

COMMENTS

5) Do you think you will be able to meet deadlines with this new workspace arrangement?

5.1) If not, why?

Diminished concentration will cause work to take longer to complete
Lots of strict briefing deadlines, which I will not be able to keep with higher level of distraction/noise.
I think i will be able to meet my deadlines but due to the loss of concentration the stress factor will be increased .
Loss of concentration can lead to delayed delivery of the needed outputs.
difficulties to concentrate in the open space will impact both quality and timeliness on delivery of tasks
Concerns about distracting noise, difficulties in finding quiet workspace, not having your own workspace that enables concentration in a familiar environment
It is already very difficult to meet the deadlines we currently work with. With additional noise and distraction, I fail to see how my productivity will not decrease.
Loss of efficiency and frequent tight deadlines
The noise influences the ability to focus and I cannot use headphones as I am sensitive with my ears.
Distraction
No possibility to 'shut' the door and work in silence on documents.
Difficulté de concentration
Loss of concentration
I perform analytical work (qualitative assessment of documents describing work performed by countries' authorities), which requires concentration. I cannot concentrate when there is noise around - and visual disturbance too.
stress level will increase; noise level will increase, it will become more difficult to concentrate
My tasks is 90% based on my concentration. Having to many people around me with different habits, different jobs and way of doing them, will not help.
concentration decreased therefore efficiency decreased. Tiredness increased because of noise and more efforts to concentrate
loss of concentration due to usual business of other colleagues (phone...)
The deadlines are already very tight. Losing concentration and efficiency will result on not keeping them.
Due to the lack of concentration and the likely increased opportunities to be interrupted.
I think I will be less efficient and much more tired given the need to adapt to the noise and open-space environment for work.
Especially in busy period there are urgent matters which have to be delivered during the same day. The reduction of concentration in an open space can heavily impact on the speediness of my work.
It will be much more difficult to concentrate, think and simply work. Some people are typing hard on their keyboards, other are nearly shouting over the phone etc. There are a lot of cultural differences in the Commission, forcing them to be concentrated in one open-space will impact our work.
I hope I will
Open space arrangements are detrimental for concentration nd will surely affect the respect of deadlines;
The files, which I process, are of complicated nature and affect EU financial interests, so they have to be processed with necessary concentration as it concerns figures.
Open space will have an impact on the productivity (both in quality and timing) of staff. Certainly it will have for me (lack of concentration, noise, more possibilities of being interrupted, etc.).
We recieve a lot of briefing requests and the level of noise, distraction and lack of privacy to deal with political sensitive information will have an impact on our efficiency.
The loss of concentration and privacy will have an impact on the reaching the deadlines.
It is not possible to concentrate with phones ringing, people talking around.
My work is directly linked with tasks that have short deadlines. The volume of work was constantly increasing and request a high level of concentration and ability to prioritise the task to be able to achieve them within the deadlines. Working in an open space is not an option.
The workload is very high, and deadlines are very tight. Even under normal working conditions, when I

