

Introduction to Enabling Environments (or how can I make my work place more enabling)

Roland Woodward

Enabling Environment Lead

Anna Cook

Enabling Environment Consultant

“EE’s are conceived as identifiable spaces in which **service providers (staff) and** their recipients (service users, offenders etc.) are able to thrive because of the naturally occurring interpersonal and reflective factors within the living/working environment.

It is a culture based on values that has relationships at its core.”

Sarah Paget & Roland Woodward: The Enabling Environments Award as a Transformative Process. Chapter 13 pp 241. In Transforming Environments and Rehabilitation. Edited by Geraldine Ackerman, Adrian Needs and Claire Bainbridge. Published by Routledge London 2018. ISBN 978-1-138-95912-5

The background of the slide features a group of white, 3D-rendered human figures standing in a line. Above each figure is a red-outlined speech bubble, suggesting communication or social interaction. The text is overlaid on this background.

**Human beings are inherently social:
they need honest, positive connections
with others to survive and thrive.**

**The Enabling Environments project has
identified a set of key principles and
values which foster productive
relationships and promote well-being.**



A QUICK TASK

Please find someone else and in your pair recall any time that you have been enabled.

It can be at work, a social setting, and academic place or any where or anyone who you experienced as enabling you.

5 minutes each

Any one want to share?

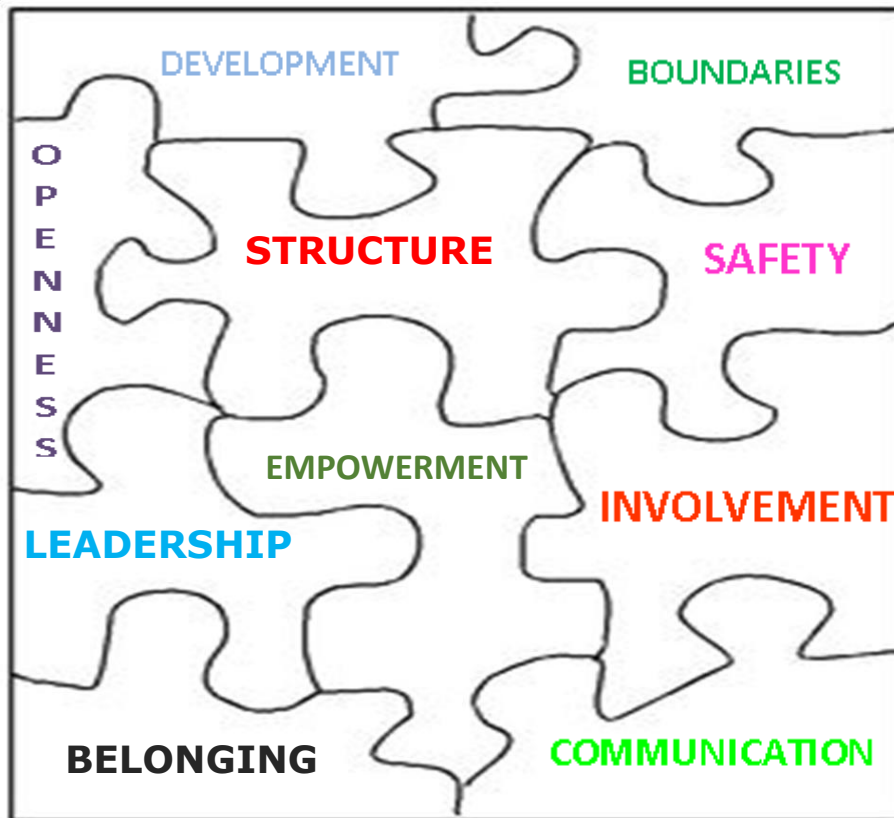


A quick task

How enabling is your work environment?

0	Absolute Hell
1	Quite aversive
2	Not very facilitative
3	Reasonable
4	Mostly positive
5	Heaven

Enabling Environment principles/values as an integrated and sustainable matrix



Values base

Enabling environments a values-based quality improvement

- 10 core values/standards that are at the heart of an enabling environment
- This presentation describes the approach using those 10 standards and gives an example of one of those values: Belonging.

