

# Workplace Spectrum

DESIGNING FOR HUMAN VITALITY

**bnim**



## ABOUT BNIM

BNIM is an innovative leader in designing high performance environments. BNIM's instrumental development of the USGBC, LEED, and the Living Building concept, combined with projects, methods, and research, shaped the direction of the sustainable movement. Through this involvement, the firm has redefined design excellence to elevate human experience together with aesthetics and building performance. In practice, this multifaceted approach to design excellence has yielded national acclaim, including the AIA National Architecture Firm Award, and consistent design recognition nationally and internationally. BNIM is **Building Positive**, a notion that describes how our practice leverages its collective capacity for design thinking to solve issues at every scale in a way that is focused on building the positive attributes of community and the built environment. Through an integrated process of collaborative discovery, BNIM creates transformative, living designs that lead to vital and healthy organizations and communities.



# Workplace Spectrum

DESIGNING FOR HUMAN VITALITY



# The Human Ecosystem

## How we work shapes who we are.

Moving beyond work-life balance to reflect new ideas on office culture and modern life, BNIM has continuously transformed how we conceptualize and design the workplace of the future. Exploring how work is increasingly aligned with personal identity, BNIM advances an understanding of professional and personal well-being that is rooted in a systems-based approach. We call this approach the Workplace Ecosystem. As a model for advancing new ways of working, the Workplace Ecosystem advocates that well-being arises from human interaction and integration.

By definition, an ecosystem is a group of interconnected elements, formed by the interaction of a community with their environment. At BNIM, architecture, landscape and interiors support and reinforce one another, an interdisciplinary approach that transforms workplaces to allow new interactions to emerge. The Workplace Ecosystem model focuses on six core concepts: nurture, meet, research, focus, nourish and grow. Established across years of research and design, these concepts illustrate the potential of interconnectivity that's born from human interaction.







## The Six Modes of Working and their Impact

Our research into workplace revealed that there are six fundamental activities and spaces within an office. These activities reflect different work models and emerging ideas on office compression and horizontal hierarchy. The product of our work with the Open Source Office and a host of external collaborators, these six modes are regularly combined into clusters of intermixed individual and collaborative spaces for spontaneous discussion and innovation. Space allocation of the six work modes differs between the type of work industry. The constantly adapting human condition plays a large roll in planning a successful, collaborative office space that supports individual and organizational vitality.

The six core modes each support employees in different ways: they are spaces to focus, meet, nourish, grow, nurture, and research. Each mode can be tied to furniture, spatial organizations, and adjacencies. Different companies require different variations on the work modes to tailor to their own needs, and within this model we design powerful connections to landscape and community.

The result is spaces that are unexpected and inspiring. These are workplaces that support organization needs while activating the engagement of its workforce. Our designs enhance workplace culture to deliver creative and human-centered solutions.



## Focus

An opportunity for an individual to pause and reflect on their work – or ignore it momentarily. Spaces that calm, inspire, recharge



## Research

Opportunity to experiment, test and develop new ideas. Spaces to invent, test, experiment



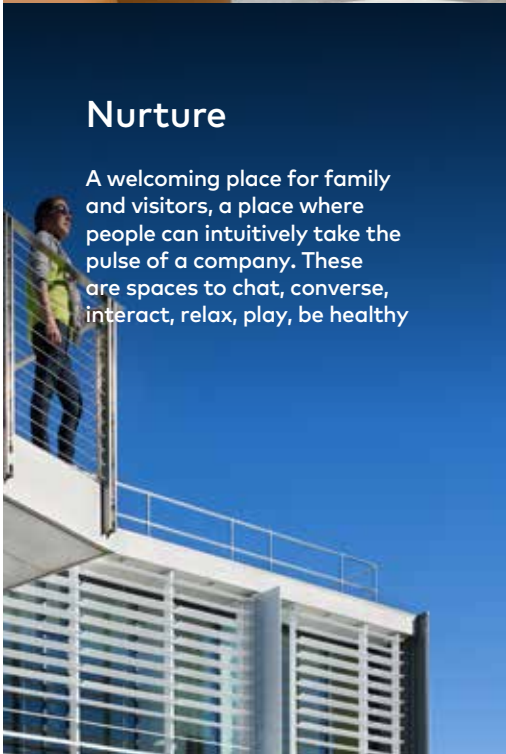
## Grow

Areas to train and learn, workshop areas to gain knowledge or expand potential. Spaces for focused learning or knowledge-sharing



## Nurture

A welcoming place for family and visitors, a place where people can intuitively take the pulse of a company. These are spaces to chat, converse, interact, relax, play, be healthy



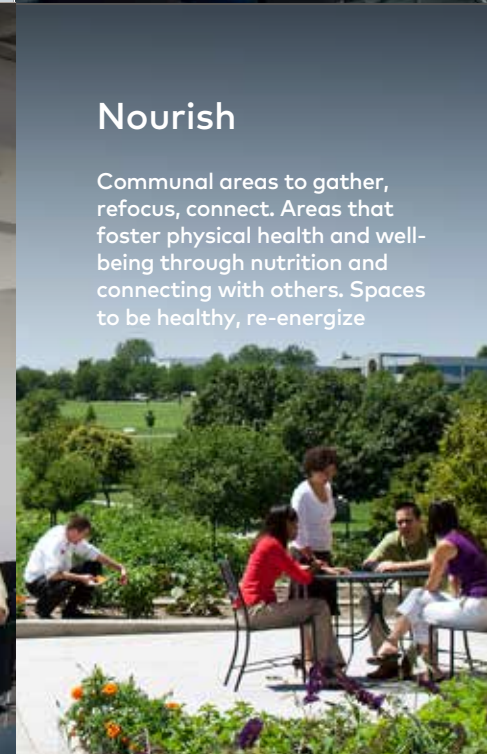
## Meet

Individuals have purposeful interaction among a group of colleagues addressing a defined topic



## Nourish

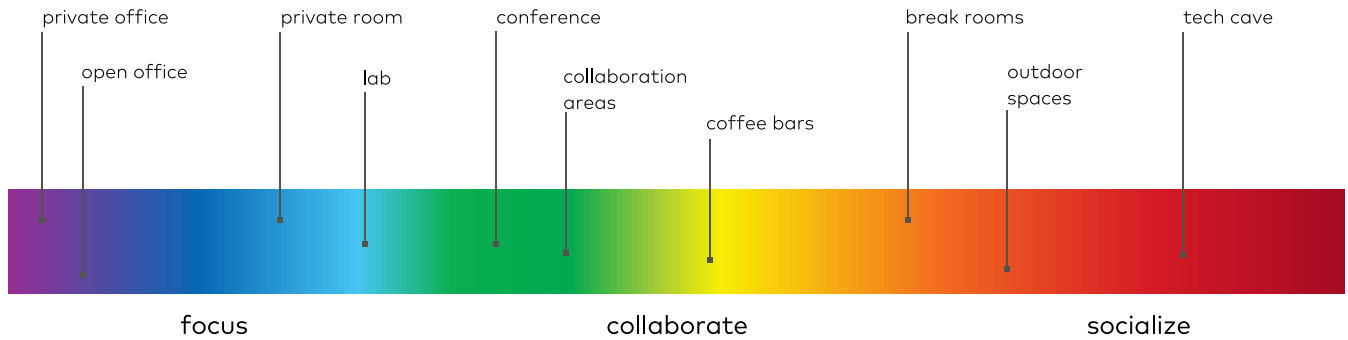
Communal areas to gather, refocus, connect. Areas that foster physical health and well-being through nutrition and connecting with others. Spaces to be healthy, re-energize











## Workplace Spectrum

Our research on the workplace spectrum revealed that different spatial types and working models are closely tied to color theory. In the workplace, employees prefer cooler colors for more focused work, and warmer tones for more social or active based work areas. The color of interiors closely correlates to employee engagement and productivity. Our designs explore the impact of color on identifying, supporting and encouraging different workstyles.



