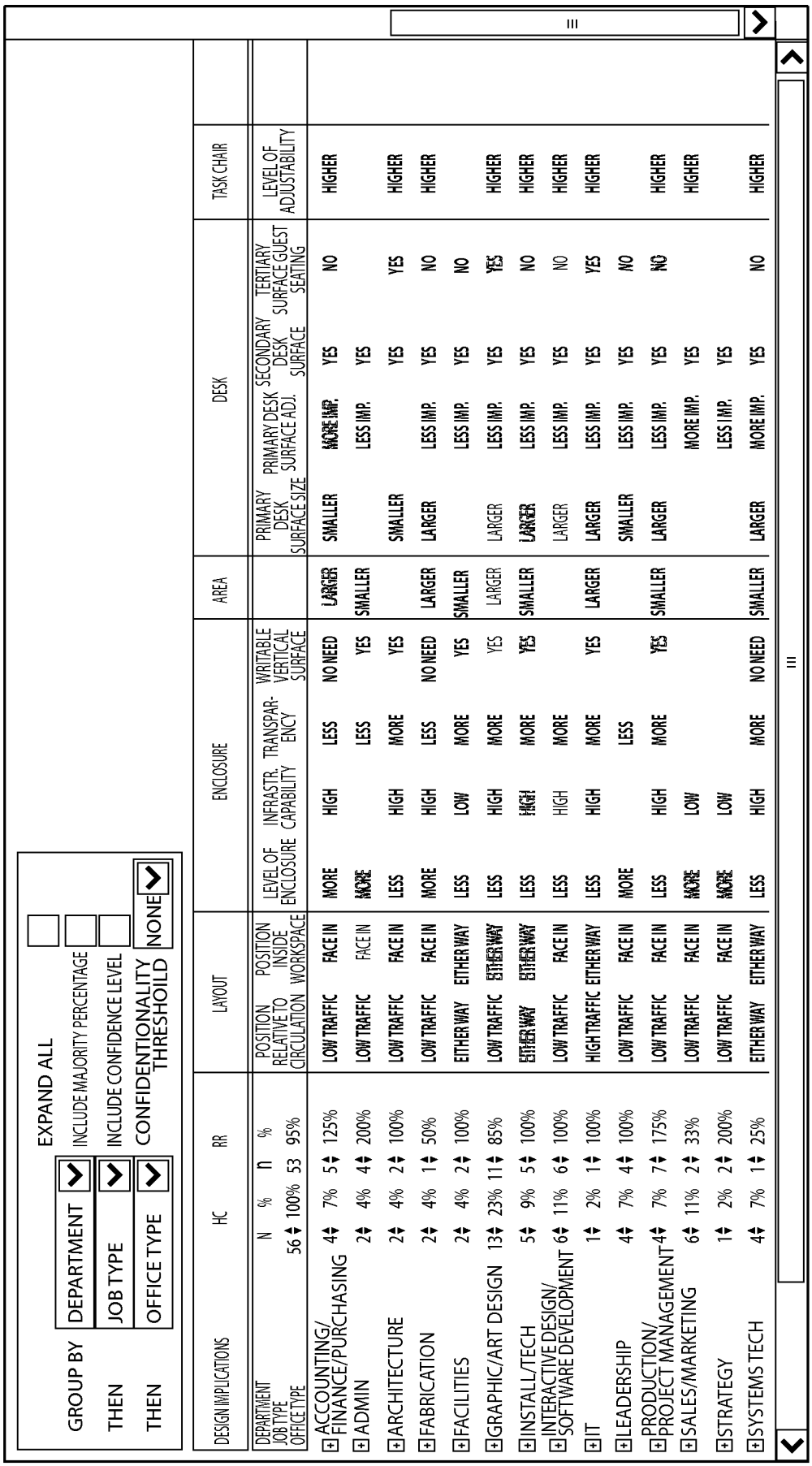

GROUP BY
DEPARTMENT
THEN
JOB TYPE
THEN
OFFICE TYPE
EXPAND ALL
INCLUDE MAJORITY PERCENTAGE
INCLUDE CONFIDENCE LEVEL
CONFIDENTIONALITY THRESHOILD
NONE
DESIGN IMPLICATIONS
HC
RR
LAYOUT
ENCLOSURE
AREA
DESK
TASK CHAIR
DEPARTMENT JOB TYPE OFFICE TYPE
N
%
n
%
POSITION RELATIVE TO CIRCULATION
POSITION INSIDE WORKSPACE
LEVEL OF ENCLOSURE
INFRASTR. CAPABILITY
TRANSPAR-ENCY
WRITABLE VERTICAL SURFACE
PRIMARY DESK SURFACE SIZE
PRIMARY DESK SURFACE ADJ.
SECONDARY DESK SURFACE
TERTIARY SURFACE GUEST SEATING
LEVEL OF ADJUSTABILITY
56 100% 53 95%
ACCOUNTING/ FINANCE/PURCHASING 4 7% 5 125% LOW TRAFFIC FACE IN MORE HIGH LESS NO NEED SMALLER MORE IMP. YES NO HIGHER
ADMIN 2 4% 4 200% LOW TRAFFIC FACE IN MORE LESS YES SMALLER LESS IMP. YES
ARCHITECTURE 2 4% 2 100% LOW TRAFFIC FACE IN LESS HIGH MORE YES SMALLER YES YES HIGHER
FABRICATION 2 4% 1 50% LOW TRAFFIC FACE IN MORE HIGH LESS NO NEED LARGER LESS IMP. YES NO HIGHER
FACILITIES 2 4% 2 100% EITHER WAY EITHER WAY LESS LOW MORE YES SMALLER LESS IMP. YES NO
GRAPHIC/ART DESIGN 13 23% 11 85% LOW TRAFFIC EITHER WAY LESS HIGH MORE YES LARGER LARGER LESS IMP. YES YES HIGHER
INSTALL/TECH 5 9% 5 100% EITHER WAY EITHER WAY LESS HIGH MORE YES SMALLER LARGER LESS IMP. YES NO HIGHER
INTERACTIVE DESIGN/ SOFTWARE DEVELOPMENT 6 11% 6 100% LOW TRAFFIC FACE IN LESS HIGH MORE LARGER LESS IMP. YES NO HIGHER
IT 1 2% 1 100% HIGH TRAFFIC EITHER WAY LESS HIGH MORE YES LARGER LARGER LESS IMP. YES YES HIGHER
LEADERSHIP 4 7% 4 100% LOW TRAFFIC FACE IN MORE LESS SMALLER LESS IMP. YES NO
PRODUCTION/ PROJECT MANAGEMENT 4 7% 7 175% LOW TRAFFIC FACE IN LESS HIGH MORE YES SMALLER LARGER LESS IMP. YES NO HIGHER
SALES/MARKETING 6 11% 2 33% LOW TRAFFIC FACE IN MORE LOW MORE IMP. YES HIGHER
STRATEGY 1 2% 2 200% LOW TRAFFIC FACE IN MORE LOW LESS IMP. YES
SYSTEMS TECH 4 7% 1 25% EITHER WAY EITHER WAY LESS HIGH MORE NO NEED SMALLER LARGER MORE IMP. YES NO HIGHER