can close my door, thus signalling to my colleagues that I have to concentrate, they are only manageable by working regular overtime hours, very often more than 2 additional hours a day.
People will take teleworking and it will be very difficult to meet, discuss and decide. For the teams with people already in teleworking one or two days per week the progress of the work is loose.
frequent interruptions in my work will create delays in delivering results
My tasks require a lot of concentration - drafting of briefings, speeches & presentation for Commissioner, President, and HRVP. Deadlines are already extremely short - often only a few hrs - noise and problems with accessing immediately confidential information will make meeting them almost impossible
Concentration and possibility to work in silence are crucial for my daily work.
Too many distractions that can influence the efficiency of work, especially when reading, analysing and preparing various documents.
lack of concentration, noise
Due to the political and foreign policy nature of our work in DG NEAR, we work under significant time pressure to deliver briefings, speeches, draft EU common positions, etc.. Open space negatively impacts on output efficiency, thus requiring more time to deliver on the tasks we perform.
Deadlines are always extremely short and with the noise and disturbances of an open-space environment, it will be more difficult to concentrate and provide results in short time.
Noise pollution and disruption with people walking about. I work to tight deadlines and am under pressure to do my tasks. More pressure at work leads to greater stress. Then staff falling ill and going on long-term sick leave. More work to be done in their absence!!!
People will resort to telework and flexitime much more often, to avoid working in open space. Establishing a meeting with colleagues in various units will be exponentially complicated. (Ironically, when faced with this problem, the mgmt. will have to reduce/limit telework and flexitime.)
meeting deadlines will be put at risk due to worsened conditions of work - noise or loss of concentration, and thus efficiency
aller et venue, bruit divers, déconcentration
loss of concentration leads to spending more time to accomplish a task
Loss of productivity linked to the reasons given under Q3
My unit staff are consulted daily in person by project units and by visiting delegation staff. In an open space arrangement, the urgent and/or unplanned "consultation work" would take even more priority to any drafting and analytical work which we also should do.
Loss of concentration and inability to work in quiet environment.
Noise, interruptions
I believe a lot of concentration will be lost due to inherent noise of other colleagues (they are alive and need to move, answer the phone, ask questions to others). I worked in open spaces in the European Parliament, notably during the plenary sessions and this was very stressful.
If you cannot properly handle politically sensitive and confidential matters, it's nearly impossible to deliver proper results.
Difficulties to concentrate
It will be very hard to concentrate on my work and make the necessary phone calls in an open space environment. I sometimes need to shut the door of my office in order to be able to focus on drafting documents or exchange views openly with colleagues on sensitive issues, including in Delegations.
The new environment is expected to be noisier and disturbing because of the all people passing by or talking. For tasks where one needs to be concentrated on analytical work it may be counterproductive and influence the efficiency.
It will impact on concentration and efficiency. This will diminish productivity and motivation with effects on delivering on time. Or: it will be on time but with less quality (more likely, actually).
The efficiency of the work will go down. I will not be able to concentrate. There will be noise and visual distraction by people coming and going. I will lose a lot of time as I will have to leave my workplace for phone calls and for meetings which so far could take place in my office.
In peak periods of high workload it will be very difficult to concentrate on urgent projects; for example there are colleagues often on the phone for very long time and this will seriously impact on the level of concentration of others and therefore on their productivity.
to much background & noise distraction
Dealing with sensitive dossiers systematically entails last minute requests and very tight deadlines. Thus far, I have been able to cope with those most exclusively thanks to the quiet and calm office environment, despite not being in a fully comfortable and functional building.
Informal ways of working (calls, informal meetings) make the work proceeding faster as well as stick to the deadlines.

