



DIVERSIFY DESIGNS

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# Human Behaviors: Generational Aptitudes and Preferences

## MULTIPLE GENERATIONS @ WORK



TRADITIONALISTS Pre-1945	BOOMERS 1946-1965	GEN X 1966-1977	MILLENNIAL 1978-1995	GEN 2020 After 1995
<b>Experienced:</b> Great Depression, WWI and II, GI Bill	<b>Experienced:</b> Television, Moon Landing, Watergate, Vietnam War	<b>Experienced:</b> MTV, Nintendo, PC's	<b>Experienced:</b> Natural disasters, diversity, mobile technology	<b>Experienced:</b> Economic downturn, Global Warming
<b>Work is:</b> An obligation	<b>Work is:</b> Expected	<b>Work is:</b> A difficult challenge	<b>Work is:</b> A means to an end	<b>Work is:</b> Constantly evolving
<b>Aspiration:</b> Home ownership	<b>Aspiration:</b> Job security	<b>Aspiration:</b> Work-life balance; independence	<b>Aspiration:</b> Freedom and flexibility	<b>Aspiration:</b> Structure and stability
<b>Changing Jobs:</b> Stay for life	<b>Changing Jobs:</b> Loyal to employer; connecting to values	<b>Changing Jobs:</b> If necessary for compensation	<b>Changing Jobs:</b> Is expected	<b>Changing Jobs:</b> Constantly
<b>Career Paths:</b> Slow and steady	<b>Career Paths:</b> Upward mobility	<b>Career Paths:</b> Need to know options now	<b>Career Paths:</b> Switch frequently and fast	<b>Career Paths:</b> Career "multitaskers"

The traditional generation (born pre-1945), Baby Boomers (born 1946-1964), Generation X millennials (born 1965-1980), Generation Y (1981-1995), and the linkster generation (born after 1995)

Different generations have dissimilar expectations, needs and demands:

- Veterans and Gen Y employees tend to value security and stability
- Veterans and boomers resist change, but both crave training and development.
- Gen X and Gen Y employees place a high value on workplace flexibility and work-life balance.
- Boomers and linksters are most comfortable with diversity and alternative lifestyles.
- Gen Y and linksters are technologically adept and committed to socially responsible policies.

# Human Behaviors: Generational Aptitudes and Preferences

Crossing the generation:

- Communication: Clarify expectations, understanding the way team members wish to communicate.
- Expressing opinion or viewpoints sometimes can lead to conflicts. but conflicts can create innovative ideas or help foster collaboration among employees.
- Connection: Link tasks, roles and relationships with the organization's strategic vision
- Conflict engagement: Help employees notice each other's styles and learn from them by fostering team-building opportunities
- Mentoring between different generations can encourage cross-generational interaction, and can improve relationships
- Understand each generation work styles.
- Consider generational values. Each generation is protecting a distinct set of values, and conflict may threaten these values.
- Share perceptions. Different perspectives always have the potential to foster creative problem solving and ignite energy.
- Find a generationally appropriate fix. You can't change people's life experiences, but you can work with the set of workplace
- Attitudes and expectations that are a result of learned behaviors.

In summary:

Planning spaces for each generation will help to fulfill the different needs while continuing to connect the older generations with the new. Keeping unity between the past generations and the new generations.





# Project Program

## **Wellness Center in Christenbury Memorial Gym:**

### **ECU Center for Counseling and Student Development:**

The mission of the Center for Counseling and Student Development (CCSD) is to enhance personal growth through developmental, preventive, and therapeutic programming designed to facilitate skill development, improve functioning, and increase understanding of self and others. The CCSD's programs and services are designed to be an integral part of the university structure and contribute toward the university's mission of education, research, and service. As such, individual and group programs and outreach activities are designed to enhance the quality of life for ECU students in the areas of cognitive, emotional, social, career, and academic development. The CCSD staff affirm an inclusive definition of diversity and respect and celebrate the richness of each student's experience.

### **Family Therapy Clinic:**

The Family Therapy Clinic is operated year round by the MFT program as a training facility for students. The clinic has space for students to review session tapes, complete casework and paperwork, and relax and study. The goal of the East Carolina University Family Therapy Clinic is to provide an opportunity for teaching and learning among professionals and students, and to provide high-quality services to families, couples, and individuals. By offering direct services to the public, the Clinic helps to bridge the gap between theory and practice and provides a unique service to the Greenville community and surrounding areas.

### **Department of Nutrition Science:**

The Department of Nutrition Science offers multidisciplinary approaches to promote human health and well-being through the food and nutrition. The Department applies the biological, physiological, behavioral, and social sciences to understand and address

## **Overall Program:**

The plan is to use the space as a clinical space for the students and faculty of ECU. The space will home different counseling facilities. At East Carolina, we have a Student Counseling Center that is located within Umstead Hall. By moving this center to Christenbury, it maximizes the space of the center, but also is a more reliable location for the space to be. The current center is tucked away from students and is not in an ideal space. By turning Christenbury Memorial Gym into a Wellness Center, it will include family counseling, personal counseling, and body wellness help.

