

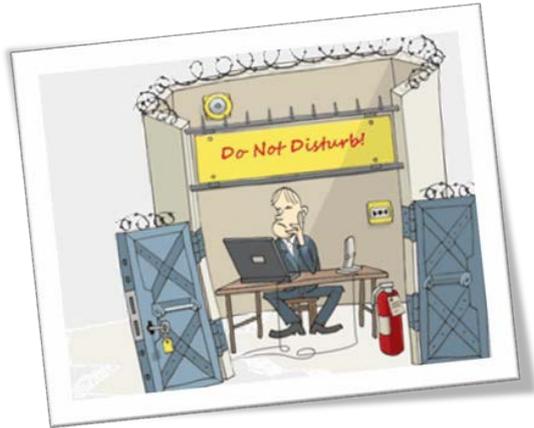
Open plan doesn't have to mean open house!

Balancing the desire to collaborate against the need to focus in the modern workplace.

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There are many benefits of using open plan offices; shared/flexible work-spaces, collaborative cultures, ease of knowledge sharing and improved communication. However, evidence is mounting that a lack of privacy for employees working in open plan offices can have a significant, negative impact on productivity and staff well-being.



There have been many studies on this issue. In particular, [Gensler's 2013 U.S. workplace survey*](#) recognizes the vital importance of balancing focus and collaboration.

Workplace cultures are varied and no one organisation is the same, but to achieve a good balance of collaboration, whilst providing the ability for individuals to focus remains difficult to achieve. Similarly, individuals have different ways of working, communicating and contributing, making the right balance even more elusive.

Some may be tempted to try restricting communication or to put up physical barriers, in order to promote the ability to focus on tasks that require a higher level of concentration. However, this can lead to a very unpleasant working atmosphere and more importantly, a very unproductive one!

To ensure the optimum balance is attained, an office culture must be nurtured that encourages open communication but also one that understands and protects the ability of individuals to focus, as and when they need to.

So how do we achieve this? One thing's for sure the decision when to collaborate or focus cannot be dictated by management. Staff must have the freedom to switch work- modes as and when their work demands. One answer would be to give staff the freedom to take themselves off to the "quiet room" in order to focus on that vital presentation or spreadsheet, but when floor-space is at such a premium finding such areas (if they exist!) can prove impossible in the modern office environment.

*“ 53% of employees are
disturbed by others
when trying to focus ”*

Intelligent office design can help preserve privacy but it won't stop persistent colleagues from tracking you down and disturbing that much sought after focus time. In the electronic world a simple out of office agent provides a barrier to fend off unwelcome e-mail interruptions but within the office environment a "DO NOT DISTURB" post-it note on the dividing partition is really not an effective solution!



Thankfully Qubi with resourceXpress provides a simple, visual workspace status indicator, fully integrated within a sophisticated back end resource management system.

Qubi is primarily used to instantly book or to check-in/check-out of pre-booked workspaces, using RFID technology. All of which is managed by the central server. It uses LED's of varying colors and brightness to indicate status, with 360' visibility - red for booked - green for free etc. Similarly, a Do Not Disturb mode is indicated by displaying a soft blue LED color, which is controlled directly by the resource user.



At only 90mm square, Qubi has a small footprint and is only noticeable when you need it! The color blue is widely thought to be the color of the mind. It is essentially soothing and known to stimulate clear thought. Soft blues also calm the mind and aid concentration. Consequently, it is serene, mentally calming and is the color of clear communication!

- Qubi is a positive culture for the modern office
- It provides the ability for a managed yet flexible workspace environment
- It empowers staff to make a decision to either collaborate or focus and it preserves the space in which to achieve these vital work modes
- It ensures an optimum balance is attained

Qubi is the only interactive, 360° status indicating device which is fully integrated within a sophisticated, enterprise wide resource management system.

*“ focus, balance and choice
in the workplace emerge as
key drivers of satisfaction,
performance and innovation ”*

For more information about how Qubi can help make your workspace more productive see;

Video: <https://youtu.be/Mgpag3xrEso>

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