The study suggests a shift in perspective of workplace design towards a salutogenic and user-centred approach, one that promotes users’ health and well-being in buildings. The study identified the dimensions of a workspace quality that could promote human well-being (Figure).

In addition to the chemical, physical and microbiological factors of indoor air and the quality of the indoor environment, the focus is on the functional, psychological and social dimensions of the workspace.

A workspace that could promote human well-being
- has a good indoor environment
- supports work tasks and work process
- is ergonomic and accessible to all
- respects privacy and the personal need for space
- strengthens sense of control
- enhances work flow and work engagement
- promotes communication, collaboration and mutual learning.

New action models and tools, as well as the implementation of research findings in practice, are urgently needed in workspace planning and (re)design. FIOH has launched a new multidisciplinary research theme “Workspaces that Promote Well-being”.

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**Dimensions of Workspaces That Promote Well-being**

- **Functional dimension**
  - Supports work tasks and work processes
  - Is accessible to all

- **Psychological dimension**
  - Respects privacy and personal need of space
  - Strengthens a sense of control

- **Social dimension**
  - Promotes communication, collaboration and mutual learning

- **Healthiness and safety**
  - Good indoor environment

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