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| **Supplemental Content 2.** OFFESS subscales table of definitions. |
| **Variable** | **Definition/Answers** |
| Local connectivity  | This subscale measures the physical layout of the building, the location of offices, kitchens, and other common rooms and how they connect to each other. A higher score reflects more alternative, clearly defined, intersecting routes and passageways between workstations and common areas within the workplace.  |
| Overall connectedness | This subscale assesses the physical environment of the building relating to how many changes of direction are required to reach different areas of the building. This includes meeting rooms, other workstations, the main entrance, and bathrooms. A higher score indicates more changes in direction or difficulty finding rooms when travelling to different areas.  |
| Visibility of co-workers | This subscale addresses the social environment of the workplace in relation to how visible other co-workers are. This refers to being able to see co-workers sitting/standing at their desks, bumping into co-workers when walking through the building, being able to see people walking around in the building and the frequency of seeing other individuals standing and talking with each other in the building. A higher score indicates having higher visibility of co-workers or other people within the building, whether from their desk or walking around the building. |
| Proximity to co-workers | This subscale measures the social environment of the workplace mainly referring to being able to see/hear other people talking at their workstations and are there many workstations close by where other employees are stationed. A higher score indicates a closer proximity to other co-workers and being able to hear/see interactions between co-workers more often.  |