Workplace Spectrum

# Private Office



RIVO HOLDING TENANT IMPROVEMENT  
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MODIFICATIONS

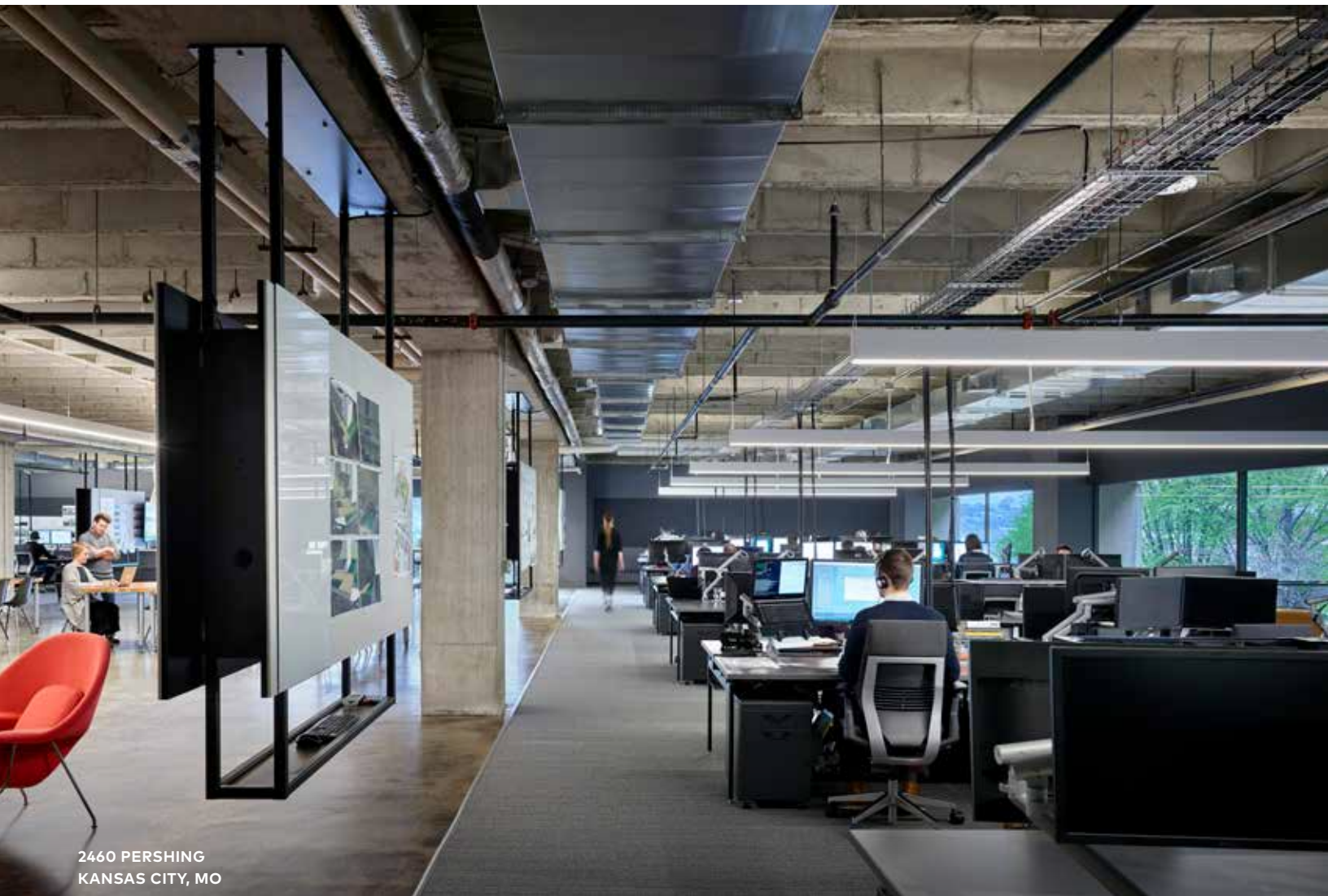


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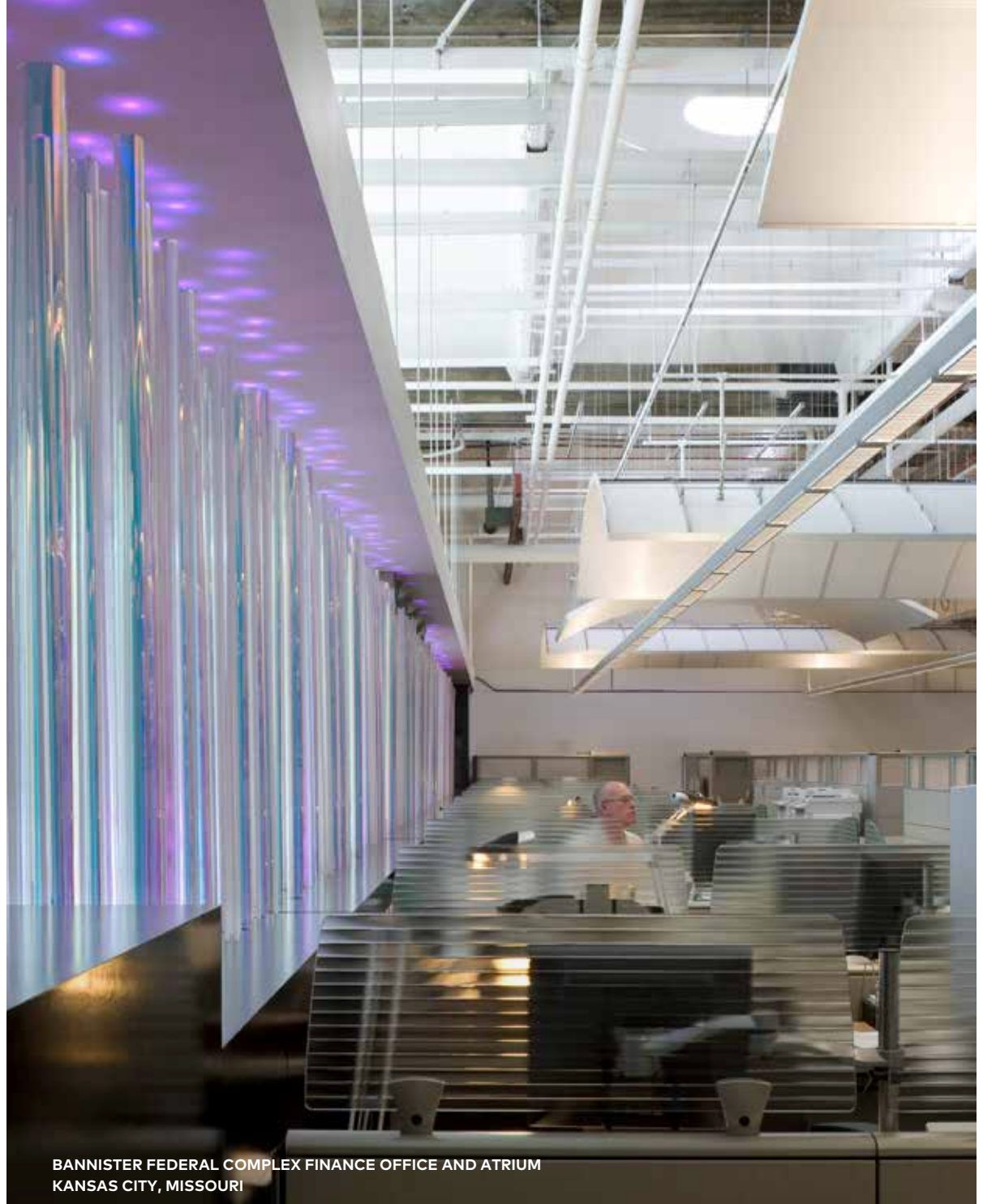
Workplace Spectrum

