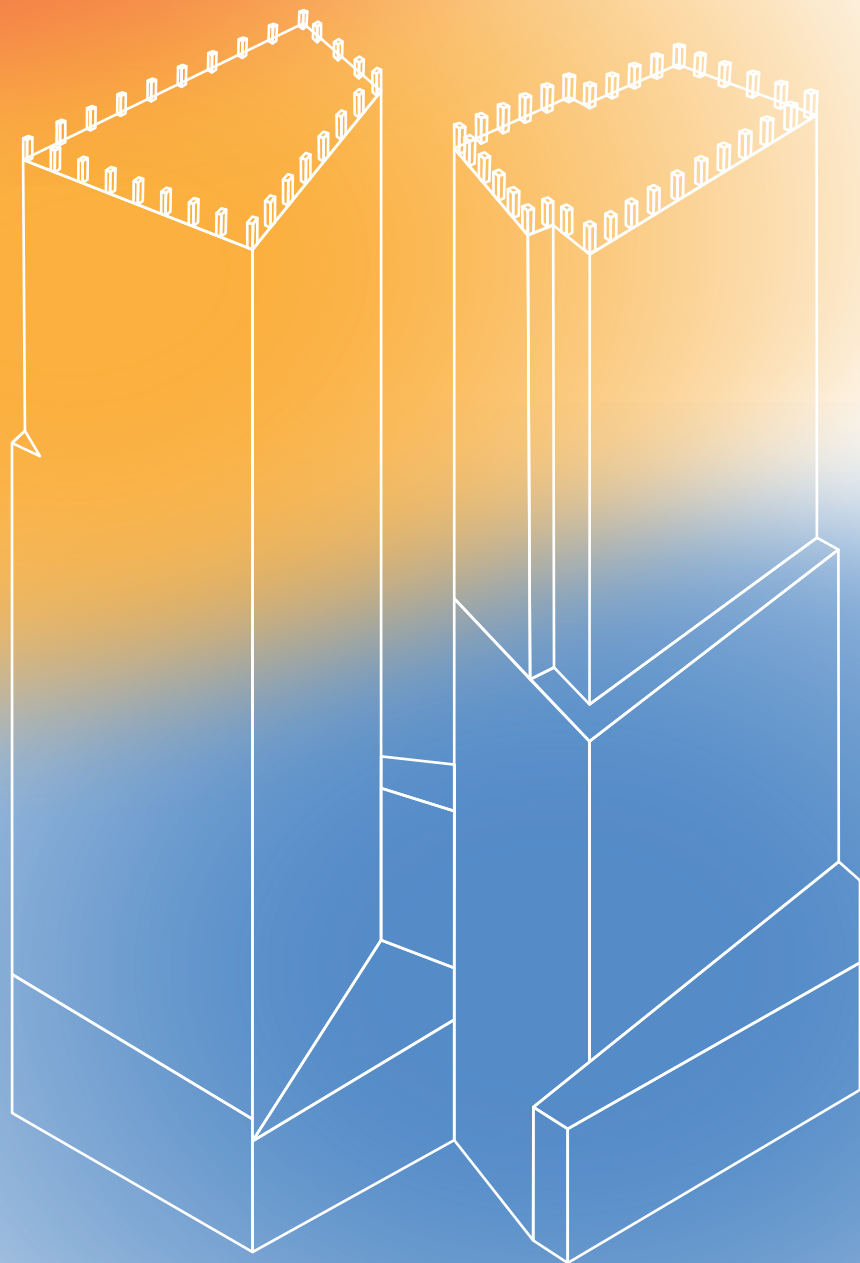


FlexScape

Reshaping the
Workplace Ecology
of Turfmarkt

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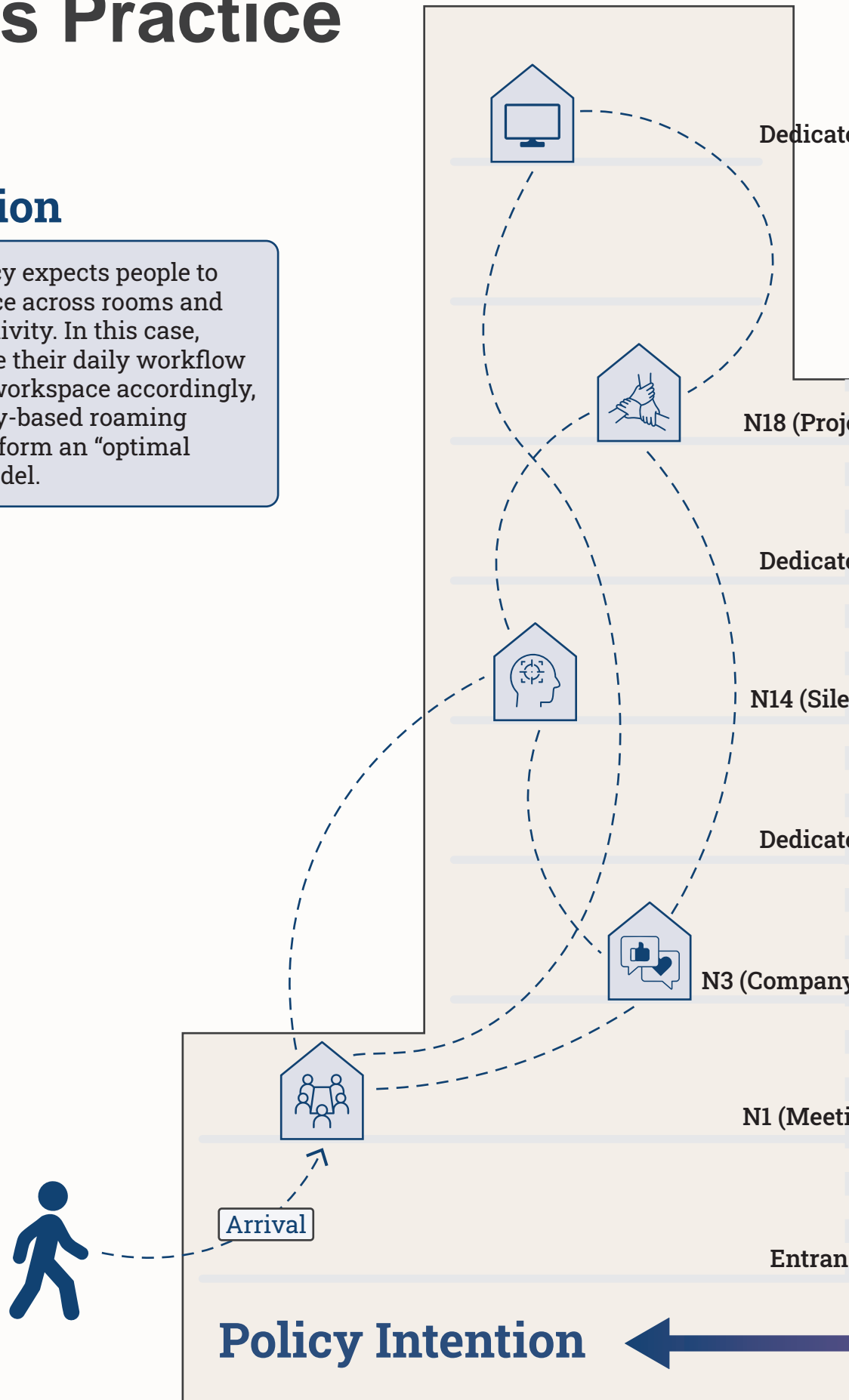
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Policy vs Practice