Fig. 23A

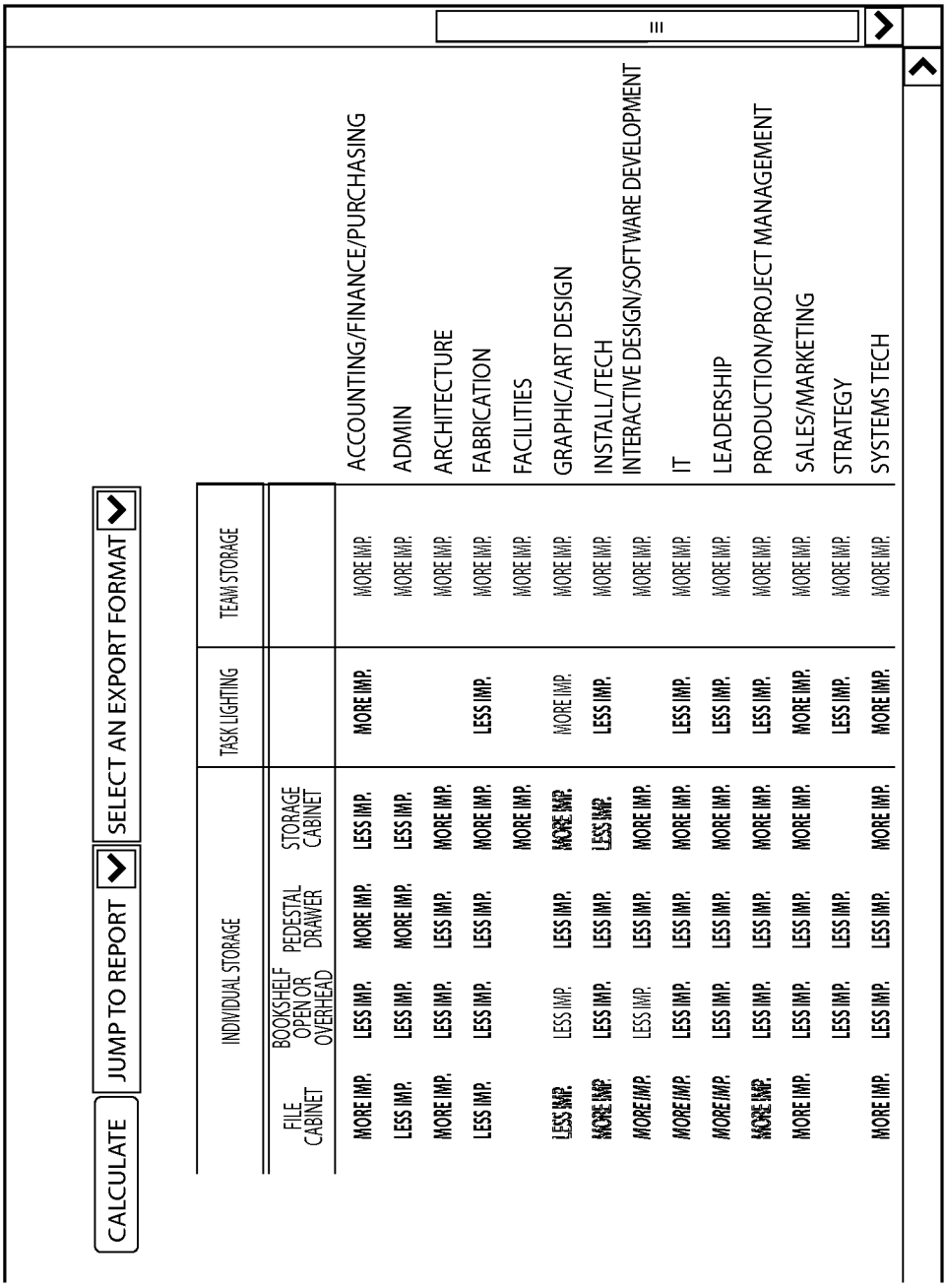

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
INDIVIDUAL STORAGE
FILE CABINET
BOOKSHELF OPEN OR OVERHEAD
PEDESTAL DRAWER
STORAGE CABINET
TASK LIGHTING
TEAM STORAGE
MORE IMP.
LESS IMP.
ACCOUNTING/FINANCE/PURCHASING
ADMIN
ARCHITECTURE
FABRICATION
FACILITIES
GRAPHIC/ART DESIGN
INSTALL/TECH
INTERACTIVE DESIGN/SOFTWARE DEVELOPMENT
IT
LEADERSHIP
PRODUCTION/PROJECT MANAGEMENT
SALES/MARKETING
STRATEGY
SYSTEMS TECH

Fig. 23B

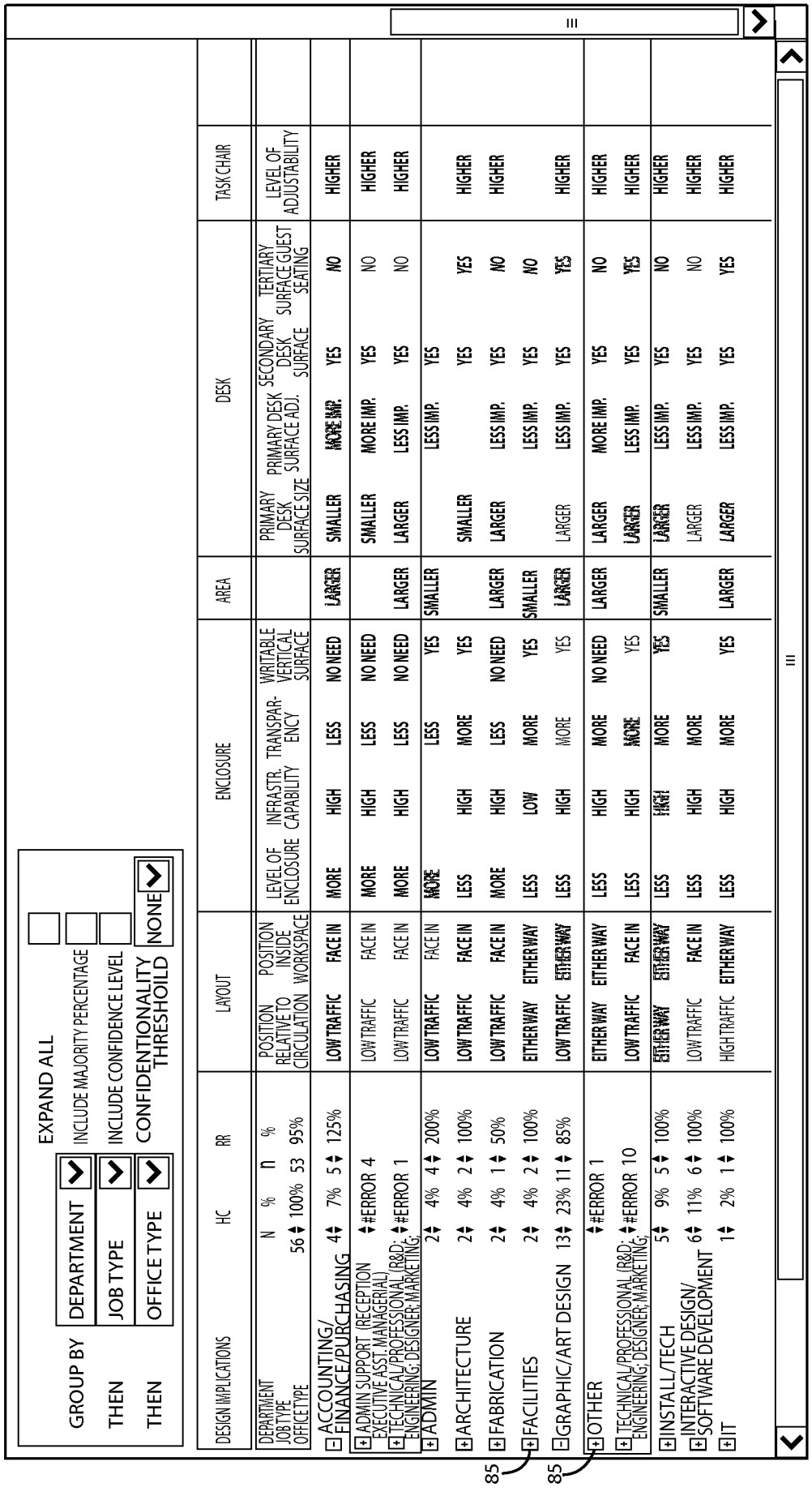

EXPAND ALL
GROUP BY
DEPARTMENT
THEN
JOB TYPE
THEN
OFFICE TYPE
INCLUDE MAJORITY PERCENTAGE
INCLUDE CONFIDENCE LEVEL
CONFIDENTIONALITY THRESHOLD
NONE
DESIGN IMPLICATIONS
HC
RR
LAYOUT
ENCLOSURE
AREA
DESK
TASK CHAIR
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
%
n
%
POSITION RELATIVE TO CIRCULATION
POSITION INSIDE WORKSPACE
LEVEL OF ENCLOSURE
INFRASTR. CAPABILITY
TRANSPAR-ENCY
WRITABLE VERTICAL SURFACE
PRIMARY DESK SURFACE SIZE
PRIMARY DESK SURFACE ADJ.
SECONDARY DESK SURFACE
TERTIARY SURFACE GUEST SEATING
LEVEL OF ADJUSTABILITY
ACCOUNTING/ FINANCE/PURCHASING
ADMIN SUPPORT (RECEPTION EXECUTIVE ASST; MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
ADMIN
ARCHITECTURE
FABRICATION
FACILITIES
GRAPHIC/ART DESIGN
OTHER
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
INSTALL/TECH
INTERACTIVE DESIGN/ SOFTWARE DEVELOPMENT
IT
85
85