# Open Office



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KANSAS CITY, MO



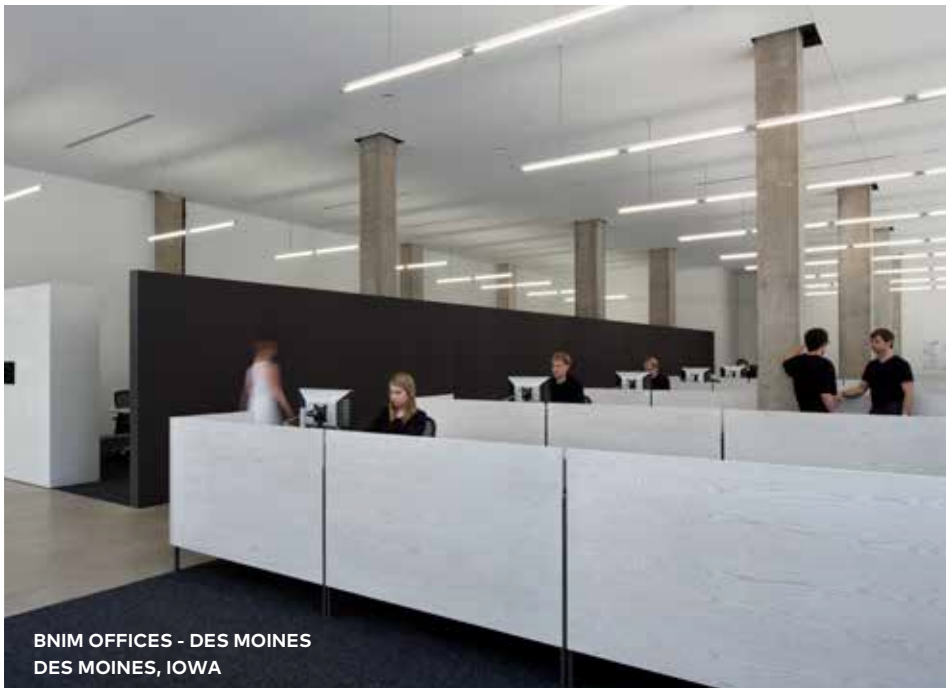


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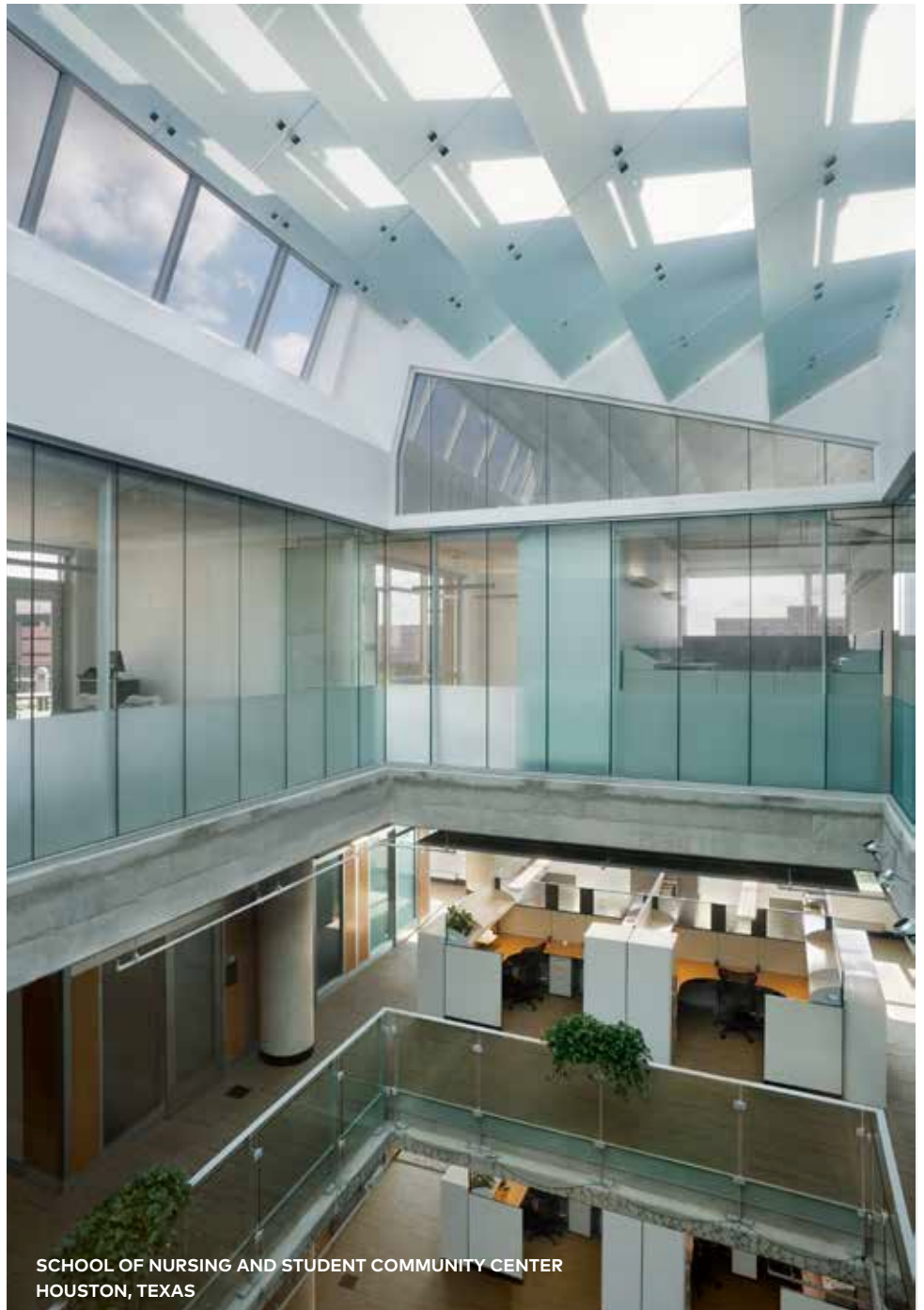