Policy Intention

The fully flexible policy expects people to switch their workspace across rooms and floors per task and activity. In this case, people need to arrange their daily workflow in detail and change workspace accordingly, resulting in an activity-based roaming across the building to form an “optimal space per activity” model.



Phone Call



Hybrid Meeting



Physical Meeting

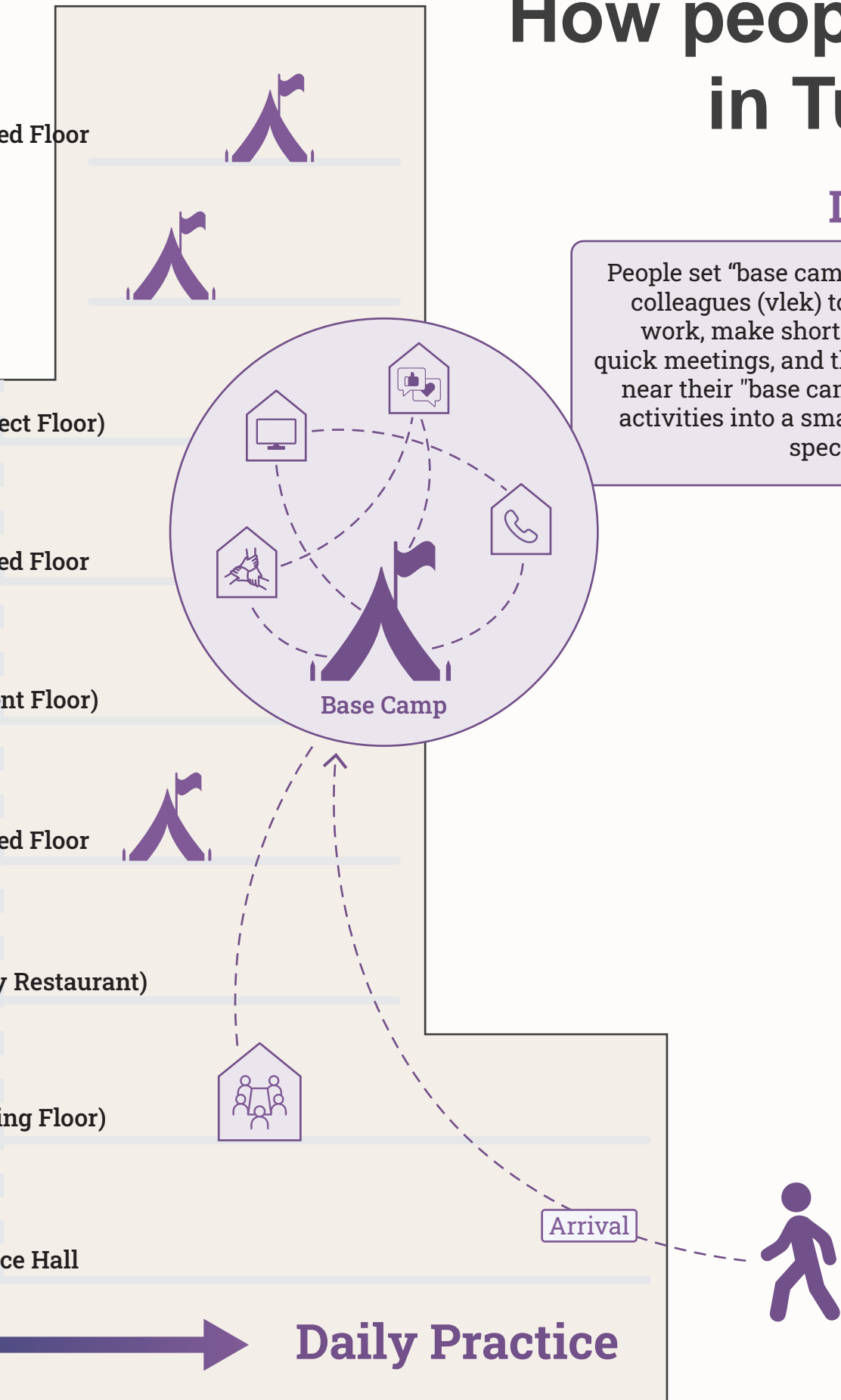


Collaboration

How people move in Turfmarkt

Daily Practice

People set "base camps" near their team and colleagues (vlek) to carry out most of their work, make short trips for calls, coffee, or quick meetings, and then return. They gather near their "base camps," compressing most activities into a small area, only leaving for specific tasks like meetings.



