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## **Wellbeing spaces checklist**

### **Developing the tool**

Tool 2 draws on a typology of spaces based on our findings. This highlights the idea that there may be different kinds of sites, locations, spaces or rooms, in social enterprises, that could be helpful in realising wellbeing. These types of rooms/spaces emerged as significant to employees, from study findings.

### **How might you use this tool?**

This tool can help to reflect on spaces that already exist, to design for wellbeing and to understand the function that different types or rooms and spaces might have, in relation to wellbeing realisation in social enterprises.

As with Tool 1, could be undertaken as a reflective exercise involving the staff team or as a co-evaluation exercise involving staff and employees.

## **Checklist for types of spaces**



### **Spaces of repetitive tasks**

Repetitive tasks are tasks that employees are familiar with, which they can do on their own and do not regularly need others to assist them; in our study for example these included, folding clothes or washing dishes. Spaces of repetitive tasks (e.g. communal worktables) supported a sense of security and capability because people can work to their own capacity which creates independence and a sense of achievement. The spaces of repetitive tasks that we have identified are spaces where many people sit together but work independently from each other (i.e. 'together-alone' spaces).



### **Spaces of diversity (diverse tasks and individuals)**

Spaces of diversity are those where people with different skills or backgrounds work together in the same area. The diversity of people working in proximity exposes employees to discourses of inclusion and descriptions of diverse experiences and views. In our study, the garden was a space of diversity when some employees worked together to build walls or price seedlings, while others were weeding together, and others were partnering with school group, to build a path. Volunteers, who in our study were often retirees, might be involved assisting with the weeding and pruning, and members of the community may be visiting to purchase services and produces. Spaces providing such diversity of people create opportunities for social inclusion.



### **Eco Spaces**

Eco spaces such as gardens generally have positive effects. Interaction with nature can lead to pleasing sensory experiences within the familiar set-up of a garden. Seeing plants grow and being able to observe changes in nature, over time, may have therapeutic effects. In our study, eco spaces are associated with experiences of interaction with others. Eco spaces can provide opportunities for education about life-skills, from how to produce food, to understanding healthy-eating.



### Spaces for community engagement

People with disability or poor health can be excluded from many aspects of everyday community life. Through working in social enterprise they can experience new spaces and new people. In our study, engaging with the community, through client interactions, is seen as a part of capability and social interaction development. Engaging with clients in a professional manner is a challenging task. Being trusted to work in the community, representing the social enterprise, feeds into a sense of progression and achievement. Employees experience a secure exposure within the community as the encounters with the community are still part of work, navigated and monitored by the social enterprise. Employees are signified to the community as capable and valid citizens. Convivial encounters emerge between people who might not otherwise meet. Community members visiting the social enterprise as customers, to purchase their goods and services, is another way to generate these spaces of community.



### Spaces of skills

Spaces of skills are areas where employees learn new complex skills, work on complex tasks and can 'upskill'. There are opportunities for independent and creative thinking; in our study, employees designed and made furniture in a wood workshop. These spaces allow for challenge.



### Incidental spaces

Incidental spaces are spaces that may have a designated purpose, but they are co-opted for alternative use by the employees. Or, these can be 'non-spaces' that employees can appropriate for their own use. In our study we found that these contribute to wellbeing by enabling integration, security and therapy. Employees tended to use these to be on their own, have a minute away from work or others, calm down if they need or to interact with each other.

Incidental spaces can be hidden away or in places that are 'out of the way' so that they can be used for little breaks or socialising, away from social enterprise supervisors. Providing a sense of privacy or perception they are not being surveilled is significant for employees' sense of independence and control.



### Supported Spaces

Support and knowing you can find it, is significant to employees. In our study, we found the idea of gaining support is tied to specific people, objects and physical spaces. Employees need to know where to go to get support from staff without needing to specifically ask for it. Spaces of support can be staff office spaces, but also 'high-skill' spaces (such as a commercial Kitchen) that are under constant supervision. Employees working in these spaces know that they can immediately ask for help if needed. Kitchens and other places work as a space of security when employees and supervisors work side by side. Working on something together in combination with familiar surroundings enables personal conversations that are still productive in terms of work done.