

# WELL v2

Concept summary

**MIND**





GOALS + INTENTS

# THE MIND

A COMBINATION OF BOTH PHYSICAL AND MENTAL STRUCTURES.

- **BIOLOGY** INFORMS THE STUDY OF PSYCHICAL STRUCTURES OF THE MIND
- **PSYCHOLOGY AND PHILOSOPHY** INFORM THE STUDY OF MENTAL STRUCTURES SUCH AS CONSCIOUSNESS

# PSYCHOLOGICAL STATUS

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IS A COMPONENT OF MENTAL HEALTH AND REFERS TO HOW THE MIND RECEIVES AND REACTS TO EXTERNAL STIMULI.

## MOOD

- IS A TEMPORARY STATE OF MIND OR EMOTION.
- IS A COMBINATION OF BOTH POSITIVE AND NEGATIVE EFFECTS.

## STRESS & ANXIETY

- STRESS IS A PSYCHOLOGICAL DEMAND ON THE BRAIN CAUSED BY A TRIGGER.
- THE SOURCE OF ANXIETY IS OFTEN NOT KNOWN AND CAUSES FEELINGS OF WORRY, FEAR AND UNEASE.

# ELEMENTS OF THE MIND

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MENTAL HEALTH IS A STATE OF WELL-BEING IN WHICH THE INDIVIDUAL REALIZES HIS OR HER OWN ABILITIES, CAN COPE WITH THE NORMAL STRESSES OF LIFE, CAN WORK PRODUCTIVELY AND FRUITFULLY, AND IS ABLE TO MAKE A CONTRIBUTION TO HIS OR HER COMMUNITY.

