



The Impact of the Organizational Environment on Sustainability



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INTRODUCTION:

Environment (context) influences quality of thought and ideas regardless of participant cognitive awareness... The real influence of the environment **exists beyond occupant's awareness**, creating necessity for **intentional design**, in order to result in positive occupant quality and organizational addition, the idea of **design impact on occupant experience** and quality of work becomes a necessity of strategic business investment rather than assuming positive outcomes based on incidental organizational cultural environment. **The link between intentional organizational environment design and organizational advantages is explored.**

FINDINGS Cont...:

2. The influence of the physical **environment is inextricably integrated with various socio-cultural norms and etiquette**

Contributors of information processing – all before ‘awareness’ establish the importance of design, and its impact on occupants.

- Influence of environment,
- Selective attention/perception
- Awareness, critical analysis
- Memory

Can We Sustain Sustainability?



Environmentally sustainable, ‘green’ buildings have been associated with:

- Increased satisfaction with the environment
- Lower employee turnover
- Improved productivity
- Improved quality of healthcare
- Higher cognitive function
- Fewer sick days
- Fewer ‘sick building’ symptoms
- Greater employee engagement & organizational commitment

RESEARCH QUESTIONS:

- Can we sustain organizational sustainability?
- Does sustainability require intention and if so, what are these factors?

Research Method: Investigative, Literature review

Sustainability: a verb specific to future relevance and success.

Embedded Cognition: experience assumes context

Embodied Cognition: continuous, dynamic renewal of environmental input to the brain

CONCLUSIONS:

- The **impact of design occurs pre-consciously** or at least largely outside of awareness

FINDINGS:

1. Not only is the **environment an important source of input** for human thought and perception, but its **influence may occur prior to awareness or conscious experience**...design of the environment may influence human behavior ...even before people have become aware of their surroundings.

3. Knowledge work within organizations may increasingly represent “events” in a number of similar ways; not only are particular kinds of places/spaces often used for knowledge work, but various **behavioral norms & procedures are often also included.**

- Sustainable design can **benefit occupancy quality and organizational outcomes**
- The value(s) of environmental sustainability should comprise the context for **organizational culture and strategy**
- We should maintain an **occupant-centered perspective** on the built environment