Normal Desktop Work



Concentrated Work



Casual Social Interaction

Design Goal

Create a workplace where people feel at ease the moment they arrive because the workplace **explains itself and is formed by each one**. People can easily locate themselves with familiar colleagues and spots, make everyday **switches between functions simple, fair, and low-effort**. The environment provides smooth transitional guidance, gradually shifting behavior **from territorial habits to flexible sharing**.



Subgoal-1:
Frictionless daily
flow across functions



DG-2: Co-shape
to rebuild familiarity
and ownership



DG-3: Intuitive
space agreement that
nudges flexible pattern

Design Requirements

Autonomy

Hospitable

Intuitive Simplicity

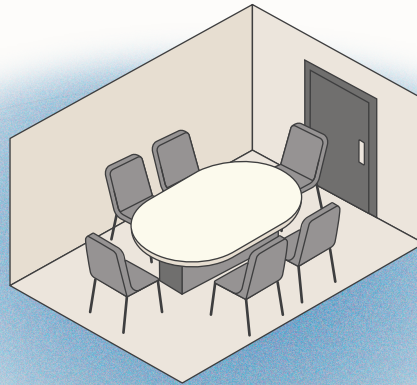
Equilibrium

FlexScape

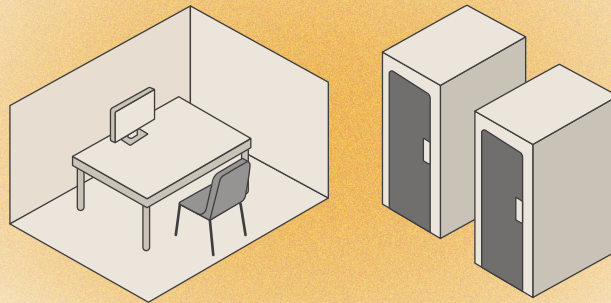
FlexScape is a gradient workplace ecology. Floors are stitched together by zones with different levels and functions, forming a networked, hierarchical pattern that keeps work coherent while supporting diverse needs. It emphasizes gradual transitions rather than rigid segmentation and stays resilient over time.

Gradient zones are categorized into three categories: Anchor, Supportive Space, and Independent Space.

Formal, longer-duration rooms with higher privacy and AV (e.g., meeting rooms, Qabins).



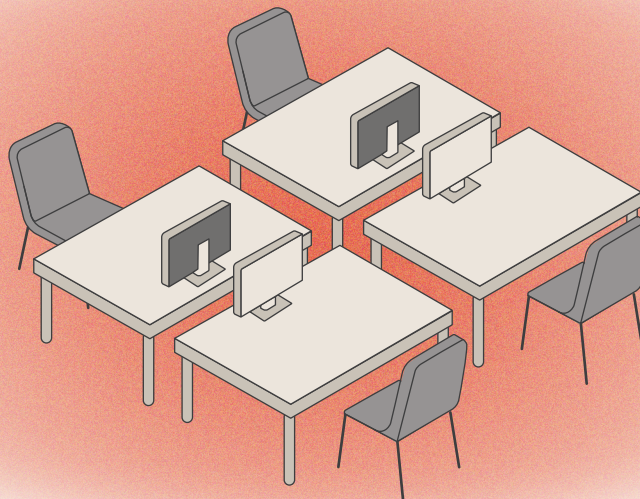
Independent Space



Small, function-driven enclosures distributed between anchors to absorb short tasks and overflow.

Supportive Space

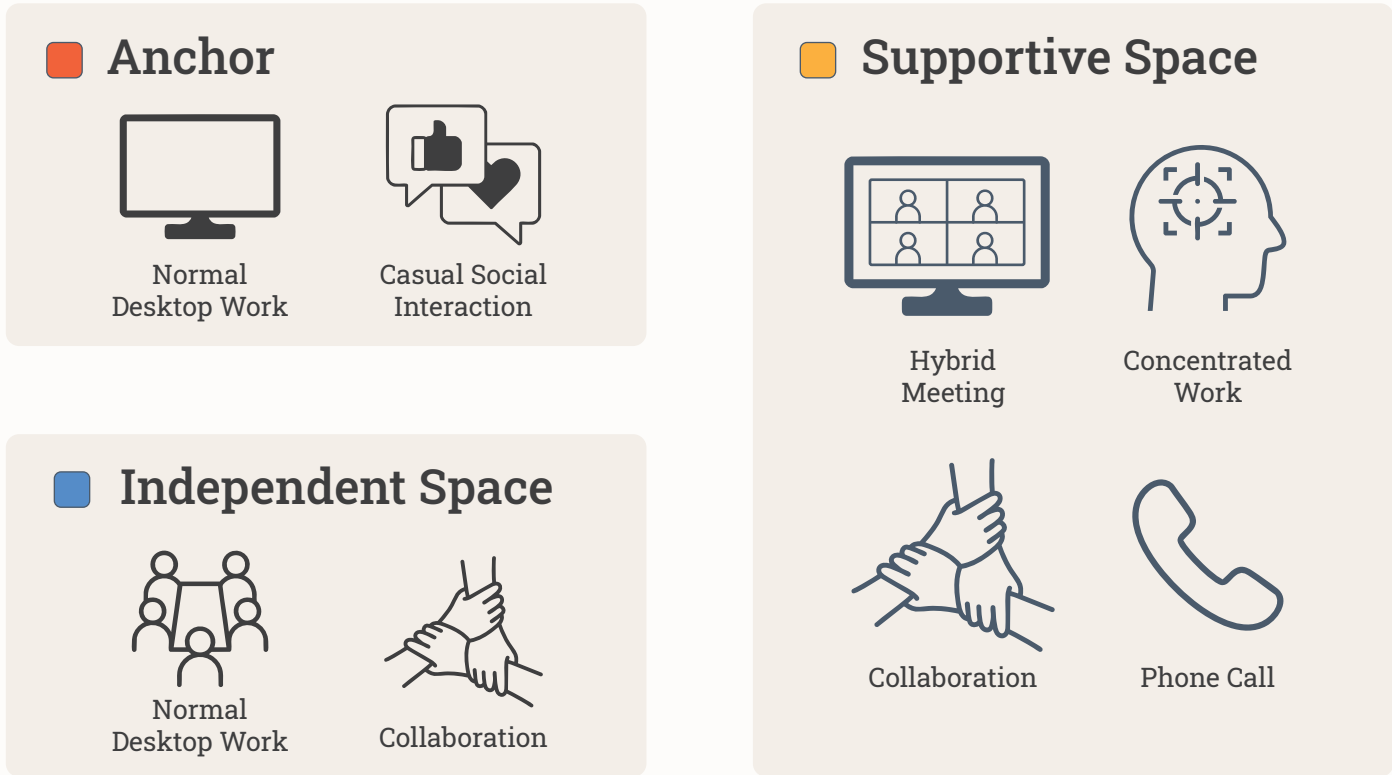
Team-based home areas that feel familiar and reliable mainly consisting of open-plan workspaces.