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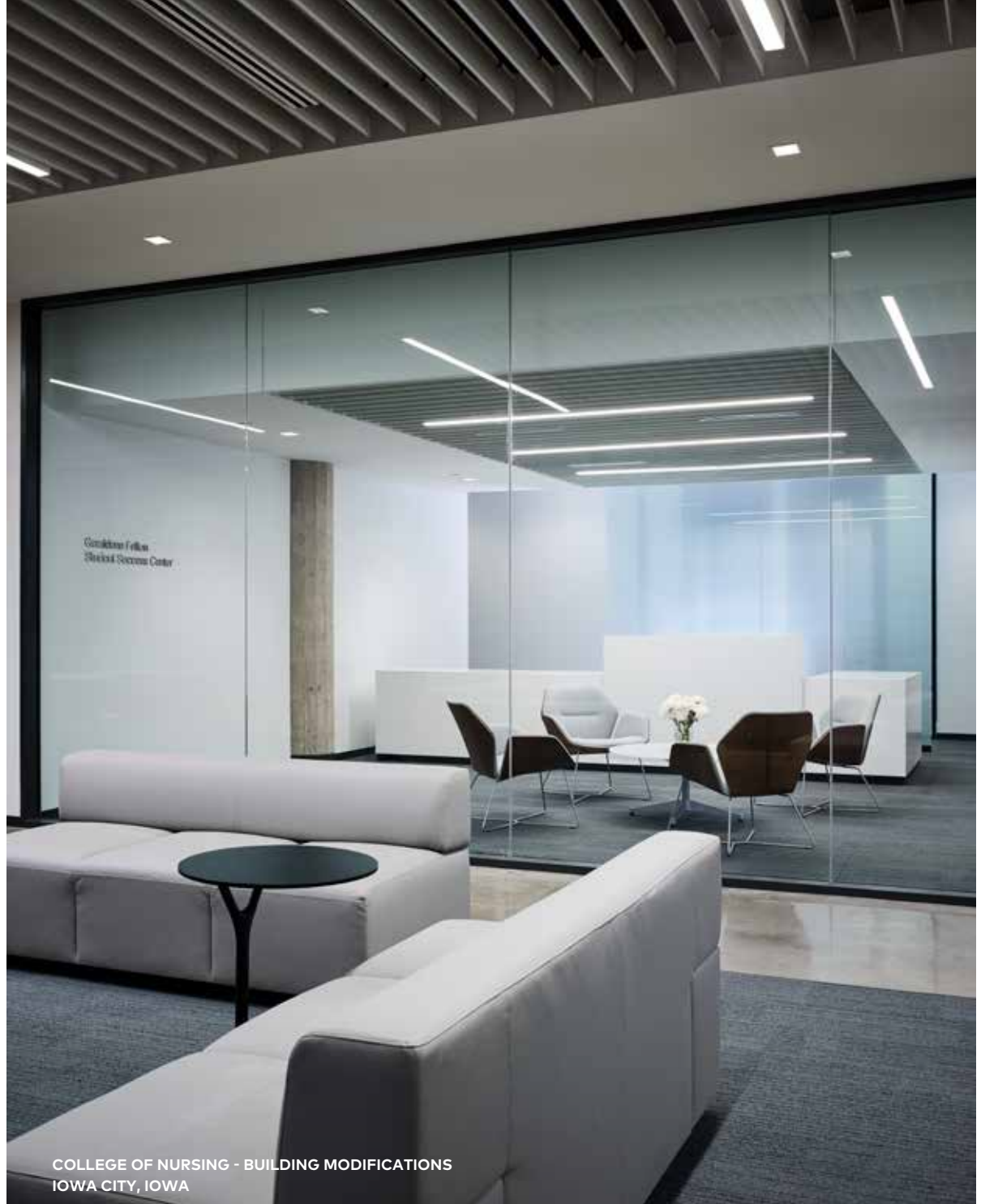
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# Privacy Room



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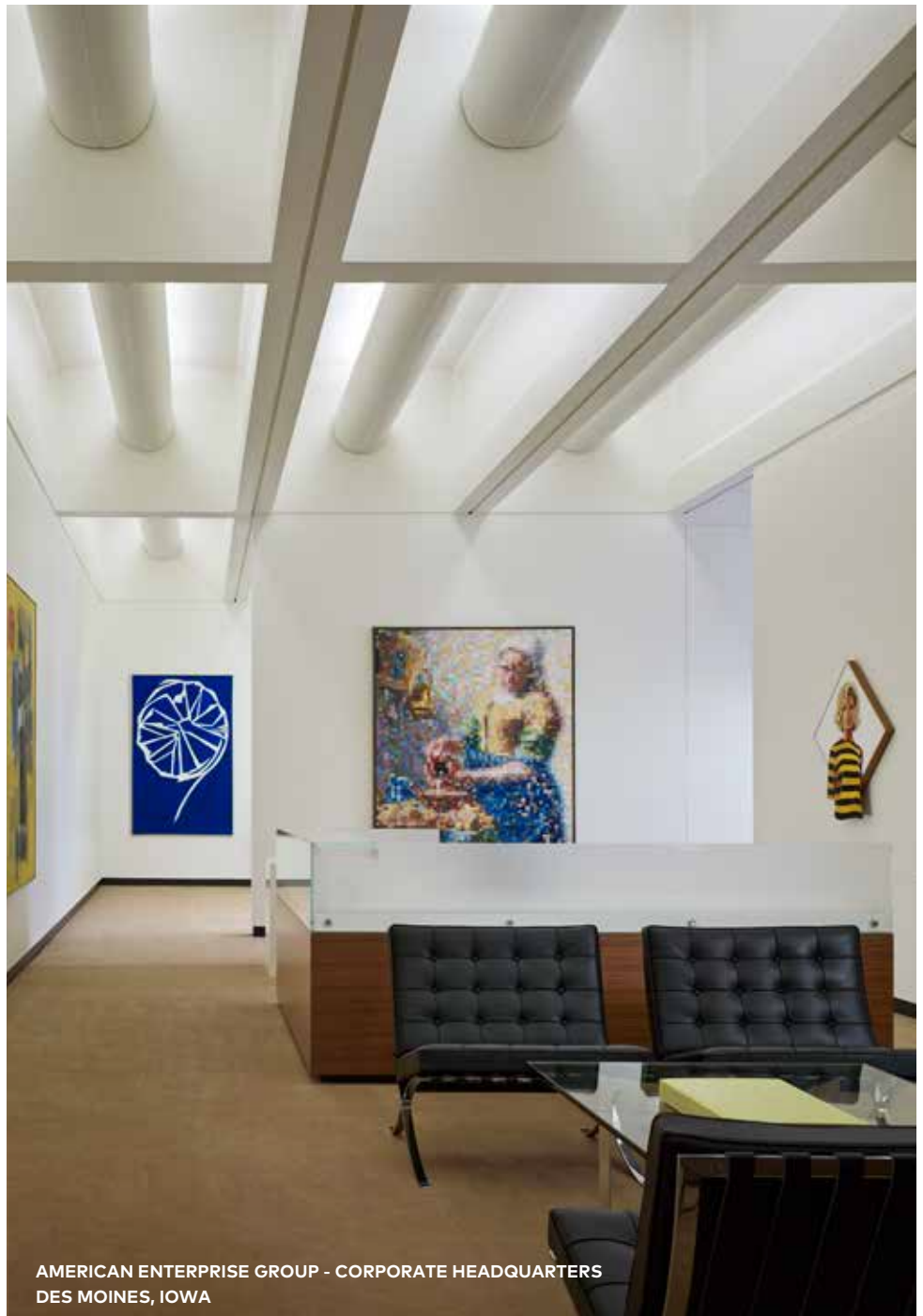


