
Aspects of wellbeing checklist

Developing the tool

In this research, we showed that aspects of wellbeing are consistently realised through some of the assembled elements, as below:

- **Capability** realises through elements in the workplace such as: personal development plans, availability of tasks with different complexity, being seen to be able to do tasks, progression through tasks, and repeated stories of progression.
- **Integration** realises through elements in the workplace such as: problem-solving or team tasks, strategic pairings of people to work with each other, enabling encounters in the community with diverse people on product deliveries.
- **Security** realises through elements in the workplace such as: 'round-the-clock' support for employees, from staff, narratives supporting self-confidence and trying out new tasks, enabling physical safety, regular work routines, establishment of relationships that give a sense of belonging.
- **Therapy** realises through elements in the workplace such as: availability of green-spaces, joy and laughter, places to be alone and recover, providing a 'space' of hope, positivity and connection, developing a sense of a useful role, for the employees, in/for, community.

We used these to develop a checklist to understand whether these aspects of wellbeing are being realised, based on the elements of wellbeing identified across the case study social enterprises.

How might you use this tool?

This tool might be useful for social enterprise managers and supervisory staff to look across their workplaces and work to understand if they have maximised opportunities to develop as spaces of wellbeing that help to realise benefits for employees.

For example, asking – to what extent do we help to realise integration by incorporating group problem-solving and team-work activities?

This could be done in-depth, using the methodology used in the study reported here (found in Appendix) or could be undertaken as a reflective exercise involving the staff team or as a co-evaluation exercise involving staff and employees.

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	Capability	Integration	Security	Therapy
Practices Things that are done	<ul style="list-style-type: none"> Formal personal/ skills development planning, goal-setting, checking-off & visibly acknowledging achievements. Triaging/ trying out people with tasks to find aptitudes. Moving/ progressing people through tasks. Allowing people to move in and out of routine/ complex tasks. Enable people to work to their own capacity 	<ul style="list-style-type: none"> Opportunities for problem-solving, team-working or negotiation tasks Opportunities for employees to interact outside social enterprises, in the community (thus facilitating 'mutual encounters'). Pairing people up in mentor/learner or mutually learning partnerships People are able to social and intermingle Strategic deployment of the numbers of people in a space working together or next to each other 	<ul style="list-style-type: none"> Mix of routine and change in work tasks Setting expectations for what is to be achieved for the day Regularly checking in with employees 	<ul style="list-style-type: none"> Simple repetitive tasks Giving employees space if needed Create opportunities for laughter and conversation Opportunity to be amongst other people without pressure to interact
People Their style, their interactions, people-related practices & culture	<ul style="list-style-type: none"> Peer to Peer teaching and learning Staff that can encourage skill building Mentors 	<ul style="list-style-type: none"> People who have diverse experiences and capabilities People who are willing to work as part of a team 	<ul style="list-style-type: none"> Staff availability to assist employees in the workplace Staff available and with skills to address life issues 	<ul style="list-style-type: none"> Availability of staff to help work through challenges and ill-health.
Physicality Physical locations and objects	<ul style="list-style-type: none"> Variety of practical and creative tools that facilitate existing skills Variety of complex tools that encourage learning and skill building different micro-workspaces associated with increasing complexity of tasks 	<ul style="list-style-type: none"> Communal workspaces – such as a table to work around Co-location of different activities Spaces that allow for interaction while working 	<ul style="list-style-type: none"> Physically or/and emotional safe space away from threats in the community A physically safe workplace following OH&S guidelines A space with an open-door policy Stable, familiar and continual spaces 	<ul style="list-style-type: none"> Small peaceful spaces to be alone Spaces for 'recovery' Green/ eco spaces Radio/Music
Narratives What is said and stories	<ul style="list-style-type: none"> Narratives of achievement and progression Communicating that valued that individuals work to their own capacity (whilst encouraging them to build new capacities) Encouraging 'trying' and acknowledging that failing is okay and part of the learning process 	<ul style="list-style-type: none"> Talking about inclusion and acceptance e.g. discussions of gender roles, different cultural backgrounds and life experiences as well as Talking about importance of working well together and respectful relationships 	<ul style="list-style-type: none"> Narratives of 'you can do it', 'you should give it a go', 'you can do it if you try' Communicating that 'we are here for you' Building an understanding that individuals belong and are valued in the workplace Narrative of 'we are all different and we are all valuable in our difference' 	<ul style="list-style-type: none"> Create an understanding that all physical and mental needs are accommodated and supported. Communicating that mental health is an important aspect of wellbeing in the workplace