Anchor

Functional Clusters

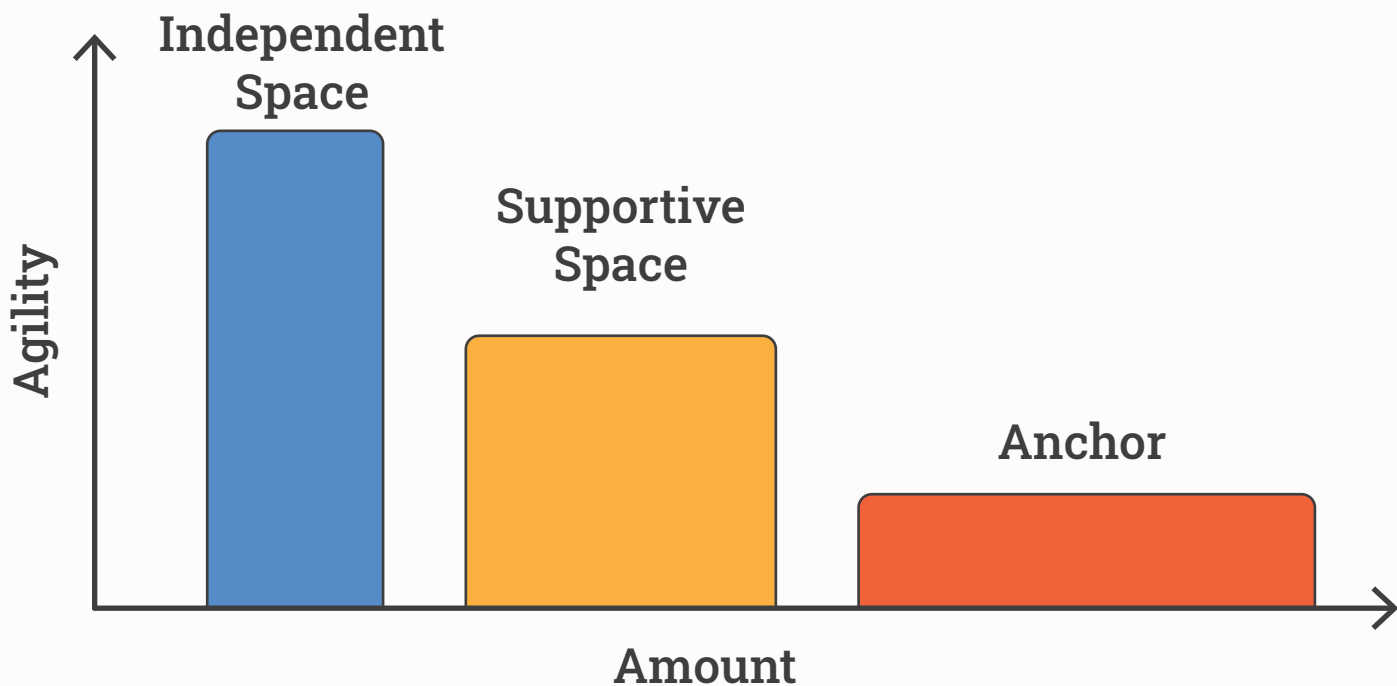
Work is clustered into three functional families that cover day-to-day activities without fragmenting flow. Together they create a readable gradient of agility across the floor.



Agility Gradient

Agility: $A < B < C$ — anchors are least agile as a predictable home base, supportive spaces are medium to share per floor as horizontal agile, independent spaces are most agile for sharing building-wide.