### **Building Floor Plan:**

2-levels - 380,000 sq. ft.

Rentable Space - Offices (# sq. ft), Gym Space (#sq. ft), Facilities (# sq. ft),

# Project Program (A3)

	A	B	C	D	E	F	G	H	I
1	<i>Existing Space</i>	<i>Existing Sq. Ft</i>	<i>New Space</i>	<i>New Sq. Ft</i>	<i>Occupancy Use</i>	<i>Occupancy Type</i>	<i>Occupancy Load</i>	<i>Means of Egress</i>	<i>Notes</i>
2	<i>First Floor</i>								
3	Mechanical Room 101D	394.36 sq. ft.	Elevator		U				
4	Laboratory 101	935.61 sq. ft.	Office Space A	935.61 sq. ft.	B	Business Area/100 g	9		
5	Classroom 102	539.22 sq. ft.	Therapy Office A	539.22 sq. ft.	B	Business Area/100 g	5		
6	Storage 102A	196.13 sq. ft.	Storage	196.13 sq. ft.	S				
7	Office 103	256.33 sq. ft.	Therapy Office B	351.62 sq. ft.	B	Business Area/100 g	3		
8	Classroom 104	686.06 sq. ft.	Therapy Office C	686.06 sq. ft.	B	Business Area/100 g	6		
9	Computer Lab 105	438.69 sq. ft.	Therapy Office D	355.62 sq. ft.	B	Business Area/100 g	3		
10	Lounge 107	409.73 sq. ft.	Group Therapy Room	736.05 sq. ft.	A-3	Educational Vocation/50 n	14	2	
11	Supply Room 107E	964.02 sq. ft.	Family Learning Room	655.28 sq. ft.	A-3	Educational Vocation/50 n	13	2	
12	Women's Restroom 107D	667.9 sq. ft.	Men's Restroom	933.11 sq. ft.					
13	Men's Restroom 107C	2191.45 sq. ft.	Women's Restroom	1053.85 sq. ft.					
14	Supply Room 108	242.31 sq. ft.	Resource Room	1468.53 sq. ft.	A-3	Library/100 g	14	2	
15	Volunteer Center 110	1715.84 sq. ft.	Office Space B	1715.84 sq. ft.	B	Business Area/100 g	17		
16	Gym 112	4369.84 sq. ft.	Multi-Use Gym	4369.84 sq. ft.	A-3	Exercise Room/ 50 g	87	2	
17	Storage 112A	338.62 sq. ft.	Kitchette	450 sq. ft.		Kitchen/ 200 g	2		
18	Military SC Lab 114	663.24 sq. ft.	Breakroom/Dining	746 sq. ft.					
19	Activity Lab 115	1561.21 sq. ft.	Study Lounge	1561.21 sq. ft.	A-3	Assembly w/o fixed/15 net	104	2	
20	Office 116	69.17 sq. ft.	Breakroom/Dining	746 sq. ft.					
21	Misc. Space 0001-0003	221.92 sq. ft.			U				
22	Corridor 1	1234.59 sq. ft.							
23	Stairway 1	211.90 sq. ft.							
24	Stairway 2	206.03 sq. ft.							
25	Stairway 3	237.26 sq. ft.							
26	Mechanical Room 1			300 sq. ft.	U				
27	Mechanical Room 2			300 sq. ft.	U				
28	Mechanical Room 3			300 sq. ft.	U				
29									



# Project Program (A3)

30	<i>Second Floor</i>							
31	Women's Restroom - 200B	225.35 sq. ft	Women's Restroom	372.47 sq. ft.				
32	Offices - 200-202	989.49 sq. ft	Office	556.6 sq. ft.	B	Business Area/100 g	5	
33			Lounge	289.01 sq. ft.		Assembly w/o fixed/15 net	19	
34	Offices - 203-204	1000.6 sq. ft	Office	500.1 sq. ft.	B	Business Area/100 g	5	
35			Lounge	364.25 sq. ft.		Assembly w/o fixed/15 net	24	2
36	Men's Restroom - 204A	196.47 sq. ft	Men's Restroom	362.08 sq. ft.				
37	Storage 205	415.56 sq. ft.	Trampoline Desk	415.56 sq. ft.				
38	Pool - 205C	5390.08 sq. ft.	Trampoline Park	5390.08 sq. ft.	A-3	Exercise Rooms/50 g	107	2
39	Gym - 206	12003 sq. ft	Basketball Court	6148.99 sq. ft.	A-3	Exercise Rooms/50 g	122	2
40			Lounge Area	6001.85 sq. ft.				
41			Mezzanine	2200 sq. ft.	A-3	Assembly w/o fixed/15 net	146	2
42	Bleachers	2420.24 sq. ft.		2235.86 sq. ft.	A-5			
43	Elevator			217.8 sq. ft.				
44	Lobby Corridor	370.73 sq. ft						
45	Corridor 2	1148.78 sq. ft						
46	Stairway 1	249.11 sq. ft						
47	Stairway 2	239.68 sq. ft						
48	Stairway 3	237.26 sq. ft.						
49			Day care		I-4			
50								
51								
52								





