Sc

What could the future of our workplaces look like?

WHAT SHOULD I EXPECT?

You should expect to read through four views of the future of the workplace. Each view of a potential future is composed of a macro-environmental description and supplemented by a narrative of a daily experience.

WORKBOOK HIGHLIGHTS

- 4 SCENARIOS
- 4 MACRO-ENVIRONMENTS
- 4 DAILY EXPERIENCES

RACHELLE BUGEAUD

FUTURE

Scenarios.

CONTENTS

Four scenarios are described through their macro-environment and an accompanying excerpt of a daily experience.

RACHELLE BUGEAUD
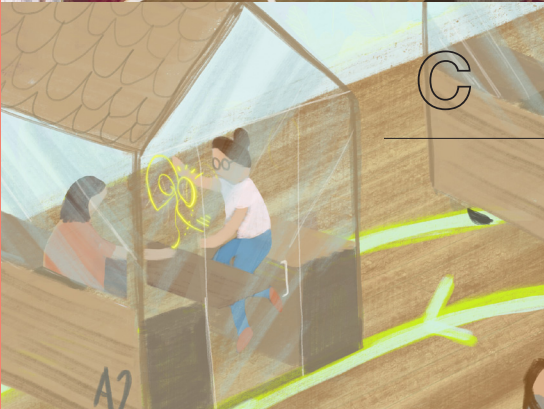
A

In this scenario your workplace is intrinsically tied to a specific lifestyle, accessible through office neighbourhoods. The personal workplace is seen as yet another tool to 'get work done', and the blurring of work, leisure, and life is a dominant tactic used to increase output (and retention) of employees.

THE MACRO-ENVIRONMENT

This is a future characterized by a distrust of technology, especially as it relates to the collection of sensitive and potentially damning data on otherwise mundane behaviours. As artificial intelligence and automation threatened white collar jobs such as lawyers and doctors, individuals began feeling useless in this fast-moving world. This momentum culminated in strong regulation concerning the use of artificial intelligence automaton in the workplace in order to preserve enough employment for the population.

Additionally, a backlash against monitoring technology happened back in 2024, when a class-action lawsuit was won against insurance companies who had refused payouts to individuals who had died from heart attacks and who's smart home devices had recorded them ordering unhealthy meals. The insurance companies claiming the individuals clearly did not take the proper actions

AXES

TECH DISTRUST

EXTERNAL MOTIVATION

WORK-LIFE INTEGRATION

KEY TRENDS INFORMING THIS SCENARIO
- micro-living
- amenitization
- increased surveillance
- on-demand economy

for maintaining their health, and individuals pushing back with their rights to enjoy life as they see fit. Since then, big businesses have started to act as sponsors of healthy lifestyles, providing more incentives to their employees and contract workers for adopting healthy eating patterns and better mental health support.

This has led to the creation of a few business owned complexes. These valuable corporate campuses act as powerful soft power storytelling machines. They are specially designed to boost an organization's sense of care and benevolence. In this future, the entire city is viewed as a network of working neighbourhoods, each owned and operated by a different set of businesses. Of course, traditional residential neighbourhoods and business areas still exist, but increasingly these work-life neighbourhoods are popping up around town. Rare are the ones owned by a single business (yet they do exist). More often the living arrangements

and working spaces are co-shared by a handful of complementary businesses. These business-owned districts offer curated living arrangements, leisure centers, gardens, daycares, and cafeterias. All of these services are subsidized by the business that, in return, expects a highly devoted workforce. A select handful of the biggest coworking networks have a few live-work hubs. It is rumoured that the businesses that have adopted a similar model have taken their inspiration from these coworking neighbourhoods. Back in 2020, WeWork launched its third WeLive apartment complex aimed at streamlining life choices, and the trend for "all-inclusive living" started spreading to co-ops and businesses alike. Many view them as a signal for the workaholic culture, for the division of society into cliques based on prestige and your status being tightly linked with which 'gated community' you belong to.

Meanwhile, as continuous climate events threaten the coasts of

many important cities such as London, New York and Hong Kong, a migration to higher grounds has been shifting urban demographics. Many are opting to relocate to safer climate regions such as the mid-western North American region, and cities around the Great Lakes. In certain cases this is placing additional stress on vulnerable agricultural land, and as such urban crops are being integrated a top new buildings. Coastal cities are left having to deal with vacant and damaged water-side properties.

The city of Toronto has passed a building code stating that all new multi-unit buildings must have an amenity area that can be used as a coworking space around the clock or have a home office solution built into the unit's design. Additional stricter regulation concerning the use of natural materials and planted surfaces in new constructions has already been around for a few decades. Whereas beforehand living walls were all the rage,

now, we see indoor courtyards and planted floor options become common place. Special genetically modified indoor plants have been developed to better purify the air and in order to better survive indoor conditions.

