

The Importance of

**Workspace**

# **Satisfaction**

A report on employee insights into satisfaction at work and its connection to productivity in the new hybrid working era

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# Foreword

**Martin Geiger,**  
Global Expert in Efficiency & Productivity

***The future of work has arrived — and it's hybrid. No longer is working solely relegated to the company office; the modern workspace now involves employees spending a percentage of their time working from within the corporate office, and a percentage working from the home office.***

The **European Parliament has acknowledged** that new ways of working outside of the traditional office set-up are the way forward. This is supported by research from the **World Economic Forum**, which sees the expansion of remote and hybrid working into the coming decades.

As businesses worldwide design and implement new hybrid approaches to work, the latest discussion for global leaders centres around how to combine the best of the office with the best of remote working for a seamless, supportive experience that incorporates both spaces.

In order to successfully transition to this exciting future, employers must implement practical strategies that allow their employees to be well equipped for both a confident return to the corporate office, as well as an optimised outfitting of their home working environment.

By implementing the right equipment to create a thoughtful, safe balance between the two working environments, employers are able to imbue their employees with a renewed sense of in-person productivity.

As part of my job I have had the pleasure of working with some of the world's biggest and most prominent companies to advise their owners, leaders and employees on how to maximise their productivity. Over the years, one thing I've come to notice is that the most productive people all seem to have one commonality: satisfaction.

While seemingly subjective, satisfaction is a tangible element that every successful person is able to tap into in their own way. It can include a general sense of satisfaction with their lives, satisfaction with the quality of the work they produce, or satisfaction with the environment they've purposefully created around themselves. In either case it will be those who affirm they are satisfied are also those who demonstrate the greatest productivity.

As leaders around the world reimagine the new hybrid office, it is in their interest to take a close look at what their employees need within the physical office environment. What satisfies them? What makes them productive? Most importantly, however, which insights can employers take from their employees, based on their experiences of working both remotely and in the office, to create work environments optimised for both satisfaction and productivity?

To find out, the leading office solution supplier, Fellowes Brands surveyed 6,212 employees across Europe — in France, Germany, the Netherlands, Poland, Spain, and the UK. The results were insightful and, at times, surprising. They reveal that employees around Europe have common desires to what they need in a workspace to feel confident navigating the new hybrid workspace.

From my 20 years of experience in the space of corporate and in-person productivity, I can attest to a critical element of what we productivity experts know — that when employees are well-equipped, their satisfaction with their workspace grows, which will lead to optimised productivity.

The findings that follow reveal a great deal about the key elements modern employees need as they navigate hybrid working, which spans between the business office and the home office. A review of these findings will undoubtedly aid leaders in considering their company's next steps towards maximising corporate productivity with regards to hybrid working.





*Workspace satisfaction*

***Why it matters and how  
it impacts productivity***



***In the past year, the modern workspace has migrated towards a hybrid approach that combines working from the employer's office with working from the home office. During this time period, we conducted some preliminary social listening research into the online space, which showed a noticeable uptick in the number of comments pertaining to productivity.***

Likewise, our social listening insights also showed that workspace satisfaction was a topic that received a lot of attention online. Through our research on Twitter, we identified that, in just one year, the global conversation around workspace satisfaction increased by 21% to 1.9 million social mentions.

Whilst anecdotal, this is demonstrative of the fact that employees and employers alike are grappling with the shift towards hybrid working. Issues such as consideration for employees' mental and physical health are more relevant than ever, particularly as businesses and governments must now take into account the need for adequate workstation provisions in multiple locations. In doing so, they are able to ensure employee health whilst optimising productivity.

For many employers, the shift towards hybrid working is very much still in its infancy. It's an exciting moment, filled with possibility. Employers around the world are in a position where they must make decisions that will optimise the hybrid model of working and in doing so, maximise employee productivity. A key way that employers can accomplish this is by implementing satisfactory working conditions, both within the office and the home environments.

Desiring to further hone in on employee attitudes towards working and productivity, we conducted a survey of more than 6,000 working professionals across Europe, in order to uncover how employees across Europe feel about their workspaces, and the impact of satisfaction on their workspace productivity.