# Site Information

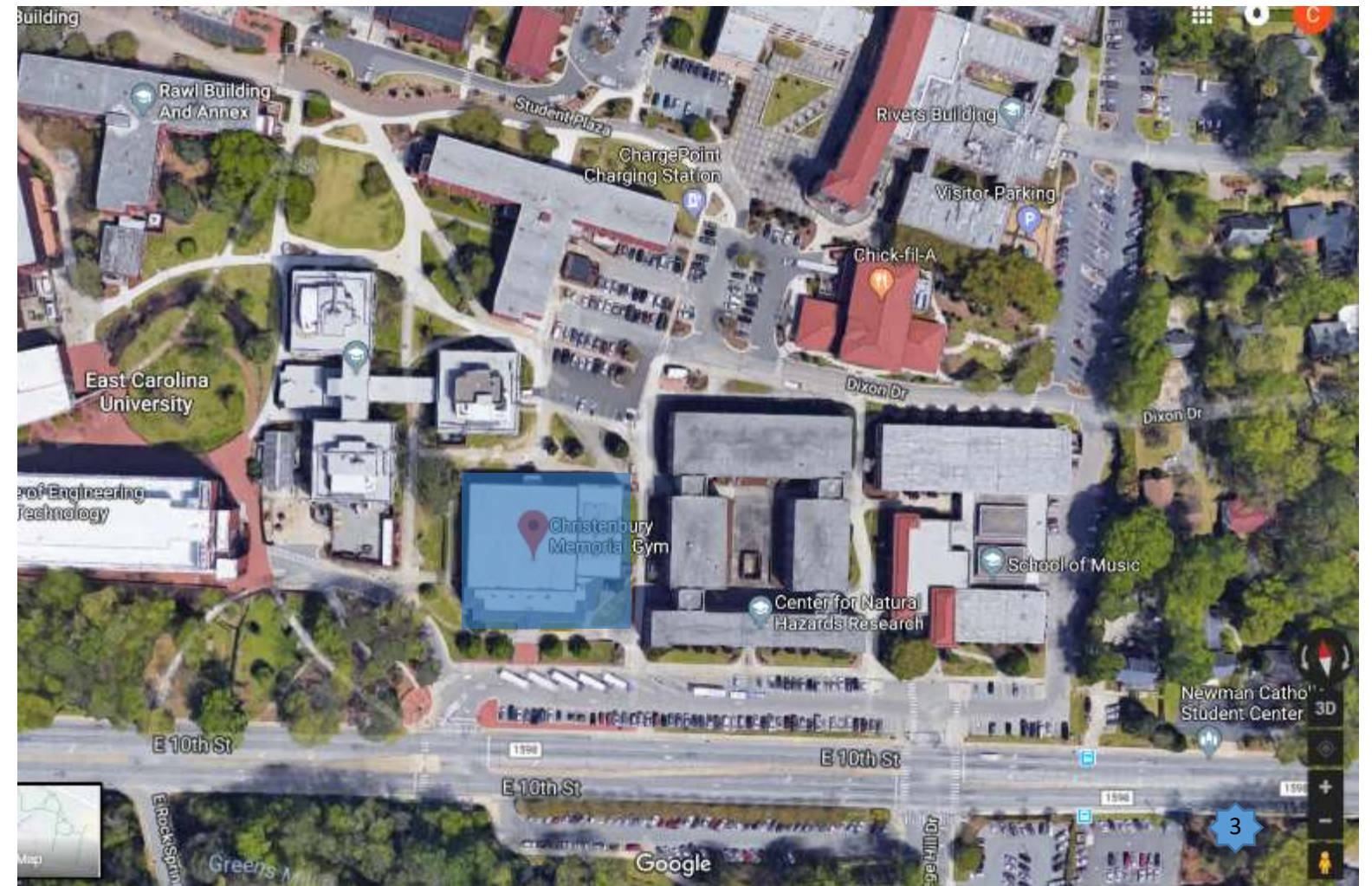
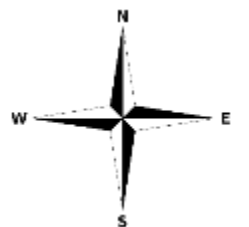


Image 1: Christenbury Memorial Gym from the North View  
Image 2: Majority of Sun/Heat will come from the West/South side of the building around the peak of day  
Image 3: North Orientation





# Concept Statement

## The Eternal Knot:

### Unity

“Unity is strength. . . when there is teamwork and collaboration, wonderful things can be achieved.” - *Mattie Stepanek*

### Community

a space to bring together different ways of life, all generations, ethnicities, and backgrounds into one location to tie into one another and create a larger community