Fig. 24A

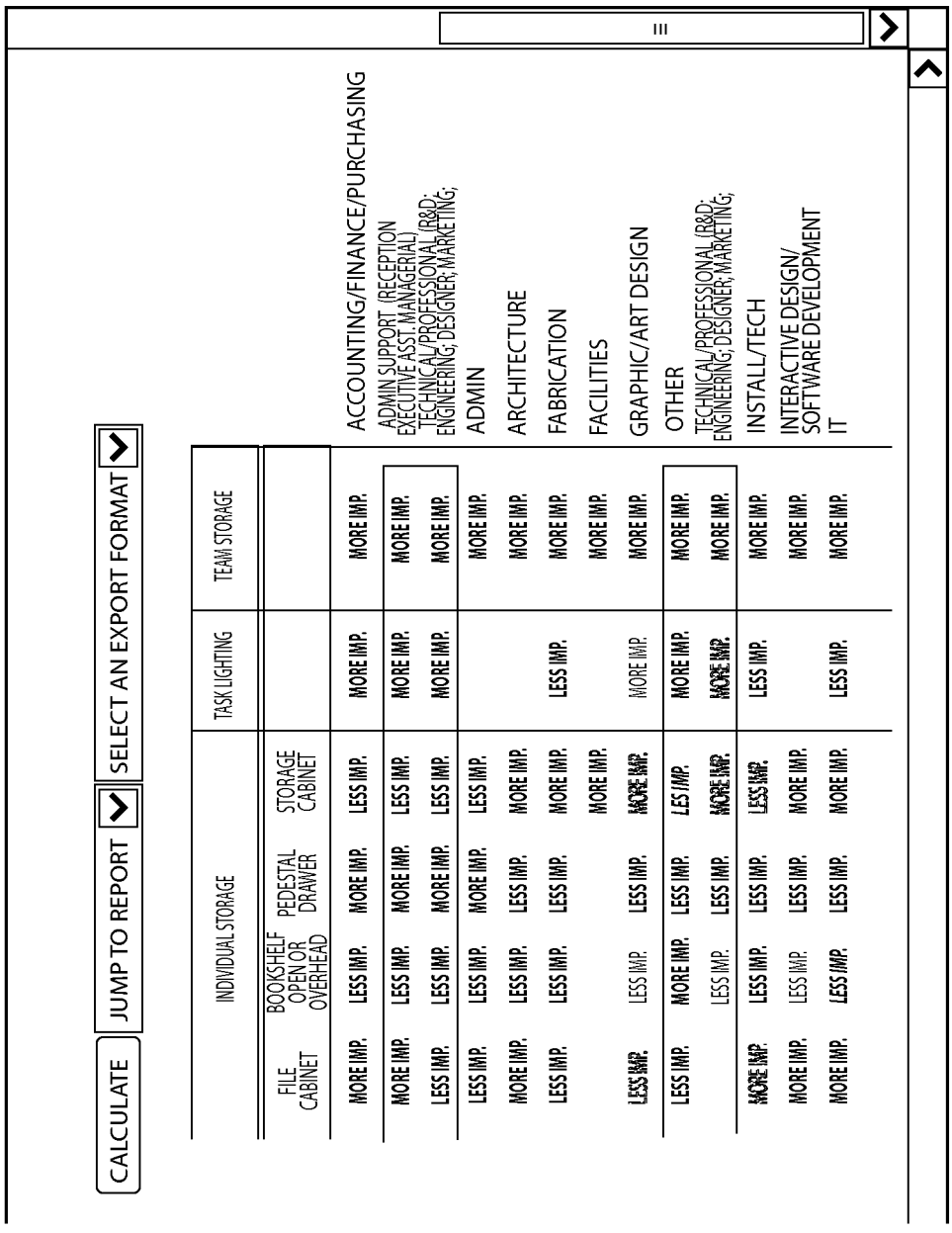

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
INDIVIDUAL STORAGE
FILE CABINET
BOOKSHELF OPEN OR OVERHEAD
PEDESTAL DRAWER
STORAGE CABINET
TASK LIGHTING
TEAM STORAGE
MORE IMP. LESS IMP. MORE IMP. LESS IMP. MORE IMP.
MORE IMP. LESS IMP. MORE IMP. LESS IMP. MORE IMP.
LESS IMP. LESS IMP. MORE IMP. LESS IMP. MORE IMP.
LESS IMP. LESS IMP. MORE IMP. LESS IMP. MORE IMP.
MORE IMP. LESS IMP. LESS IMP. MORE IMP. MORE IMP.
LESS IMP. LESS IMP. LESS IMP. MORE IMP. MORE IMP.
LESS IMP. LESS IMP. MORE IMP. MORE IMP.
LESS IMP. LESS IMP. LESS IMP. MORE IMP. MORE IMP.
LESS IMP. MORE IMP. LESS IMP. LESS IMP. MORE IMP.
LESS IMP. LESS IMP. MORE IMP. MORE IMP.
LESS IMP. LESS IMP. LESS IMP. LESS IMP. MORE IMP.
MORE IMP. LESS IMP. LESS IMP. MORE IMP. MORE IMP.
MORE IMP. LESS IMP. LESS IMP. MORE IMP. MORE IMP.
ACCOUNTING/FINANCE/PURCHASING
ADMIN SUPPORT (RECEPTION EXECUTIVE ASST; MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
ADMIN
ARCHITECTURE
FABRICATION
FACILITIES
GRAPHIC/ART DESIGN
OTHER
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
INSTALL/TECH
INTERACTIVE DESIGN/ SOFTWARE DEVELOPMENT
IT

Fig. 24B


EXPAND ALL
GROUP BY
DEPARTMENT
THEN
JOB TYPE
THEN
OFFICE TYPE
INCLUDE MAJORITY PERCENTAGE
INCLUDE CONFIDENCE LEVEL
CONFIDENTIONALITY THRESHOLD
NONE
85
86
DESIGN IMPLICATIONS
HC
RR
LAYOUT
ENCLOSURE
WORKSPACE AREA
DESK
TASK CHAIR
DEPARTMENT
JOB TYPE
OFFICE TYPE
N
%
n
%
POSITION RELATIVE TO CIRCULATION
POSITION INSIDE WORKSPACE
LEVEL OF ENCLOSURE
INFRASTR. CAPABILITY
TRANSPAR-ENCY
WRITABLE VERTICAL SURFACE
PRIMARY DESK SURFACE SIZE
PRIMARY DESK SURFACE ADJ.
SECONDARY DESK SURFACE
TERTIARY SURFACE GUEST SEATING
LEVEL OF ADJUSTABILITY
ACCOUNTING/ FINANCE/PURCHASING
56 100% 53 95%
4 7% 5 125%
LOW TRAFFIC
FACE IN
MORE
HIGH
LESS
NO NEED
LARGER
SMALLER
MORE IMP.
YES
NO
HIGHER
ADMIN SUPPORT (RECEPTION #ERROR 4
EXECUTIVE ASST. MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; #ERROR 1
ENGINEERING; DESIGNER; MARKETING;
ADMIN
2 4% 4 200%
FACE IN
LESS
YES
SMALLER
LESS IMP.

