



TOP

TO ATTRACT AND RETAIN TALENT

TRENDS

LIFEWORKS
RESTAURANT GROUP



BLAZE NEW TRAILS WITH THE LATEST TRENDS

A positive workplace experience builds a sense of community, feeds company culture and fuels associate potential to both attract and retain top industry talent. Following COVID-19, employers must also clearly implement and communicate new safety standards and etiquette. To ensure workplace safety, implement social distancing procedures and stringent cleaning protocols, including environmental accommodations like barriers and sanitizing stations where possible. With safety needs achieved, your company can focus on strategies to attract and retain top talent.

One of the best ways to beat the competition and ensure that your corporation is a potential associate's top choice is to stay ahead of business workplace trends. Employees want to belong to an organization that values their uniqueness and connects them to a larger mission and purpose. By seeking ways to incorporate these seven trends into your workplace, you can better ensure that your company offers an exceptional employee experience.

TREND 1

COMFORT EVERYWHERE

Employees suffering from high stress can become apathetic toward work, unproductive and less engaged. Absenteeism, employee turnover and disengagement can all be symptoms of stress-related problems. Research has found that highly stressed employees take an average of 4.6 sick days per year, compared to 2.3 days for their low-stress colleagues.

SMALL COMFORTS DISSIPATE STRESS

People seem to be in a constant state of overwork with highly scheduled days. In your workplace, offer comfort in intuitive ways—whether physical or emotional—as the antidote to the “new normal.”

ADDING A LITTLE COMFORT TO PROFESSIONAL SPACES

- Take inspiration from trends in home décor. Avoid making the workplace feel too corporate. Add plants, natural light, artwork, comfortable chairs, snacks, coffee, tea and personal touches.
- Make sure employees have access to relaxing experiences, such as massages, meditation and yoga that boost productivity and morale.
- Create a sanctuary, space or room where employees can take a break and unwind.

52%

of employers offered
mindfulness training
(a form of meditation)
in 2018.

thegoodbody.com



TREND 2

HEALTHY IS IN

Healthy is not just trendy. It is far more than the combination of eating well and working out. Health is about wellness; finding the connection between your body, mind and soul.

WELLNESS AS A SIGN OF EVOLUTION

According to the [WHO](#) (World Health Organization), health is central to human happiness and well-being. Healthy populations live longer, are more productive, save more resources and make important contributions to sustainability, economic progress and a better world.



ENCOURAGING HEALTHY LIVING

- Emphasize wellness with virtual exercise classes.
- Provide ways to personalize healthy options and help employees feel more in control of what is going on in their body.
- Invest in employee health by providing resources that support physical activity, such as a bike room for employees who bike to work.
- Enlist health and wellness experts to educate guests on better-for-you ingredients and mental and physical wellness tips.
- Create an environment where adopting mindfulness is seen as a priority to increase productivity, help make better decisions and create a happy workplace.

47%

of employees believe well-being programs should help to improve their overall job satisfaction

LifeWorks Survey

TREND 3

PEOPLE POWER

Strong social connections make people happier and physically healthier, which can translate into stronger work performance. Employees who support social connections in the workplace and help employees form stable relationships with one another help build a successful workforce.

SOCIAL EXPERIENCES INCREASE HAPPINESS

Employees who have meaningful relationships at work tend to be more engaged and fulfilled. Research from PwC shows employees who experience a sense of fulfillment at work stay three years longer on average.

85%

of people

have a strong need
for social interaction

LifeWorks Survey

INCORPORATING SOCIAL CONNECTIONS

- Emphasize the power of positivity in workplace relationships and dynamics.
- Develop Employee Resource Groups (ERGs) to enhance engagement, productivity, job satisfaction and a sense of belonging.
- Provide spaces where coworkers can gather together from morning coffee, breakfast and lunch to afternoon meetings and happy hours.
- Create virtual platforms where employees can connect with chefs to try new recipes, learn more about their food and be part of the work culture.
- Take the lead in organizing virtual events that are customized to companies' unique cultures such as virtual happy hours to boost moral between employees.
- Bring crowdsourcing dynamics into suggestions, ideas and corporate social responsibility events and initiatives.
- When employees feel there is an authentic relationship with others in the workplace, there is a sense of community and mutual accountability that makes for a better, more authentic experience.



