

## University of Groningen

### On workers' fit with activity-based work environments

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1. Fit with the work environment is in the eye of the worker (this thesis). 2. Perceived fit may explain mixed outcomes of ABW environments (Chapter 4 in this thesis). 3. Even the best work environment does not fit if used inadequately (Chapter 5 in this thesis). 4. Lack of privacy for high-concentration work is the single-most important issue in current ABW practice (Chapter 4 and 5 in this thesis). 5. Acknowledgement of individual differences is key to optimizing fit with ABW environments (this thesis). 6. Some workers would be better off with an assigned work setting (this thesis). 7. A general increase in workers' fit with ABW environments may be expected in the post-COVID-19 world of work (this thesis). 8. Too open office designs have given the ABW concept a bad name. 9. Deliberate setting-switches contributed to the quality of this thesis. 10. If it had to be written in a typical ABW environment, this thesis would not yet be finished.