Fig. 25A

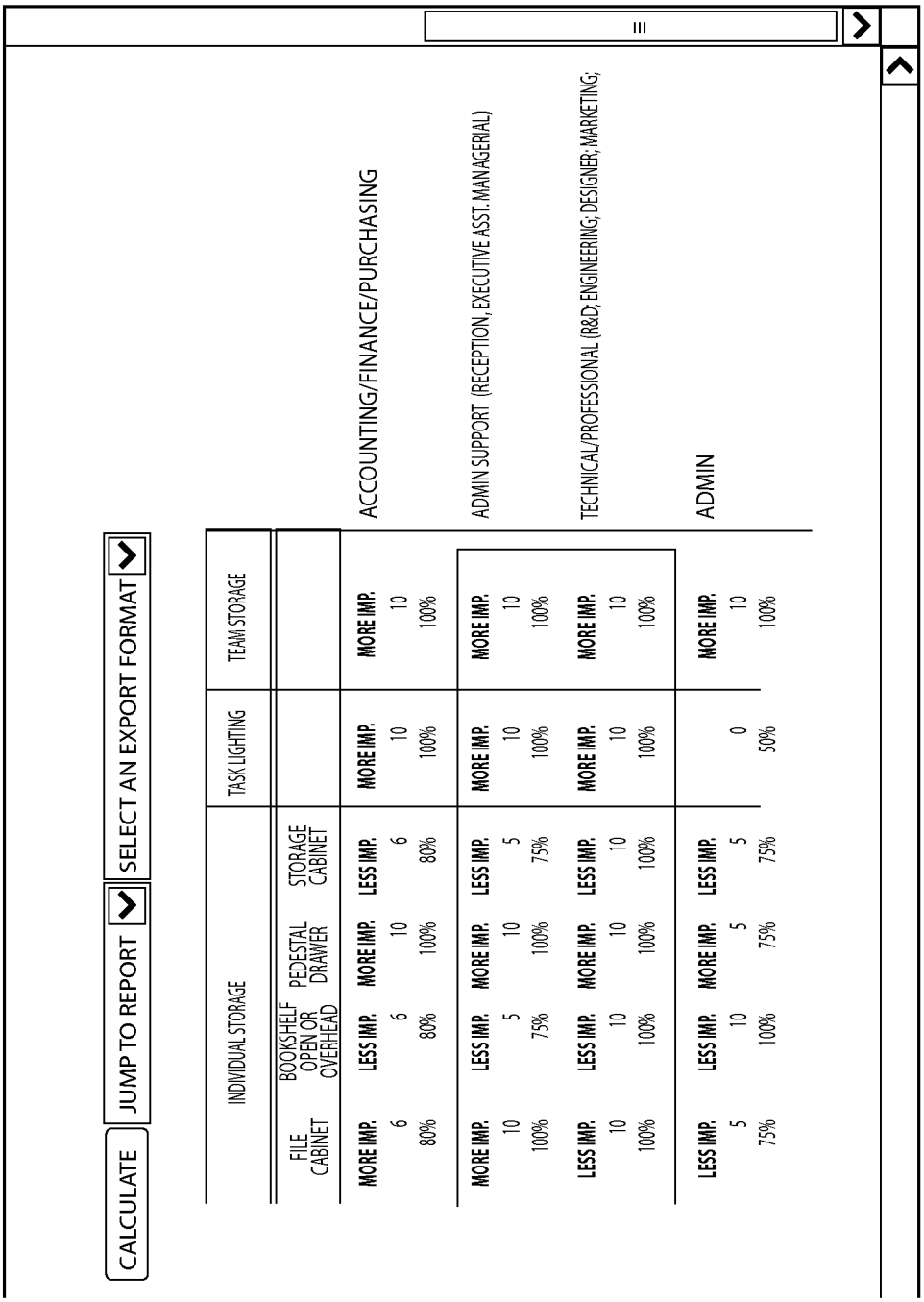

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
INDIVIDUAL STORAGE
FILE CABINET
BOOKSHELF OPEN OR OVERHEAD
PEDESTAL DRAWER
STORAGE CABINET
TASK LIGHTING
TEAM STORAGE
ACCOUNTING/FINANCE/PURCHASING
ADMIN SUPPORT (RECEPTION, EXECUTIVE ASST, MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
ADMIN
MORE IMP.
LESS IMP.
6
10
80%
100%
5
75%
0
50%

