Gensler **RESEARCH** INSTITUTE
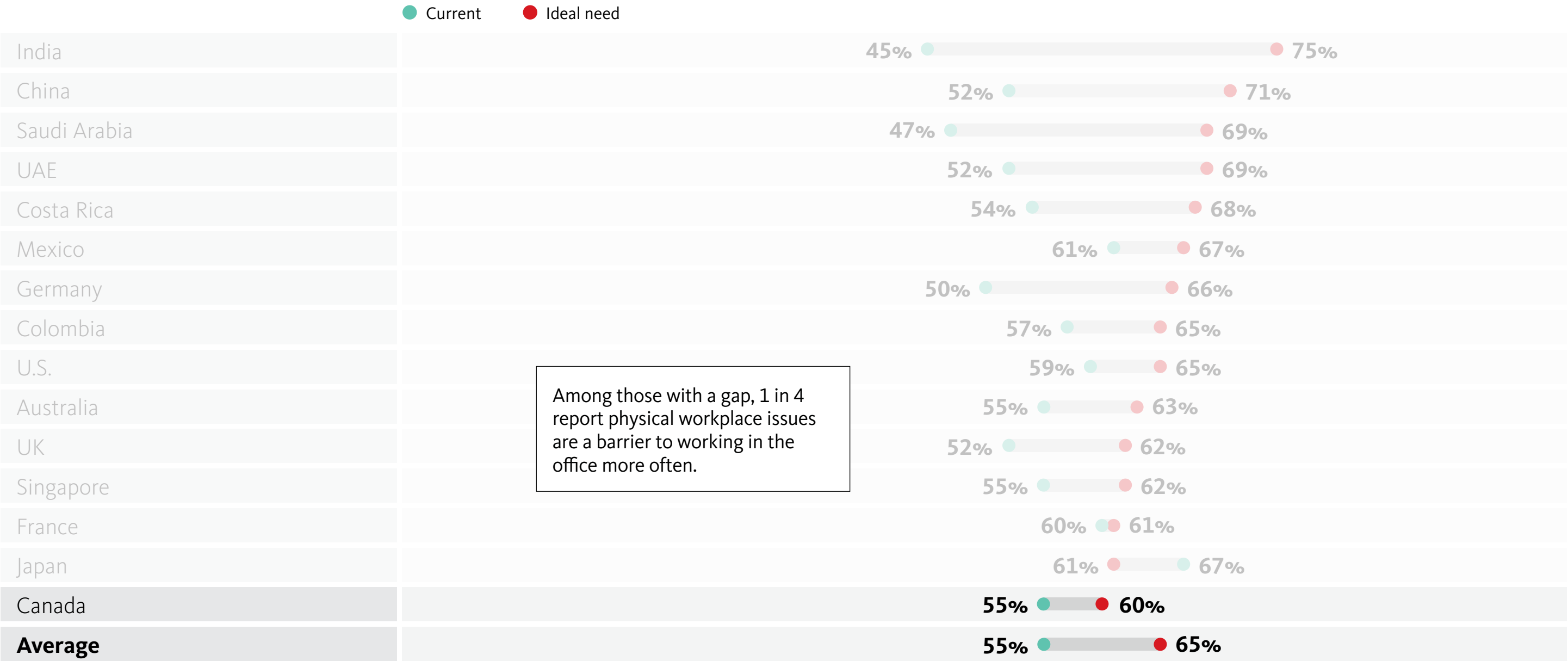
# Global Workplace Survey 2025
## Country Highlight: Canada

# Despite challenges, employees say they ideally need the office more than they currently use it.

**What percentage of time do you ideally need to be working in the office to maximize your productivity?**

The percentage of time workers currently spend in the office compared to time ideally needed to maximize their individual and team's productivity.

● Current   ● Ideal need

| Country | Current | Ideal need |
|---|---|---|
| India | 45% | 75% |
| China | 52% | 71% |
| Saudi Arabia | 47% | 69% |
| UAE | 52% | 69% |
| Costa Rica | 54% | 68% |
| Mexico | 61% | 67% |
| Germany | 50% | 66% |
| Colombia | 57% | 65% |
| U.S. | 59% | 65% |
| Australia | 55% | 63% |
| UK | 52% | 62% |
| Singapore | 55% | 62% |
| France | 60% | 61% |
| Japan | 61% | 67% |
| Canada | 55% | 60% |
| **Average** | **55%** | **65%** |

Among those with a gap, 1 in 4 report physical workplace issues are a barrier to working in the office more often.