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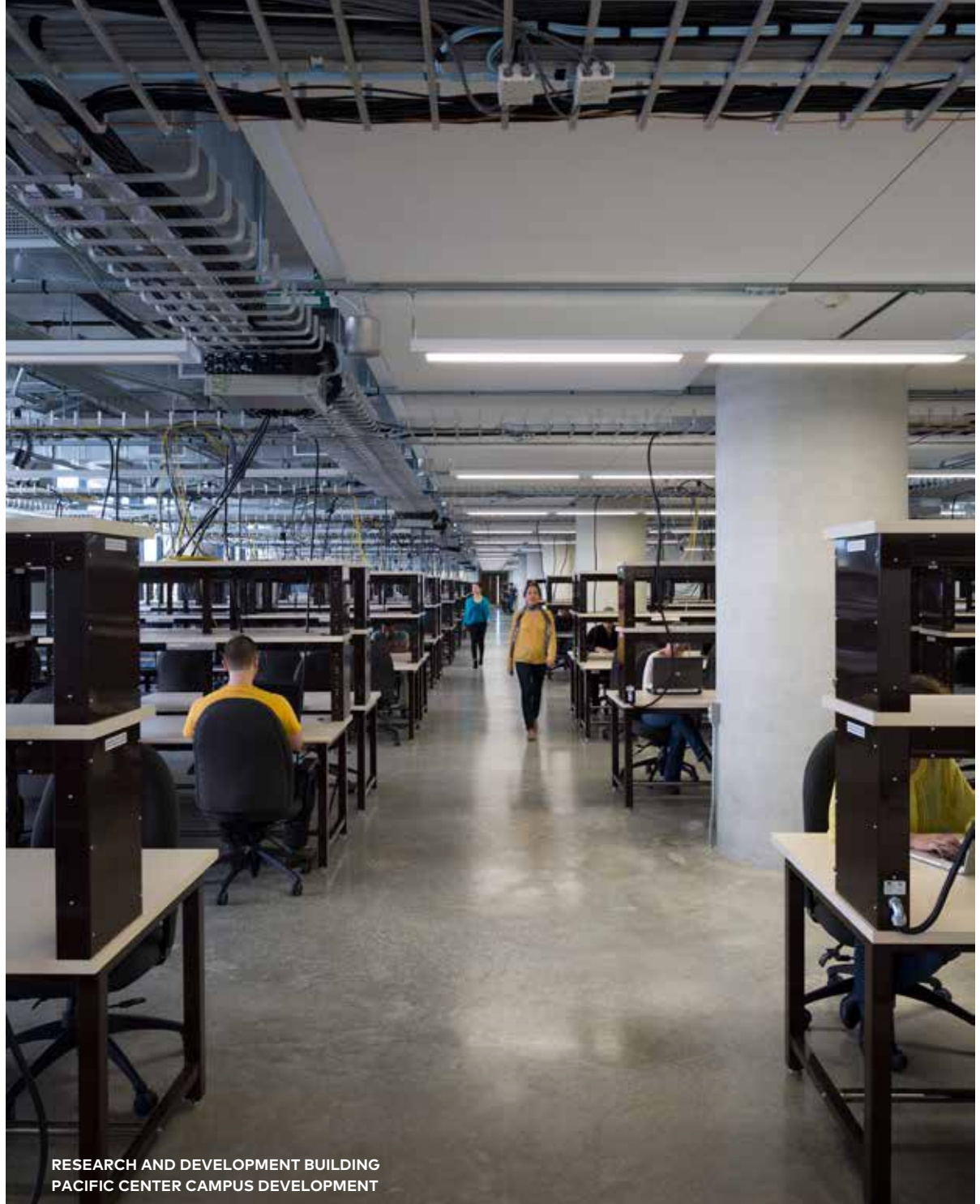


Workplace Spectrum  
**Lab**



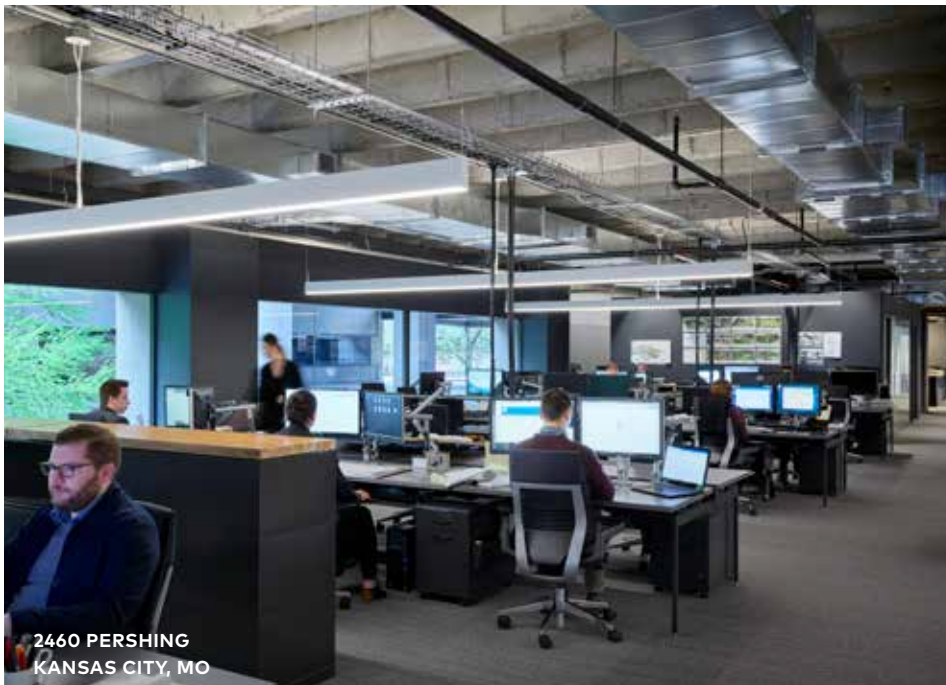
BLOCH EXECUTIVE HALL  
KANSAS CITY, MISSOURI





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PACIFIC CENTER CAMPUS DEVELOPMENT









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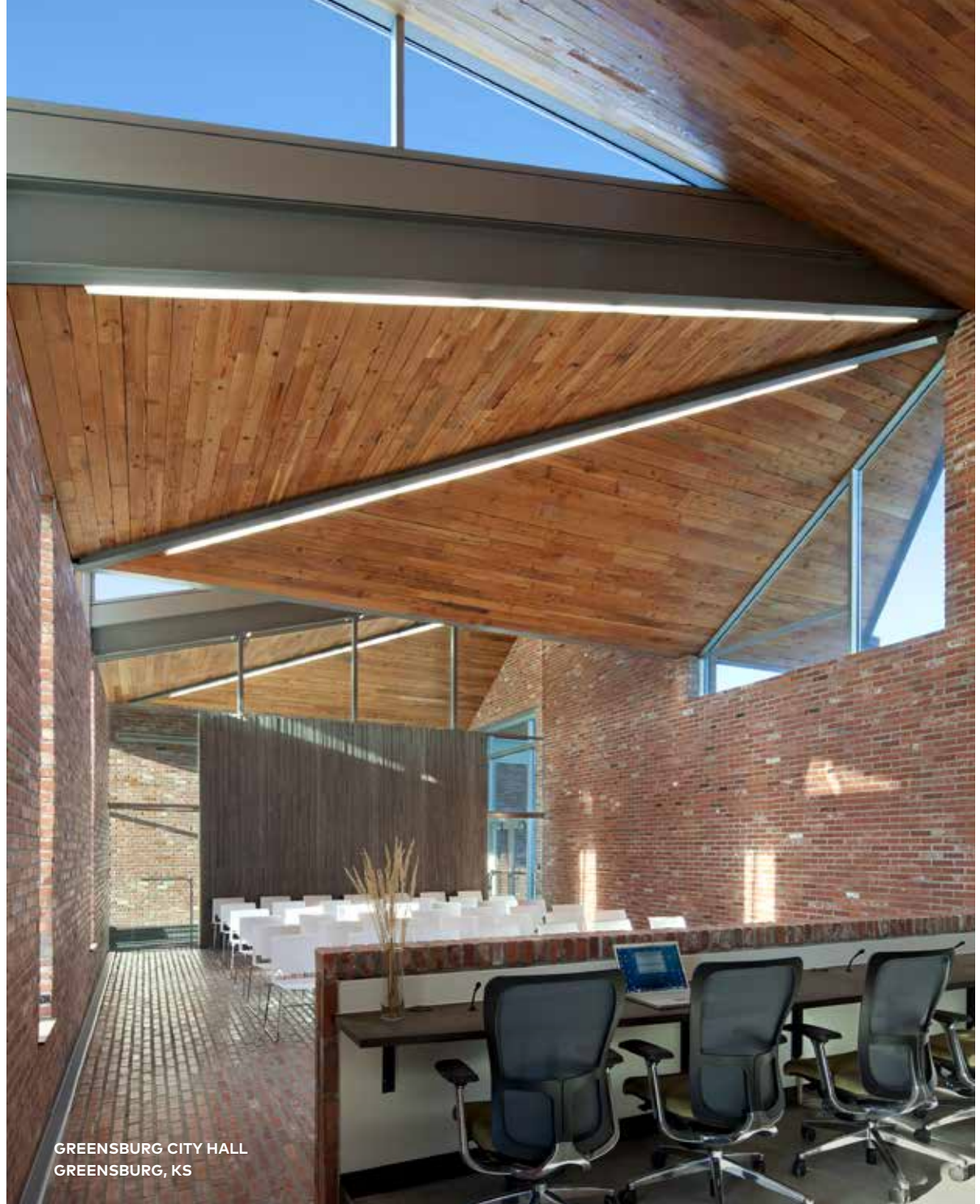
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# Conference Space