### Connection

create an interrelationship with students, alumni, professors, and local personal and families

### Eternity/Timelessness

preserve historical culture of Christenbury while creating a space that's not affected by time

### Health

a safe space to take a break from one's own mind, a place to help with one's physical needs, and a gathering place to keep the connection of families strong

### Culture

be the center to preserve the importance of arts, humanities, intellectual activities and achievement of different social groups and generations

**When researching the different generation's culture, values, and behaviors, there was a lot that needs to be taken into consideration for this project:**

- the baby boomers, ages 51-70, value relationships and connectivity
- gen X, ages 35-50, value work-life balance and personal development
- the millennials, mid 20-34, value social status and technology
- gen z, ages 4-19, are still in the process of development

**So how do you tie together the different values and beliefs?**

- Bring different generations together in a space where they feel connected
- Community is one of the biggest cultural aspects for East Carolina University... design a space that connects the community while serving as a timeless space.
- Christenbury has a lot of history that is worth preserving so we wanted to create a space that could incorporate the historical value while connecting the past generations with present and future generations

**What will attract the different generations and communities to the Christenbury Wellness Center?**

**In research: even with gaps in each generation's values and beliefs, family, health, and wellness are of great significance to individuals. By incorporating each of these values, we are providing a meaningful space that will bring unity within the community.**

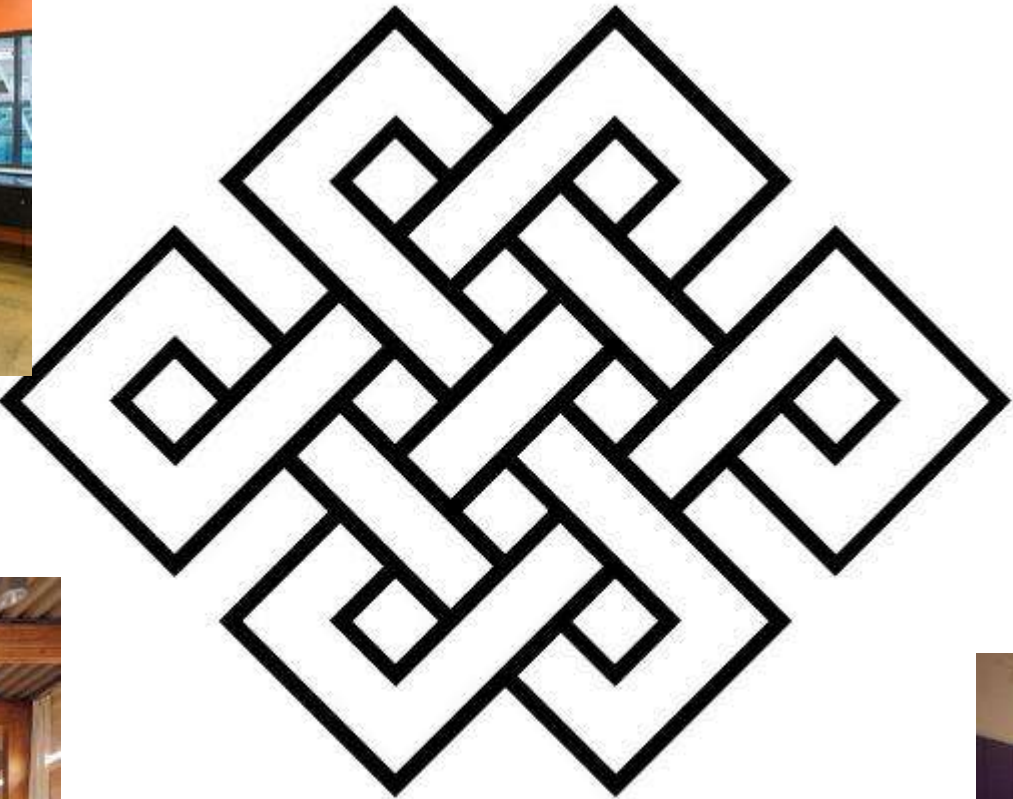
**In design:**

- **clear visual relationship of the different spaces,**
- **organization,**
- **unified composition,**
- **inclusion of the history of ECU intertwined within new spaces, shared spaces between students, alumni, and community**



