

## Organisation - Open-concept Office

Is working in an open-concept office stressful for employees?

Depending on the purpose of an open-concept office, it can be meant for team building or to provoke fear. There are some organisations that work on projects frequently and the team is well-bonded. They enjoy the open-concept office where everyone, including the team leaders and bosses, are able to access it easily. For this to happen, it usually requires a lot of give and take, little micromanagement and highly motivated staffs. The open-concept serves a purpose and is usually hardly stressful. Furthermore, most companies with this concepts provide rooms and areas for staffs who need some privacy for, for example, taking a call.

However, open-concept office will not work if the team leader or the boss does not give the staffs privacy and constantly supervise them. It may elicits a sense of discomfort and suspicion in the team. In addition, it may create fear and anxiety in the employees working in that environment. As there is no openness and transparency, it may lead to great divide between the staffs and management.

How does working in an open-concept office impacts productivity?

Open-concept office may not suit every individual. In order for an open-concept office to suit an individual, it requires him or her to be able to make use of the dynamics effectively.

Productivity is affected when an individual is unable to work as he or she is being distracted with his or her surroundings. There are few groups of individuals who may not work well with open-concept office and as such, lead to an impact on productivity. The first group is individuals who are overly sociable and tend to stay at other desks to chat instead of work. The second group is adults with Attention Deficit Hyperactivity Disorder (ADHD). They may not work well in an open-ended office as they will be distracted with the ample amount of stimulus in the environment. The last group of individuals is adults with anxiety. They may also not work well in an open-ended office because they may worry about certain things such as believing that they lack in efficiency compared to their co-workers.

If you feel that you are affected by working in an open-concept office, The Therapy Room is here to help. At The Therapy Room, a team of psychologists, led by Geraldine Tan, is experienced in working with working adults through different therapeutic interventions. Should you have any inquiries or concerns, please feel free to click [here](#) to contact us and find out more.

Though open-concept offices are not suited to every individual, they are still the most ideal for interactions among co-workers for bonding and for when the needs arises to communicate.

Is employees' morale affected if they work in an open-concept office?

It depends on the employees' personalities and what they believe is the idea behind the concept. Some employees who have more anxiety than others may believe that an open-concept office is for the team leaders and bosses to supervise their work. Even other concepts of offices, such as private rooms, can still provoke anxiety in the employees if the personality of the employee and the idea behind the concept is not communicate clearly.

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