TREND 4

PURPOSE AND IDENTITY

Employees who fall in love with their work experience have higher productivity levels and engagement. They also express loyalty to the company as they remain longer, costing the organization less over time.

MAKE MEANINGFUL CONNECTIONS WITH YOUR “WHY”

Helping companies translate their mission (beyond shareholder value) into experiences that feel rooted in a unique purpose and identity deepens employee loyalty and attracts talent.



FUELING THE SPARK

- Help your team connect to one another and feel a greater sense of purpose.
- Connect to communities through local foods, engagement and workforces.
- Invest in the development of people to motivate your team.
- Encourage your employees to reach their goals outside of the workplace too.
- Harness employee desire to positively impact the world.
- Pursue sustainable practices such as indoor farming and provide access to recycling and composting areas.



Mission driven workers are
54% more likely to stay
for five years at a company

LifeWorks Survey

TREND 5

HACKING FOOD AND DRINK AT WORK

In recent years, tech companies have stolen the limelight when it comes to amenity offerings with quirky and extravagant additions often hitting the headlines. But not every company needs bells and whistles to attract employees. Striking the right balance is key to bringing out the best in your employees without creating a costly distraction that does not benefit your employees or your company.

WORK LUNCH NEEDS A REBOOT

Dissolve resistance to dining programs by replacing “conventions of the cafeteria.” Build in more home-like aspects and restaurant-like experiences. Give café properties a competitive chance with the technology of competing fast-casual restaurants.

CONSIDERING THE ROLE OF FOOD AND BEVERAGE

- Source food locally to help employees fulfill their want to make a positive impact in the community.
- Keep guests energized and healthy by offering a variety of meal choices based on dietary and lifestyle needs.
- Seek and offer the latest restaurant trends in tandem with offering functional ingredients and allergen friendly options to meet their dietary needs.

TREND 6

BRINGING THE OUTDOORS IN

Develop thought leadership on “biophilia” (love of nature) principles to bring its benefits into the workplace—from more plants to hydroponic vegetables growing in workspaces to the use of more natural materials like wood and stone and making the most of natural light.

NATURE INSPIRES PRODUCTIVITY

After studying the issue for 10 years, psychologists from Exeter University found employees were 15 percent more productive when even just a couple of house plants were brought in the office. They found that looking at some greenery boosts brainpower, improves mood and makes employees more attentive. (CultureIQ.com)

The presence of plants inside a building **increases occupants' feelings of well-being by 40 percent.**

[Work Design Magazine](#)

ENERGIZING WITH NATURE

- Decorate workspaces with natural elements. Biophilia rooms, plants, fountains and natural lighting are a relaxing touch and a change of scenery from the typical office cubicle.
- Provide outdoor seating where possible. Employees enjoy escaping the workplace to eat lunch outside, walking paths, cycling paths, bike programs and fitness opportunities. These great amenities are also COVID-friendly.
- Outdoor events like barbecues, outdoor yoga, boot camp, farmers markets, performances and family days are a big hit and boost morale.



TREND 7

DIVERSITY AS THE SOURCE OF PRIDE

Promoting inclusiveness and diversity within your workplace is one of the best ways to foster an open-minded, global company culture. Not only does this help your associates better identify with colleagues, serve clients and understand customers around the world — it also makes the workplace a more personally enriching environment for everyone to thrive.

DIVERSITY SPARKS PRIDE

Uniqueness and diversity are important to the workplace because it brings different perspectives to each workplace setting. Every workplace is different, so acknowledge diversity via customized programs and communication to encourage employee loyalty and contribute to a sense of culture.

HOW TO INCORPORATE DIVERSITY INTO YOUR WORKPLACE

- As an ethnically diverse company, strive to celebrate a variety of authentic flavors from around the globe.
- Organize cultural events recognizing holidays, as well as general educational experiences for all.
- Many companies have cultural/ethnic support groups. Collaborate with ERGs to brainstorm new ideas for activities and events.

Employee Resource Groups (ERGs), which have been around for decades, currently exist at **90% of Fortune 500 companies.**

[Forbes](#)

LEARN HOW LIFEWORKS CAN HELP YOUR
WORKPLACE IMPLEMENT THESE TRENDS!

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