We wanted to know: Are employees who are satisfied with their workspace set-up generally more productive? Are those employees who have the right equipment become more productive and therefore more satisfied with their workspace? We aimed to investigate these relationships as we queried working professionals across six European countries, including Germany, France, Netherlands, Poland, Spain, and the UK.

From our research, it became clear that workspace satisfaction and productivity were inexorably linked. We found a definitive link between the level of employees' satisfaction with the state of their workspace and the direct effect this has on their productivity.

Straight from the outset, our survey data revealed that a staggering 9 out of 10 European employees said that satisfaction was essential to them in the workspace. The same exact amount (9 out of 10) also said that satisfaction in the workspace improved their productivity by more than 25%.

Respondents affirmed that hybrid working added to their satisfaction, as opposed to working solely within an office environment, where they were more prone to feeling dissatisfied.



In terms of quantifying productivity in the workspace, the respondents to our survey provided some insights into what productivity means to them and how it links to the physical office environment:

- **Just over half (53%) of all respondents said productivity means completing everything they set out to do.** This means employers must create the right environment where employees can work freely, with the right tools to complete the job. Regardless whether this is in the corporate office environment or in the home office.
- **49% of all respondents said productivity means maximising their time.** By having the correct equipment and an optimised workspace set-up, employers can ensure that their employees' time will be maximised.
- **44% of all respondents said productivity means meeting deadlines.** Employees are more empowered to meet deadlines when they have an organised workspace and the right tools to get the job done.
- **Over a third (39%) of all respondents said productivity means enjoying their work.** The factors that go into enjoying work, as we discuss below, include being in a clean environment that is pleasing on a sensory level.

As we surveyed employees from around Europe, it became clear that workspace satisfaction played a crucial role in driving productivity. Regardless of what productivity means to different people, nearly all of the survey respondents stated that workspace satisfaction positively impacted their overall productivity within the workspace. The survey also uncovered the critical elements of a workspace that increase satisfaction and, hence, productivity.

Ultimately, employees experience feelings of satisfaction when their work environment feels good and is well-equipped with the resources they need to get the job done — and when people feel more satisfied, they're more productive.

#### France:

**90%** see satisfaction as important,  
**93%** say satisfaction improves productivity by more than **25%**.

#### Germany:

**88%** see satisfaction as important,  
**91%** say satisfaction improves productivity by more than **25%**.

#### Netherlands:

**87%** see satisfaction as important,  
**90%** say satisfaction improves productivity by more than **25%**.

#### Poland:

**98%** see satisfaction as important,  
**91%** say satisfaction improves productivity by more than **25%**.

#### Spain:

**96%** see satisfaction as important,  
**93%** say satisfaction improves productivity by more than **25%**.

#### UK:

**89%** see satisfaction as important,  
**88%** say satisfaction improves productivity by more than **25%**.



*Workspace satisfaction*

# *The Four Core Elements of Workspace Satisfaction*

*Every good recipe has specific ingredients that make it successful. Likewise, our survey revealed that there are key elements that go into creating the 'recipe' for workspace satisfaction.*

Our survey of 6,212 European professionals revealed that workspace satisfaction focuses on four key 'ingredients' or elements. It's important to note that our respondents, although divided by geographical borders, consistently provided the same responses about what made them the most productive in a workspace environment.

Therefore, we can conclude that many of these essential elements for productivity are more or less universal, illustrating the needs of the modern professional working environment and its inhabitants.

We call these the **'four core elements of workspace satisfaction'**:

**1. Clean Environment**

**2. Healthy Workspace**

**3. Secure Environment**

**4. Tidiness & Organisation**

Let's take a deeper look at each of these elements to determine why they are so important and what they can tell us about the needs of modern employees returning to reimagined, hybrid workspaces.

*Element one:*

# *Clean Environment*

***Having a clean, sanitised environment should be the basis of every workspace. Cleanliness sets the stage for productivity, ensuring that bacteria is minimised through regular deep cleaning. Offering sanitisers for employee use within their workspaces helps everyone in the office feel that much safer.***

Similarly, ventilation and filtration have been critical areas of focus by government officials and private sector leaders in the discussion around reopening workspaces. [Scientific research](#) has proven that increased ventilation and filtration are key to mitigating the spread of airborne infectious diseases, such as COVID-19, indoors.