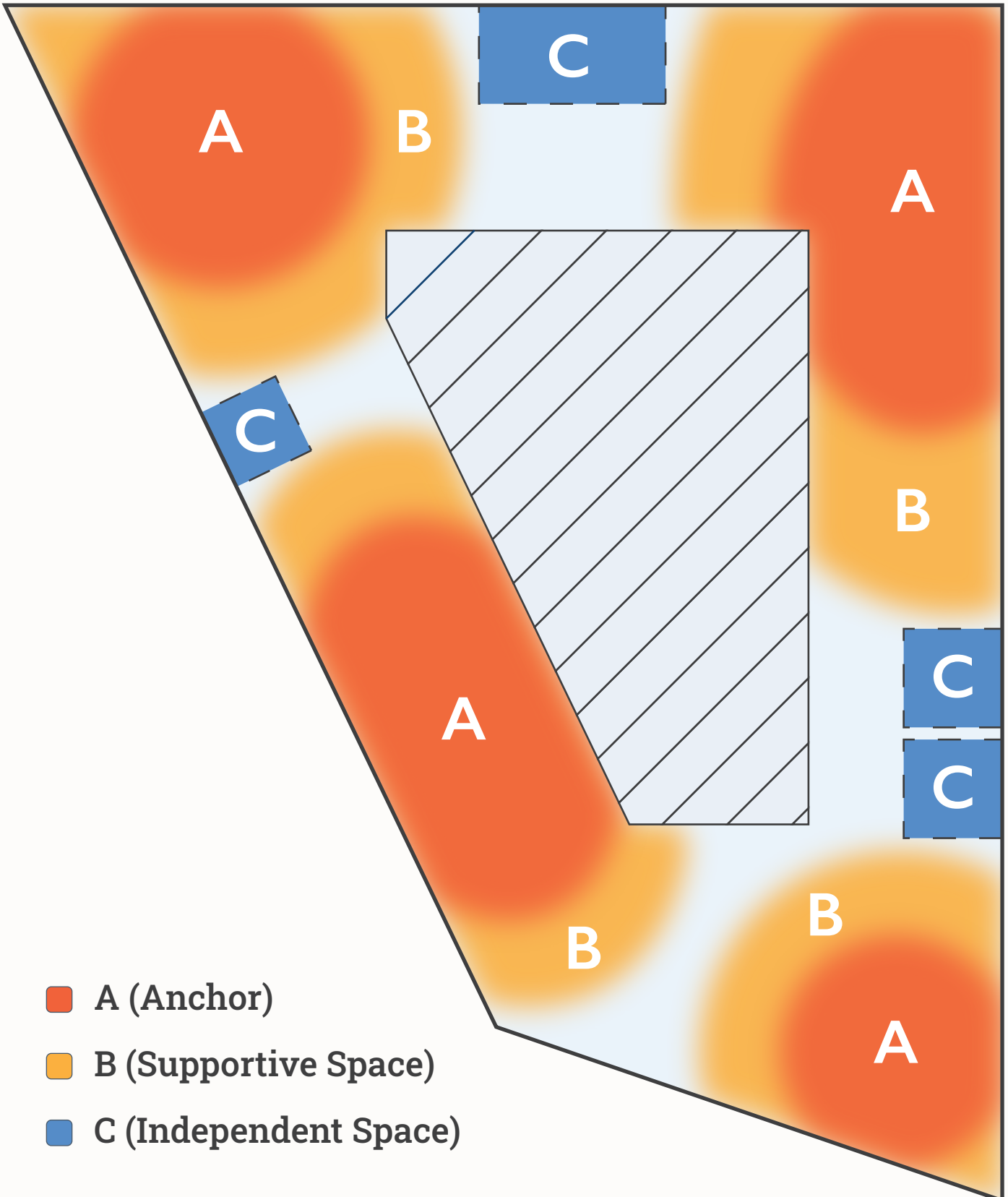
Amount: $A > B > C$ — The greatest number of anchor points to meet the basic needs of desk work, a moderate amount of supportive spaces to accommodate people's temporary tasks, and the fewest independent spaces, because those are flexible across the entire floor.



FlexScape Floor Plan

The plan maps the three clusters into a clear pattern you can navigate at a glance:

- A (Anchors) sit in zones of familiarity where teams organically gather—expect low agility and day-to-day continuity.
- B (Supportive) spaces thread between anchors as “plug-and-play” so people can handle ad hoc activities like calls, focus, or quick hybrid sessions near their base.
- C (Independent) spaces are scattered for planned, longer meetings; they carry the highest agility and the strongest privacy/acoustic envelope.



Concept 1 - ShareBar

What's in it for me?

Ever get up for a quick meeting and come back to find someone's taken your desk—or worse, touched your stuff? With ShareBar, no more desk battles. Just flip the light, stash your stuff, and go. Your spot stays yours—and when you need a desk, it's easy to tell what's free. Simple, fair, stress-free.

Active Zone for Temporary Sharing

Reserved Zone for Original User

Partition Line

Micro-Guide

For original user

- 1) Disconnect laptop from monitor dock.
- 2) Put all personal items behind the partition line.
- 3) Set time (expected return).
- 4) Leave the desk - indicator shows availability outward.

For temporary user

- 1) Check light (time left) and choose room accordingly.
- 2) Use only the active sharing zone; do not move items in reserved zone.
- 3) Wrap up before time ends; Return desk to neutral condition (clean&clear).