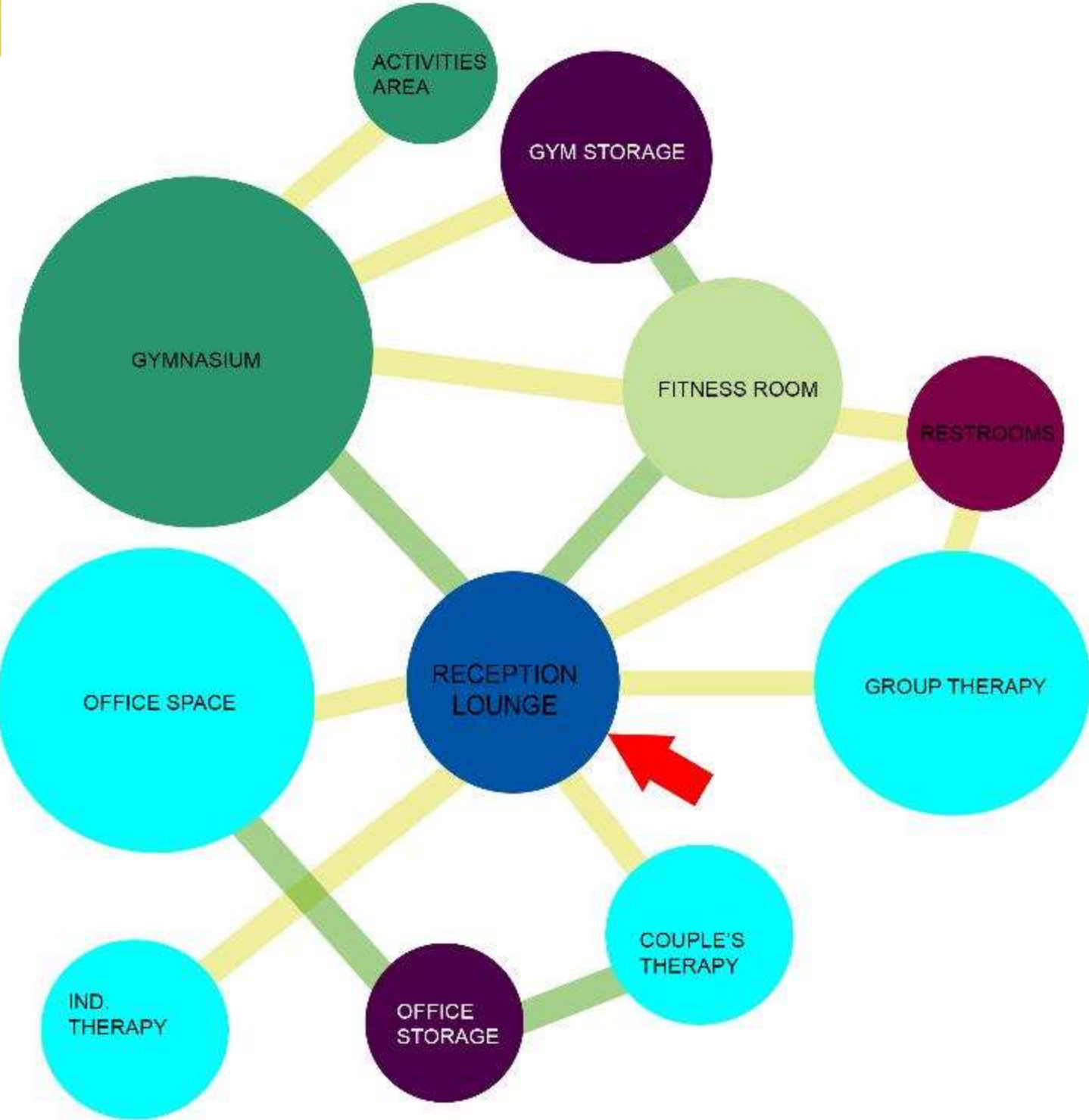


# Inspiration Images

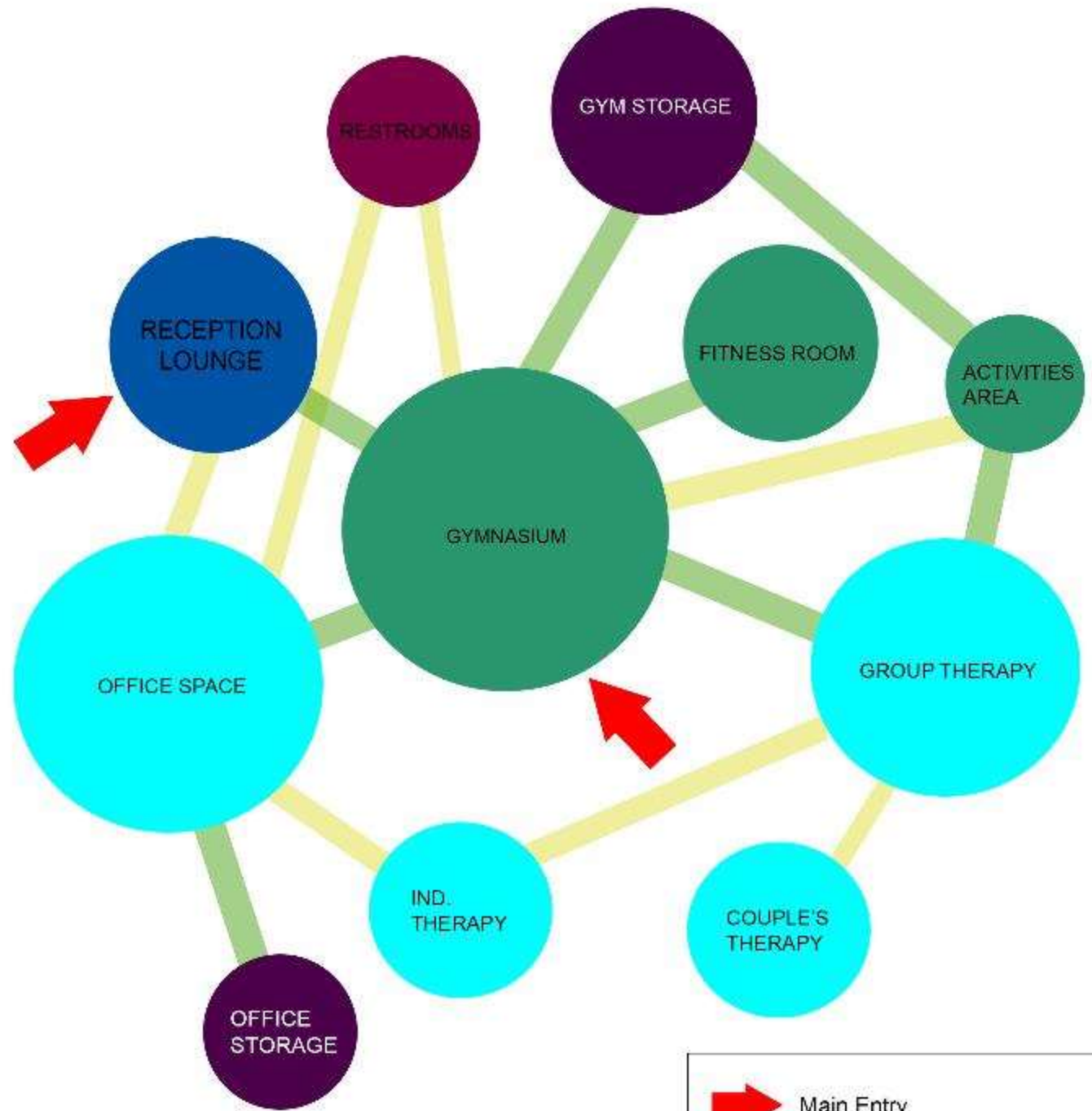




# BUBBLE DIAGRAM 1



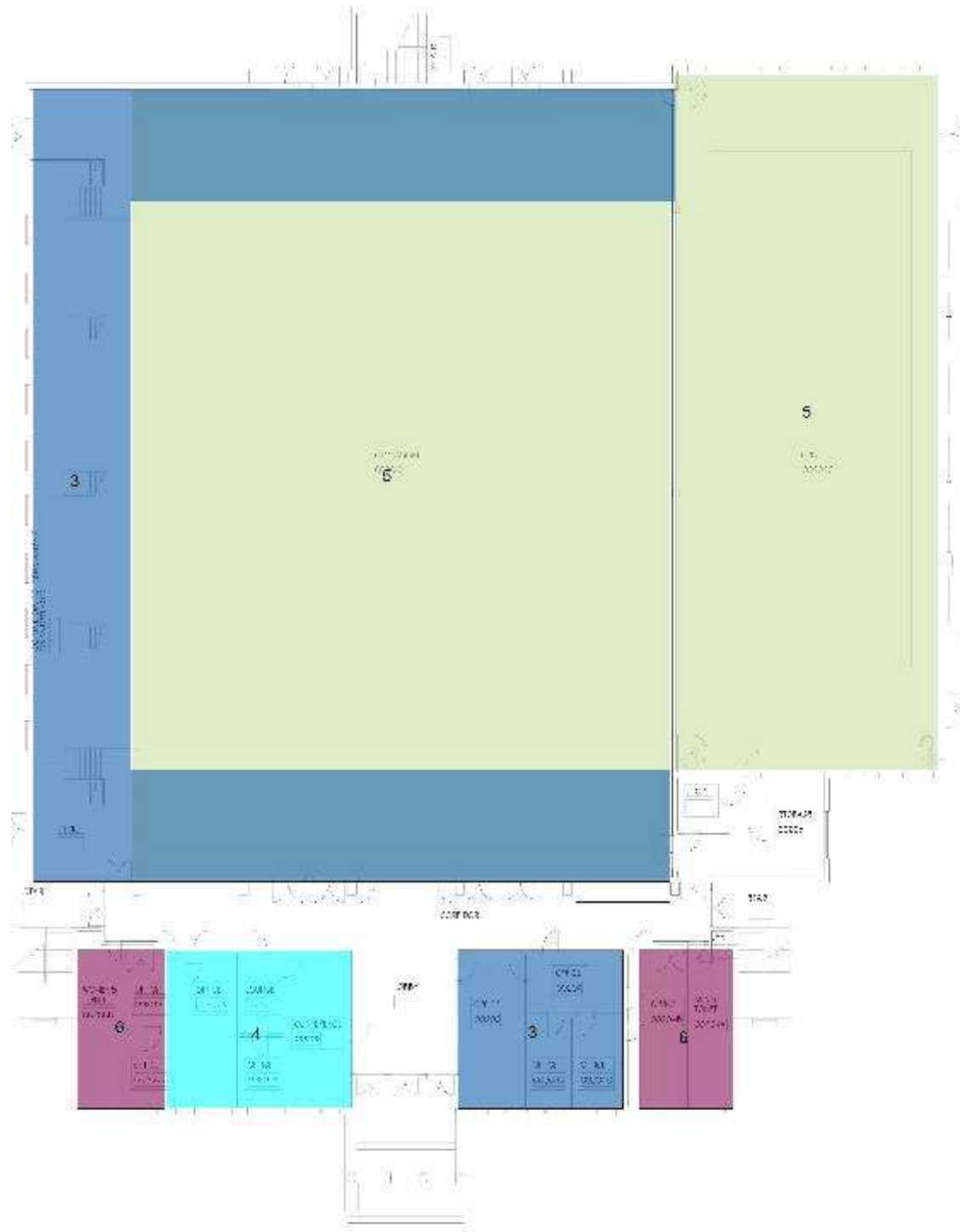
