Hello :)  
Glad to E-meet you!

This project is an effort to explore a simple solution (positive practices at workplaces) that can promote a more holistic and satisfying society. Initial inspirations were from situations that led to dissatisfaction and concepts like collaborative social innovation and synergy.

The proposed solution involves the induction of cost-effective and straightforward positive practices to be followed at workplaces that aim to repair and balance work-life patterns, attitudes and habits, additionally, that promote wellbeing and financial resilience among the changeable - young working parents and youth. The concrete repair during this stage impacts the future generation positively.

This project also shows the need and importance of Positive practices that may seem familiar to many through value learning, but their practice is relatively minimal, leading to the imbalances among ourselves.

The significant methods to elicit relevant insights from the audience involved desk research, interviews and two questionnaires, totally involving over 24 learned respondents.

Additionally, also tried "constant observation and reflection" that involved observing surroundings, attitudes and habits that we exhibit naturally, to understand the link of the cause, effect and human behaviour. It was quite an elevating experience that emphasised the value of empathy and its ability to magnify productivity. Constant observation and referring expert papers proved useful amidst the challenging lockdown due to COVID.

Thank you for your interest in my project- Positive Practices :)

Keywords: Collaboration, Social, Innovation, Parenting, Upbringing, Work-Life, Workplace, Positive Practices, Influence.
If observed, our perceptions, followed by our reactions to our surroundings, have a connect. The influences, experiences and inflictions from our past and present subconsciously alter our outlook, albeit the ongoing situation is on an entirely different context. This subtle phenomenon can result in a negative outcome or a positive one but, only if altered by awareness, if desired.

The effect of these outcomes continues to proliferate their impact differently as we age, affecting our close ones. – inspired from (The School of Life, 2018). Sometimes, when we meet different people with different reactions to similar circumstances, we may wonder upon the difference.

It is because of those influences, experiences and inflictions their subconscience has altered from childhood. ‘It all depends on the bringing up’ - (Tolstoy, n.d.)
The concrete repair during this stage impacts the future generation positively.
Having interviewed known elders (45+) about dissatisfaction and its impact was quite clarifying. One of them emphasized on setting goals on existing issues and acting upon them to be more critical than just planning them. (LADY interviewee, 2020)

Lack of clarity, focus and goals can lead to dissatisfaction and unproductive behaviour." (MAN, 2020)

1. “We do provide free food and allowances*, but people begin to ask, probably expect more, and we cannot afford to, as bound by finances” - A member of an organization in Govan (2020).
2. Residents dissatisfied with trash collectors and pest control.
3. Death of George Floyd and inequality in society.

EARLY INSPIRATIONS

1. What causes dissatisfaction among people and individuals?
2. Does toxic charity exist?
3. How might we balance “giving”?

PURPOSE OF THIS STUDY

To explore a simple way to enhance the quality of life for a more satisfying society through collaborative and social innovation.
The definition of synergy is a creation of a whole that is bigger than the sum of its parts. In other words, sometimes $1+1$ doesn’t equal $2$ but $5$.

- George Halachev

**Concept -2 Social Innovation**

We need to consider sustainable emotional growth for a more harmonious society. Discrimination, inequalities have always ruined positive efforts in societies.

The following social innovation framework has been used throughout the project.

**Concept -3: Synergy**

The Collaborative social impact we are looking today, may have a limited focus that majorly involves themselves (their own business) and may not be practical as the support provided is by one company alone. We will need to evolve with a more empathetic and holistic approach if we consider a more significant change.

“"The definition of synergy is a creation of a whole that is bigger than the sum of its parts. In other words, sometimes $1+1$ doesn’t equal $2$ but $5$.”

- George Halachev
Considering worklife, workplaces and work cultures as potential factors for change.

Young parents may face pressures that affect their children. Children are the future of tomorrow, so we need to help them lead a good upbringing.

The map above shows how the impact on us affects the economy at large.

For this project, we have focused on enhancing productivity, social and financial wellness for working parents (employers/employees) so that they can repair their dissatisfactions causing pressure to raise their children positively.

TARGET AUDIENCE

IMPACT MAP OF WORKLIFE PARENTING AND UPBRINGING ON ONE ANOTHER.
The one sentence summary— “who said what to whom when why how and with what effect?”

The one sentence summary was used to clarify my thoughts for providers and receivers of a support for a satisfying society. Every segment in this sentence had to be reconsidered based on COVID, ideals, abilities and opportunities.

Initial plans involved identifying problems of troubled parents by working at a social enterprise that could solve these issues in collaboration with another organisation. Social enterprise as a provider was considered based on its self-sustaining abilities, social and enterprising nature compared to other social concepts like CSR, NGO, Non-profits etc. The effect of COVID made it impossible to help this happen.

It was evident that we needed to reflect for a more holistic perspective.

The modified perspective: Inspired the need for positive practices at workplace.