Remote working is not actively encouraged or discouraged, however, most companies have a flexible workplace strategy that states that should an employee desire to work from home, the company must provide the appropriate tools to conduct the work from the selected location. This is not that difficult as home is... well, for most quite literally still on the work campus. The provided devices remain the property of the company and comes with purpose-built surveillance software. This software is understood to be necessary for ensuring the remote employee is actually working from their private dwelling (or elsewhere) and for proving to the company that the work was completed on time.

Perhaps because of required surveillance technology built into provided employee devices, many people choose to act as remote consultants since it provides them with more control over their data. However, being a contract worker is associated with longer hours and a heavier workload as more digital 'paperwork' is required to be submitted to prove one's efficiency and thus obtain pay. For both 'regular' employees and remote workers it is hard to know where the workplace and workday begins or ends.

Office spaces are designed to be highly experiential in a bid to encourage workers to choose a life as a full-time employee rather than a contract worker. Many offices have adopted a more laid-back and communal workplace design, perhaps to better mimic the trend seen in coworking spaces.

The freelancing communities that are sprinkled around the city are essentially elitist coworking spaces for which you have to interview to be a part of. Most coworking spaces are roughly centered around a specific industry or service need. There are a few rogue "open" communities where you can find a software developer working next to an individual producing online courses for homecare providers, but overall it is much more common to find a 'tech hub', an 'arts hub' or a 'health hub'.

THE DAILY EXPERIENCE

The subtle pink glow of the room gently wakes up Ethan and his wife Sophia from their sleep. In the room next to theirs, the soft pitter-patter of children's feet can be heard racing around the room. Without a video feed, it's up to the couple to guess what their children are up to, yet this choice to avoid unnecessary surveillance was a conscious choice, afterall, you just never know who's illegally streaming it.

Sophia works for a large pharmaceutical company as a marketing specialist, and the family lives in one of the company's neighborhoods. In fact, everyone in their apartment complex works for ByOE Pharmaceuticals. Ethan, on the other hand, works from home as a strategy consultant for various brands, ByOE being one of them. However, Ethan who was born in 2010 and is now aged 35, did not choose to work from home to take care of their young children, no, soon their smart home alerts them that Maria is at the door, ready to take the children to the ByPLAY playschool. This service came standard with

Sofia's living package. As the children are whisked away and Sofia hurries off to catch the company's catered breakfast, Ethan pours himself a cup of MindFull coffee, a coffee with added 'benefits' as the packaging announces. Really, it's just a few extra vitamins and maybe a little dose of Ritalong to help keep your mind extra focused.

Ethan cannot remember the last time they had their suite set-up as a living room. Their two-room mico-suite (450 square feet) came standard with multipurpose furniture such as murphy beds and a central module that can be opened to reveal a home office, or closed off to act as a screen for viewing communal entertainment. Lately, it seems to be permanently open, with Sophia and the children adapting to lounging in his home workspace composed of a high-walled chair and a low-lying table that acts as a virtual workplace. This multi-functional home furniture is constructed out of selectively chosen materials

that only become more beautiful with age. As such, the cabinetry faces are made of copper. The living environment is built using low emissions and sustainable flax wall cores, thus ensuring that they are not 'accidentally' poisoned by their environment.

As he places his cup of MindFull on the table, his virtual workplace wakes up. Finally, it is ready for use and Ethan begins by flicking away a notification alerting him that since his last visit, his anti-hacking software has successfully deflected 329 attempted security breaches - overnight. "At least you're doing your job," he thinks. He remembers his friend Julie who just recently got her computer files locked by a hacker demanding a ransom to unlock the files. All this as she was finishing up a large contract! Nah, Ethan, like most freelance contract workers has installed anti-surveillance software on all of his devices, he even hired a personal cyber security expert to ensure his virtual workplace

was safe from unwanted threats.

Ethan works with a team of collaborators on specific projects. While he is working they log their efforts towards a collective infographic that provides a visual representation of the work completed to date. Quick informal messages can be sent to one another via their Pebble app which forwards key messages onto a corner of Ethan's smart glasses which he uses to interact with his virtual workplace. Ethan works for a few hours then heads out for a run across the ByOE campus. The campus actually has a running and cycling track built on stilts across its buildings, winding in and out of office spaces and amenity areas. As he finishes his run he stops by one of the delis to pick himself up a sandwich with extra theanine-infused mayonnaise. "It can't be all that bad if it helps me focus... right?" he thinks as he walks the rest of the journey back to his micro-suite.

As he enters his home, the lights

are activated and his workplace comes back to life. As he gets ready to settle into another round of work he receives a notification from ByOE's central system that a special screening of Interstellar is playing down at the theatre in a few minutes. "Damn," he thinks as he takes a look at his schedule, "I guess I'm just not going to get much work done today."