-THE WORLD HEALTH ORGANIZATION



GOALS + INTENTS

**CHRONIC STRESS ERODES AND  
DAMAGES OUR DNA.**

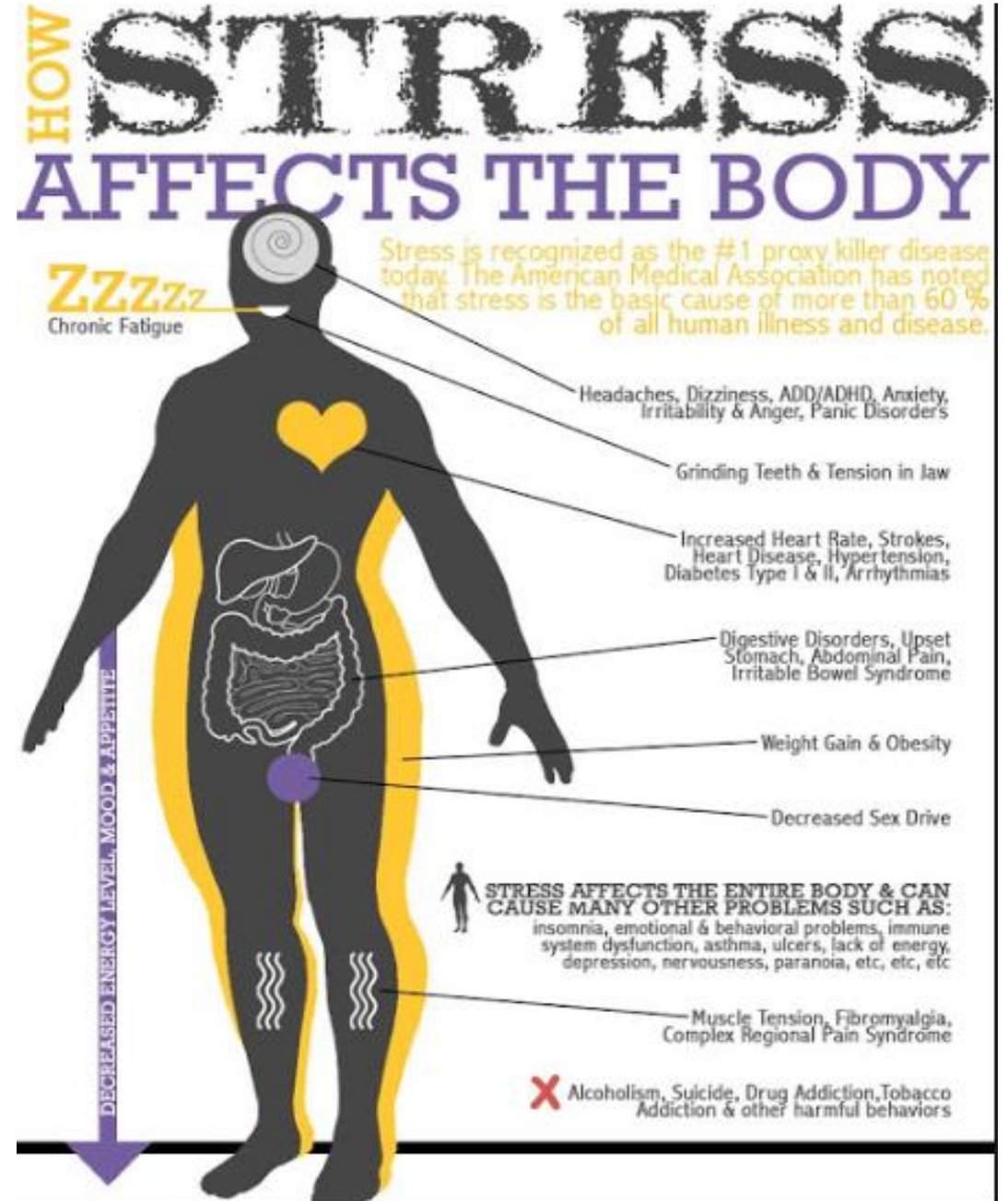


GOALS + INTENTS

# CHRONIC STRESS

WHILE THE BODY HAS A REMARKABLE CAPACITY FOR RECOVERING FROM A SINGLE ACUTE STRESSOR, **CHRONIC STRESS** – REPEATED ACTIVATION OF THE STRESS RESPONSE – CAN EVENTUALLY LEAD TO **HEALTH ISSUES**.

# STRESS AFFECTS THE BODY



# STRESS AFFECTS THE BODY

## Mental Health in America

	DISORDER	PERCENTAGE OF POPULATION THAT WILL SUFFER FROM IT IN THEIR LIFETIME	AVERAGE YEARS UNTIL TREATMENT
ANXIETY	Panic disorder	4.7	10
	Agoraphobia (without panic)	1.4	12
	Specific phobia	12.5	20
	Social phobia	12.1	16
	Generalized anxiety disorder	5.7	9
	Post-traumatic stress disorder	6.8	12
	Obsessive-compulsive disorder	1.6	No data
	Separation anxiety disorder	5.2	23
MOOD	Major depressive disorder	16.6	8
	Dysthymia	2.5	7
	Bipolar I-II disorders	3.9	6
IMPULSE	Oppositional defiant disorder	8.5	4
	Conduct disorder	9.5	No data
	ADHD	8.1	13
	Intermittent explosive disorder	5.2	13
SUBSTANCE	Alcohol abuse	13.2	9
	Alcohol dependence	5.4	6
	Drug abuse	7.9	6
	Drug dependence	3	5

SOURCE: National Comorbidity Survey



# STRESS CAN MAKE YOU SICK



GOALS + INTENTS

# STRESS DECREASES PRODUCTIVITY.



# DISENGAGED EMPLOYEES

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## ACTIVELY DISENGAGED EMPLOYEES:

