

Inspiring Workplace: Employees Necessity

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Proactiveness is a must for organizations regarding retaining and keeping employees engaged.

About seventy-five percent (75%) of the workforce by 2025 are expected to be millennials. There will be a strong need of huge office spaces for multi-generational employees. It will be motivated by mobile technology and different work styles, well-being, diversity, and work-life balancing. (All Things Talent Team, September 2019).

Office designs will be changing drastically over time from classic grey colors and designs to vibrant colors and formats that will look like lounges. The offices will be customized based on the workforce.

Also, the remote working trend will take into consideration and increasing number of people choosing to work online or work-from-home, cafes and in coworking spaces. This signifies that the workplace option of most employees is to change from the traditional one to a more fun and inspiring workplace for the nowadays cool and inspired workforce.

A successful organization can be determined through their productivity and innovations to build and formulate a culture that inspires employees so that they will give their best. The new norm today is to have an inspiring workplace.

The following paragraphs give the idea on how to create a workplace that is inspiring to keep dynamic people, inspired, motivated, and challenged.

First is, there should be verbal communication in the workplace. Encourage collaboration with the multiple teams working on projects. Working in isolation mode workplaces will result to devastation on projects and with the organization's goal. However, a well-designed workspace will encourage communication between employees, and collaboration for bigger and better ideas to a job well done. This also promotes team spirit and team bonding with the mindset of working together to achieve common goals instead of competitions between other teams.

One great way to empower the new or under-confident employees is through collaboration. That will give them the feeling of being heard, their ideas, and opinions matter and the feeling of importance. It will develop confidence to speak up and enhance their more can-do attitude.

Next way to create an inspiring workplace is to make employees feel valued. The formula for an organization's success is to include the employees work-life balance, well being and fun at the workplace. The organization must value the employee's wellness, which has a positive impact on the retention, morale and productivity.

A prominent office signifies that the organization is willing to make their employees feel good and cares about their employees welfare. Moreover, employees will be more productive with activities like wellness and team building.

Motivated employees and ready to take on more responsibilities are those who feel valued by their offices for the organization to be successful.

Another way is to focus and give importance to creativity. The greatest assets of organizations are the people and their ideas. The organization's success is due to the people's creative ideas that are reflected with each other that fit them together perfectly.

The workplace is the employee's platform to innovate and a space for them to create a masterpiece. Therefore, the best interest of a successful organization is investing in a workplace that can inspire people to do their best.

In today's competitive industry, each need to sculp a suitable position to maintain for themselves. To do so is to innovate constantly to stay relevant. The most important role of an employee is to be creative and ensure that there's a space for that creative energy and that is vital for the organization. And always remember that do not forget to give a reward for that. To ensure and keep employees' creativity alive, recognition will play an important role.

Allowing employees some flexibility is an inspiring workplace. Workplace design can also be made more flexible while remote working is now a reality. Meetings can now take place in a cafeteria with a coffee and presentations can also be done in the amphitheater, and parties can be in the office by simply arranging the movable furniture. The flexibility and adaptability for employees to use space will make them

ready to think up for the next big idea and comfortable to take up the next big challenge happily.

An inspiring and nurturing workplace can do amazing things to up the employees happiness, which in turn will make them proud ambassadors of their organization. Employees will likely have joy with their work, contribute meaningfully and teach new employees as well. They will surely be the ideal role models around the office that encourage new and fellow employees to follow. It will fight negativity at the workplace, the unhappy employees can see the organization's potential and turn them into productive individuals that help improve the work culture in general.

Another way towards an inspiring workplace is combatting stress together. Work stress should not be introduced. Every workplace is battling with varying degrees of work-related stress. Once employees are stressed, they are unproductive, unhappy, and distracted resulting in damaging the organization slowly but surely.

Lessen stress in workplace is a subjective concept, and there are ways to keep it away. There's just something about the way a happy workplace feels, and when a stressed employees walk into the inspiring workplace, that stress is relieved to a great extent that will encourage employees to bring their best and productive self. Organizations are achieving that through providing wellness activities and improving their office design.

One of the signs of an inspiring workplace is making the work fun. But let us be honest that work is not always fun. Organizations are looking for ways to make their employees time be more fun yet productive, comfortable yet intellectually stimulating. For example, offices can have in-house music and conduct sessions for Zumba.

The central character of an organization's success is the employees. Organizations are investing in pleasing workplaces with green corners, some fun spaces, multipurpose areas, rewards and recognition initiatives, and some wellness drives that will make the employees feel valued (Allthingstalent.org 2019).

Making sure that employees have all their needs to be at their productive best in building an inspiring workplace. Heads of the organizations must listen to employees carefully and have the key to what is surely an inspiring workplace!

References:

Career-development.org, august 2022

Allthingstalent.org, September 2019

All Things Talent Team, September 2019