BLOCH EXECUTIVE HALL  
UNIVERSITY OF MISSOURI-KANSAS CITY





GREENSBURG CITY HALL  
GREENSBURG, KS









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RIVO HOLDING TENANT IMPROVEMENT  
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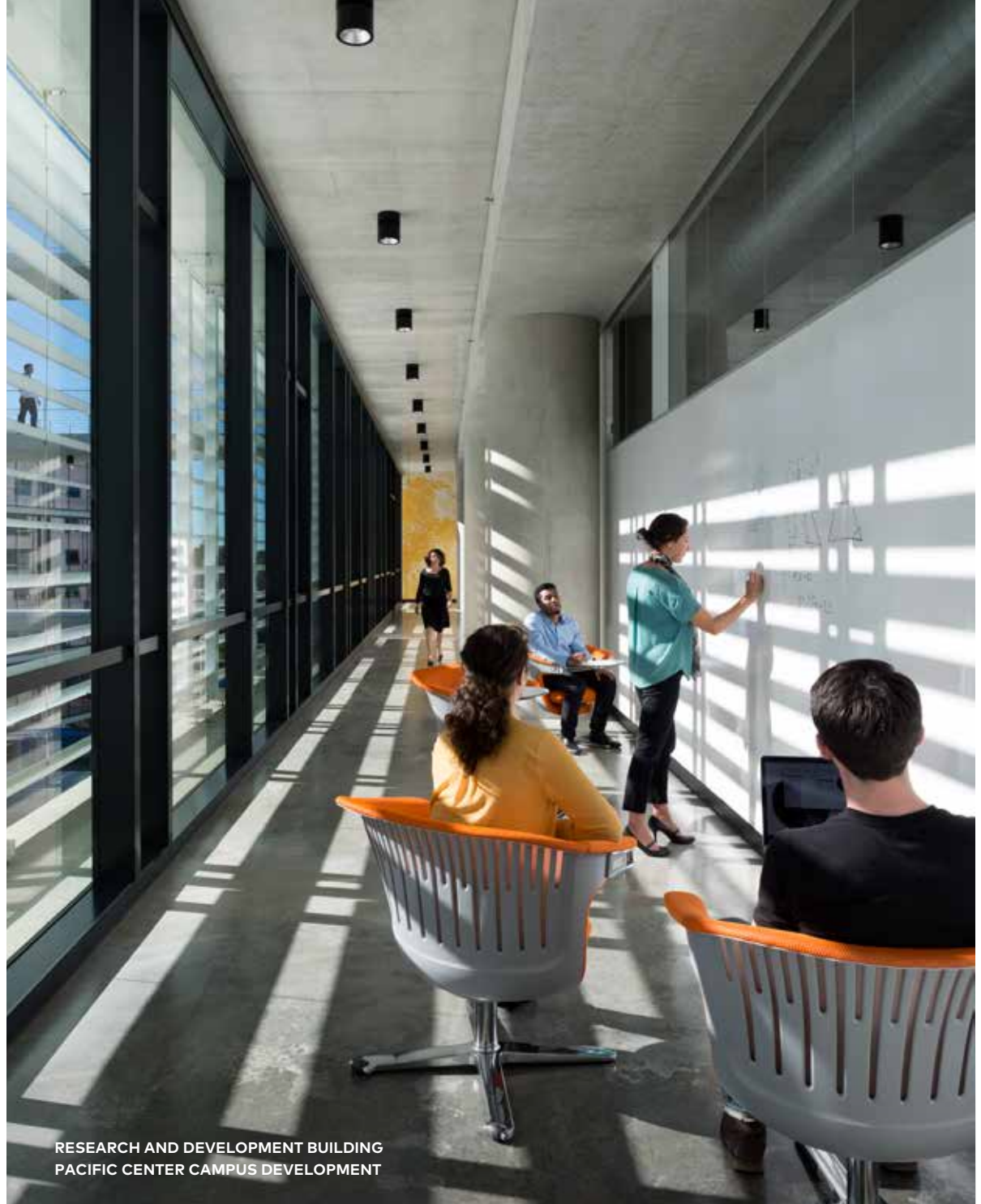
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# Collaboration Space



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UNIVERSITY OF MISSOURI-KANSAS CITY