THE STANDARDS*

LEADERSHIP	
9	Leadership takes responsibility for the environment being enabling
9.1	There are clear management structures which include opportunities for involvement from recipients and providers
9.2	The leadership ensures that the environment is the right place for the people in it
9.3	People with a leadership role are active participants in the life of the service
9.4	There is continuity of staff

*Based on values identified by Community of Communities, Literature search – effect of the quality of the environment on outcomes , Expert Consensus

Belonging

*The nature and quality of relationships
are of primary importance*

Boundaries

There are clear rules and expectations of behaviour

Communication

It is recognised that people communicate in different ways

Development

There are opportunities to be spontaneous and try new things

Involvement

Everyone shares responsibility for the environment

Safety

Emotional Support is available for everyone

Structure

- *Everyone takes part in structured activities, and engagement and purposeful activity is actively encouraged*

Empowerment

*Everyone can have their voice heard.
Power and authority are open to
discussion*

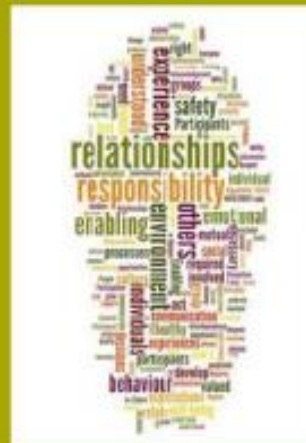
Leadership

Thoughtful leadership makes it happen

Openness

External relationships are sought and valued





Enabling Environments

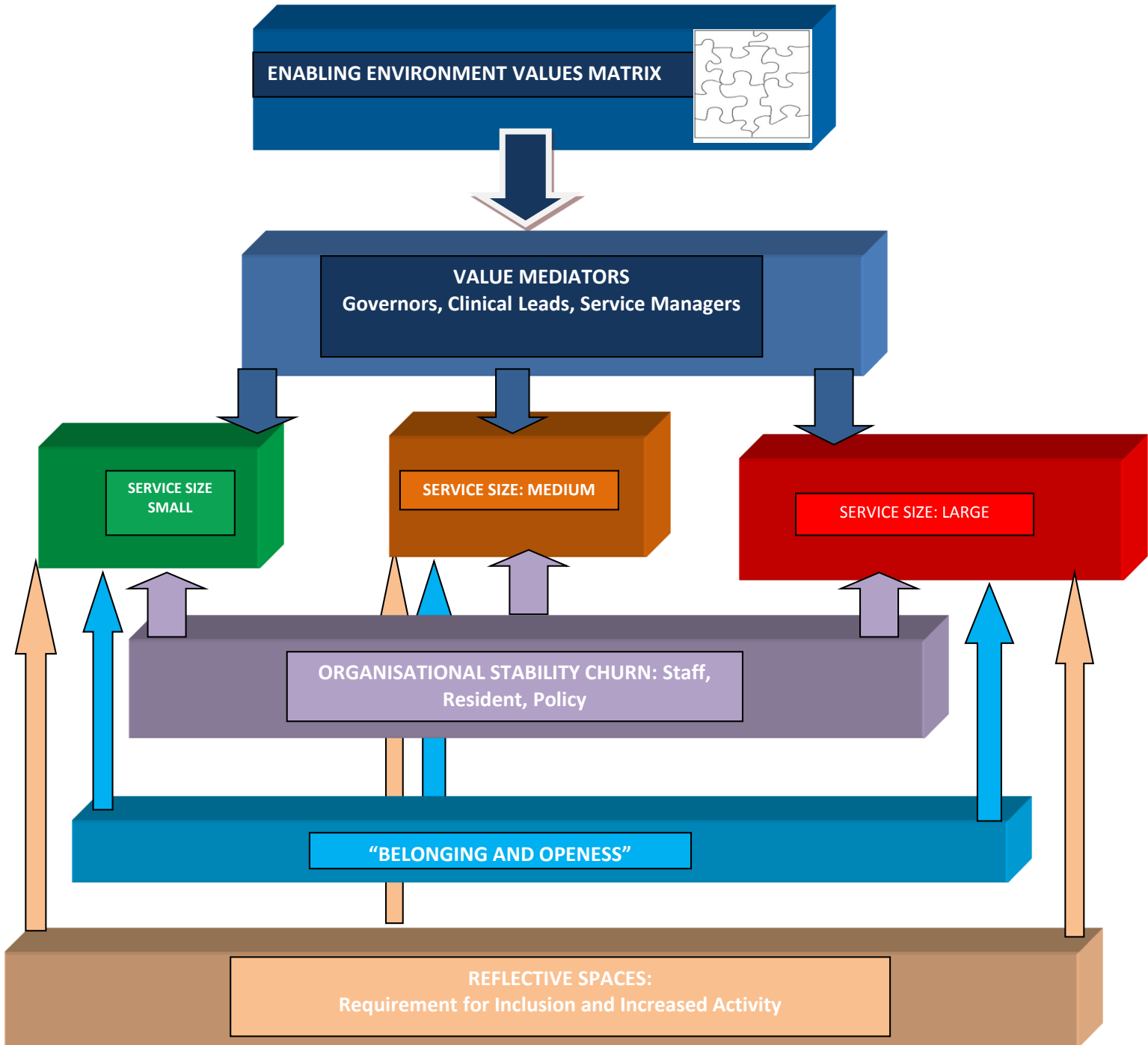
Simple Self-Assessment Tool

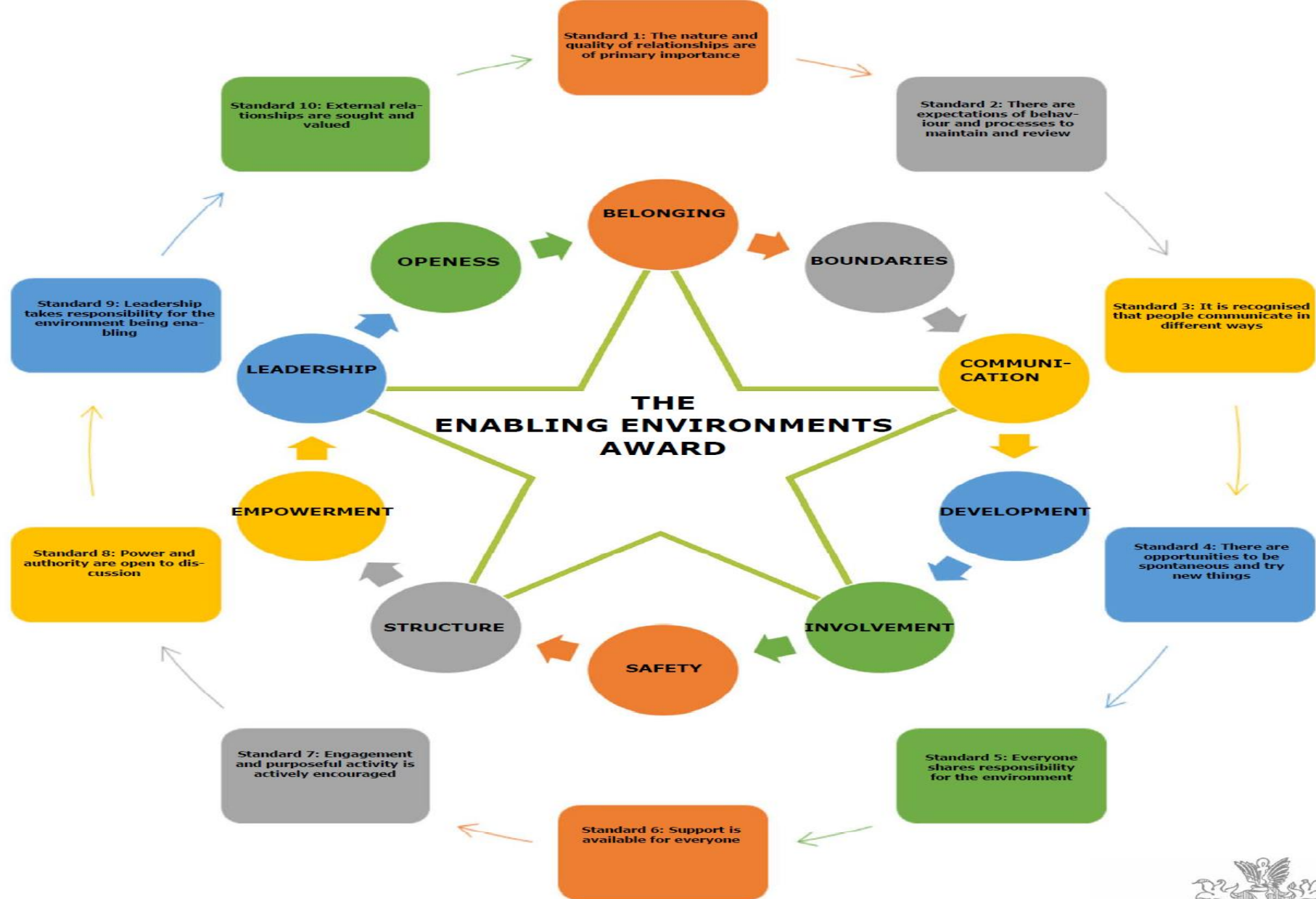
Standard 1: The nature and quality of relationships are of primary importance