B

In this future, the economy has become shaped by the demand for services. The view of work has not evolved. It is still seen in a traditionalist way, primarily as a business opportunity and as a method for obtaining money. Work is not about self-improvement and the workplace has become a service offered by key service providers.
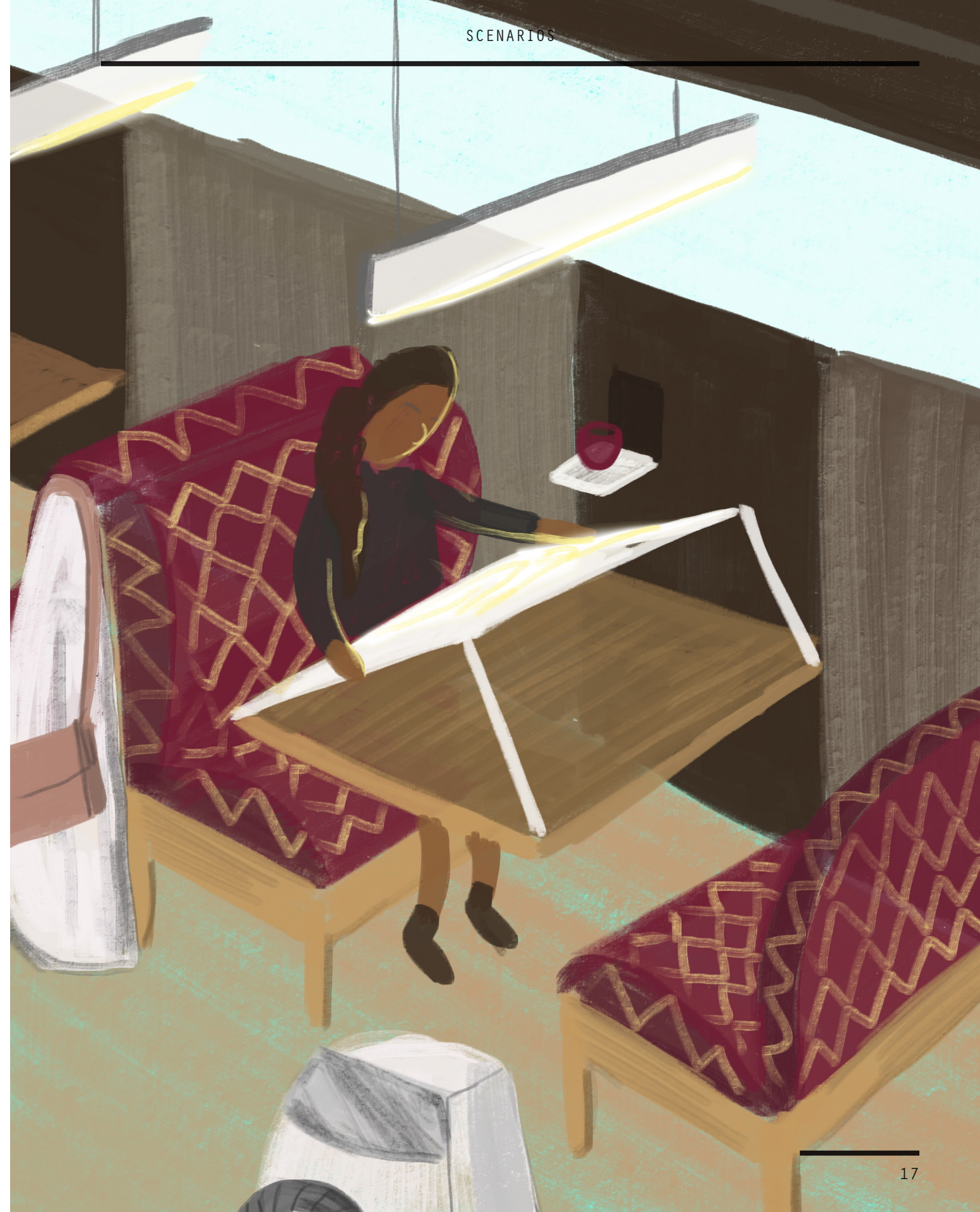
THE MACRO-ENVIRONMENT

This is a world where technology is viewed as an integral part of everyday life. Artificial intelligence and wearables are trusted as aids with which to better interact with the digital world. In fact, most citizens have access to augmented reality (AR) contacts and/or glasses allowing them to experience the world in additional layers of reality. Wearables and AR contacts collect a large amount of data on individuals that can then be used to offer tailored recommendations and environments. Overall, individuals are willing to give up their privacy and data in exchange for a better experience and/or a higher wage.

Wearables also allow individuals to quickly access their virtual workplace in order to rapidly approve a request or look something over. As a result work follows workers wherever they go. Some may even say that this society is one that values the pursuit of work a little too strenuously, and that the technology has transformed nearly all of those employed into around the clock workers.

