



# BIOLOGY OF THE BREAKROOM

## How to Create a Breakroom that Benefits Employees, Increases Employee Morale, and Drives Productivity

There's a psychology behind having happy employees, and it's about more than just their salary. Creating a satisfied team goes hand in hand with creating a positive work-life balance in the office. Employers can achieve that by creating a breakroom, or a private space within the work place, that employees can use as a mini retreat during breaks and lunches.

Employees who stay on the premises for meals and snacks tend to stick to allotted break schedules. They also transition back to work more easily as opposed to employees who go out for lunch.



## DESIGNING THE PERFECT EMPLOYEE BREAKROOM

Breakroom design is crucial to that environment's success. It should foster creativity through art and design – and it should be comfortable and inviting.

When designing an employee breakroom, the best place to get direct input is from employees themselves. Consider that 43% of organizations use surveys to determine employee job satisfaction, and 81% of organizations review their benefits programs once a year.<sup>1</sup>

Employers should also consider including favorable amenities, or “perks”, for working with the company, including:

### FREE COFFEE AND SNACK SUPPLIES



Having the opportunity to go get coffee and snacks at will often keeps employees working through regularly scheduled breaks and allows them the autonomy to rest

when needed rather than when required. Often, this means fewer breaks and lunches away from the office, which in turn increases focus and productivity.

### INTERESTING AND RELEVANT READING MATERIAL

The best reading material includes industry books and magazines, mixed with popular culture and news. It's a small opportunity for employees to continue educating themselves, stay up-to-date with current events,



and develop talking points for conversations in which everyone can participate.

### ACCESS TO A TV



Many companies favor having a TV installed – and running – in the breakroom. This serves as a focal point of conversation for employees that might otherwise sit silently and alienated in a breakroom.

### “FREE LUNCH FRIDAYS”



A rising trend among most start-ups includes hosting a weekly in-office meal. The theory is that in addition to offering employees an opportunity to congregate, people who come together for a family style meal tend to think of each other as family and they're more likely to work through obstacles amicably.<sup>2</sup> Think of it as a cost-effective weekly team-building strategy.

Canteen provides [breakroom](#) and [dining solutions](#) that help your employees stay energized and focused throughout the day.

<sup>1</sup> Society of Human Resources Management

<sup>2</sup> “Lunch” | Joel Spolsky