While wellness has a long history in the workplace, only recently have organizations begun to consider Holistic Ergonomics™—the Knoll approach to workplace planning that incorporates not only the physical and mental aspects of work, but the social aspects, as well. As a result, organizations are moving beyond programs that concentrate solely on an employee's physical health and wellness to workplace strategies that focus on the overall well-being of their employees.

**EVOLUTION OF WELLNESS**

**WELLNESS**
Focus on WORKPLACE SAFETY AND HEALTH

**WELL-BEING**
Considering HOLISTIC ERGONOMICS™—the physical, mental, and social aspects of work

**A HOLISTIC PERSPECTIVE OF WORK**

**PHYSICAL ASPECTS OF WORK**
Study of body size, capabilities—fit of the workspace to the individual

**MENTAL ASPECTS OF WORK**
Work load, job tasks, software interface—the individual at work

**SOCIAL COLLABORATIVE ASPECTS OF WORK**
Formal and informal group work, transitions between work modes—group spaces

**FROM WELLNESS TO WELL-BEING**

**EMPLOYEE WELLNESS**
Focused primarily on physical health

**EMPLOYEE WELL-BEING**
Includes employee wellness, but also psychological well-being

**WORKPLACE STRATEGY IN EMPLOYEE WELL-BEING**

- **SELF-ACTUALIZATION**
  purpose, values, empowerment

- **ESTEEM**
  trust, respect, autonomy, transparency

- **BELONGING**
  social needs, team dynamics, culture, connections

- **SAFETY**
  ergonomics, privacy, safety, work-life fit

- **PHYSIOLOGICAL**
  lighting, temperature, food, movement, air quality, noise, health

Created based on Maslow's Hierarchy of Needs.