As such, companies looking to bring their employees back to the office must review their sanitation, ventilation and filtration practices as part of the workspace risk assessment and health and safety practices.

With the global [air purifier market](#) projected to reach USD \$18.15 billion by 2027 and governments such as [Germany](#) [providing financial funding](#) to improve ventilation in public buildings such as schools, museums and public offices, there's never been a more apt time for businesses to overhaul their approach to ventilation and overall office cleanliness.

It is not just the legal and public health requirements of ventilation and sanitation that make it the right move for employers fitting out the modern workspace. Although 40% of respondents said they find the smell of freshly ground coffee satisfying, 18% the smell of new books and 17% the smell of newly printed documents satisfying in the workspace, over half (54%) of all respondents said that they found the smell of a well-ventilated space most satisfying in the workspace.

A well-ventilated workspace is innately pleasant and conforms to the scientific research around the critical role of ventilation and filtration in preventing illness in indoor spaces. Underscoring the importance of ventilation and filtration in the office, 8 in 10 (80%) respondents think it is important that an employer invests in clean, healthy air, such as via air purifiers, to remain productive at the office.

An added benefit is that clean, healthy air aided by ventilation can identify and eliminate any potential harmful chemicals or volatile organic compounds (VOCs). That not only pleases the employee, but ensures that their environment is as safe and clean as possible.

With a commitment to sanitation and cleanliness that includes a high-quality air purifier to filter the office air, companies can additionally satisfy their employees and increase their productivity in the office, whilst duly looking out for their health.





## Thinking about clean air

"**Scientific research** has found that fresh air is actually better for your brain. Breathing polluted air can impact memory and reasoning, and even have an impact on a person's IQ. Therefore, the importance of clean air in the workspace cannot be underestimated.

When you are working in a clean, sanitised space and breathing clean air, you give yourself the best chance at productivity.

Making sure you set up a clean, tidy workspace that offers clear air both at the corporate office and at home is a boost to one's well-being and productivity."

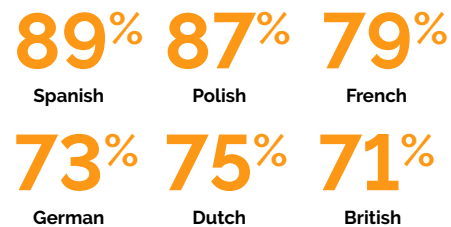
**Martin Geiger**



### Key Facts

**80%** of all **European respondents** say it is important that an employer invests in clean, healthy air (e.g., with air purifiers) needed to be productive at the office.

#### Percentage of employees who agree

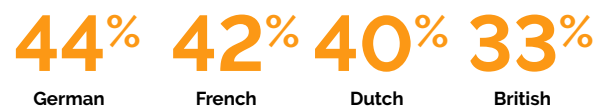


**54%** of all **European respondents** surveyed said that a well-ventilated space is the top 'smell' that gives them satisfaction in the workspace.

**51%** of all **European respondents** say breathing cleaner air would make their workspace healthier for them.

**54%** Over half of both **Polish** and **Spanish** employees say they find breathing cleaner, healthier air satisfying at work.

#### Percentage of employees who agree



## Element two:

# Healthy Workspace

*Whether working within the office or from home, having a comfortable, safe workstation is the standard for employee satisfaction. Over half (56%) of all European respondents said they find a comfortable workstation satisfying in the workspace.*

These insights come at a critical time. In a year of ad-hoc working from home, when many employees had to create home working set-ups on the fly, there were quite a few stories of people working from unusual locations. Our [earlier research](#) found that only 49% of employees had a proper workstation at home; 10% admitted to working from the sofa, 5% from their bed, and 3% even admitted to working from the floor.

While a stopgap in a time of necessity, such time-of-need adaptations are far from ergonomically correct and have no way to work in the long term. Hence, implementing a long-term hybrid working solution means that employers must provide employees with the much-needed confidence that their health will be looked after for proper positioning and safe alignment to prevent work-related repetitive stress injuries — both in the office and at home.