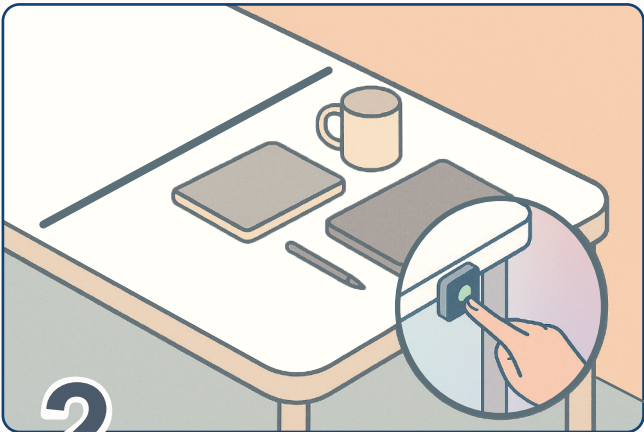
Time light

- > 120min
- 30-120min
- < 30min

User scenarios



1 User’s dilemma during temporary absence



2 Activating the partition line







3 Co-use without conflict



4 Smooth sharing experience

What ShareBar Changes

Situation	Before (Enclosed Cubicles today)	With ShareBar (Partition Line + Time Light)
 Leaving Temporary	People either “handdoek leggen” or take everything and leave.	People set time and move items behind the line, leaving with peach of mind .
 Finding a Short-term Desk	Wandering aimlessly between floors, not knowing what was available or for how long.	Light signals clearly indicate availability; time left is obvious on the screen.
 Territorial Friction	Fear of disturbing others’ stuff; Confused about whether to enter the room with items.	Partition line protects personal belongings; active zone is explicit.
 Space Utilization	Peopeo “guard the fort,” waste the space when absence.	Becomes supportive spaces with more shared-use sessions per desk/day.

Concept 2 - Lightweight Login System

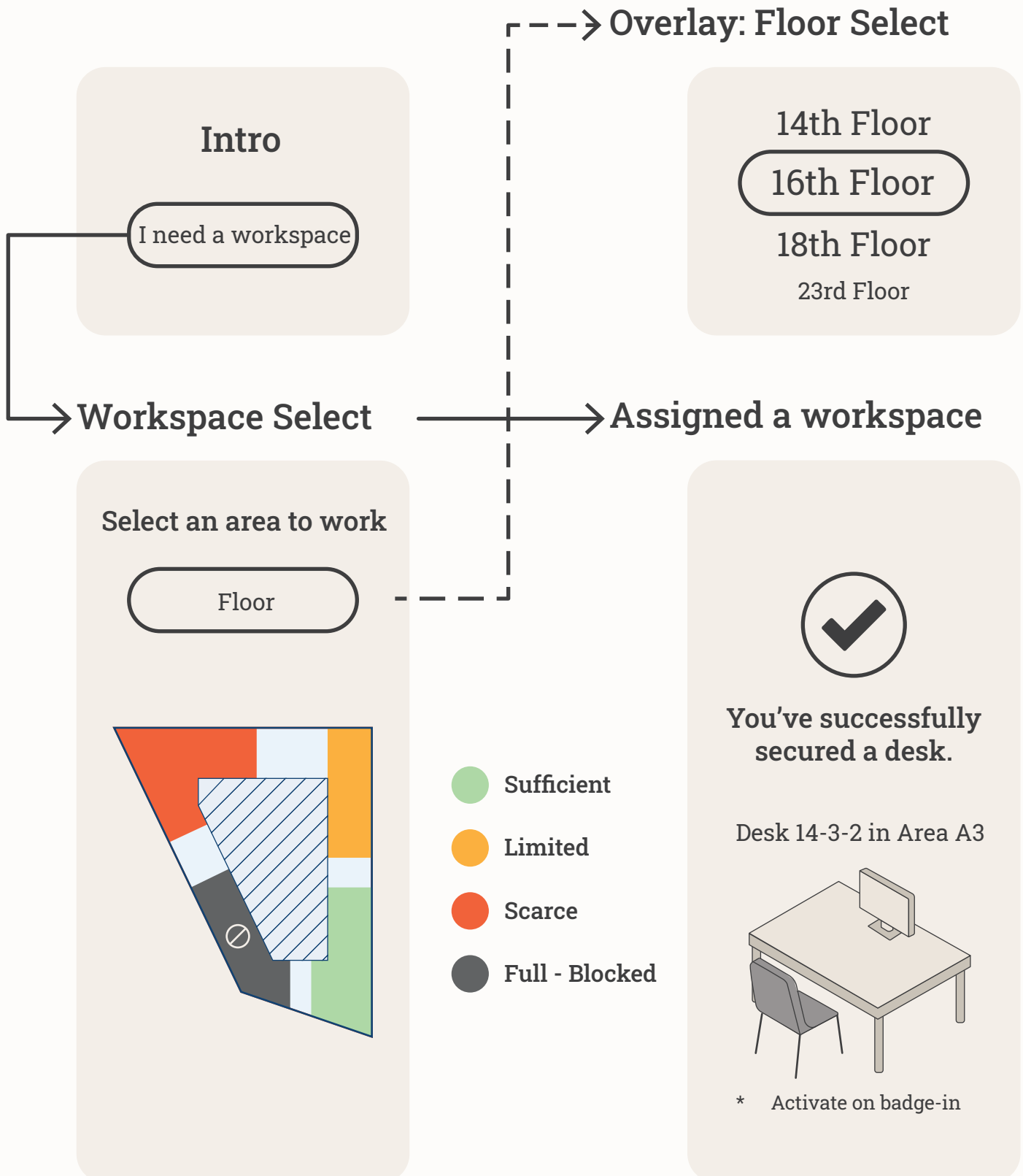


How does the system work in user interface?

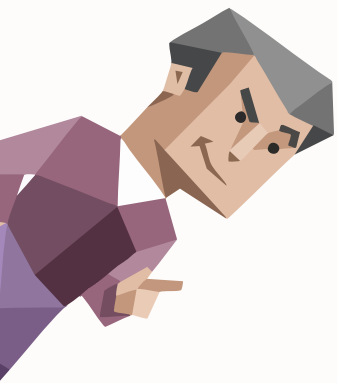
A lightweight, area-based login keeps choices simple and aligns with how people actually move through the office.

Journey at a glance:

1. Intro "I need a workspace."
2. Overlay: Floor select (only your directorate's dedicated/shared floors appear).
3. Area selection on the floor plan (areas = Anchors). Each area shows an expected crowding level; areas over capacity are locked.
4. Confirm you're auto-assigned a desk in that area.