AXES

TECH TRUST

EXTERNAL MOTIVATION

WORK-LIFE INTEGRATION

**KEY TRENDS INFORMING
THIS SCENARIO**

• service economy
• on-demand economy
• phygital office
• transhumanism
• subscription economy

Nootropics, or 'smart drugs' are available in pill form and are quite common, yet the latest trend sees nootropic foods and beverages becoming more common. In a surprising development, nootropic-laced drinks are now replacing coffee as they are seen as being more effective, and a less environmentally demanding product to produce. Furniture has become a leasable service. Every few years, subscribers to the service are eligible to pick new home furnishings from a catalogue, at no extra cost. This allows families to rent cribs and childrens beds when needed and upgrade them to larger equivalents on demand. This has proven very efficient in terms of reducing furniture waste since furniture can now be refurbished and reallocated amongst the service provider's network instead of thrown-away curbside. As individuals move from home to home, or even country to country, this service allows them to leave their furniture behind and

order the same items once on location, thereby eliminating the need to move large items.

A counter movement has emerged of individuals who curate their own environments, usually composed of prized heirloom pieces. Of course, there are those that refuse to subscribe to a furniture leasing service as they already feel as though they are over-subscribed to too many services. It is true that services and subscription-based businesses have become the norm, with individuals feeling as though they have to subscribe to grocery replenishment services, home cleaning services, wardrobe styling services, heck, even toilet paper services! Even though each of these services only cost a few dollars, when they are added up the costs of living have become phenomenal.

Air travel has been targeted as a large contributor of air pollution and as such efforts to reduce the amount of flights operated have

spurred holoportation technology. This is a type of augmented reality teleconferencing technology that allows individuals to appear in an alternate location. Of course this has not been an adequate replacement for people's desire for travel and exploration yet it has proven effective in reducing the number of business flights. This has also facilitated international collaborations and the ability of remote workers to work from any city in the world and holoport to their colleagues located in another city. In some ways, one could say that the majority of the workforce is now composed of remote workers as even full-time employees have the flexibility to work from any location they desire. Companies have networks of satellite office space, sometimes in the form of rented coworking offices.

The identity of each city has been enhanced through digital overlays that not only allows businesses to market themselves in new ways, but it also serves

a practical function as multiple businesses share a single location, the digital overlays rotate and sort themselves according to your interests. An additional bonus are stylistic architectural overlays you can purchase that digitally transforms your surroundings into, say, an Amsterdam-inspired environment. Individuals no longer have to go to Dubai to feel as though they are surrounded by tall skyscrapers.

This system of digital overlays has been merged with that of the furniture-for-lease model which allows organizations and individuals to completely redesign their environments as often as they wish. Corporate identities can thus be endlessly emulated through digital overlays of space, and interior designers and interior curators are in high-demand. However, the virtual headquarter is the main way remote workers interact with their company's office space. Gatherings happen roughly once a week at the company's physical office space

(sometimes in rented locations) in order to solidify social bonds.

Artificial intelligence automaton are threatening to take over more and more jobs, yet it is generally accepted that automaton have improved the human condition by relieving individuals of mundane, repetitive, and demeaning tasks.

In terms of the built environment, circadian rhythm lighting has become the lighting of choice - even for streetlights, although some would argue that the old orange-hued sodium lights of past were already serving as a type of make-shift circadian lighting system. Now, the city's light visibly shifts as night time approaches as streetlights and office space light soften and warm at night time.

THE DAILY EXPERIENCE

The year is 2045, it's about 10 in the morning and Melinda is headed to one of her favourite restaurants, not to eat, but to work. As a subscriber to the Workplayce app, she can reserve herself a spot from which to work in a selection of curated locations. Most of the time she picks a location that is near her home so as to reduce the time spent commuting, yet today she felt a bit more ambitious and decided to make the trek to the other side of town to work from one of the comfy booths at Noma.

As her solar pod zips across town she sees a few rentable mobile office spaces driving themselves around town. These are part of a growing fleet of alternative workplaces. With autonomous vehicles being the new norm, vehicle design has evolved into the design of mobile environments. Some are meant for socializing while others are purpose built collaboration spaces, and yet others are private working offices.

These vehicles can be ordered to your door and rented on an hourly basis. Sometimes Melinda opts for one of these mobile environments yet she has found it too visually distracting and it has sometimes even made her a bit nauseous while working from some of them. Larger corporations tend to rent our fleets of these vehicles for their employees, probably as a type of way to appear cutting edge and "with it" Melinda thinks.

Finally she arrives at the restaurant / workplayce. Her smart contact lenses allow her to see the world in augmented reality. The normally austere facade of the restaurant is instead overlaid and neatly replaced by a swaying Workplayce logo. This type of 'architectural makeup' is typical as buildings and businesses share space. Citizens joke that the city doesn't sleep, it simply transforms into a new city. Depending on the time of day, different 'Chinatowns' emerge and various business hubs pop-up across the grid. As

she enters Noma her lenses have highlighted her reserved spot and a path directs her to it. Her lenses highlight familiar faces and label names next to them, as such she can recognize fellow Workplayce subscribers and build a type of social network.