In addition to conferring employee satisfaction, workstation risk assessments are critical to all organisations devising their hybrid working strategies. In fact, it is also the [law in line with EU regulations](#). Ensuring that comfortable and safe working environments are implemented both within the office as well as within each employee's home working space is crucial to ensuring that health and safety is a priority in successfully devising the hybrid office.

To this end, the majority of employees believe in the importance of ergonomics. In our survey, 8 in 10 (80%) respondents said an employer must invest in ergonomics (e.g., desk, chair, monitor riser/stand) to be productive and stay safe at both the corporate office as well as the home office.

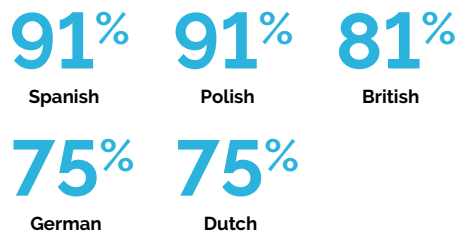
More than a third (41%) of all respondents say they find having a good ergonomic set-up and feeling comfortable at their desk driving workspace satisfaction. This is important because 48% of respondents said that when satisfied with their working set-up, it positively impacts their motivation, and 34% cited workspace set-up satisfaction as a factor in generating a positive impact on their relationship with colleagues.

## Key Facts

# 83%

of all **European respondents** say having an excellent ergonomic environment, including a suitable desk, chair, monitor at eye level, is essential to their productivity.

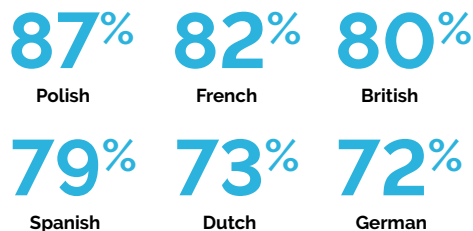
## Percentage of employees who agree



# 80%

Over three quarters (80%) of all **European respondents** say it is important to their productivity that an employer invests in ergonomics (e.g., desk, chair, monitor riser/stand) needed to be productive and stay safe at the office.

## Percentage of employees who say this



**40%** of all **European respondents** who work from the office and are satisfied with their workspace environment said it improves their productivity by 76-100%.



## Devising a winning home office

"The first thing to do is to choose a quiet and inspiring workspace, where you can also close the door. The kitchen table is not a permanent solution.

If the workspace is not created according to ergonomic criteria, there is a risk of posture problems in the long term.

A good office chair is the be-all and end-all when working from home. A height-adjustable desk that allows you to alternate between sitting and standing is also a sensible investment.

Since we also move even less at home, the rule of thumb 60-30-10 provides a good guide: 60% sitting, 30% standing and 10% moving."



**Martin Geiger**

### *Ergonomic considerations:*

Ensuring a proper ergonomic set-up is an essential part of any office setup. Before employers can even address the other tools and benefits of the working environment, every employer's duty ensures the health and safety of their employees, such that it is free of discomfort and able to minimise repetitive stress injuries.

Employers can start by conducting a [healthy workstation assessment](#), which ensures that employees are working in safety and comfort, per EU legal regulations.



**Element three:****Secure Environment*****Employers ensuring an ergonomic workstation and a monitored, secure facility from which to work are two key components of helping employees feel safe in the workspace.***

Yet, workspace security is broader than this; it also encompasses the implementation of good data protection practices, including adherence to European General Data Protection Regulation (GDPR) rules, which pertain to the handling of confidential documents, particularly when it comes to their storage and disposal.

Under GDPR, businesses are required to implement technical and organisational measures to make sure data is processed, stored, and disposed of securely. This applies to all personal data, whether held electronically or as paper documents.