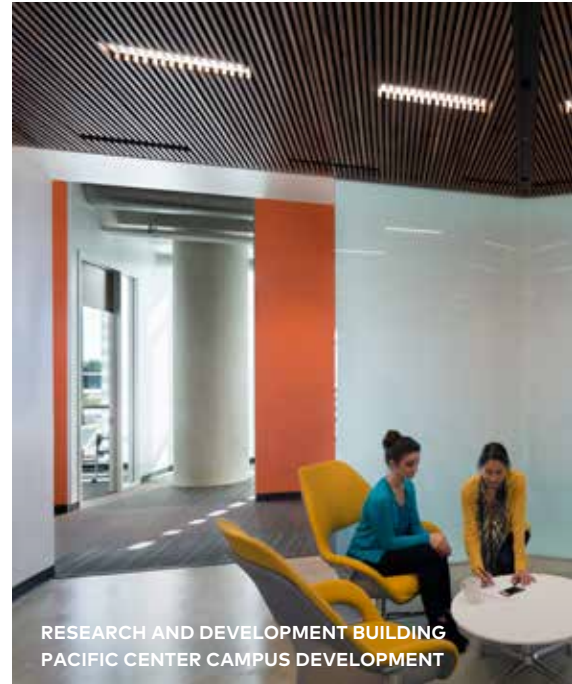


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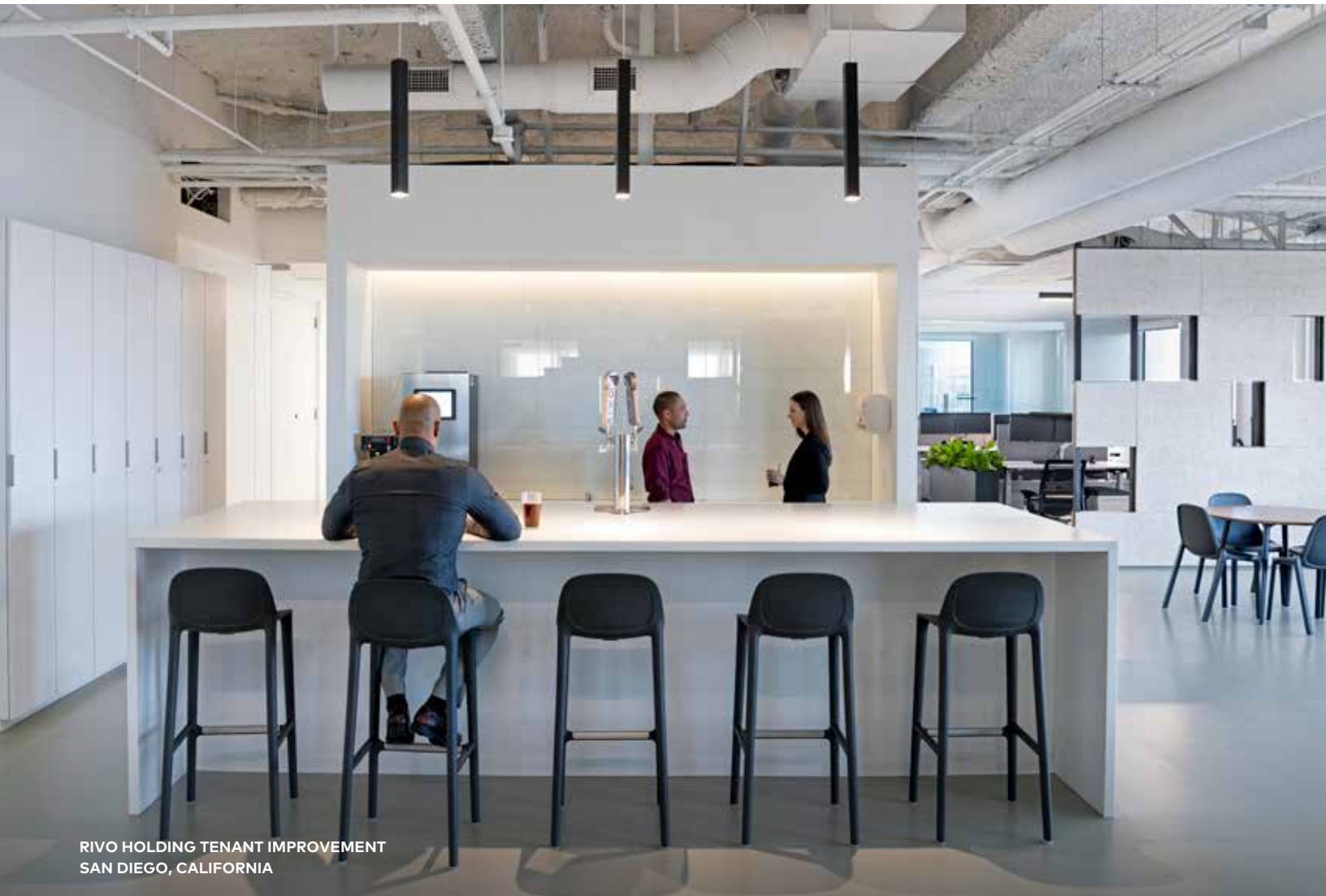
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Workplace Spectrum  
**Coffee Bar**



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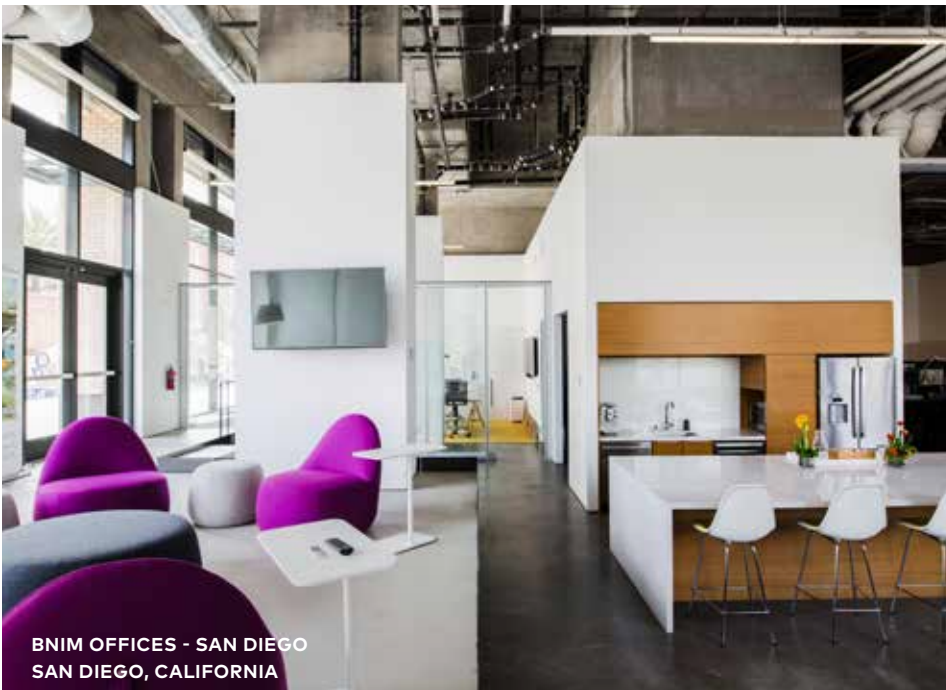