# BUBBLE DIAGRAM 2



	Main Entry		
	Major Adjacency		
	Minor Adjacency		
	1. Storage		4. Office
	2. Therapy		5. Fitness
	3. Recp/ Lounge		6. Restrooms

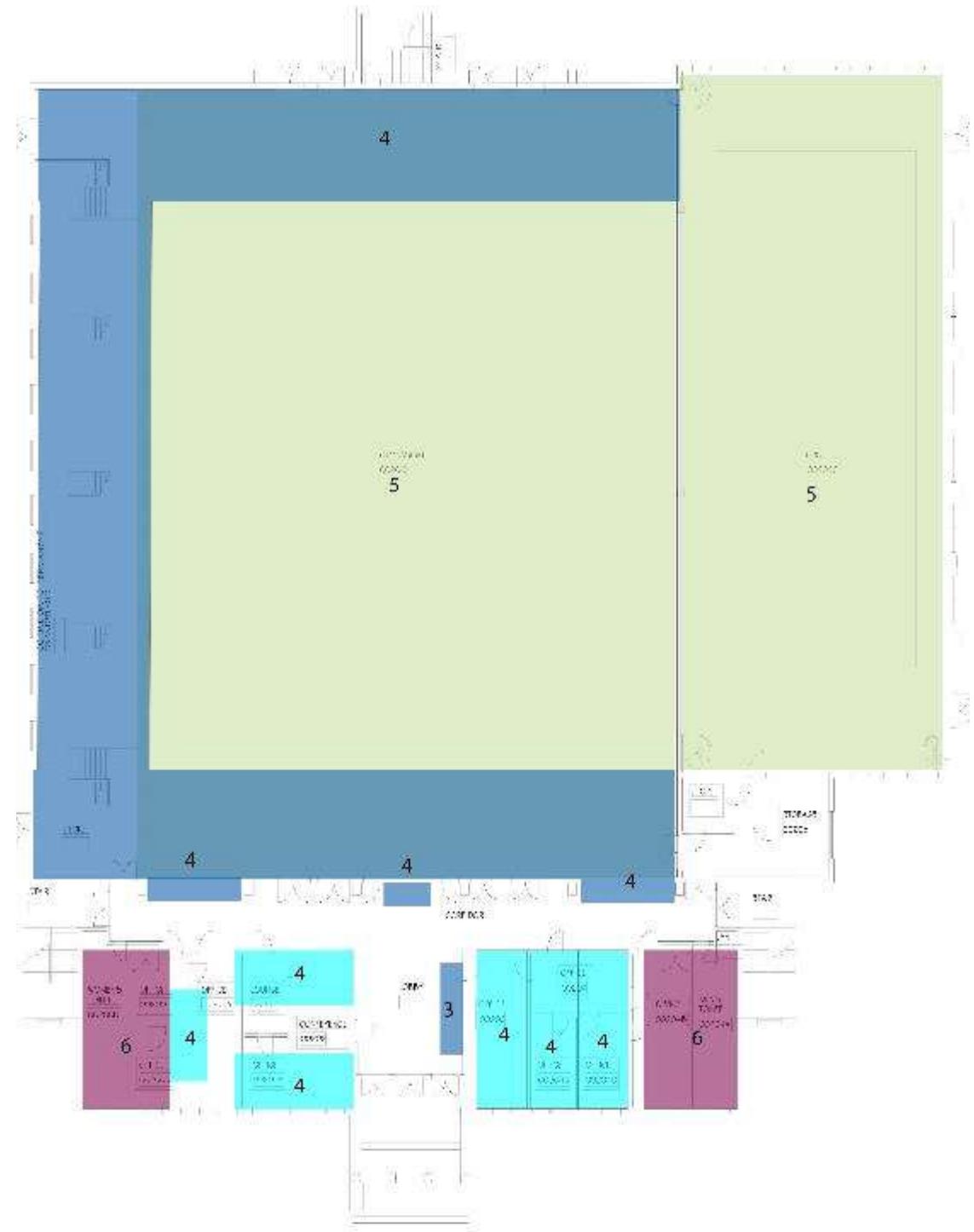


# Blocking Diagrams



CHRISTENBURY MEMORIAL GYM  
SECOND FLOOR PLAN COMPOSITE  
SCALE: 1/8" = 1'-0" UPONE

- 1. Storage
- 2. Therapy
- 3. Repr Lounge
- 4. Office
- 5. Fitness
- 6. Restrooms