As she approaches her workplace, the furniture adjusts its height and the work surface tilts to Melinda's ideal angle. All of this is possible due to Melinda's smart watch that has her biometric data loaded onto it. This allows smart furniture and smart environments to recognize her identity and automatically adjust their height, and in some cases their width or their softness (for upholstered pieces) to her liking.

Melinda has applied for a government grant to purchase her core worktool. A core worktool is like a type of external hard drive where all the work is stored. Melinda doesn't quite know how it works, but she knows that she can simply slide out her core

worktool and insert it into a smart desk to activate the desk's counter top as her screen, or she can place the core worktool on a smart wall to do the same. It's almost like the 'heart' of the computer, or maybe the 'brain', all contained within a size comparable to a small box of juice.

As devices have moved towards a modular and infinitely upgradable model, even though her core worktool is nearly 15 years old, her computer still performs remarkably fast because every few years she updates her processor or some other piece of tech. Gone are the days of everyone owning Apple laptops and similar looking laptops. No, today everyone's computer is highly customized both in terms of hardware and aesthetics. For example, Melinda's features a 3D printed protective case (printed at her local FabLab*) that features a raised map of her hometown.

As it nears lunch time, she receives a ping notifying her that

her meal is being prepared and will be delivered shortly. Melinda has subscribed to a Lunch-a-Day service that, based on her preferences, orders and delivers her a meal from a nearby caterer, all for a flat fee. Many of her friends subscribe to the same service, and those working from a traditional office space benefit from the in-house cafeteria and company food-delivery bots that can deliver a meal right to you, allowing you to keep working without missing a beat.

The smart table at which she is working has her important documents laid out in a neat grid format. The operating software has preferences allowing her to either adopt a more 'natural' display for her files. A display meant to mimic stacks of papers, with files that can be left in any position. Melinda prefers the alternate setting: one where her files snap to an invisible grid and automatically bump each other as files are moved around. As her food is delivered, her

files recognize the weight and identity of the items and neatly stack themselves in a corner as nutritional information and videos pan out from the meal.

With her meal done, she now takes out her tablet and places it onto the smart desk. It also recognizes it and allows her to select a core functionality for the tablet. This is because the tablet will now act as an extension of the smart table. Melinda chooses to have her colleagues' messages displayed on the screen (with messages pre-screened by AI to ensure relevance to current workflow). As she continues to work for a number of hours, she subtly notices that the lights have become warmer and dimmer. She takes this as her cue to wrap things up and head home. She could still work a bit on her tablet while she walks to the station.

Upon leaving the booth, it rearranges itself into a neutral position. Her contacts once again indicate the fastest path for her

to the station. As she follows it, the path diverts towards a new Japanese street food vendor. Her contacts must have recognized her underlying hunger and, using her preferences, found her a food she knew she would want. As Melinda satisfies her stomach, she thanks for eyes for looking out for her in more ways than one.

C

This is a world wherein work is predominantly designed as a way to address social issues. A feeling of oneness and collaboration prevails as technology becomes more threatening to human employment. We see the workplace being organized and maintained as a community, with coworking and coliving spaces all around. Peer-to-peer knowledge sharing networks have replaced traditional professional development programs.

THE MACRO-ENVIRONMENT

The biggest news of the decade has to have been the discovery and subsequent confirmation of life on Saturn's moon, Titan. This discovery has provided humankind with a newfound feeling of oneness and coexistence. If life has been found within our own solar system, surely it is sprinkled everywhere in the universe. The discovery of life on another planetary body combined with the advanced perceived threats of artificial intelligence and automation have forced many to reconsider humanity's abilities and future goals. In addition, a few years prior in 2043, the world's first trillionaire was made. Increasingly extreme wealth is concentrated in the hands of few, leaving the majority of the world further questioning their role on Earth, and their desired relations with one another.

Even though it is technology that has permitted the discovery of life on Titan, there remains much discussion as to whether technology should be viewed as a friend or as a destructor. The use of artificial intelligence is restricted, especially the use of emotional artificial intelligence as there is fear that should this field become more developed, we risk eliminating all possible employment for

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INTERNAL MOTIVATION

WORK-LIFE SEPARATION

KEY TRENDS INFORMING THIS SCENARIO

- knowledge economy
- sharing economy
- open source
- co-living arrangements
- transformation economy

humankind. Already automaton have replaced the majority of blue collar jobs and artificial intelligence automatons are threatening the jobs of white collar workers. Should artificial intelligence further threaten the creative industries, or infiltrate the role of politics, some worry that all will be lost. In general, individuals are opposed to surveillance as it is known that such data is fed into machine learning algorithms to improve artificial intelligence programs.

