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## 5 tips for designing offices with millennials in mind

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Millennials, those born between 1980 and 2000, are vastly different than their Baby Boomer and Generation X predecessors. According to a Bottom Line Conversations study on millennial employees, by 2020, nearly half of all U.S. workers will be millennials. With a steady stream of these young multi-taskers entering the workforce, it's essential for designers to keep the "millennial mentality" in mind when designing office spaces for these next-generation leaders.

1.) Collaboration. The migration from "Mad Men" era cubicles to an open, collaborative workspace has proven to be the most prominent millennial-inspired design shift. For an interconnected generation, a UNC study found that millennials are natural team players fueled by collaboration, and do not possess the "lone ranger" attitude of earlier generations - they believe a team can actually accomplish more. Privacy is not a main concern for the millennial generation. Architects should reflect this concept when designing office spaces for young professionals by limiting the "me" space and increasing the "we" space. Communal rooms, large tables and open seating plans will make millennials feel less confined and more apt to collaborate with team members to get the job done.

2.) Culture. Philanthropy, diversity and culture are central for these continuous learners, according to a UNC study. Whether it's experiencing other parts of the globe, showcasing local pride or being surrounded by company values, designers must take into account this generation's obsession with a vibrant workplace culture. Incorporating design elements from other countries and making sure the company's mission is apparent throughout the office will make a millennial feel right at home.

3.) Creativity. It goes without saying that millennials are a creative cohort. The most adaptable, creative generation in history, today's young professionals thrive on stimulation. According to a Deloitte survey, 78% of millennials are influenced by how innovative a company is when deciding if they want to work there. Bringing creative, contemporary aesthetics into the architecture and interior design of a space will instill inspiration into these future leaders.

4.) Flexibility. According to a PWC survey, millennials indicated that flexible working arrangements made a company an attractive employer. Flexibility is vital for the millennial's existence-and their office space should be no different. When creating an office space for young collaborators, the design should echo simplicity and accessibility. "Hoteling," or being able to move one's work from one place to another with ease, is a common trend that has appeared in modern office design. Millennials are flexible and do not care about how big their desks are - or where they are for that matter. Being able to hotel their work allows for maximum flexibility and makes collaboration more achievable.

5.) Technology. This generation grew up fully immersed in technology. Of millennials surveyed by Zipcar, nearly 65% said losing their phone (30%) or computer (35%) would have a greater negative impact on their daily routine than losing their car. An office space for millennials should fully support their technological needs and incorporate technology into its design when appropriate. Elaborate or

well-designed office spaces will not be enough to keep millennials engaged in the workplace, but understanding these millennial tendencies is crucial regardless. If we can anticipate the needs of this new generation of leaders, we can help them to plan for long-term success, helping them to map out careers as innovative as these office spaces.

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