

## Psychological security is the most essential factor for successful teams and trust at the workplace.

**A pleasant working atmosphere, socializing with colleagues, and psychological safety are three essential factors employees look for in an employer.**

At Fora Form, we've been designing social furniture and meeting places since 1929. Our ambition has always been to create great indoor experiences. Our design is already starting to shape people's future working lives.

### **How do we create good indoor experiences?**

This spring, YouGov conducted a market survey on behalf of Fora Form among people who work in offices in Norway and the UK. These findings give us great insight into what people value about their work lives. We have used these findings to furnish our showroom as a way to create a ultimate office community.

After the coronavirus pandemic, getting people to the office has proved more difficult. Many choose the comfort of home over the office. As many as 6 out of 10 stay home one day or more during the week. This gives great *flexibility* but can affect collaboration and the *feeling of belonging to the company*, not benefiting the internal culture and hurting the level of an organizations innovation.

Here are some of our findings and answers to how to get people back in the office:

### **"People need people to thrive."**

Most consider being with colleagues the most essential reason for well-being at work. At the same time, a good relationship with the manager and colleagues is the most important non-material benefit. Meeting colleagues physically to solve tasks and socializing are equally important reasons for choosing the office.

### **"A pleasant atmosphere makes a real difference."**

Fine furniture, aesthetics, and a good atmosphere are essential.

Look at this:

35% say it makes coming to work more pleasant.

21% say it makes them prouder of their workplace.

20% say it is inspiring and makes them more productive.

However, even though function of the office is changing, many employers have not refurbished the offices to to increase well-being and collaboration. Our survey shows that 55% of companies have done nothing to their offices post Covid.

### **Trust and an egalitarian culture improve collaboration and results**

In Norway, eight out of ten say there is high level of trust in the workplace.

Trust in the workplace significantly impacts how employees cooperate and work together on joint projects. When employees trust their colleagues, management, and fellow employers, they are likelier to work together to achieve a common business goals. They have more energy to work, fewer sick days, and higher productivity. This find means that designing for improved interaction is a necessity for modern organizations in the future.

*How do we make this work in practice?*

### **Decorate to interact!**

Remember that the furniture you choose is a tool for dialogue and collaboration. Social zones positively affect the general culture and working environment; plan for this. Create enough meeting places arranged for communication and cooperation. Conversations help us develop, and innovation requires communication.

### **A home in the office!**

Create zones where taking a break is the main activity.

Add items from the home to the workspace.

Make room for furniture that makes employees feel relaxed.

Create different zones for different types of use. Your employees have probably gotten used to moving around their workstations during the working day at home.

### **Invest in furniture that removes barriers.**

Round meeting tables enable eye contact between everyone; no one can sit at the end. Chairs and sofas can create comfortable, safe spaces with seams and wrap-around armrests.

We aim to create just as good a framework around everyday life at the workplace as at home. Our vision is to create furniture and places to facilitate good meetings between people.

*At Fora Form, we know that people shape culture, and that culture shapes people. This is our guiding star on our journey to discover more great indoor experiences – wherever people meet.*

**Welcome to Pilestredet 75C to experience our meeting places and our product news!**



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### About Fora Form

Fora Form is one of Scandinavia's largest furniture manufacturers for social areas where people meet. Through good design, we have created furniture and meeting places since 1929.

Our goal is to create workplaces good enough to match our homes. Our vision is to create furniture and meeting places that enable good meetings between people.

At Fora Form, we know that people shape culture, and that culture shapes people. This is our guiding star on our journey to discover more great indoor experiences – wherever people meet.

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