Since a smart dust scandal a decade prior, surveillance networks have become more localized, and regulations pertaining to the storage of surveillance data have been made stricter. Surveillance networks are not well received in the workplace as individuals fear for the repercussions that could happen should their data fall into the wrong hands. Additionally, data can always lie, especially with hackers modifying logbooks and timesheets. Individuals

simply do not trust any digital record, or digital mind. In this view of the future, face-to-face communication is prefered over digital communication. Of course, face-to-face communications can be facilitated by technology (such as video conferencing) but simple voice notes and text messages have largely fallen out of favour.

In an effort to get citizens using more digital technologies at work and in their personal lives, many businesses offer free or very low-priced technology such as a personal computer or a wearable glove upon purchasing unrelated goods and services, such as groceries.

In terms of economic currency, cryptocurrencies are favoured since the heat their mining centers put out can be used to warm greenhouses. Due to their blockchain nature, cryptocurrencies are more trusted than their paper equivalents, although many still worry about the volatility of the currency. Even

though technology is not trusted, compromises are sometimes made to facilitate economic growth.

In this world, many individuals are motivated by their health and wellness. Perhaps due to increased pollution and climate change, a global recognition that began in the mid 2010s has evolved into a proper wellness movement that acknowledges that if humans are to survive the next few centuries, we must take care of ourselves, of our planet, and of one another. In fact, now it is quite normal to find wellness ratings for buildings, environments, meals, and products. Workplaces aim to have a 7 star rating or higher, whereas shopping expo centers aim for 6 or higher. Home builders have a strict 8.5 star wellness rating requirement whereas meals typically do not come below 5 stars.

In a bid to further differentiate themselves from artificial intelligence, the general public is actively pursuing up-skilling

and self-education platforms. These platforms appear online as videos, yet many are conducted in person, in a peer-to-peer model.

Coworking spaces have largely evolved to offer live-work communities. These apartment complexes are essentially student dormitories for the working professionals. With locations around the world, members of these live-work communities can easily relocate from city-to-city and know that a warm and friendly community awaits them. Some of these larger co-lab companies as they're called even have coworking exchange programs whereby two community members can be paired from across the globe, with either of them acting as a host for a short amount of time. This peer-to-peer network encourages collaboration and the cross-pollination of industries.

Even companies have adopted the concept of coworking, with multiple businesses sharing a single office. This allows them to

create their own little innovation networks and benefit from each others networks and knowledge.

Alternative coworking networks have also sprung-up. Utilizing an online network, home-based coworkers can post their living-room or other living environment as a temporary coworking space for others to join in on. Individuals have no issues inviting complete strangers into their homes as the network is peer-reviewed with user-certified ratings for each individual. As of yet, no serious crimes have been reported from this service. Minor ideological arguments have led to a few cases of property damages, but overall it is just as safe as going to work from a mainstream coworking location.

Globally, the standard work week has been reduced to four days. Some choose to have a normal weekend and take Wednesday off to break up the work week, while most choose the option of have four on, three off as they say. This

extra time off is spent with family and friends, and allows individuals to pursue their own hobbies and interests, with the goal of living more fulfilled and purposeful lives.

Another distinct aspect of this world is the level of individuality and personalization represented in the consumer goods market and the furnishings industry. By using rapid fabrication techniques, furniture can be customized to each body's ergonomic needs. Many of the top furniture designs are open-source models that can be downloaded and modified to each person's liking.

THE DAILY EXPERIENCE

It's a warm bustling day in Manila, and Riley is just waking up. She lives in an upscale live-work arrangement (9.5 star wellness rating), with multiple locations scattered around the world. Her Partnered Peer (PP) has sent her a message which is displayed on the smart wall. "FYI I'm saving you a spot down at breakfast, pancakes this morning! See you when you get here!"

Riley has been in Manila for three days, having arrived last Wednesday. She works as a researcher, investigating ways in which technology is affecting cultural practices, especially as it relates to the celebration of the deceased.

As a socialite, Riley is part of multiple collaboration networks. Each network throws their own little parties and events, with many hosting learning nights and weekly project share outs. In many ways, she struggles with keeping on top of her workload as she is simply too

busy living life and learning from others! "Why should this be a bad thing?" she thinks, "It's not like I'm going to go broke - my crypto investments are growing like crazy." What Riley does not realize is that she will surely experience a breakdown, courtesy of social exhaustion.

Riley heads downstairs to meet Dalisay, her PP. She wasn't lying - pancakes were on the menu, with a stack about 6 high waiting for her. The food provided in this co-lab space is inspired by local ingredients, and as such, each of the six pancakes features a unique ingredient such as ube. Dalisay is a developer, working on numerous projects at once. Riley is learning many skills from Dalisay, including time management tricks and ways to set-up her workplace to stay focused. That is why Riley signed up for the Peer-to-Peer program. It really utilises the coworking and coliving spaces as networks of knowledge that can be tapped by members.

