



# Updating & Renovating Employee Break Spaces

## AT A GLANCE

Mennonite Village used the grant to renovate indoor and outdoor break spaces and measure impact with the Copenhagen Burnout Inventory (CBI). Interior spaces and most exterior areas were completed on schedule, aside from one weather-related delay. Staff reported that the renovated spaces improved their ability to rest and reset during shifts. Initial CBI results showed meaningful reductions in personal and work-related burnout, and retention increased.

## Key Outcomes

Staff reported measurable improvements in well-being and retention tied to the break space renovations. All interior and most exterior projects were completed on time, with only one site delayed by weather. The results showed that physical spaces designed for rest and recovery can significantly improve morale and reduce turnover.



**13.3%**

Reduction in work-related burnout



**10.43%**

Improvement in staff retention.

## CHALLENGES

Mennonite Village's application identified pandemic-era staffing shortages, increased workloads, and rising burnout across memory care, skilled nursing, and assisted living units. Existing indoor and outdoor break areas were outdated, noisy, and heavily used, limiting opportunities for rest and recovery during shifts.

## SOLUTIONS

the project proposed creating renovated indoor "oasis" rooms and outdoor respite spaces equipped for rest and decompression. Planned features included massage chairs, aromatherapy, dynamic lighting, and water/sound elements. The team also proposed using the Copenhagen Burnout Inventory (CBI) for pre/post measurement and tracking retention to assess impact.



Renovating  
Break Spaces



Restorative  
Outdoor  
Spaces



Copenhagen  
Surveys



Monitoring HR  
Retention Data

## LESSONS LEARNED

Delivering high-quality restorative spaces showed clear value, but the organization learned that timing matters: outdoor areas had limited early use due to weather, delaying full impact measurement. Staff emphasized that dedicated, comfortable spaces for decompression significantly helped manage stress, yet physical improvements alone cannot counterbalance systemic workload pressures. Sustained gains depend on ensuring staff can reliably step away to use the spaces and embedding recovery time into daily operations.



*The first burnout survey... brought to light  
the experienced burnout of nursing  
employees*