Some [best practices we've identified](#) previously around documents and data protection per GDPR regulations include:

- *Being mindful to secure both electronic data as well as paper documents.*
- *Securely destroying documents with data that is no longer needed.*
- *Storing documents that are required to be held long-term in a way that keeps them secure but allows them to be easily traced and located if necessary.*
- *Ensuring that sensitive documents are stored in locked cabinets with restricted access to only select individuals who have proper authority to access them within the business.*
- *Ensuring that home offices are fully equipped to conform to the best practices outlined above, as well as the corporate office.*

In addition to disposing of documents properly, GDPR also dictates that some documents must be maintained securely on-site for a set period of time. Because GDPR now extends to the home office as well as the corporate office, assessing how to stay compliant with GDPR regulations around data protection, including the storage and disposal of confidential data, should be a key consideration for every employer's hybrid work strategy.

Attention to this type of data security is also important because it helps employees to know that they are doing the right thing, and therefore, it helps them feel more confident and secure in the course of their day-to-day work, whether that work takes place at the corporate office, or at the home office.

In our survey of 6,212 European employees, 73% of respondents agreed that ensuring data protection by having access to equipment that shreds sensitive documents is important to their productivity. When using a shredder in either the corporate or home office, 26% of all respondents say it is important to them that they have confidence that they have disposed of confidential documents.

In addition, two thirds (66%) of respondents say they think it is important that an employer invests in equipment to shred sensitive documents. That same number of respondents (66%) also agree that being able to dispose of confidential or sensitive documents securely gives them satisfaction.

Also important to employee productivity is the ability to work without interruptions. As mentioned above, nearly half of all employees (49%) say that productivity means maximising their time. Using the shredder is no exception to saving time; 24% of respondents said that having a jam-proof shredder is important to them in the office or at home. Certainly, a jam-proof shredder provides the benefit of saving time by minimising interruptions, thus maximising employee time and, in turn, boosting productivity.

Unfortunately, when employees work from home, they don't always have access to a shredder. Our survey revealed that while one in three employees (35%) have a paper shredder at work, only one in six (16%) have a shredder at home. When implementing successful methods of hybrid working, it is crucial that employers take considerable care to ensure that products helping facilitate GDPR compliance are offered in the home workspace mirror those offered in the corporate office.

Implementing the right storage and shredding solutions gives employees the peace of mind that sensitive data is securely stored or destroyed per GDPR regulations. And that allows everyone to breathe easy, providing a sense of calm and security that satisfies employees and ultimately leads to greater productivity.

***Data protection tools to aid productivity:***

Data security considerations should also be a part of your company's workspace equipment set-up. To ensure compliance with GDPR rules, both digital and paper assets must be stored and disposed of properly.

Nearly three-quarters (73%) of respondents say that ensuring data protection by having access to equipment to securely shred sensitive documents is essential to their productivity.



## Peace of mind in the office

"We work better when we know our environment is safe. This can mean a lot of different things, such as knowing that there is a security guard at the entrance to the office building, or that workstations have been sanitised.

But, importantly, it also means knowing that sensitive information is being properly secured so that it doesn't fall into the wrong hands.

By ensuring that both the corporate office and the home office setups have the tools needed to help employees feel confident with regards to cyber and data security, everyone can breathe a sigh of relief and work resting easily so that data isn't being compromised — no matter which location you're working from."

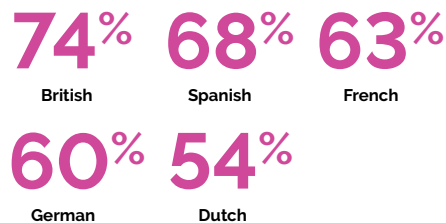
**Martin Geiger**



### Key Facts

**78%** of **Polish employees** say it is important that an employer invests in equipment to shred sensitive documents.

#### Percentage of employees who agree it's important



**66%** of all **European respondents** agree that being able to dispose of confidential or sensitive documents securely gives them satisfaction.

**26%** of all **European respondents** say that having the confidence that they have disposed of confidential documents is important to them when using a shredder in the office.

**24%** of all **European respondents** say that it is important to them that the shredder is jam proof when used in the office.

**Element four:****Tidiness & Organisation**

***When companies consider what is needed within the setup of the modern workspace, they often overlook two of the most fundamental concepts: tidiness and organisation. Both of these are elements that, while often understated, carry importance that cannot be overstated.***

For starters, working in a tidy and organised space not only helps employees be more productive by reducing the amount of time spent looking for paperwork, but minimising clutter can also have a [beneficial impact on mental health](#).