Fig. 25B

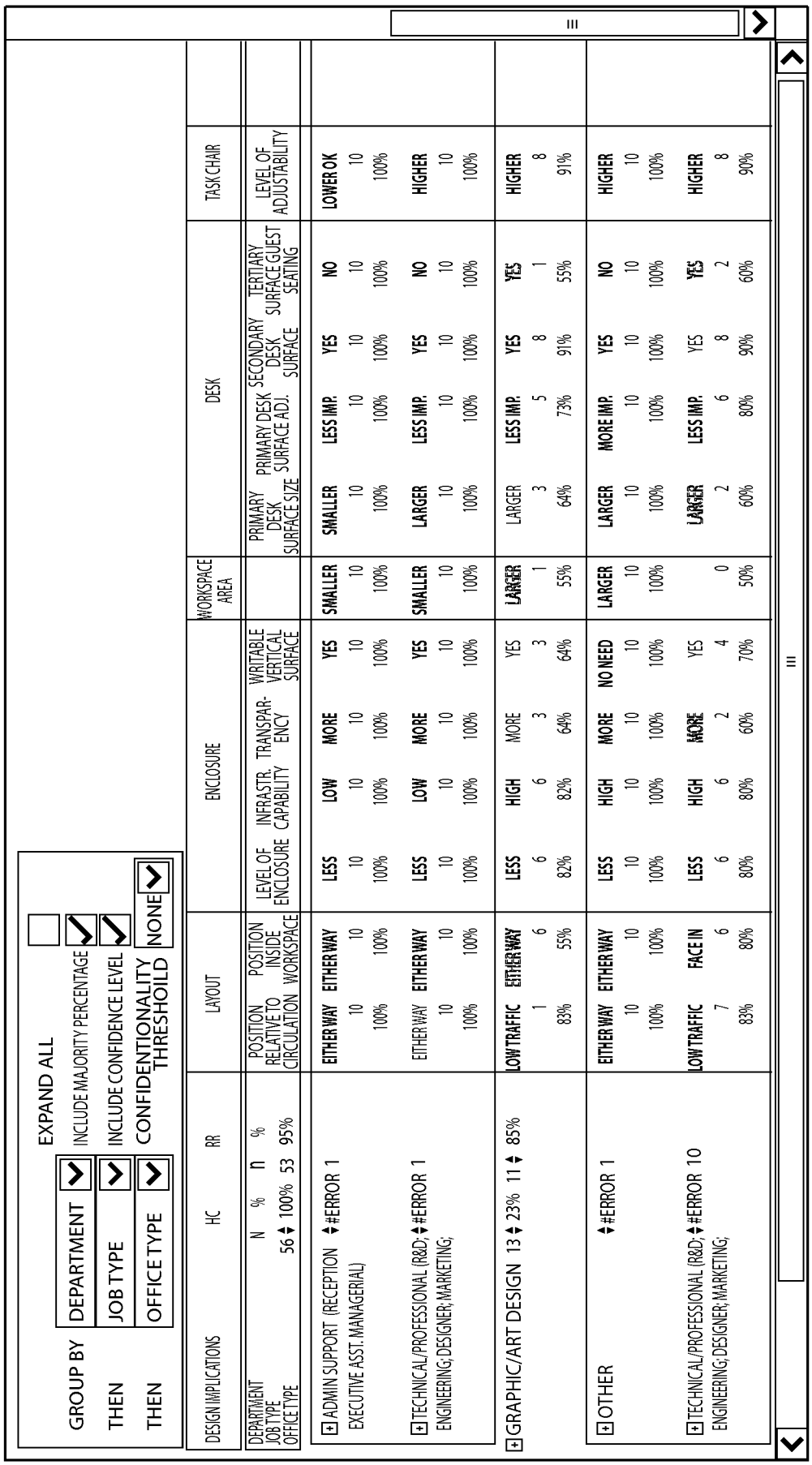

EXPAND ALL
GROUP BY DEPARTMENT
THEN JOB TYPE
THEN OFFICE TYPE
INCLUDE MAJORITY PERCENTAGE
INCLUDE CONFIDENCE LEVEL
CONFIDENTIONALITY THRESHOLD NONE
DESIGN IMPLICATIONS
LAYOUT
ENCLOSURE
WORKSPACE AREA
DESK
TASK CHAIR
DEPARTMENT
JOB TYPE
OFFICE TYPE
N % HC RR
56 100% 53 95%
POSITION RELATIVE TO CIRCULATION
POSITION INSIDE WORKSPACE
LEVEL OF ENCLOSURE
INFRASTR. CAPABILITY
TRANSPAR-ENCY
WRITABLE VERTICAL SURFACE
PRIMARY DESK SURFACE SIZE
PRIMARY DESK SURFACE ADJ.
SECONDARY DESK SURFACE
TERTIARY SURFACE GUEST SEATING
LEVEL OF ADJUSTABILITY
ADMIN SUPPORT (RECEPTION #ERROR 1
EXECUTIVE ASST; MANAGERIAL)
EITHER WAY EITHER WAY LESS LOW MORE YES SMALLER SMALLER LESS IMP. YES NO LOWER OK
10 10 10 10 10 10 10 10 10 10
100% 100% 100% 100% 100% 100% 100% 100% 100% 100%
TECHNICAL/PROFESSIONAL (R&D; #ERROR 1
ENGINEERING; DESIGNER; MARKETING;
EITHER WAY EITHER WAY LESS LOW MORE YES SMALLER LARGER LESS IMP. YES NO HIGHER
10 10 10 10 10 10 10 10 10 10
100% 100% 100% 100% 100% 100% 100% 100% 100% 100%
GRAPHIC/ART DESIGN 13 23% 11 85%
LOW TRAFFIC EITHER WAY LESS HIGH MORE YES LARGER LARGER LESS IMP. YES YES HIGHER
1 6 6 6 3 3 1 3 5 8 1 8
83% 55% 82% 82% 64% 64% 55% 64% 73% 91% 55% 91%
OTHER #ERROR 1
EITHER WAY EITHER WAY LESS HIGH MORE NO NEED LARGER LARGER MORE IMP. YES NO HIGHER
10 10 10 10 10 10 10 10 10 10 10 10
100% 100% 100% 100% 100% 100% 100% 100% 100% 100% 100% 100%
TECHNICAL/PROFESSIONAL (R&D; #ERROR 10
ENGINEERING; DESIGNER; MARKETING;
LOW TRAFFIC FACE IN LESS HIGH MORE YES LARGER LESS IMP. YES YES HIGHER
7 6 6 6 2 4 0 2 6 8 2 8
83% 80% 80% 80% 60% 70% 50% 60% 80% 90% 60% 90%

Fig. 25C

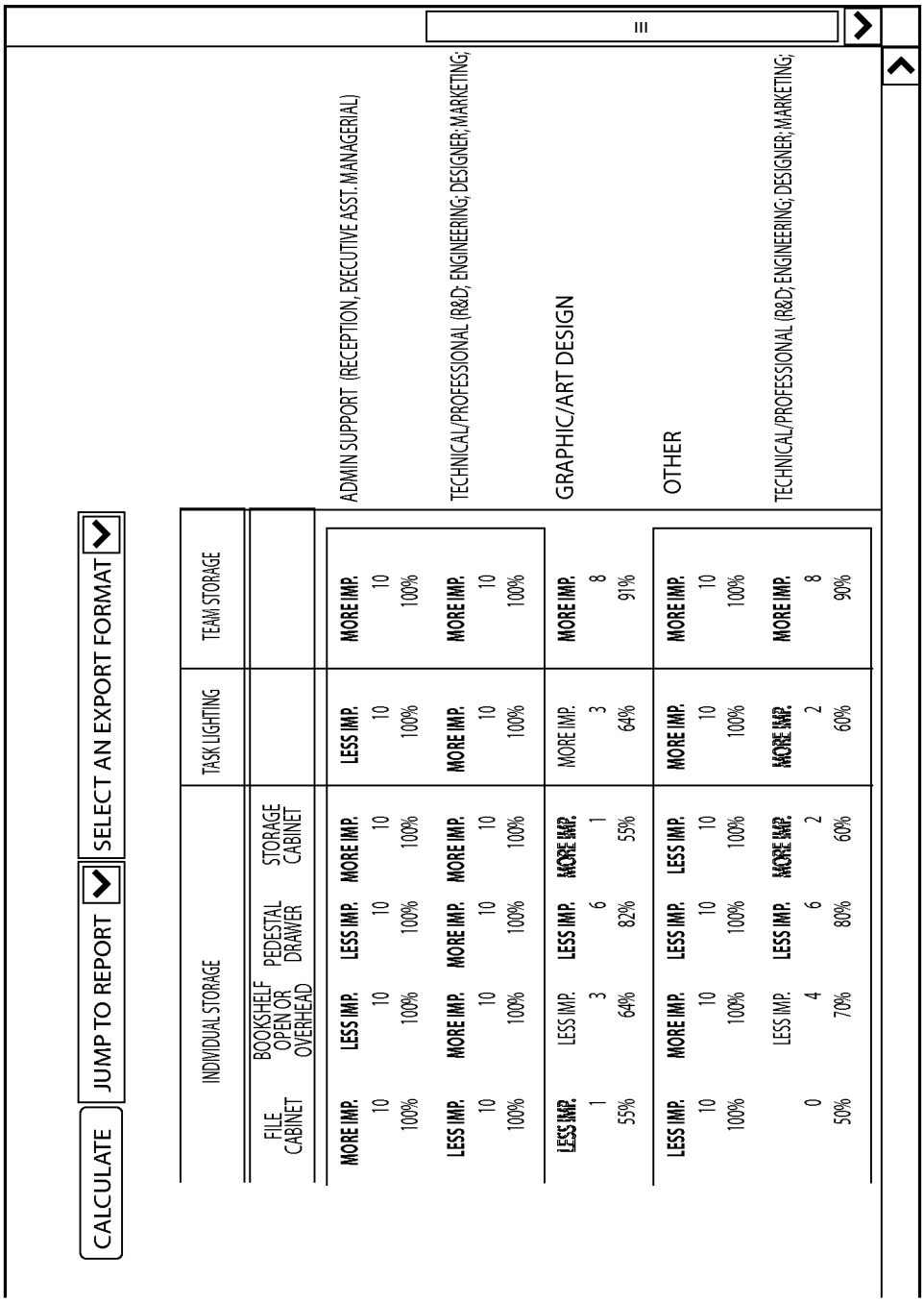
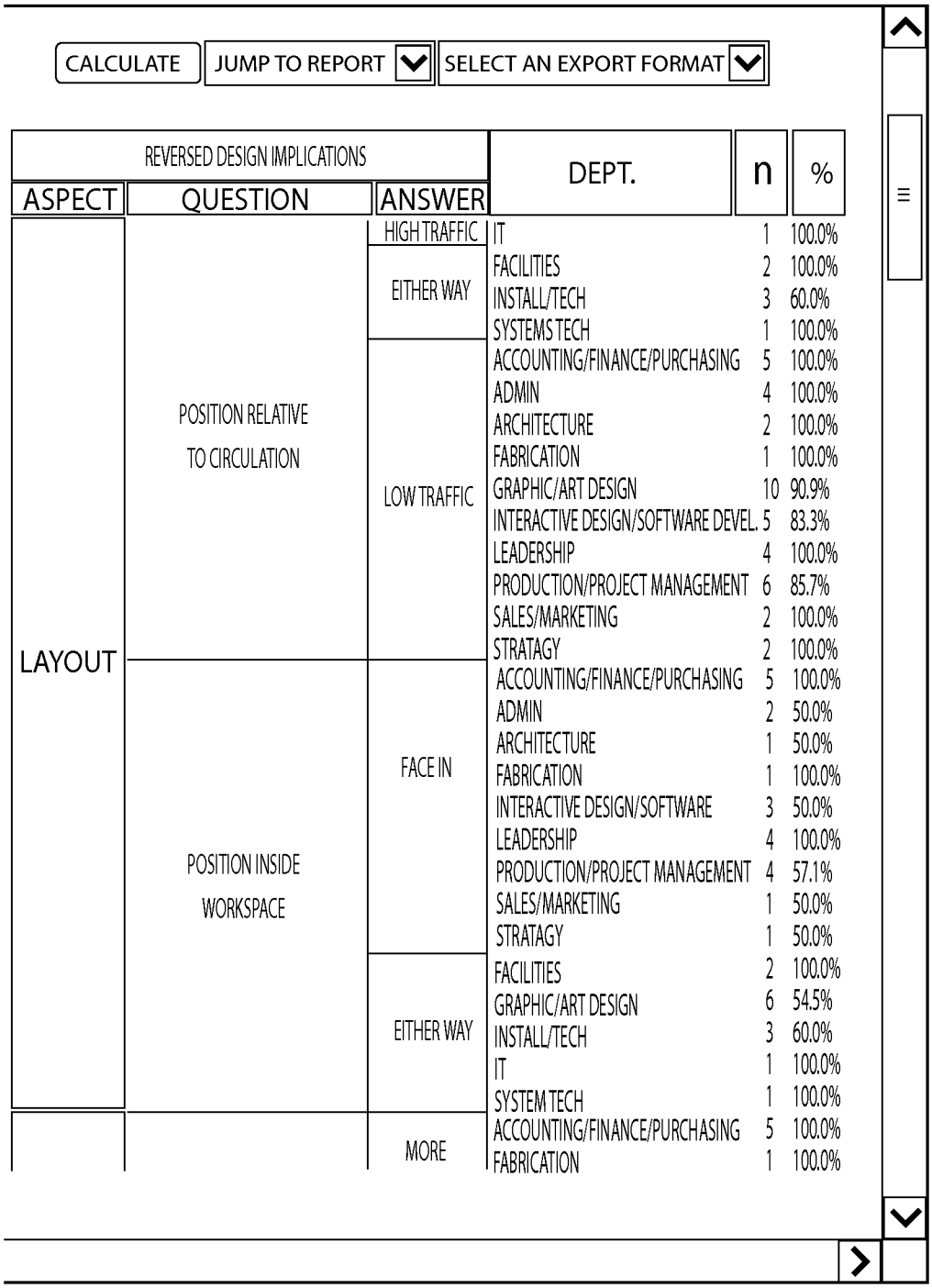