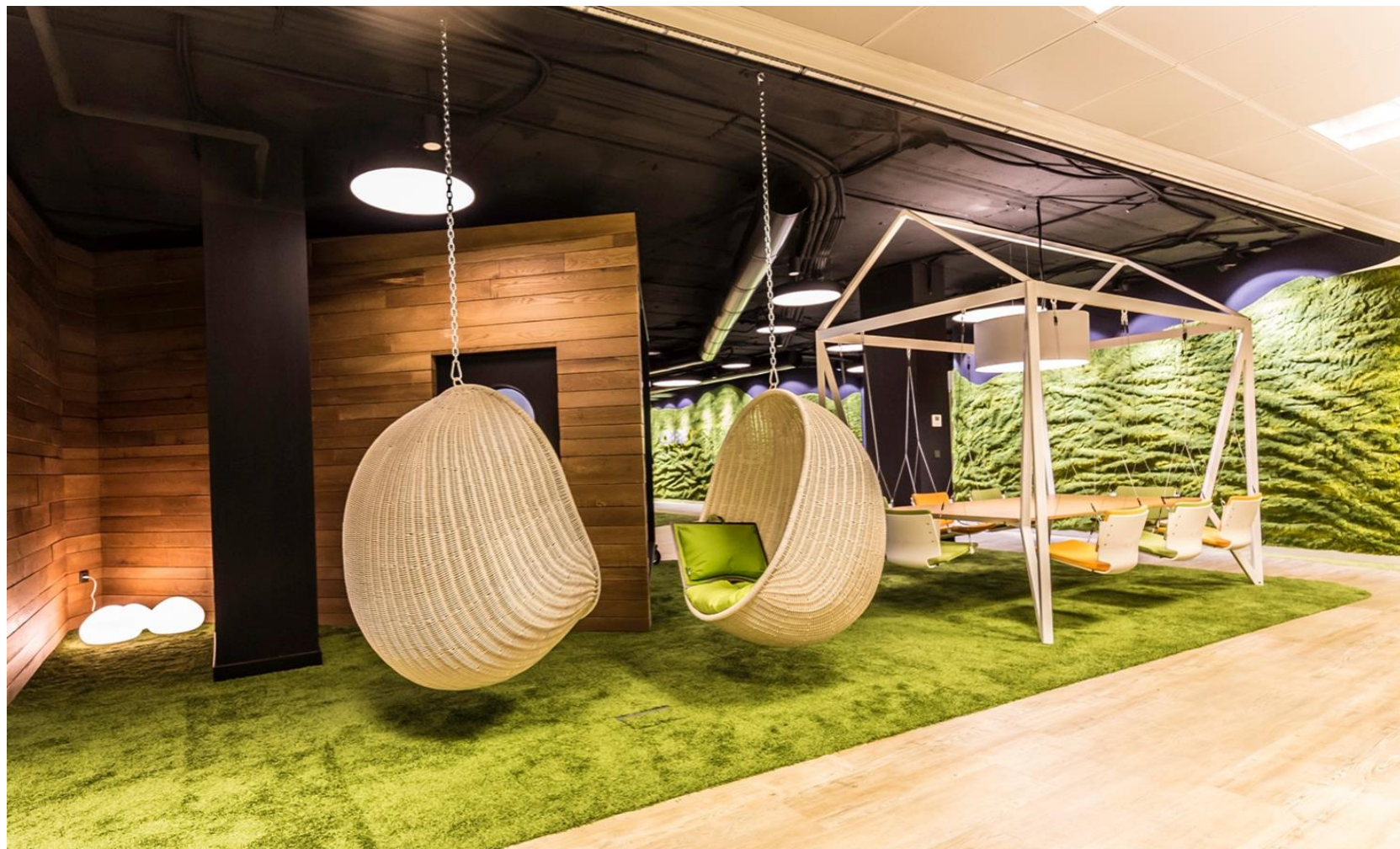
- COST THE U.S. BETWEEN **\$450 TO \$50 BILLION** EACH YEAR IN **LOST PRODUCTIVITY**.
- ARE MORE LIKELY TO STEAL FROM THEIR COMPANIES, NEGATIVELY INFLUENCE THEIR COWORKERS, MISS WORKDAYS, AND DRIVE CUSTOMERS AWAY

-GALLUP

# BIOPHILIA



# BIOPHILIA



# BIOPHILIA

AFTER 40-SECOND MICROBREAKS,  
SUBJECTS WHO SEE GREEN ROOFS  
INSTEAD OF CONCRETE ROOFS  
DEMONSTRATE HIGHER  
CONCENTRATION LEVELS.

- **6%** INCREASE IN CONCENTRATION LEVELS FOR THOSE WHO SAW THE GREEN ROOF.
- **8%** DROP IN CONCENTRATION LEVELS FOR THOSE WHO SAW THE CONCRETE ROOF.



# LOCUS OF CONTROL

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- REFLECTS ONES PERCEPTION OF CONTROL IN SPATIAL SENSORY ENGAGEMENT AND NAVIGATION.
- IS A MEASURE OF HOW INDIVIDUALS EVALUATE THEMSELVES AND IS RELATED TO CONFIDENCE, MOOD AND SELF-ESTEEM.

## INTERNAL LOCUS OF CONTROL

SENSE THAT ONE HAS CONTROL OVER HIS OR HER OWN LIFE DECREASES DISCOMFORT.

## EXTERNAL LOCUS OF CONTROL

THE PERCEPTION THAT DECISIONS AND LIFE ARE CONTROLLED BY EXTERNAL FACTORS BEYOND ONES CONTROL.