Criteria		Where are you now?	Evidence	Action
1.1	Recipients and Providers support newcomers to get involved with others			
1.2	There are opportunities for Recipients and Providers to get to know each other			
1.3	There are ways to mark people leaving			
1.4	Recipients and Providers are learning about building relationships			
How else do you think you meet this standard				
1.5				
1.6				
1.7				

Summary of Action Points:

[illegible]





How enabling is your environment?

Enabling Environments are places where people live, work or come together. They are places where healthy relationships enable staff and service users to develop and flourish.

A helpful way to start thinking about how enabling your workplace or service is, is to ask yourself the following question:

Is the environment you're in -

- ⇒ **Complete hell!**
- ⇒ **Heaven on earth**
- ⇒ **Somewhere in between**



If you're not already in "heaven on earth" what actions could you take towards creating an environment that is closer to your idea of heaven?

What actions could the service take in terms of -

- ⇒ **Service development and improvement?**
- ⇒ **Ensuring the environment is geared towards both staff and service users?**

Making a start...small ways in which you can make a difference to your environment.

Standard 1

The nature and quality of relationships are of primary importance

What it means...

In this environment positive and supportive relationships between people are important and are encouraged. There are opportunities to get to know each other and to learn about ways to get on with different people. When someone leaves there is always a chance to say goodbye to them and to think about their time in the environment and what they did while they were here.

Why this is important...

When relationships are good your whole environment will be enriched. It is a fundamental human need to feel attached and feel we belong somewhere. This is even more important at stressful times, if we are feeling vulnerable or experiencing change. Lots of people who come to your environment will be experiencing stress or change. This makes it even more important to prioritise building good relationships

Ways to check you're doing this...

TRUE?



FALSE?

Circle your answers below

1 'In our environment everybody welcomes new people and we encourage them to connect with us by helping them to take part in everything that is going on'.



2 'In our environment we make time to get to know each other and we do things which encourage us to spend time together, speak with each other and learn about each other'



3 'When someone leaves our environment we all have a chance to say goodbye and to remember

the things the person has done with us. The person leaving has the opportunity to say goodbye to us too'.



4 'In our environment there is the opportunity to share how we feel about each other and people help us learn how to discuss our feelings and build good relationships'.



Things which make people feel like they belong in your environment

Your own desk/room/
space in the fridge!

A welcome booklet

Games nights

A buddy

Activities together

Birthday cards

Saying 'Hello'

Goodbye Parties

Eating together

A leaving meal

Looking after someone new

How well do people in your environment build relationships with each other?

Nobody ever
makes an effort

1----2----3----4----5----6----7----8----9----10

Everybody always
makes an effort

Next Steps...meeting the challenges

What number did you choose on the 1-10 scale?

I would have rated my environment higher
if.....
.....
.....

People I need to talk to get these things
started...

Ways to get everyone to join in...

Look at your TRUE or FALSE
answers. Which ones are
false? Choose one or two
which could be made true.

False Statement No.....
To make it true we could try
.....
.....
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False Statement no.....
To make it true we
could try
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QUESTIONS