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
INDIVIDUAL STORAGE
TASK LIGHTING
TEAM STORAGE
FILE CABINET
BOOKSHELF OPEN OR OVERHEAD
PEDESTAL DRAWER
STORAGE CABINET
ADMIN SUPPORT (RECEPTION, EXECUTIVE ASST. MANAGERIAL)
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;
GRAPHIC/ART DESIGN
OTHER
TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; MARKETING;

Fig. 25D



REVERSED DESIGN IMPLICATIONS			DEPT.	n	%
ASPECT	QUESTION	ANSWER			
LAYOUT	POSITION RELATIVE TO CIRCULATION	HIGH TRAFFIC	IT	1	100.0%
		EITHER WAY	FACILITIES	2	100.0%
			INSTALL/TECH	3	60.0%
			SYSTEMS TECH	1	100.0%
		LOW TRAFFIC	ACCOUNTING/FINANCE/PURCHASING	5	100.0%
			ADMIN	4	100.0%
			ARCHITECTURE	2	100.0%
			FABRICATION	1	100.0%
			GRAPHIC/ART DESIGN	10	90.9%
			INTERACTIVE DESIGN/SOFTWARE DEVEL.	5	83.3%
			LEADERSHIP	4	100.0%
			PRODUCTION/PROJECT MANAGEMENT	6	85.7%
			SALES/MARKETING	2	100.0%
			STRATAGY	2	100.0%
	POSITION INSIDE WORKSPACE	FACE IN	ACCOUNTING/FINANCE/PURCHASING	5	100.0%
			ADMIN	2	50.0%
			ARCHITECTURE	1	50.0%
			FABRICATION	1	100.0%
			INTERACTIVE DESIGN/SOFTWARE	3	50.0%
			LEADERSHIP	4	100.0%
			PRODUCTION/PROJECT MANAGEMENT	4	57.1%
			SALES/MARKETING	1	50.0%
			STRATAGY	1	50.0%
		EITHER WAY	FACILITIES	2	100.0%
			GRAPHIC/ART DESIGN	6	54.5%
			INSTALL/TECH	3	60.0%
			IT	1	100.0%
			SYSTEM TECH	1	100.0%
		MORE	ACCOUNTING/FINANCE/PURCHASING	5	100.0%
			FABRICATION	1	100.0%