Concept 3 - Decentralized Space Governance

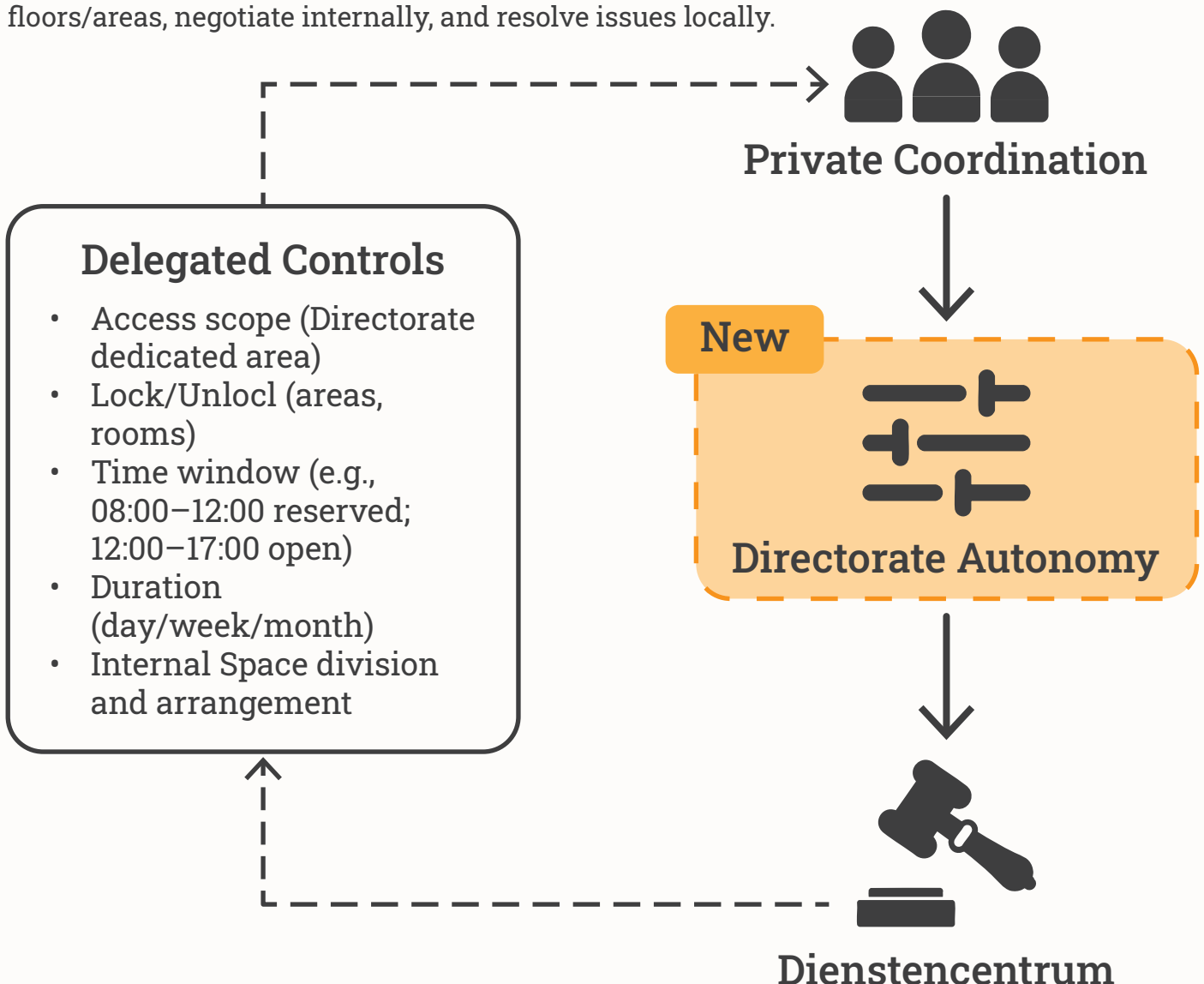


What's in it for me?

Tired of sending tickets into the void? Now your team can shape your own space rules. Want to keep a corner for client visits? Or sync floor settings with your team rhythms? Your directorate gets the controls to make smarter, faster decisions, without begging HQ. It's local power for people who know what's needed.

How can floors be governed locally?

Delegate part of the WMS permissions from Dienstencentrum to each Directorate, allowing them the flexibility to set floors/areas, negotiate internally, and resolve issues locally.



Stakeholder Value & Benefits



Knowledge Worker

Can my team and I count on an area as our home base?

How can I reserve a room as a dedicated reception room?



Directorate

Too many people come to us with tickets about space usage for various reasons, which has exceeded our processing capacity.



Dienstencentrum

Could we have a few dedicated rooms for our directorate since we require more on-site work than other directorates?



Knowledge Worker

- Autonomy and ownership over workplace.
- A more convenient channel for submitting space related requests.
- Better meet personalized needs.



Directorate

- Autonomy and ownership over workplace.
- Better management of space according to directorate needs.
- Better coordinate and arrange staff attendance.



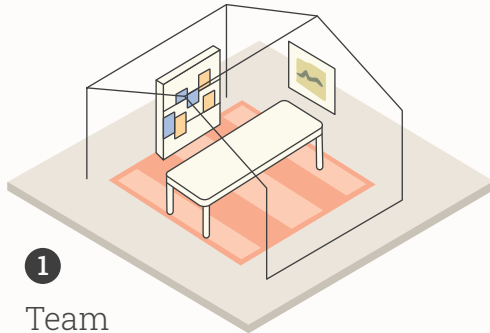
Diensten centrum

- Streamlining administration burdens.
- Promoting a bottom up transformation of workplace ecology.
- Clear insight into different directorate needs.