For the majority of employees, a cluttered workspace simply isn't conducive to performing their best work. In our survey, a staggering 81% of respondents said that having an uncluttered working environment and desk is vital to their productivity. In addition, 47% of all respondents said they find a tidy and uncluttered desk satisfying in the workspace.

To deliver against this, employers must consider how best they can help their employees maintain an uncluttered work environment via the organisational tools and solutions they provide them with. This starts with envisioning how an optimised workspace can be best outfitted.

A thoughtful work environment layout enables a better use of space. When the tools needed for work are organised in a way that assists employees in improving their productivity, it can cut down on disorganisation and associated frustrations.

Filing and storage solutions that organise important paperwork and keep it securely in place, along with workspace tools neatly arranged can have a positive impact on an employee's overall mental wellness and productivity. Our [previous research](#) found that premium filing and storage solutions help employees work faster and reduce stress levels.

Therefore, when planning for a hybrid working solution, employers should give their employees the tools to keep their home workspace as equally as tidy and organised as their office workspace. Both benefit from organisational tools such as desktop storage solutions and storage boxes.

In addition to storage solutions, the workspace can be maximised by using monitor arms, which free up much needed desk space to provide a more clutter-free (and ergonomic) space from which to work.

Such storage and organisational solutions facilitate a clean workspace setup and keep clutter to a minimum by ensuring that paperwork is filed in an organised fashion.

The employees we surveyed agreed; over three-quarters (77%) of respondents said it is important that their employer invests in the practical storage and organisation solutions they need to be both satisfied and productive at the office.

**Investing in the correct equipment:**

71% of all European respondents say having access to the equipment they need, such as an extra monitor to view large documents, is important to their productivity.

Having the correct equipment also includes monitor arms, storage and organisational solutions, and any other setup that an employee needs to keep their workspace optimised for productivity.

It also applies to investing in equipment that enables employees to create documents for others. 69% of respondents say having access to equipment to produce high-quality presentations, such as laminators and binders, is important to their productivity.

The bottom line is that if you want your staff to be productive with their output, you have to invest in the right office tools that allow them to maximise their productivity.

**Keep your work environment identical**

***"Make sure that your workspace at home and in the office are largely the same. The less time you need for rethinking or retooling, the more productive you are. You'll be less likely to waste precious time with tedious searching or time-consuming retooling, and can fully concentrate on completing the most important tasks."***

**Martin Geiger**



## Creating peace and quiet in the workspace

“Creating a disturbance-free working atmosphere can be a real challenge in an open plan office. Employees can be disciplined about turning off noisy computer and mobile phone notifications, as well as agreeing with colleagues on a simple, common signal or sign at the workspace that indicates that disruptions are currently unwanted. It can also help to wear headphones to find a sense of quiet — even without music.

Employers can be supportive of cultivating a quiet environment by replacing loud technology with quieter hardware, which promotes concentration just as much as corresponding quiet islands, which can be created using suitable furniture.”

**Martin Geiger**

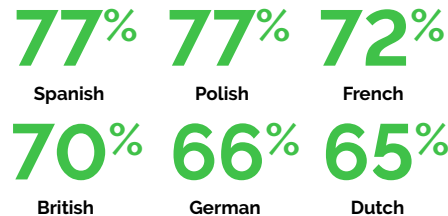


### Key Facts

**71%**

all **European respondents** say it is important that an employer invests in equipment such as extra monitors, which are needed to be productive at the office.

Percentage of employees who agree it's important



**85%**

of **Polish** and **Spanish** employees say it is important that an employer invests in effective storage and organisation solutions they need to be productive at the office.

Percentage of employees who agree



**32%**

of all **European respondents** say the speed at which a binder can bind large quantities of documents is important.

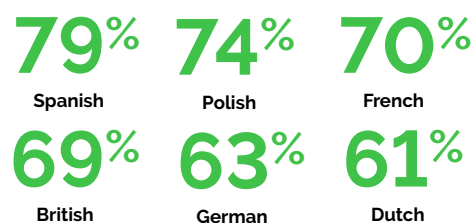
**26%**

of all **European respondents** say that easily stackable storage boxes are important.