Once breakfast is finished they decide to head to the Cabin Floor as they call it. This building is composed of 8 floors for coworkers (with multiple more for housing). On the ground floor is a type of amphitheatre where presentations and share-outs can happen, and on the third floor is an open concept living room inspired working environment. Each floor has been designed with different working styles and preferences in mind.

Having reached the sixth floor, they select from a screen their ideal cabin-shaped work booth. The main coworking space is populated with different sized 'cabins' that can be occupied for collaborative work and even individual sized booths should you need some peace and quiet. The cabins are wheeled and an interactive panel near the entrance of the room allows members to reserve and request specific rooms. The cabins can also be joined to create large work zones and because they are almost like autonomous rooms, they can

reorganize themselves into an ideal arrangement, perhaps all circling the room imperceptibly so as to allow each cabin time in front of the windows. Choosing a cabin with enough seating for four, they have the option of really spreading out in the contained space.

When they both got their membership to the Co-Lab they received a fob that contains their ergonomic measurements and preferences. This fob also acts to reserve and pay for services such as printing, but if we are to focus on the furniture, the fob can be passed by a sensor that will inform the seating arrangement as to prefered height, angle, and hardness. The energy needed for the smart furniture to adapt is stored within an internal battery that is recharged by movement, such as shifting your weight or spinning the chair.

Both Dalisay and Riley get settled into their work routine. The cabin has integrated speakers that plays a curated playlist based

off of both of their preferences, recognized from their fobs. As they get into the groove of things, another friend sends a message from the interactive reservation board, asking to join their cabin. With three in the booth, the music selection is altered from alternative rock to synth pop. A half hour pass in focused concentration, then the cabin alerts them through a soft ping and by lighting up their fobs that it is time for a break.

As a break the three friends head down to the auditorium to check out the latest art exhibit that just rolled in. It's all about the smart dust scandal that happened about a decade ago. There, beneath a magnifying glass, actual motes are lying there motionless. An interactive panel next to it allows them to learn more about the incident. "Never a dull moment here," thinks Riley, "always something to learn."

D

In this world your career is viewed as an opportunity to explore and develop your inner desires. Work is seen as a chance for adventure, and the workplace is less about the location or social network it can provide and more about the experience it can offer.

THE MACRO-ENVIRONMENT

Heightened cognitive abilities and exoskeleton enhanced physical abilities. The individuals of this future world do not shy away from upgrading themselves through whatever means necessary. Transhumanism movements have created cyborgs and augmented humans able to redefine the limits of human productivity, efficiency, and creativity. Cyborgs are becoming more mainstreamed and some individuals have so many upgraded artificial intelligence that whether they are considered human anymore is an area of much recent debate. The debate culminated in a particularly sad legal case where an enhanced human claimed her upgrades were faulty and it was to blame for her violent assault on a child, not her mind.

This tension between artificial and natural is especially present in the job market. The workplace is a highly competitive environment, with individuals resorting to nootropics and black market cognitive overrides to propel their productivity to the next level. Humans work side by side with artificial intelligence in order to complete tasks more efficiently. Companies recruit talent from all over

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TECH TRUST

INTERNAL MOTIVATION

WORK-LIFE SEPARATION

KEY TRENDS INFORMING THIS SCENARIO
- service economy
- transhumanism
- reputation economy
- rapid architecture

the globe, no longer requiring individuals to relocate to a specific city to work on projects. Most of the managerial tasks have been transferred to a smart algorithm or are completely team managed. For example an employee's work assistant can recognize the amount of time spent on a given task and can draft an invoice with various hourly rates based on cognitive effort and focus.

As an extension of the competitive nature of work, social competitions and social image have become valorized. Lifestyles are continuously promoted, and drones and photography assistant bots can provide the optimum videography of your day, even if you just spent it working from your home office, the AI smart bot knows just how to shoot and edit it to make it extra compelling to others. This type of behaviour has promoted braggy and disingenuine lifestyles focused on the perception of self.

Because of the increased

competitiveness in the workplace, many workers are seeking to reintroduce meaning into their working lives and the freelancing dream, and by association remote working tendencies, are once again becoming more popular among full-time employees. For the first few decades of the 21st century remote working was gaining ground, but by 2025, a backlash occurred when research showed that an entirely remote working force was less efficient than a fully centralized working force. For this reason many companies had started requiring employees to work from their headquarters. This did not last long as employees soon left companies in droves, seeking the flexibility and fulfillment they felt when working remotely.

As such, services looking to satisfy human's sense of curiosity and discovery are appearing in major cities. Another driving force of this society is that of escapism, particularly as it applies to the workplace experience.

People want to feel inspired and rewarded by their workplaces.