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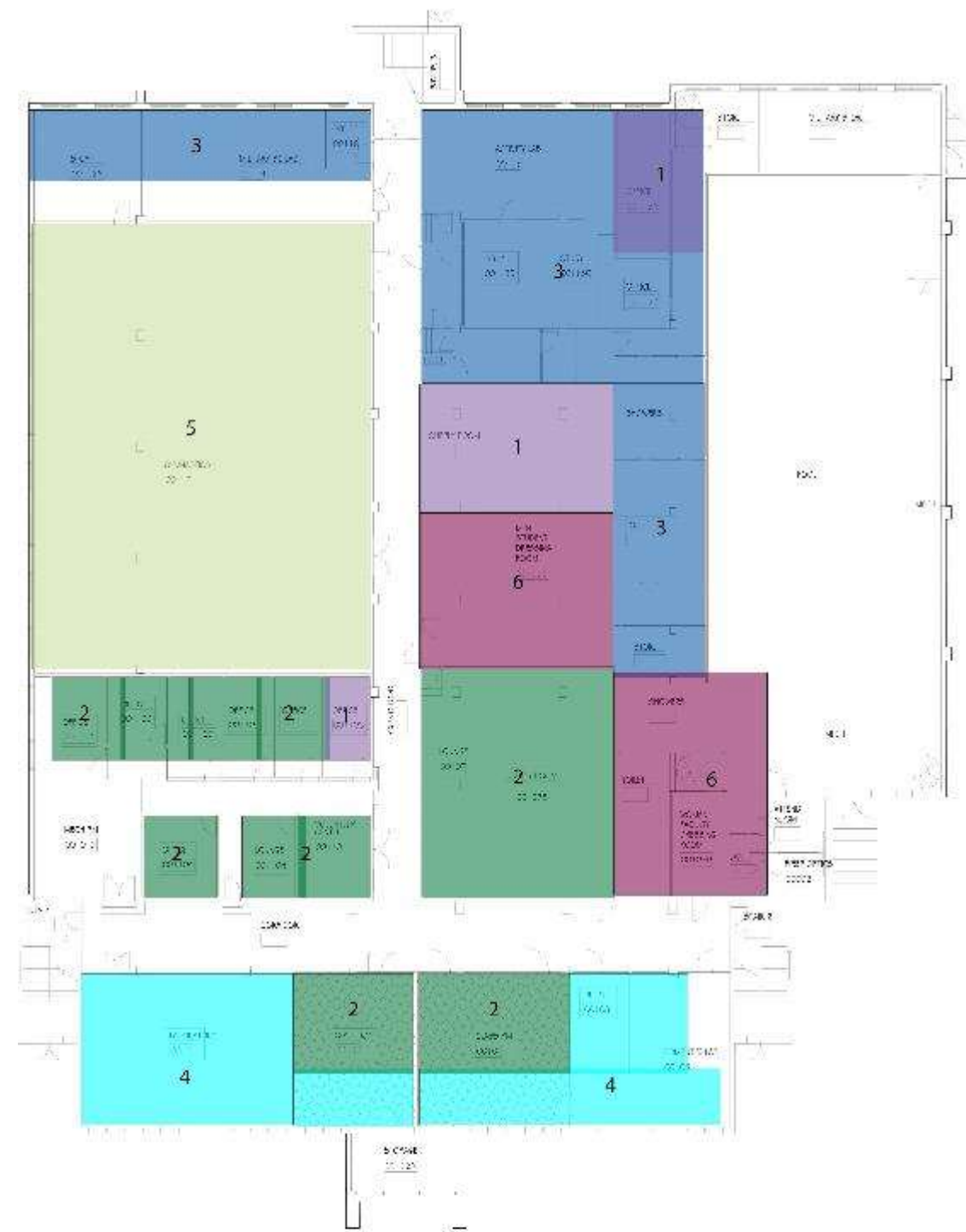


# Blocking Diagrams



CHRISTENBURY MEMORIAL GYM  
FIRST FLOOR PLAN COMPOSITE  
SCALE: 1/8" = 1'-0"    UPDATE:

- 1. Storage
- 2. Therapy
- 3. Rec/Lounge
- 4. Office
- 5. Fitness
- 6. Restrooms



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