0%                                                                100%

# In Canada, there is a shift from business-like settings to residential, creative lab, and nature retreat experiences.

Which of the following best describes your CURRENT and IDEAL workplace experience for your company/organization's office? (Select one)

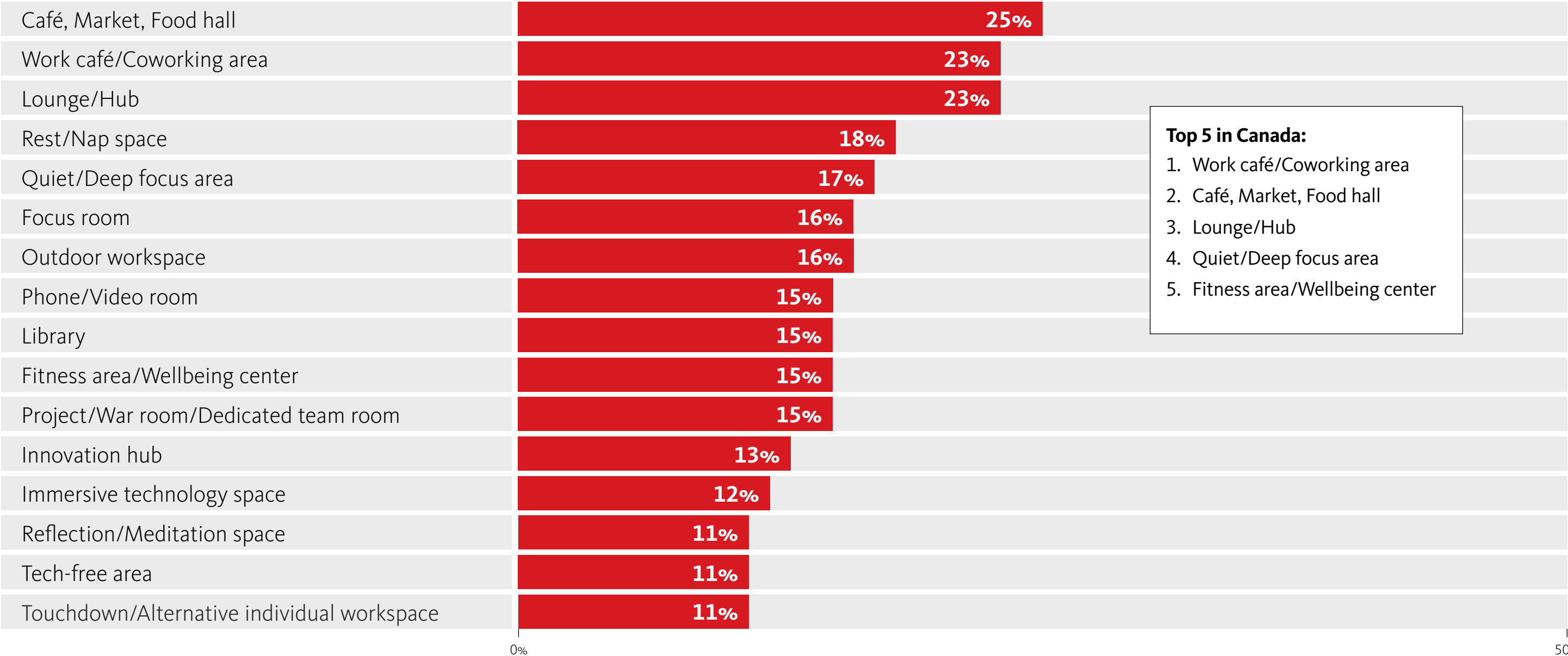The percentage of respondents in Canada who selected each.

| | | Current workplace experience | Ideal workplace experience |
|---|---|---|---|
| **RESIDENTIAL** | A place that feels more like home | 9% | 15% |
| **BUSINESS HUB** | A formal place that feels business-like, efficient, and professional | 41% | 14% |
| **CREATIVE LAB** | A flexible, dynamic place that feels experimental and imaginative | | 13% |
| **COLLABORATION HUB** | A convening place that feels like it was designed for group work | 6% | 13% |
| **NATURE RETREAT** | A tranquil place that feels connected to nature with ability to work with others outdoors | 14% | 12% |
| **BOUTIQUE HOTEL** | A hospitality-infused place that feels upscale, chic, and personalized | 5% | 9% |
| **COFFEE SHOP** | A place for informal connections that feels buzzy and energetic | 4% | 9% |
| **LIBRARY** | A quiet place with no noise or talking that feels studious and serene | 9% | 8% |
| **CLUBHOUSE** | A collegial place that feels social and engaging to build community | 5% / 6% | 8% |

