

A workplace worksheet

The Avison Young Strategic Seven

Hybrid work is here.
Let's find you the *right fit*.



How to use this worksheet

These seven essential questions will help you understand what your workplace truly needs to ensure employees are bringing their whole selves to the table to fulfill your business goals. As you read the prompts, indicate your current state at each step to help inform priority moves and areas of exploration.

This guide is based on a mountain of projects with diverse clients, and will help us quickly connect around the unique challenges and opportunities you face.

The big one...

01. Does our workplace deliver an employee and client experience that makes us more competitive?

The way we work has permanently changed and workplaces are evolving to take on a new role in the “war for talent” and in building client relationships. A strategy that focuses on outcomes will both define that new role and restore vibrancy to the workplace.

0	1	2	3
LOW We're crossing our fingers that 2019 office life will return	AVERAGE We added better coffee & snacks to elevate the experience	GOOD We are reviewing our strategy to realign our space and measurements	EXCEPTIONAL Our office is vibrant and there's no place like here

Sparking innovation and productivity

02. Does our workplace enable us to transform traditional processes and accelerate modern workflow?

Digital and operational transformation can be catalyzed or challenged by workplace environments.

0	1	2	3
LOW Our workplace is a transformational graveyard	AVERAGE Our workplace feels irrelevant or inconsequential	GOOD Our workplace supports our needs	EXCEPTIONAL Our workplace is a catalyst

03. Are we capturing and leveraging meaningful workplace data?

Knowing what to measure, prioritize, and quantify can help with everything from space demand to vibrant workplace performance.

0	1	2	3
LOW Our data is garbage	AVERAGE Our data is not yielding insights - yet!	GOOD Our data is helping measure some of our decisions	EXCEPTIONAL Our data is unlocking smart decisions

Future proofing and operational excellence

04. Are we nimble enough to evolve our workplace in new directions?

A workplace strategy can build in flexibility to expand, contract, and quickly adapt to future requirements.

0	1	2	3
LOW We're all feeling stuck	AVERAGE A couple of our spaces feel versatile	GOOD We're starting to transition spaces so we can resize	EXCEPTIONAL We're already shape-shifters and can move in any direction

05. Are we spending our money in the best way we can?

Aligning cost structures to industry benchmarks, future requirements and measurable ROI efficiency and outcomes aligned to the business.

0	1	2	3
LOW Our costs are like a "Money Pit" sequel	AVERAGE Our costs are as expected	GOOD Our costs are intentional and efficient	EXCEPTIONAL Our costs are strategic and competitive

Driving culture and business

06. How do we want the workplace to support our culture?

Designing the workplace experience for your mix of individual and group work, social connections, guest hospitality, training and development, and talent attraction ensures a strong connection between purpose and place.

0	1	2	3
LOW Our workplace has the pulse of a hibernating bear	AVERAGE Our workplace provides the basics	GOOD Our workplace is useful for everyone that needs it	EXCEPTIONAL Our workplace is a destination and cultural driver

07. Is our workplace experience consistent with critical elements within ESG, DEI&B, and wellness?

Workplace and brands are increasingly connected to social values and business challenges that matter to industries, communities, and diverse, engaged employees.

0	1	2	3
LOW What values? You lost us at the acronyms	AVERAGE Our values are clear but not represented in our space	GOOD We're trying to be strategic but employees aren't fully engaging	EXCEPTIONAL Our workplace meaningfully propels values to help our business thrive

So, how did you do?

Add your scores up and see where you land.

If you scored...

0-7

Time to take a good hard look at the purpose of your workplace and how it should support your business and your people. Click below to connect with us ASAP.

8-14

You have a start, but are missing the mark for the business and your employees. Is it time to reassess your business alignment and evolve workspaces to be strategic about the way you enable work.

15-19

Some spaces might be utilized, but you probably need to consider how your strategies are being implemented. Let's find creative ways to reallocate existing spaces to function better for how you work today.

20+

You must already be an Avison Young client!

Wherever you find yourself on the scale, let's talk through these questions together to see what type of workplace strategies you can implement now for the future success of your business. We know what's working right now and can partner with you to create a bespoke approach for your business.

And while answers to these questions are essential to consider for a successful workplace strategy, it doesn't end there. When the research has been done and a plan is solidified, you need experts to implement and continue to execute strategically, by managing moves and changes, and securing your workplace effectiveness for employees. **Let's chat.**



Click here to schedule a complimentary consultation with our workplace experts