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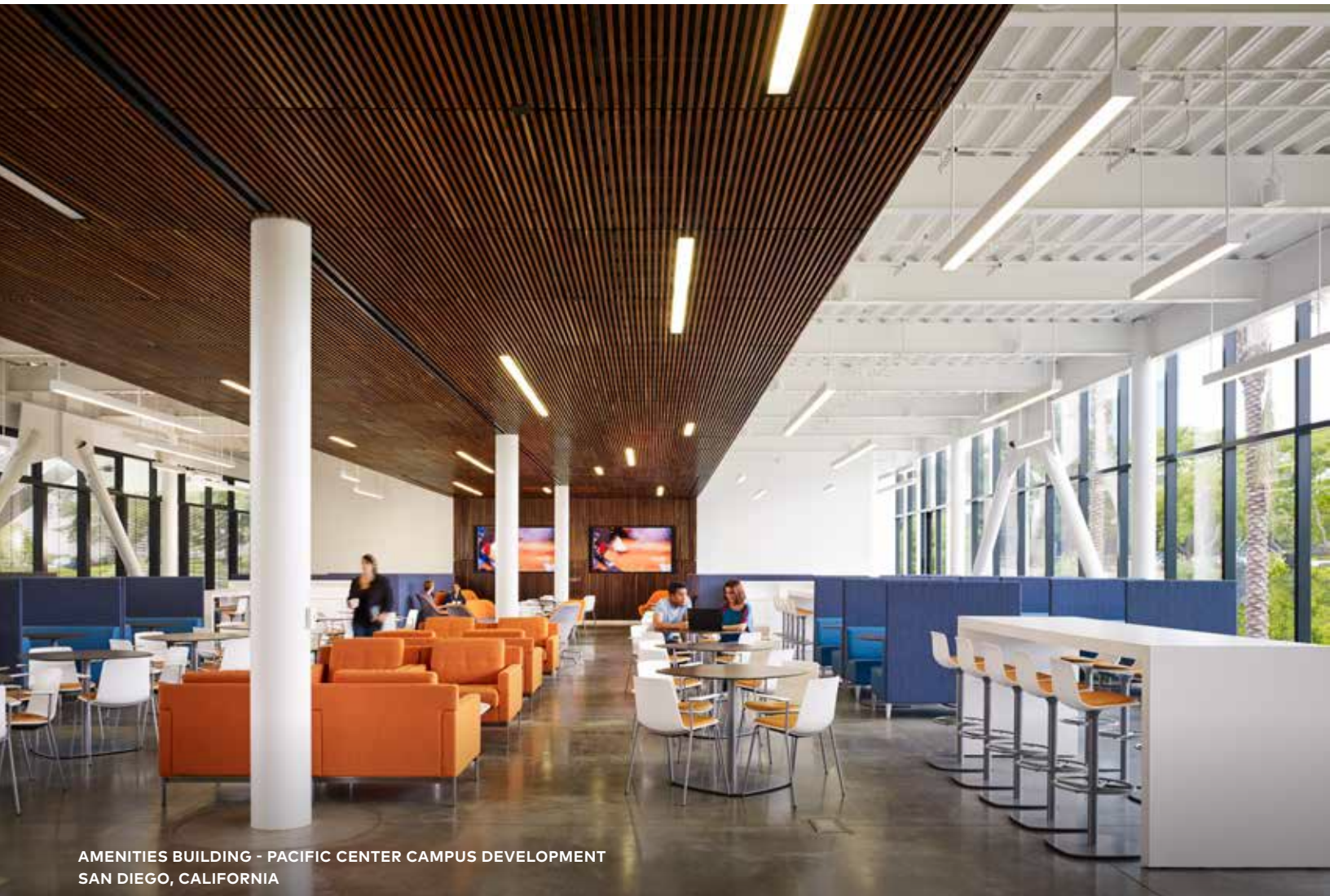


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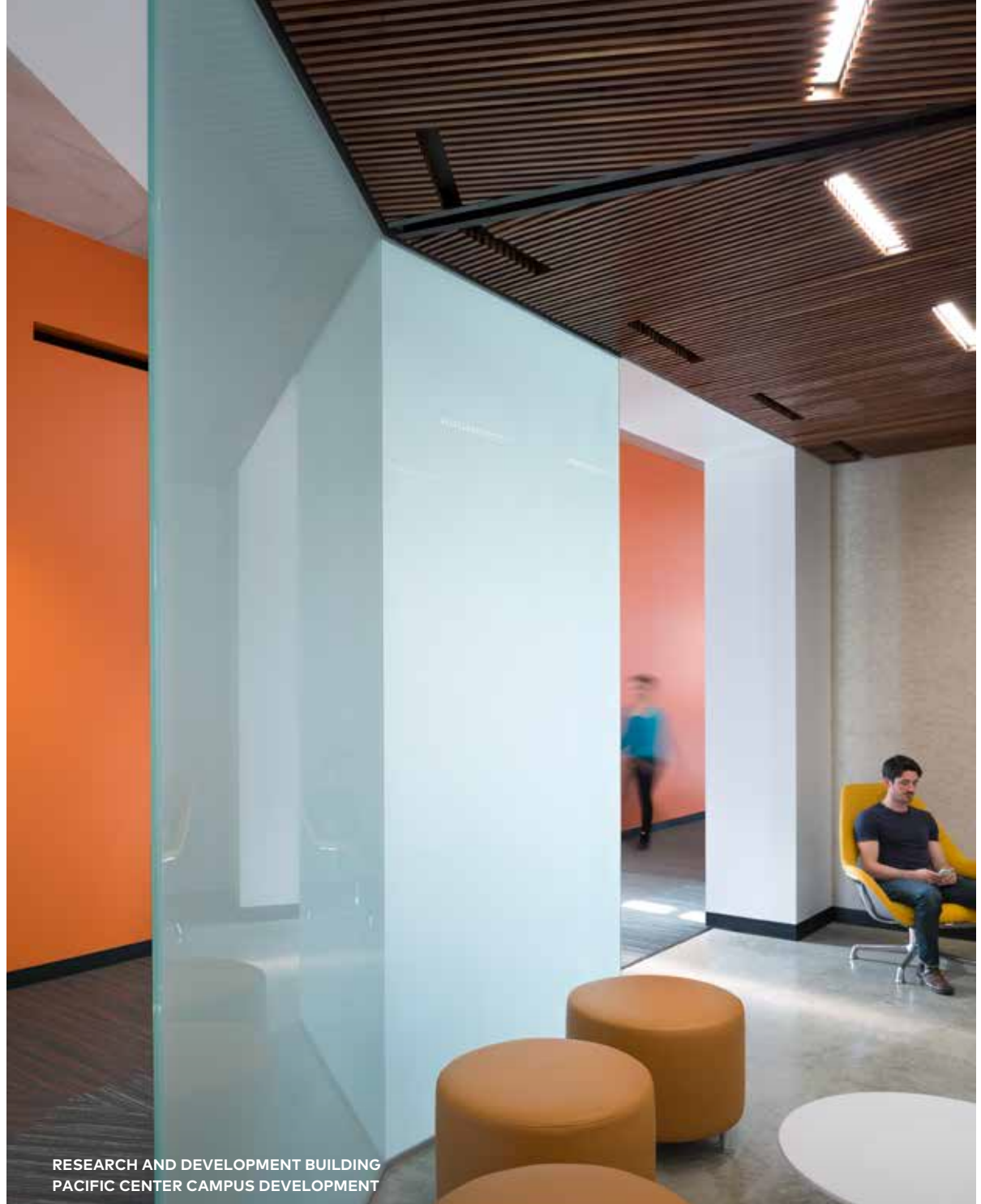
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# Break Room



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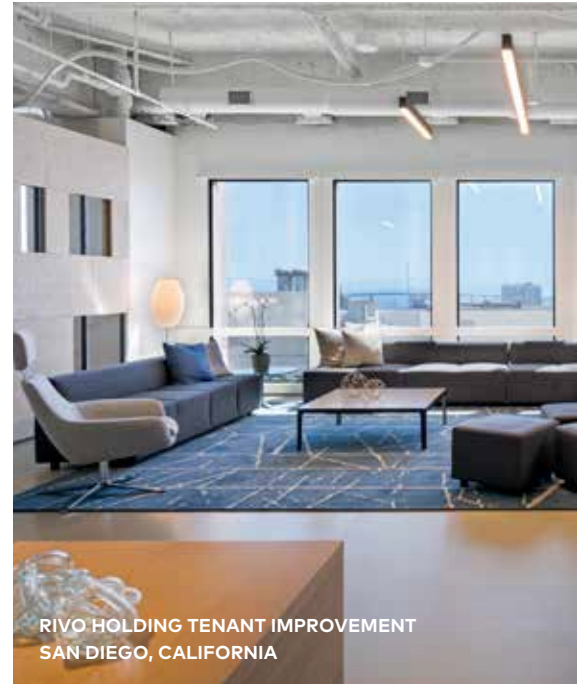


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PACIFIC CENTER CAMPUS DEVELOPMENT





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# Outdoor Space



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APPLEBEE'S RESTAURANT SUPPORT CENTER  
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