**70%**

of all **European respondents** say it is important that an employer invests in equipment to produce high quality presentations and documents (e.g., laminators and binders) needed to be productive at the office.

Percentage of employees who agree it's important



Key tips from a productivity expert:

# Designing the hybrid office for employee satisfaction

*As governments and businesses reimagine innovative, modern ways of working for the 21st Century, many plans are being put in place worldwide to ensure that corporate and home office workspaces conform to stringent safety and productivity requirements.*

The topic of workspace satisfaction has further illuminated the following dramatic changes in how we work in the modern era, including public awareness of mental and physical health.

Office workspace planning and design now increasingly considers employees' satisfaction and well-being, taking into consideration how best to make the transitions between the company office and the home office secure and productive.

While research shows that many employees (79%) are satisfied with their current workspace environment at home, employees also acknowledge many benefits of working in the company office. For instance, the top reasons given for preferring to work from home are silence and flexibility. In contrast, the principal reason for working in the office is a better collaboration with others.

For this reason, hybrid working is a winning strategy for today's employees, combining the best parts of the corporate office with the home office, in order to maximise productivity.

Against the backdrop of these findings, companies have a unique opportunity to devise a compelling approach to redefine working to maximise productivity in its new, hybrid form. One way they can do so is by leading with the concept of workspace satisfaction.

## Key Facts Recap

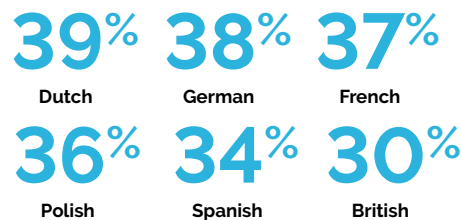
# 9 out of 10

of all European employees say satisfaction is important to them in the workspace.

# 33%

of all **European respondents** who work from the office say they are satisfied with their workspace environment and said it improves their productivity by 51-75%.

## Percentage of employees who agree



## Comparing the different ways of working:

# 37%

of people prefer working from an office

# 24%

of people prefer working from home

# 36%

of people prefer to have a hybrid option



## A few key tips that employers can incorporate into their hybrid approach planning include:

### ✓ **Listening to their employees.**

Just as Fellowes Brands have surveyed over 6,000 employees across Europe, each employer can survey their own employee pool to find out what their most pressing needs are when it comes to working productively.

### ✓ **Providing employee support for a new way of working.**

Many employees have become accustomed to working from home. Helping manage expectations around and offering benefits to hybrid working will help them take on board the new hybrid way of working in stride.

### ✓ **Creating seamless working environments.**

An employee that splits their time working within the corporate office and their own home office should feel confident that their setup will be equally ergonomic, clean and comfortable in both spaces. They should also feel confident that all the tools they need to get their job done well will be present in both places.

### ✓ **Making the right investments.**

There are many innovative product solutions available to employers today to ensure that their employees have the safest and most productive workspace. Taking the time to consider all of the options available and making an informed decision will help maximise employee satisfaction and productivity long term.

### ✓ **Communicating about the hybrid office.**

In addition to creating the right environment, it is also crucial that employees communicate effectively with their employees about the benefits and expectations associated with hybrid working and hybrid workspaces. Employers can let their employees know that they have taken into account issues such as safety, cleanliness, ergonomics, organisation and overall workspace health by implementing proper workspace tools. This will help build trust between the company and its employees, so that hybrid working operates successfully for all parties involved.

As employers look to facilitate highly productive, hybrid workspaces, ensuring employee satisfaction in their workspace should be top of mind, given how closely it ties to employee productivity.

The survey data from Fellowes Brands supports and illuminates this connection, giving employers the insights they need to create a positive, productive hybrid working experience for all of their employees. A new era of work is upon us, and the possibilities are limitless.



# Fellowes Brands Recommends

**At Fellowes Brands, our mission is to help people be the best they can be: more productive, more efficient, and healthier. That's why we make office products like business machines, storage products, and workspace well-being solutions.**

As we've outlined through our survey findings, employee satisfaction and productivity are linked, and both can be ensured when employers are strategic about how to design a workspace that adheres to the four key elements of workspace satisfaction.