# CONTROL IN THE WORKPLACE

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AFTER JUST FOUR WEEKS OF USING SIT-STAND DESKS, SUBJECTS REPORT FEELING MORE COMFORTABLE, ENERGIZED, HEALTHIER, HAPPIER, LESS STRESSED AND MORE FOCUSED AND PRODUCTIVE. <sup>1</sup>

PARTICIPANTS WITH AN ABILITY TO ADJUST WORKSPACE WERE SHOWN TO BE POSITIVELY CORRELATED WITH JOB SATISFACTION AND GROUP COHESIVENESS. <sup>2</sup>

<sup>1</sup> Reducing Occupational Sitting Time and Improving Worker Health: The Take-a-Stand Project, 2011. Pronk, N, et al. s.l.: Preventing Chronic Disease, 2012, Vol. 9. [http://www.cdc.gov/pcd/issues/2012/11\\_0323.htm](http://www.cdc.gov/pcd/issues/2012/11_0323.htm). 110323.

<sup>2</sup> Effects of Control Over Office Workspace on Perceptions of the Work Environment and Work Outcomes. Lee, SY and Brand, JL. 3, 2005, Journal of Environmental Psychology, Vol. 25, pp. 323-333.





**GOALS + INTENTS**

# **CREATE POLICIES TO SUPPORT COGNITIVE HEALTH**

# POLICIES & PROTOCOLS

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JOHNSON & JOHNSON PROVIDES EMPLOYEES WITH ONSITE HEALTH EDUCATION, HEALTH COACHING, AND ACCESS TO HEALTH SERVICES AND BIOMETRIC SCREENING.

THEIR WELLNESS PROGRAM INCLUDES **STRESS MANAGEMENT, WELLNESS, COACHING** AND BIOMETRIC HEALTH SCREEINGS FOR:

HEALTH, WEIGHT, BODY MASS INDEX, BLOOD GLUCOSE AND CHOLESTEROL

INCREASING HEALTH LITERACY THROUGH THIS PROGRAM HAS RESULTED IN A **DECREASE IN HEALTH CARE SPENDING**, ABSENTEEISM AND HEALTH RISK FACTORS SUCH AS:

- 39-20% SEDENTARY BEHAVIOR
- 12-4% SMOKING
- 19-5% HIGHER CHOLESTEROL



MIND



## ISSUE

Over 30% of adults will experience a mental health condition during their lifetime.<sup>1</sup>

Depression alone is considered to be among the largest causes of disability worldwide.<sup>2</sup>





## MIND

### IMPACT

Organizational policies and design and programmatic strategies, such as increasing nature contact within built spaces, has been linked with numerous health promoting benefits, including decreased levels of depression and anxiety, increased attentional capacity, better recovery from job stress and illness, increased pain tolerance and increased psychological well-being.<sup>3-5</sup>



# MIND



Support cognitive and emotional health through policies, programs and design.

- M01 Mental Health Promotion\*
- M02 Nature and Place\*
- M03 Mental Health Services
- M04 Mental Health Education
- M05 Stress Management
- M06 Restorative Opportunities
- M07 Restorative Spaces
- M08 Restorative Programming
- M09 Enhanced Access to Nature
- M10 Tobacco Cessation
- M11 Substance Use Services



**M01** MENTAL  
HEALTH PROMOTION

**M03** MENTAL  
HEALTH SERVICES

**M04** MENTAL HEALTH  
EDUCATION



**M02** NATURE AND  
PLACE

**M09** ENHANCED  
ACCESS TO NATURE



# M06 RESTORATIVE OPPORTUNITIES

Support employee well-being by providing opportunities for recovery and restoration within and outside the workplace.

1. Support Healthy Working Hours
2. Provide Nap Policy and Space





M07

RESTORATIVE  
SPACES

M08

RESTORATIVE  
PROGRAMMING



**M05** STRESS  
MANAGEMENT

**M10** TOBACCO  
CESSATION

**M11** SUBSTANCE  
USE SERVICES



# WE ARE WELL

[wellcertified.com](https://wellcertified.com)



**Project Name:**  
SDE4 @ NUS

**Owner Name:**  
National University  
Of Singapore

**Location:**  
Singapore

**Size:**  
92,031 sqf

**Typology:**  
WELL (Education)

- *SDE4 is a WELL Net-Zero Energy Building.*
- *This project team has subsequently submitted all their campus buildings for WELL Portfolio.*

**Project Name:**  
Innova Early Years  
Center

**Owner Name:**  
Origins Education

**Location:**  
Beijing, China

**Size:**  
18,837 sqf

**Typology:**  
WELL (Education)



- *Biophilia, art and culture are key aspects of this indoor environment for the 'Mind' concept of WELL.*

MIND



WELL IN PRACTICE

# BIOPHILIC DESIGN

WILKHAHN – SYDNEY, AUSTRALIA



WELL IN PRACTICE

# MIND FITNESS

ITOKI HQ – TOKYO, JAPAN



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# M05 STRESS

## MANAGEMENT

Identify areas of stress within the workplace and create a plan for stress management.