Fig. 26

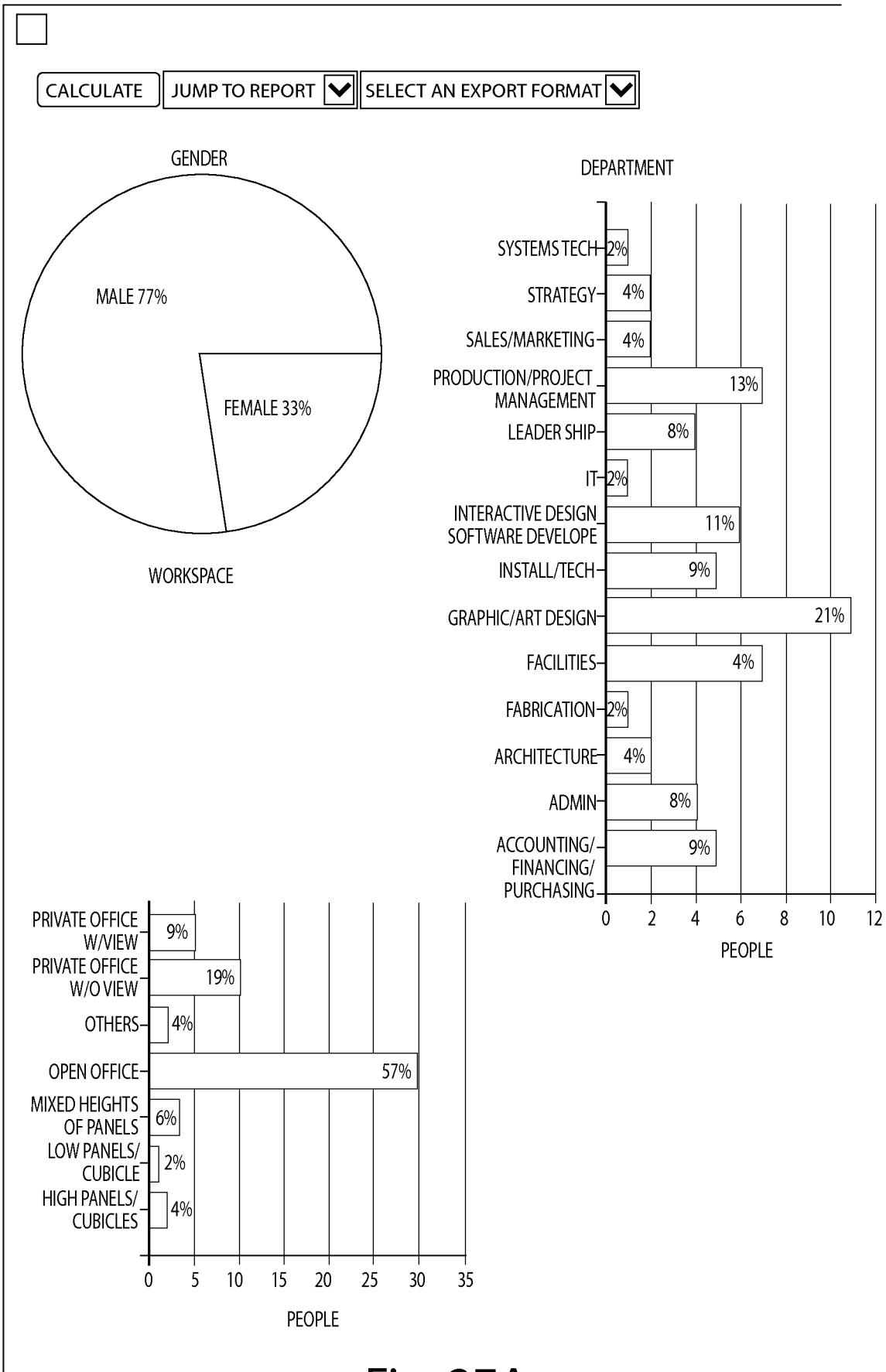

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
GENDER
MALE 77%
FEMALE 33%
WORKSPACE
DEPARTMENT
SYSTEMS TECH 2%
STRATEGY 4%
SALES/MARKETING 4%
PRODUCTION/PROJECT MANAGEMENT 13%
LEADER SHIP 8%
IT 2%
INTERACTIVE DESIGN SOFTWARE DEVELOPE 11%
INSTALL/TECH 9%
GRAPHIC/ART DESIGN 21%
FACILITIES 4%
FABRICATION 2%
ARCHITECTURE 4%
ADMIN 8%
ACCOUNTING/ FINANCING/ PURCHASING 9%
0 2 4 6 8 10 12
PEOPLE
PRIVATE OFFICE W/VIEW 9%
PRIVATE OFFICE W/O VIEW 19%
OTHERS 4%
OPEN OFFICE 57%
MIXED HEIGHTS OF PANELS 6%
LOW PANELS/ CUBICLE 2%
HIGH PANELS/ CUBICLES 4%
0 5 10 15 20 25 30 35
PEOPLE

Fig. 27A

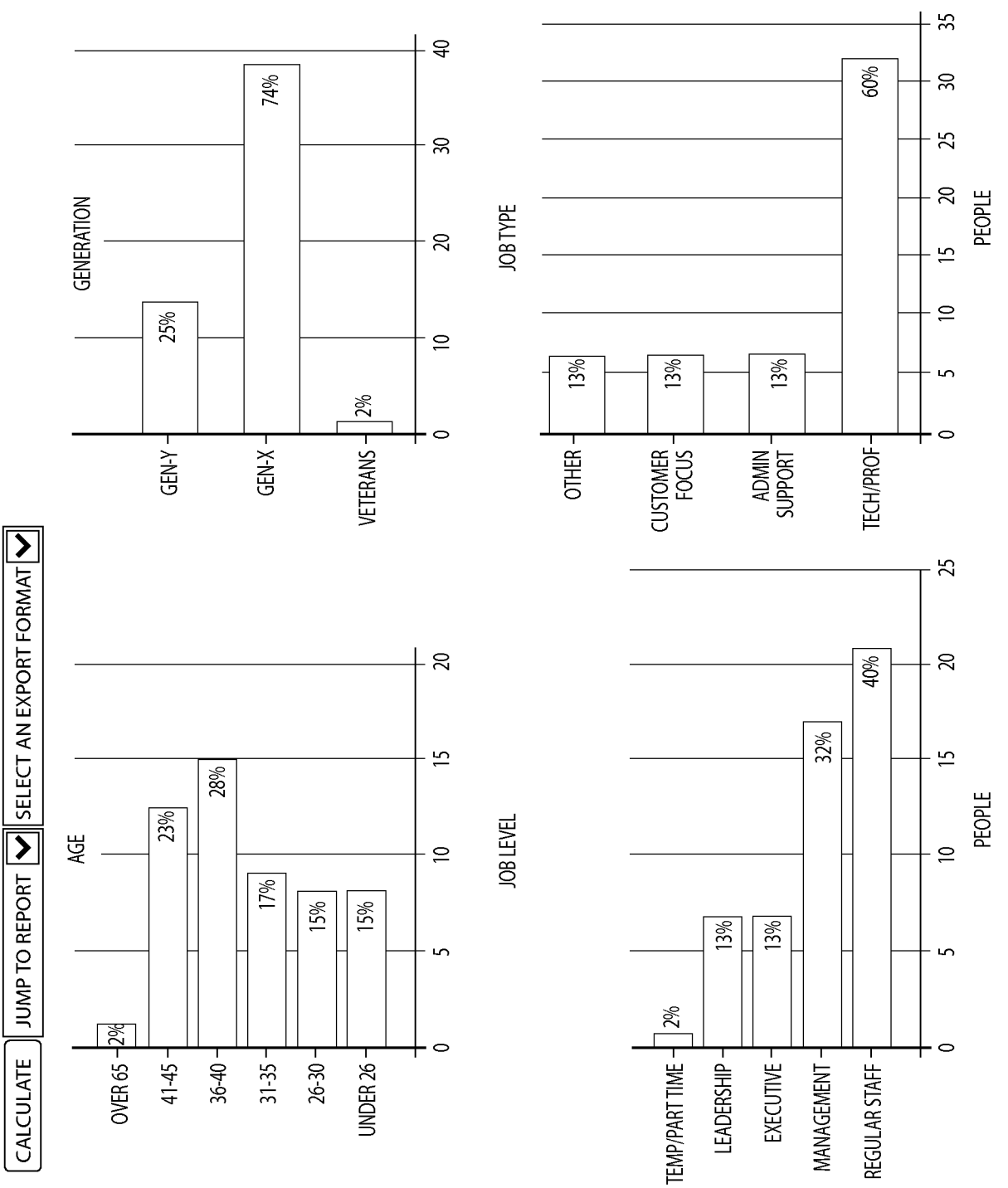

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
AGE
OVER 65
41-45
36-40
31-35
26-30
UNDER 26
2%
23%
28%
17%
15%
15%
0
5
10
15
20
GENERATION
GEN-Y
GEN-X
VETERANS
25%
74%
2%
0
10
20
30
40
JOB TYPE
OTHER
CUSTOMER FOCUS
ADMIN SUPPORT
TECH/PROF
13%
13%
13%
60%
0
5
10
15
20
25
30
35
PEOPLE
JOB LEVEL
TEMP/PART TIME
LEADERSHIP
EXECUTIVE
MANAGEMENT
REGULAR STAFF
2%
13%
13%
32%
40%
0
5
10
15
20
25
PEOPLE