When it comes to planning a hybrid office setup, ensuring that all of the correct equipment to help employees do their jobs to the best of their ability is crucial; our survey data reveals that half (50%) of all European respondents said that it positively impacts their productivity when satisfied with their working set-up.

But what does it mean to have a correctly set up, productivity-inspiring office? For employees, it centres around having the right workspace tools made available to them, both at the corporate office and in the home office.

We offer practical solutions for equipping the hybrid office, ensuring the right kit for productivity, including our line of ergonomics, productivity, and shredding tools.

Products by our family-owned business have been in your workspace and your home for over 100 years. They're designed to meet — and exceed — the needs of an ever-changing world. So whether you're in a big corporate office or a cozy home office, we'll help you to be at your best. Because if you work better, you feel better.



## Lx Series Shredders

Keep confidential data secure. Our selection of small and home office shredders are designed for moderate – heavy use on a daily basis.

- Shred more
- Zero jamming
- Superior security
- Advanced safety



## Jupiter2 A3 Laminator

Designed for easy operation and enhanced productivity, our laminators deliver high quality performance for all your laminating needs.

- Laminate more
- Laminate faster
- Laminate simply

# Fellowes Brands Recommends



## Fellowes AeraMax Air Purifiers

Improve your indoor home and office air quality with AeraMax air purifiers which safely remove 99.97% of airborne particles as small as 0.3 microns.

- 4-stage purification with true HEPA filters
- Automatic adjustment
- Quiet operation

## Lyra™ 3-in-1 Binding Centre is designed with the best-in-class

Quality, durability, and innovation. Versatile functionality for everything from book reports to business reports and all in between.

- Bind
- Staple
- Hole punch



## Heavy Duty® BANKERS BOX

Strong, adaptable, and essential in your workspace, our boxes can be used for literally any storage solution.

- Easy assembly
- Strong
- Durable
- Stackable
- FSC® certified cardboard





# Fellowes Brands Recommends

**Good ergonomics means great productivity. At Fellowes Brands we have created a Four Zone Approach® which breaks down the workstation into 4 manageable chunks – solving the issues that may prevent teams from operating at their best and most productive.**

## **Zone 1** Prevent back tension

*Professional Series  
Ultimate Back Support*

- Prevent back tension
- Fully adjustable
- Stays in place
- Antibacterial protection built-in



## **Zone 2** Avoid wrist pressure

*PlushTouch™ Mousepad  
Wrist Support*

- Bring comfort to your wrists
- Relieve wrist pressure
- Antibacterial protection built-in



## **Zone 3** Relieve neck strain

*Platinum Series  
Dual Monitor Arm*

- Relieve neck tension
- Improve productivity
- Raise your screen to eye level
- Increase desk space



## **Zone 4** Reduce inactivity

*Levado Height  
Adjustable Desk*

- Effortlessly transform your desk into a dynamic workspace
- 90 second set up
- Introduce movement
- Healthier working



To discover all of the Fellowes Brands versatile product ranges and more information on how these products can help you and your employees prepare for hybrid working, ensuring a more productive and satisfied workspace, please visit <https://www.fellowes.com>

# Methodology

***Fellowes Brands commissioned Censuswide, a market research and survey consultancy, to conduct an online survey between 8th – 18th June 2021 with a sample of 6,212 office workers in the UK, France, Germany, Netherlands, Spain and Poland.***

All respondents were double opted in (with an opt in and validation process) and completed a screening questionnaire ahead of the main survey.

The screening questionnaire ensured all individuals surveyed were employed (either full time or part time) at time of survey, working either in the office or on a hybrid basis.

Respondents' data was stored anonymously. Censuswide abide by and employ members of the Market Research Society and follows the MRS code of conduct and the ESOMAR principles.

In addition to the survey, Fellowes Brands used Pulsar, an audience intelligence and social listening platform, to identify trends on social media relating to the changing workspace and workspace satisfaction.

Data from Twitter was captured between 1st June – 31 May 2021, with searches for terms relating to remote work, workspace satisfaction, and the office environment. Global, English language content was analysed.





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