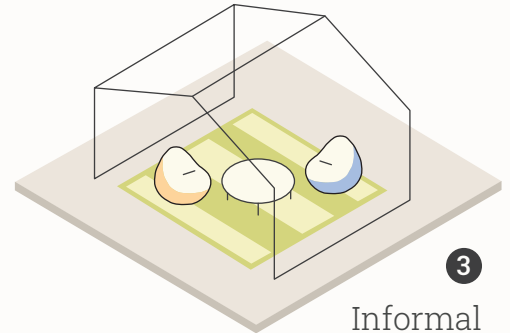
Concept 4 - Adaptable Booth

A semi-enclosed, modular pocket. Built from movable elements (screens, light frames, soft furniture), it lives at the edge of Anchor areas or inside Anchors and makes short switches easy—absorbing overflow, social glue, and quick collaboration without leaving the team. It's kit-of-parts, time-bounded, and fast to reset.

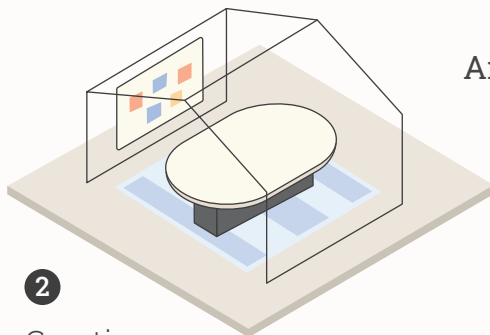
Four Archetypes



1
Team
Awareness
Anchor

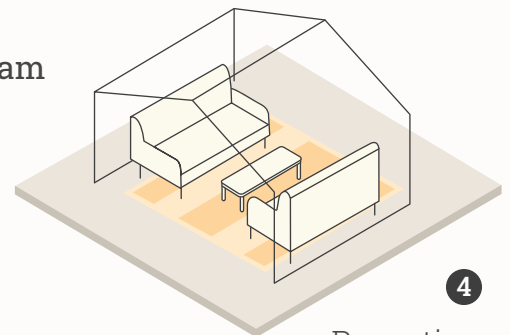


3
Informal
Social
Space



2
Creative
Collaborative Space

Anchor-Supportive Space seam
/ Inside Anchor

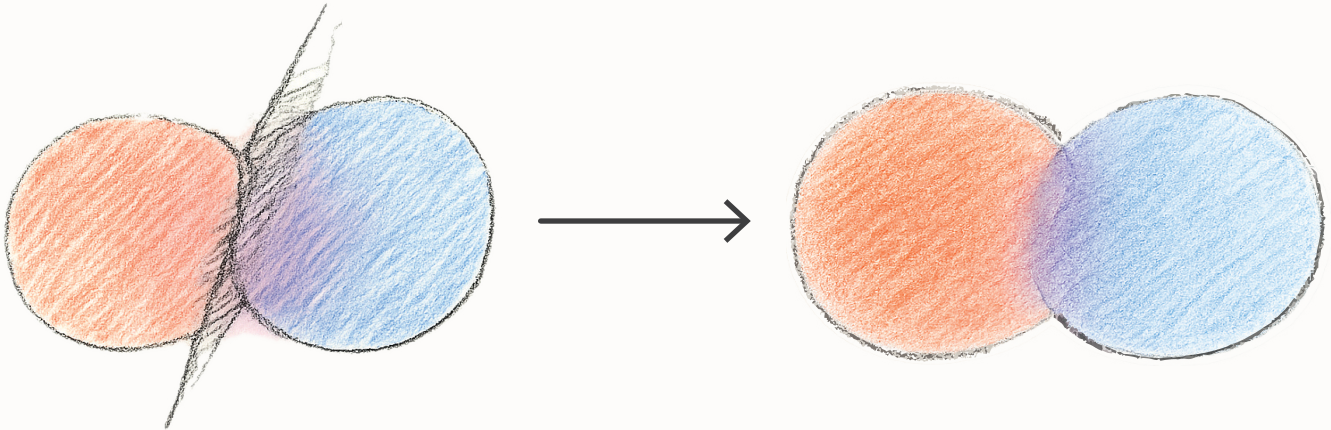


4
Reception
Space

What's in it
for me?

You want to sit with your team, but you also need a quiet call, a brainstorm corner, or a bit of focus. Or you want to decorate your own space? These booths flex with you. They pop up wherever your team needs them. So your workspace feels personal, not permanent. It's your anchor and your escape hatch.

Why they're needed?



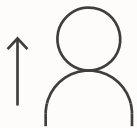
Rigid Segmentation (Now)

Functional dedicated spaces and cubicles create hard boundaries; short, mixed activities (quick call, micro-sync, overflow desk) have nowhere natural to land.

Flexible Boundary (Intended)

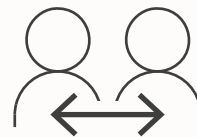
Insert semi-open pockets that handle short, variable, adjacent activities near the team. This keeps Anchors psychologically stable while allowing the edge to flex to need.

Key value added



Knowledge Workers

- ✓ Admit people's "base-camp" behavioral characteristics.
- ✓ Easier to sit together with teams or close colleagues.
- ✓ Smoother task switches.
- ✓ Enhanced sense of belonging via identity booths.



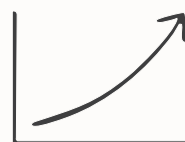
Team & Daily Flow

- ✓ Throughput up: more small and short sessions adjacent to the base camp.
- ✓ Space for improving social cohesion.
- ✓ Provide the ability to customize according to team-specific need.



Space & Cost

- ✓ Enable modularity and easy reconfiguration.
- ✓ Future-proofing: The kit tracks changing patterns of hybrid work and responds quickly.
- ✓ Enhance space flexibility and fluidity for various activities.



Gradient Ecology

- ✓ Create flexible boundaries between anchors and supportive spaces.
- ✓ Strengthen the team attributes of anchors.
- ✓ Increase employee and team autonomy.