



Challenge

Increase engineering productivity in an open office with high frequency of interruption

Approach

- Determine circadian rhythm of each member of the engineering team
- Optimize the team's daily schedule based on aggregate energy profile
- Eliminate and move meetings
- Conduct training on how to manage distractions, improve prioritization, and maintain high energy
- Give each engineer personalized advice based on unique productivity archetype

Results

- **+15%** increase in production velocity over two weeks
- **\$30k** average annual cost savings per engineer
- **100%** agree with statements "I feel like I am contributing more value to Evernote" and "I have more opportunities to do what I do best"
- **80%** agree with statements "my time is more respected" and "I am less stressed at work"

"The Berkeley team has been a great partner, helping us increase our engineering output and giving us tools to reduce context-switching and manage our day-to-day energy better."

Kay Christensen
Senior Engineering Manager