The urban space is dotted with rentable workpods. Some act as infill architecture, helping densify the urban core. Some high-demand ones are placed in inspiring or novel environments such as in a tree-top, floating on a lake, yet the majority of them are placed in 'forgotten' urban areas such as gaps next to the railway corridor, in back alleys, and in backyards. A popular gamified workday app allows employees to unlock certain perks such as time in the "sky pod", a coveted private penthouse workpod. Points are earned by successfully completing work challenges on time (set by your employer or client).

It is also typical to see renovated homes with home office attachments budding off the backs or tops of them. Several companies compete in this space, offering prefabricated home offices that can be quickly and inexpensively attached to homes, placed in

yards, or placed on driveways. These prefabricated offices are placed inside vacant infrastructure to quickly transform them into on-demand office buildings.

Coworking spaces have certainly evolved to offer highly sought after experiences. Since about 2030 space hotels sponsored by large coworking companies are offering their members the opportunity to work from 410 kms up in the sky.

As an attempt to retain a loyal workforce, companies offer a remote working travel plan with most of their job offerings. This allows individuals to benefit from full time employment yet enjoy all of the benefits of remote work and travel. Some of the better companies have office spaces for you to work at from all over the world. Individuals are no longer required to live in the same city as the company's headquarter. Teams are hyper distributed.

Finally, some intrepid individuals make their income through a

private fleet of automaton
they license out to
companies. In essence,
the robots are the ones
bringing in the money,
with the automaton master
reaping the rewards,
building ever larger fleets.

THE DAILY EXPERIENCE

"Swipe this one right, ok, now expand this one ten times, add those insights compiled yesterday at this spot. Alright, thanks, and now move that to the done folder now please!" Lux is gesturing as he speaks to his workplace assistant Beemo, which reacts with digital actions accordingly. He is working from a private workpod located inside an old parking garage. It is one of many, with different sizes available for individual or group work. The pods are part of the WorkKEEN service. It is the most popular rentable workplace pod service, with numerous pods scattered across the world, all readily available to be rented using the app's own cryptocurrency points[1].

Points are received when tasks that are set by your client or employer are achieved. The Pods are only rentable using points, which themselves can only be received as testament to your work ethic. In this way the Pods you are able to unlock are truly testaments of your work ethic, and anyone can get to the top tier of Pods if they're just willing to work a little harder.

The client or employer are essentially the ones paying for the employees

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1 - Similar to the way Bunz facilitates trades using its own cryptocurrency or BTZ points.

WorkKEEN pod by paying a fee to join the network. It is in their interest to do so because this gives them access to the largest database of remote and contract workers ready to work on your project. Additionally, employers know that tasks get done on average 38 percent faster when using the WorkKEEN service.

The Pods are sentient and responsive. They recognize your user profile and automatically load your apps to the its interactive walls, sets the lighting temperature to just your liking, and adjusts the height of the desk to your optimal height. Some of the pods are decorated digitally, providing the user the option to swipe through different themes (i.e. from feeling like you're in the middle of a forest, to feeling like you're floating in space), other pods use more traditional interior decorating tactics - with different styles of smart furniture and finishes available.

As Lux continues to work, his pod suddenly glows a warm yellow and a soft triumphant tone resounds. Writing on the wall indicate that he's finally unlocked the next level of Pods. "Finally!" he thinks, "Gotta tell my friends about this, they're gonna be so jealous. Greenhouse pods, here I come...! Beemo, post this to my profile please - thanks!"
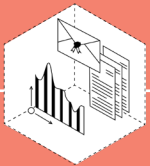
Lux decides to call it a day. His workpod shuts down. The interactive digital walls go dark. No need to grab anything to transport your digital files, everything's been saved in the cloud. Just your personal belonging like your water bottle and your snacks need to be taken back with you.

As he heads towards home he impulsively checks the location of his coworkers and friends, seeing what type of pods they've got rented for the day. He also checks for new work contracts that fit his skillset. He doesn't have to do too much on that front as his personal digital assistant automatically accepts work for him as it knows Lux's capabilities and schedule much better than he knows them himself. The personal assistant's job search setting can be set to find you challenging jobs that are just a touch outside your abilities but push you to become a better time manager, can be set to comfortable, where it will only pick tasks that it knows you can comfortably complete, it can also be set to relaxed, where it will only accept tasks that require less mental effort - perfect after a long night out.

As he reaches home, he's already got 12 small tasks lined up for tomorrow, and a workpod already reserved, all of this done without much of his input. Lux just has to go with the flow and completely trusts his assistant in helping him reach his yearly work ethic goal. In fact, Lux is feeling so accomplished right now that he requests his Lifer (a drone like personal camera with AI that captures and edits beautiful life vignettes) to capture an inspirational photo to post to his media accounts. No sooner asked and the deed is already done. "Hashtag AI BFF," he tells Lifer to add to his post as he jumps onto his bed.

Thank **you**