An open space reduces the ability to work in such an informal manner; hence the work will proceed more slowly.
I've worked in open plan offices before and they ruin concentration and diminish the quality and quantity of work.
At least, it will be more difficult to meet deadlines, as the environment will become more disturbing than now, with more sound and visual elements entering my space. Already now it is different to concentrate with incoming calls, mails, incoming calls of colleagues, colleagues entering the office..
Lose of efficiency/ability to react quickly due to incapacity to concentrate properly on urgent request
Too much noise, huge volume of work, hard to concentrate and to remain focused
because of lack of concentration, because of lack of focus and discretion
as mentioned under 4 the open workspace will also affect motivation which might trigger less interest to meet deadlines.
I believe: that working in an open-space will decrease my concentration, which would result in me no longer being able to keep deadlines; that my well-being will negatively be impacted and so I might be more on sick-leave - impacting on keeping deadlines; that noise impacts on my concentration...
My tasks require continuous contact with Delegations and external stakeholders. If access to phone calls is limited, I will need additional time to complete the same tasks. In addition, loss of concentration will imply less efficiency at work: more time to achieve the same
increased distraction (noise, movements of colleagues) leads to loss of concentration and affects the performance (less output, lower quality), this will be even worse for colleagues suffering already now from concentration problems
I think it will be more difficult to concentrate; hence I will need more time to complete tasks in a proper manner.
I already have difficulties concentrating in the office as we are constantly interrupted by phone calls, visitors and meetings. To the point that our HOU openly suggested that we work from home when we have to carry out tasks requiring concentration....and we are in single offices!!!
Due to lack of efficiency
Because of loss of concentration
decreased efficiency because of lack of concentration and increase of noise
It is very difficult to concentrate in your tasks when you are surrounded by noise, people passing by, smells, and others.
My job consists of analysing and (re)drafting various documents leading to the adoption of multi-million euro financing decisions. Deadlines are very tight and concentration is essential. Due to noise and distraction associated with open space, I do not believe I could work to the same efficiency.
une analyse des processus et des besoins en découlant tenant en compte cette nouvelle disposition doit impérativement être faite pour identifier les problèmes qui pourraient en découler
Work requires high degree of concentration and deadlines are often very tight.
Because of lack of concentration, waste of time because of nuisance from colleagues, noise,
Difficultés de concentration et nuisances
Deadlines become increasingly tight. Professional privacy is essential to deliver on very short notice.
Noise and concentration – as auditors, we have to read a lot of confidential documents and write long audit reports. Being interrupted all the time will certainly not produce a quality reports within a deadline. Mission impossible
The reduction in concentration (and therefore speed and quality of output) has not been a subject of discussion at all. There is no sense that management understands that they will either need to lower their expectations/adapt work methods or staff will get sick/leave, trying to square the circle.
Concern is that collaboration with other colleagues will become more complicated as Open Space will be combined with increased use of telework. Our work includes a lot of short deadlines where quick coordination with other colleagues concerned is essential. The same applies to meetings.
With noise, concentration falls, plus you have more absences due to stress, medical reasons, etc.
For some yes for other no. With all the distraction in this open space you will loss concentration and time.
Distraction concernant les bruits de collègues au téléphone, manque de concentration, sonnerie des téléphones, discussions entre collègues, bruit de photocopieurs... les collègues seront dépassés par rapport à un ensemble d'éléments qui seront perturbateurs au bon fonctionnement de leur travail!!
In an open space, we can't concentrate because of the noise; we can't communicate well enough because we don't want to disturb colleagues and to disclose confidential information on EU foreign affairs.
Working on the tasks will take longer because of not being able to focus on it due to distracting and

noising environment.
Difficultés de concentration et de nuisances.
lack of concentration and efficiency leading to waste of time.
Loss of concentration, noise, people all around
As my concentration will be hampered it will take longer to carry out the tasks I need to carry out
Job quality will be seriously threaten
As there are a number of short-notice requests generated by political developments in the the country I deal with, it is highly unlikely that I would have the necessary concentration in an open space to finalise the work within the deadline.
if i am to meet deadlines, the quality will suffer. i think i will not be able to concentrate as well as i can when working alone in peace and quiet.
The tasks I perform require a lot of coordination of contributions (which need to be prepared in a quiet environment) and concentration to draft and revise properly political sensitive briefings.
My work requires to have regular and very frequent phone calls with other colleagues.
I have already worked in the past in open spaces and very often it is impossible to concentrate (visitors, phone calls, people ill coughing, videos online on other computers, people talking even not loudly etc.
Problèmes de concentration, nuisances sonores
Loss of concentration -> loss of efficiency
Distraction from surrounding environment
writing minutes and coordinating requests will prove more difficult with the noise level. It is proven that Open plan offices are not the best solution for all companies or areas of competencies
It will take more time to work on files because of the need to makes pauses and because of decreased concentration.
Noise, loss of concentration
Several work related issues are solved through ad hoc meetings taking place in individual offices.
I will, but not as quickly as it may involve more cases of completing work in peace and quiet at home at night or weekends. This is already occasionally the case due to overload during the day but will become more the norm.
I think I will be able to meet deadlines but my principal concern with an open space working environment is the decreased level of efficiency due to lack of concentration caused by a more noisy working environment. I am a person who needs to work in absolute silence.
With the loss of concentration people work more slowly (need to read everything more than once before understanding what he/she just read).
we are working under very tight deadlines and the workload is already too important. Open space will disturb my concentration capacities and therefore have an impact on meeting deadlines.
Lack of concentration. I will need time to do the work either at home or during the weekends
Decreased productivity due to the exposition to noise
Difficultés de concentration Nuisances sonores importantes
Because I will be distracted by other people
I do not know, it will be different
in view of the deteriorating working conditions, including loss of concentration, distractions incurred by people around, noise and lack of confidentiality, the fulfilment of my tasks will require more time
it will be more difficult to concentrate
Deadlines can always be met. The point here is the quality of the deliverables. In order to meet certain deadlines the quality will inevitably deteriorate in such an environment, where you lose quickly concentration, especially when talking about briefings, concept notes, ...
Loss of concentration will impact quality and delivery as well as full day performance.
The continuous staff cuts and the increase of the workload have worsened considerably workplace stress. In parallel, more and more tasks have become time critical. The introduction of "open space" conditions would increase stress, reduce performance and would be counterproductive.
Loss of concentration, noise. time lost with making alternative arrangements for sensitive phone calls etc.
Manque de concentration durant les phases de travail réflexif.
Part of my work consists on reading and analysing reports and other documents that have deadlines and for which silence and concentration are essential. Open spaces will impede basic conditions to be able to correctly perform this kind of work.