# Amenities are not optional. They are an important part of the experience within the workplace…

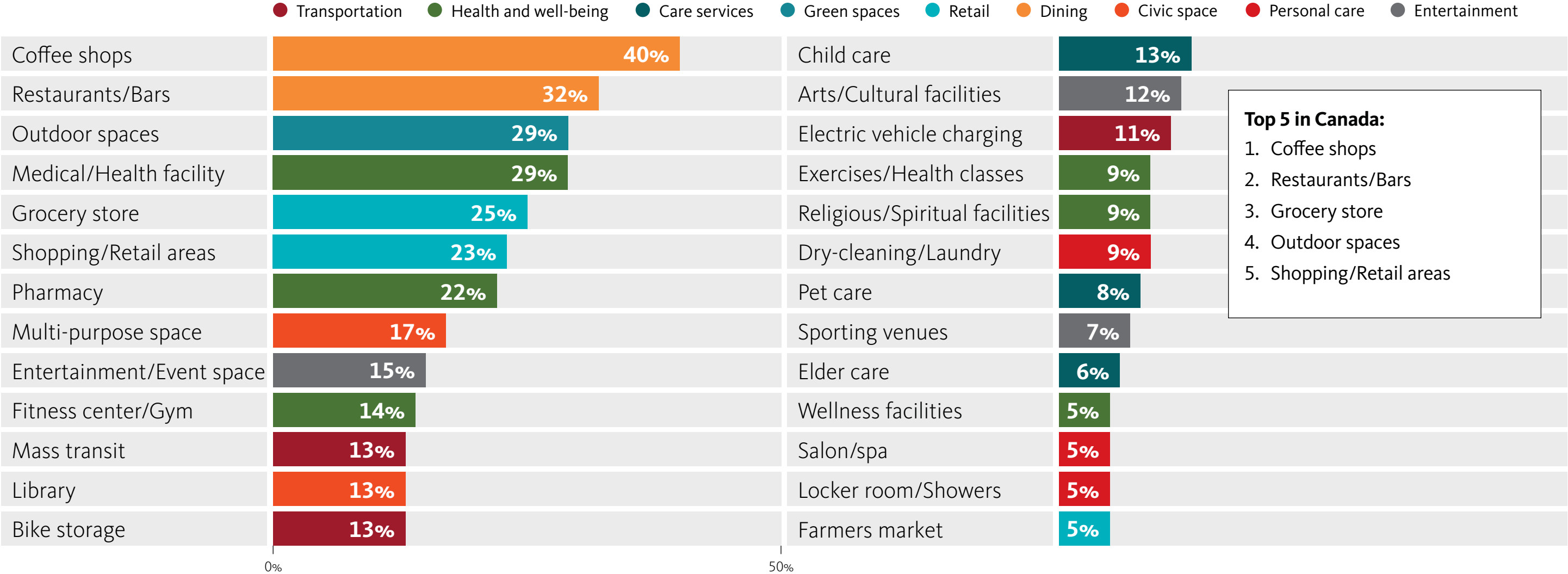Which spaces are important in your company's office? (Select up to 5)

The percentage of respondents who selected each space as important to have beyond their individual workplace and enclosed conference rooms.

| Space | % |
|---|---|
| Café, Market, Food hall | 25% |
| Work café/Coworking area | 23% |
| Lounge/Hub | 23% |
| Rest/Nap space | 18% |
| Quiet/Deep focus area | 17% |
| Focus room | 16% |
| Outdoor workspace | 16% |
| Phone/Video room | 15% |
| Library | 15% |
| Fitness area/Wellbeing center | 15% |
| Project/War room/Dedicated team room | 15% |
| Innovation hub | 13% |
| Immersive technology space | 12% |
| Reflection/Meditation space | 11% |
| Tech-free area | 11% |
| Touchdown/Alternative individual workspace | 11% |

**Top 5 in Canada:**
1. Work café/Coworking area
2. Café, Market, Food hall
3. Lounge/Hub
4. Quiet/Deep focus area
5. Fitness area/Wellbeing center

# ...as well as __beyond__ the workplace in the neighborhood.

**Which of the following amenities are most important to have on-site or nearby your workplace? (Select up to 5)**

The percentage of respondents who selected each amenity in their top 5.

● Transportation ● Health and well-being ● Care services ● Green spaces ● Retail ● Dining ● Civic space ● Personal care ● Entertainment

| Amenity | % | | Amenity | % |
|---|---|---|---|---|
| Coffee shops | 40% | | Child care | 13% |
| Restaurants/Bars | 32% | | Arts/Cultural facilities | 12% |
| Outdoor spaces | 29% | | Electric vehicle charging | 11% |
| Medical/Health facility | 29% | | Exercises/Health classes | 9% |
| Grocery store | 25% | | Religious/Spiritual facilities | 9% |
| Shopping/Retail areas | 23% | | Dry-cleaning/Laundry | 9% |
| Pharmacy | 22% | | Pet care | 8% |
| Multi-purpose space | 17% | | Sporting venues | 7% |
| Entertainment/Event space | 15% | | Elder care | 6% |
| Fitness center/Gym | 14% | | Wellness facilities | 5% |
| Mass transit | 13% | | Salon/spa | 5% |
| Library | 13% | | Locker room/Showers | 5% |
| Bike storage | 13% | | Farmers market | 5% |

0% 50%

**Top 5 in Canada:**
1. Coffee shops
2. Restaurants/Bars
3. Grocery store
4. Outdoor spaces
5. Shopping/Retail areas

# It's time for a new framework.

### Fix the non-negotiables.

A workplace that doesn't work isn't a workplace. Solve for availability, noise, proximity, and function. Employees should focus on getting work done, not physical workarounds.

### Design for purposeful abundance.

Provide enough of the right space types for employees to choose the best space to match their work activity. Understand how the workforce works and design for purpose and empowerment.

### Craft unique, shared experiences.

The value of the workplace goes beyond work—it's a place for employees to come together for a shared purpose. Engage employees to identify what experiences matter most and co-create them together.

### Embrace continuous change.

Design work settings and experiences with intentional and unanticipated change in mind. Continually monitor and adjust to meet this moment and the next one.