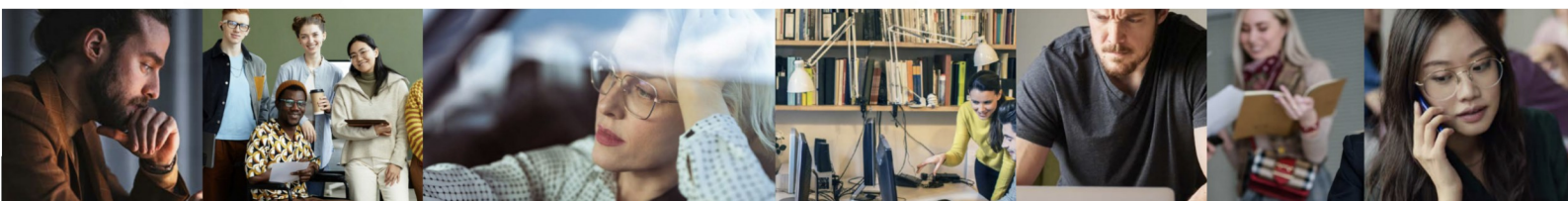


# Measuring the Impact of Office Light on Employee Performance and Wellbeing

SOLUTION STUDY

**Integrating technology and strategies,  
to develop workspaces  
that attract employees and  
enhance productivity.**



# Measuring the Impact of Office Light on Employee Performance and Wellbeing

“ We sought evidence to understand how circadian lighting might impact employee wellbeing and productivity in our office.”

## PROBLEM

Poor lighting can significantly affect the health of people at work, causing symptoms like eyestrain and headaches, and is also linked to Sick Building Syndrome in new and refurbished buildings. Symptoms of this include headaches, lethargy, irritability, and poor concentration (CIBSE). The benefits of circadian lighting design claim to include faster cognitive processing, increased

alertness, improved mood, and productivity, to mention a few. Our client wanted to test the impact of circadian lighting on their employees, exploring if implementing circadian lighting would be an effective, evidence-based strategy to improve employee cognitive performance, productivity, and wellbeing, thereby transforming their workplace experience.

### Current and **potential risks:**

- Poor lighting at work can represent a **significant cost** to business in the form of increased **absenteeism**, reduced staff **efficiency**, and productivity, impacting workplace performance and **retention**.
- Without objective, evidence-based insights, the client is **unaware of the impact** that circadian lighting may have on **employee performance**, which could lead to a **poor** workplace experience and **ineffective** workspace solutions.
- **Unnecessary spending** due to incorrect **prioritisation of circadian lighting** over other methods.

## METHODOLOGY

In order to address this question, we gathered employee experience, wellbeing, and performance data from over 50 employees, using a people-centric and evidence-based approach.

We collected a variety of data sources over a two-week sprint period, observing employees' wellbeing and performance both in the office and remotely, which aligns with hybrid work strategies.

## FINDINGS

- There was a 32% improvement in decision-making when working within an area of circadian lighting and a 7% improvement in overall cognitive performance when working under “cool lighting,” demonstrating the positive impact on workplace performance.
- Employees reported 6% lower stress levels when working in circadian lighting, with resting heart rates generally lower in warm light settings, showcasing the benefits of innovative lighting solutions.
- 78% of employees preferred circadian lighting in the testing space vs. the control group, indicating strong support for this workplace design element.

## ACTIONS

- Provide objective data to support the real estate team's decision to roll out circadian lighting across the wider portfolio, contributing to effective corporate real estate strategies.
- Continue to work with the real estate team to investigate the most suitable circadian lighting settings and preferences across sites, fostering innovation in workplace design.

**“ 6% lower reported stress and a 32% improvement in decision-making when working within an area of circadian lighting. ”**

## VALUE

- This study provided a quick win, validating that **circadian lighting was worth investing in** and building into portfolio workplace standards. This aligns with our workplace consultancy approach to **delivering impactful solutions**.
- Implemented change saw genuine **benefits to employee performance and wellbeing**, enhancing workplace **culture** and **satisfaction**.

## KEY TAKEAWAYS

The findings and actions delivered through this project allowed the client to assess the impact of circadian lighting on employee

cognitive performance and wellbeing. The client was able to use our data-driven insights to better support their workforce by applying changes that:

- Increase employee performance
- Reduce stress levels
- Support employee experience and satisfaction within the office

“By integrating workplace science and technology, this project exemplifies how evidence-based practices can create a positive impact on workplace culture and performance. The insights gained can guide decision-makers in corporate real estate and workplace design to implement effective solutions that attract employees and enhance overall productivity.”

Explore our solutions series and discover how our **unique experience** across **elite sport, academic research** and the **corporate landscape**, combined with our scientific and data-driven approach, puts us in a unique position to identify opportunities that can **drive increased productivity**, performance and **positively impact workplace wellbeing**.



How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



How workplace science can produce impactful strategies to transform office environment and workplace culture.



How integrating workplace science and a data-driven approach, provides effective, impactful solutions that enhance employee experience & organisational performance.



Strategies and Tools to effectively measure the impact of workplace design and workplace experience, leading to higher-performing workspaces.



How evidence-based practices can create positive impacts on workplace culture that attract employees and enhance overall productivity.



Integrating technology and strategies, to develop efficient hybrid workspaces that promote high performance and employee wellbeing.



Integrating technology and strategies, to develop workspaces that attract employees and enhance productivity.



How workplace science can produce impactful strategies to transform office environment and workplace culture.

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