1. Develop Stress Management Plan



# M05 STRESS MANAGEMENT

## ISSUE

Management teams have an opportunity to engage in a participatory process with employees to assess workplace stressors and develop a stress management plan to reduce risks.

## SOLUTIONS

- Interventions that adjust job stressors, such as changes in operations, increases in co-worker and supervisor support
- Training employees in developing resilience to withstand job stressors

# M06

# RESTORATION OPPORTUNITIES

## ISSUE

Long working hours and insufficient opportunities for recovery are associated with numerous adverse outcomes, including cardiovascular and immunologic reactions, reduced sleep quality and duration and increased risk for stress, burnout, excessive alcohol use and poor diet.<sup>27,28</sup>

## SOLUTIONS

- Allowing employees to have sufficient opportunities to psychologically detach and recover during non-work hours, such as weekends, paid time off and evenings.<sup>5</sup>
- Engaging in restorative activities on a day-to-day basis
- Limits on working hours and schedule
- Paid time off
- Nap opportunities within the workspace

# M07 RESTORATIVE SPACES

## ISSUE

Work-induced fatigue is common among office workers, with research indicating that over 20% of the workforce experiences prolonged fatigue.<sup>29-30</sup>

## SOLUTIONS

- Restorative spaces for individuals to step away from the stress of the office environment
- Incorporation of restorative elements such as nature
- Outdoor spaces used to promote calm and encourage restorative activities

# M08 RESTORATIVE PROGRAMMING

Support access to programs that promote restoration and relief from mental fatigue or stress.

1. Provide Restorative Programming





# M08

# RESTORATIVE PROGRAMMING

## ISSUE

Highly stressed employees are at risk for numerous negative outcomes, including decreased productivity, greater absenteeism, increased occupational injury and higher overall medical expenditures.<sup>31</sup>

## SOLUTIONS

- Introducing mindfulness programming into the workplace
- Meditation interventions targeting workers



# M09 ENHANCED ACCESS TO NATURE

Support access to nature beyond M02, by further incorporating nature through interior design, exterior design and access to nearby nature.

1. Provide Nature Access Indoors
2. Provide Nature Access Outdoors

# M09

# ENHANCED ACCESS TO NATURE

## ISSUE

Without plants and other natural elements, you miss out on many health and well-being benefits. Exposure to plants and other natural elements has been linked with decreased levels of diastolic blood pressure, depression and anxiety, increased attentional capacity, better recovery from job stress and illness, increased psychological well-being and increased pain tolerance.<sup>32-33</sup>

## SOLUTIONS

- Support access to green and natural spaces outdoors
- Incorporate plants, daylight and other natural elements indoors

# M10 TOBACCO CESSATION

Reduce the use of tobacco through interventions that support tobacco cessation and prevent the sale and advertisement of tobacco products.

1. Provide Tobacco Cessation Resource
2. Limit Tobacco Availability



# M10 TOBACCO CESSATION

## ISSUE

Tobacco is responsible for an estimated six million deaths per year globally among direct users and serves as the cause of death for up to half of its users.<sup>34-35</sup> In addition to those deaths caused by direct use, an estimated 890,000 annual deaths can be attributed to non-user exposure to second-hand smoke.<sup>35</sup>

## SOLUTIONS

- Tobacco cessation counseling and medication
- Worksite-based incentives and competitions
- Restricting the sale of tobacco on-site

# M11 SUBSTANCE USE SERVICES

## ISSUE

Alcohol and drug use contribute significantly to the global burden of premature death and disability. Harmful use of alcohol is a leading global risk factor, accounting for 3.3 million deaths per year (or 5.9% of all deaths) and 5.1% of the global burden of disease in 2014.<sup>36</sup>

## SOLUTIONS

- Prevention programs that address substance use through education and workplace policy
- Available and affordable screening and treatment offerings