The last 25 years has seen complex changes in business practices and work environments. During this time Environment and Behavior (EB) has emerged as a multi-faceted discipline that examines the human experience as it relates to the physical and/or perceived environment, including the workplace. This study researches the attributes of highly successful, employee-centric organizations, through the examination of workplace characteristics of Fortune 500, 100 Best Places to Work companies, and workplace surveys. The research aims to consolidate multiple characteristics into overarching workplace themes. A survey instrument was constructed to measure employee level of agreement with regard to specific attributes, and as a result of the study, a Place to Work Index was developed.