Fig. 27B

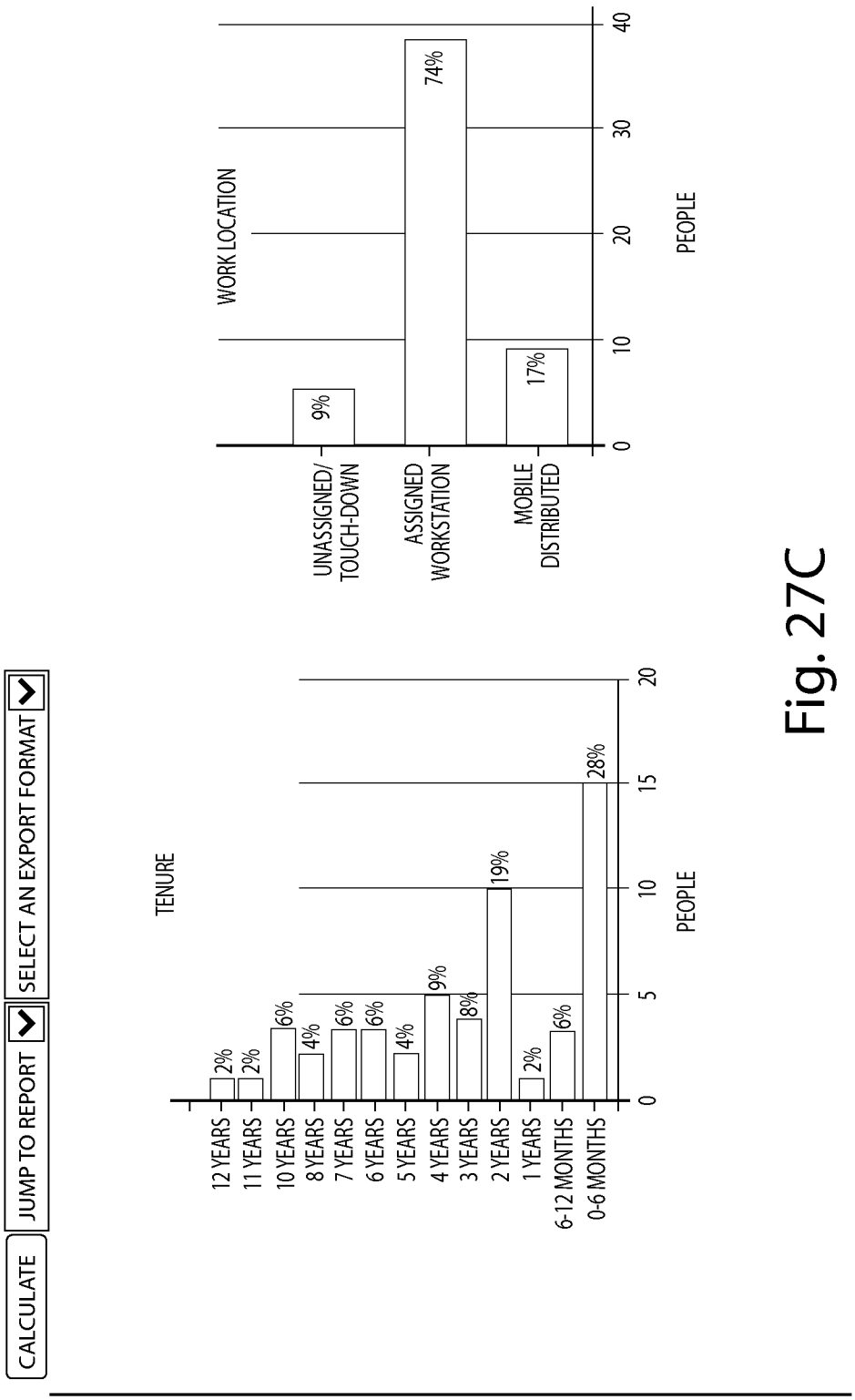

CALCULATE
JUMP TO REPORT
SELECT AN EXPORT FORMAT
TENURE
12 YEARS
11 YEARS
10 YEARS
8 YEARS
7 YEARS
6 YEARS
5 YEARS
4 YEARS
3 YEARS
2 YEARS
1 YEARS
6-12 MONTHS
0-6 MONTHS
2%
2%
6%
4%
6%
6%
4%
9%
8%
19%
2%
6%
28%
0
5
10
15
20
PEOPLE
WORK LOCATION
UNASSIGNED/ TOUCH-DOWN
ASSIGNED WORKSTATION
MOBILE DISTRIBUTED
9%
74%
17%
0
10
20
30
40
PEOPLE

Fig. 27C

GROUP BY DEPARTMENT EXPAND ALL
THEN NONE SHOWN VALUES
THEN NONE CONFIDENTIONALITY THRESHOLD NONE

QUESTIONS	RR		Q1		Q2				
DEPARTMENT JOB TYPE OFFICE TYPE	n	%	1.1 P-	1.2 P+	2.1 ALONE	2.2 INT. COWORKERS	2.3 ACROSS ORG.	2.4 OUTSIDE ORG.	3.1 L+ FIXED
TOTAL: PROJECT SUBJECT ID	53	100%	37.7% 20	62.3% 33	5.7% 3	37.7% 20	41.5% 22	15.1% 8	26.4% 14
⊞ ACCOUNTING/FINANCIAL/ PURCHASING	5	100%	60.0% 3	40.0% 2	20.0% 1	40.0% 2	20.0% 1	20.0% 1	60.0% 3
⊞ ADMINISTRATION SUPPORT	4	100%	50.0% 2	50.0% 2	0.0% 0	50.0% 2	25.0% 1	25.0% 1	50.0% 2
⊞ OPEN OFFICE	1	100%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
⊟ PRIVATE OFFICE	2	100%	50.0%	50.0%	0.0%	50.0%	0.0%	50.0%	50.0%
649			100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
1103			0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%
⊞ PRIVATE OFFICE (4 WALLS TO CEILING; CLOSEABLE DOOR)	1	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
⊞ TECHNICAL/PROFESSIONAL (R&D; ENGINEERING; DESIGNER; ...)	1	100%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%

Fig. 28A

Q3					Q4				Q5				Q6	
3.2 L+ FIXED	3.3 L- INT.MOB	3.4 L-	3.5 L-	3.6 L-	4.1 EXT.MOBILE	4.2 HOME BASED	4.3 EXT.MOBILE	4.4 EXT.MOBILE	5.1 K+	5.2 K+	5.3 K-	5.4 K-	6.1 C+	6.2 C-
45.3%	15.1%	3.8%	9.4%	0.0%	21.6%	39.7%	31.7%	7.0%	1.9%	43.4%	52.8%	1.9%	67.9%	32.1%
24	8	2	5	0					1	23	28	1	36	17
40.0%	0.0%	0.0%	0.0%	0.0%					0.0%	60.0%	40.0%	0.0%	40.0%	60.0%
2	0	0	0	0					0	3	2	0	2	3
50.0%	0.0%	0.0%	0.0%	0.0%					0.0%	50.0%	50.0%	0.0%	25.0%	75.0%
2	0	0	0	0					0	2	2	0	1	3
100.0%	0.0%	0.0%	0.0%	0.0%					0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
50.0%	0.0%	0.0%	0.0%	0.0%					0.0%	50.0%	50.0%	0.0%	0.0%	100.0%
0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
100.0%	0.0%	0.0%	0.0%	0.0%					0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	100.0%	0.0%	0.0%	100.0%	0.0%

Fig. 28B

CALCULATE | JUMP TO REPORT | SELECT AN EXPORT FORMAT

Q8				Q9		Q10				Q11			
8.1 REF.MAT	8.2 LONG TERM	8.3 SHORT TERM	8.4 REF.OBJECT	9.1 BY ME	9.2 SHARED	10.1 NEVER	10.2 RARELY	10.3 SOMETIMES	10.4 OFTEN	11.1 NEVER	11.2 RARELY	11.3 SOMETIMES	11.4 OFTEN
25.3%	21.8%	29.1%	23.7%	-488.4%	-588.4%	20.8%	39.6%	20.8%	18.9%	26.4%	26.4%	22.6%	24.5%
						11	21	11	10	14	14	12	13
12.8%	25.4%	57.2%	4.6%	-820.0%	920.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	80.0%
						0	0	1	4	0	0	1	4
14.5%	28.8%	51.5%	5.3%	-896.9%	996.9%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	75.0%
						0	0	1	3	0	0	1	3
0.0%	26.0%	74.0%	0.0%	-1025.0%	1125.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%
20.0%	32.5%	47.5%	0.0%	-781.3%	881.3%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
40.0%	32.0%	28.0%	0.0%	-512.5%	612.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
0.0%	33.0%	67.0%	0.0%	-1050.0%	1150.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
18.0%	24.0%	37.0%	21.0%	-1000.0%	1100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
6.0%	12.0%	80.0%	2.0%	-512.0%	612.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%

Fig. 28C