The new workspace will pose problems with concentration, in particular on tasks requiring quiet and intimate environment, and thus work efficiency will suffer considerably.
demotivation
because of loss of efficiency
Deadlines are very short anyway, in order to meet them we need to be very concentrated and highly efficient
Not impossible, but harder. It will take much more time to make an efficient work as we will be disturb by this "collaborative space".
Because of the distraction due to noises - for me personally it is not so easy to concentrate with presence of noise. I don't think that you are able to completely isolate yourself and not pay attention.
Trop de sollicitations visuelles et auditives.
Because it will be more difficult to focus on tasks
Difficult to say if we do not know the exact disposition of the work space
We are already subject to tighter and tighter deadlines - sometimes, with BASIS, even already-past deadlines! - and the degradation of working environment will affect both the quality and speed of the work. Is the management ready to accept a lower quality of inputs?
Primarily due to noise and waste of time moving around to find calmer environments to work in.
depending on the type of the task (eg drafting a briefing request or a report) in order to meet the deadlines it is necessary to provide the best possible working office conditions, quite environment in order to concentrate on the task
I already have experience from working in open space in the private sector and I know that it is very difficult to keep the concentration in such working environment, being disturbed all the time by the noise of the others.
If I have to run to another room to print all the urgent documents that I am ask to provide within 5 min top, to scan each tome to have my pages I think I will lose a lot of time and energy. Then, I am not sure I can meet all the 1 day deadline of urgent briefings or notes.
Manque de concentration
When the workload is high, the efficiency of a unit relies on the capacity of each professional to manage responsibilities and finalize assignments at the best, according to the different expertise. Individual performance is essential in order to meet deadlines within a team.
Most of my work is somehow confidential and requires concentration. Taking into account workload, very liekly I will not be able to meet current deadlines.
lack of concentration
No concentration. Difficult to meet and exchange with colleagues to write a note.
Having to work often on different topics requires the possibility to focus quietly on them for certain periods of time. An open space might make the capacity of concentration on those different opics more difficult
Because of loss of concentration
Given the work load any loss of concentration will impact efficiency and respect of deadlines.
Meeting deadlines is one thing. Meeting deadlines in an efficient and professional way is another. Open space will clearly affect our concentration and ability to work in an efficient way. In this context, if deadlines continue to be met, it will be at the cost of a substantial loss of quality.
My answer would be yes/no since i am not sure how it will be? Never worked before in these conditions so let us see !
Depending on how the space will be organized, the main challenge will be a concentration issue and the noise level in a joint open space (e.g. when several people are simultaneously talking on the phone)
Worked in open space before. Even easier for people to interrupt, disrupt concentration and distract attention. Working on confidential files will be constant stress; keeping work, both on my desk and screen from colleagues difficult. Confidential calls will be impossible.