**Who**

all workplaces  

**When**

with a flexible schedule of simple positive practices  

**How**

can internally collaborate and innovate  

**For whom**

among their employees (youth and young parents)  

**Can provide what**

that promote wellbeing and finance to enhance work-life balance while upbringing their children  

**With what effect**

for humane practices and an attentive future generation  

**Why**

that contributes to a more satisfying society.”

The initial perspective.

“How can **social enterprises**,*  

**collaboratively innovate***  

**does what**

a medium* and  

**for whom**

help troubled parents  

**with what effect**

to balance their issues while upbringing their children  

**why**

for a better* society?”
Responses and learning from Questionnaire 1

A SUMMARISED SET OF QUESTIONS ON WORK LIFE AND SUPPORT.

Since I couldn't communicate much due to Covid, this was a lengthy questionnaire. Only some respondents agreed to take part in further research. Being a sensitive topic, many people didn't want to answer. Financial literacy on budgeting was the most sought-after support. Miscommunication and dissatisfaction at workplace were visible. Respondents were eager to learn on skills. Over working was not as much as I expected. There was a need for positive practices.

Demand for knowledge on budgeting inspired for the “financial advice week” practice TO ENHANCE MONEY MANAGEMENT SKILLS.

Enhancing work-life may not have been the requirement for the people I interacted with. They seemed happy with their work-life, which may not be all the same in society, maybe conversing with more people would have a different result. However, the creation of these practices could help some other companies enhance work-life for their employees. In some cases, respondents weren’t aware of positive practices and the impact of upbringing.

Inspired for the “PERSONAL GOALS MEET” practice TO ACCOMPLISH UNMET PERSONAL GOALS

Inspired for the “SOCIALS” practice- TO ENHANCE COMMUNICATION.

Inspired for the “GRATITUDE NIGHT ” practice TO ENHANCE RELATIONS.
For more satisfying society we need:

- Promotes equality
- Promotes innovation
- Promotes change
- Promotes right purpose
- Promotes satisfaction
- Collective experience
- Adaptable
- Committable
- Valuable progress
- No external force needed
- Simple to provide and to receive
- Simple to follow
- Collaborative
- Creating awareness
- Possible
- Unique
- Basic
- Promotes change
- Affordability
- Adaptable for flexible schedule
These short sessions involve topics on personal finances management:

- Budgeting.
- Debt.
- Investments and insurance.
- Financial Records and more.

Reflecting upon the session or your efforts you can seek support personally during these weeks.

Your workplace provides you with the advice you would need for enhancing your general financial knowledge.

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- Budgeting.
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A mandatory get together after work hours to celebrate each other with a sense of gratitude.

Activities could include:

- Awarding the "Wellness" and "Culture" champions for the month
- Followed by a kind of Party, if needed.
A daily activity that involves: reflecting and recording of the person's well being along with tasks done and, to be done. Solely, to enhance clarity and performance.

Reflecting on situations like:

. What practices were limiting or promoting growth or progress?
. How was your experience with work today?
Your workplace provides you with the advice you would need for enhancing your general financial knowledge.

Pitches from any of the investment and insurance companies or brokers from:

- Mutual funds,
- Bonds
- Real estate
- Asset allocation
- Common stock etc.

You can reflect upon and seek support during that week and probably invest when you wish to.
Activities could include:

"Chit your thoughts" everyone gets a jar filled with anonymous chits from their colleagues to ease tension and promote improvement.
A monthly session to analyse the insights and opinions gathered from the daily sessions of Reflection to modify work practices and cultures.

Can involve conversations on:
- Solving work life issues
- Solving work practice issues
A session to help accomplish your personal goals.

Identifying and setting goals to accomplish the unmet extracurricular interests, talents or requirement you've had.

E.g. "Learning a Language" or "Improving a skill".

Finding sources for one another could speed up in achieving the goal, enhance your knowledge and probably find you an interest. It could also involve meetings with experts.
The monthly schedule provided for reference:

**WEEK 1**
- **DAY 1**: FINANCIAL ADVICE MEET
- **DAY 2**: SOCIALS
- **DAY 3**: SESSION OF REFLECTION
- **DAY 4**: SESSION OF REFLECTION
- **DAY 5**: SOCIALS
- **DAY 6**: SESSION OF REFLECTION

**WEEK 2**
- **DAY 1**: SESSION OF REFLECTION
- **DAY 2**: SESSION OF REFLECTION
- **DAY 3**: SESSION OF REFLECTION
- **DAY 4**: SESSION OF REFLECTION
- **DAY 5**: PERSONAL GOALS MEETUP
- **DAY 6**: SESSION OF REFLECTION

**WEEK 3**
- **DAY 1**: FINANCIAL ADVICE MEET
- **DAY 2**: SESSION OF REFLECTION
- **DAY 3**: SESSION OF REFLECTION
- **DAY 4**: SESSION OF REFLECTION
- **DAY 5**: SOCIALS
- **DAY 6**: SESSION OF REFLECTION

**WEEK 4**
- **DAY 1**: SESSION OF REFLECTION
- **DAY 2**: SESSION OF REFLECTION
- **DAY 3**: SESSION OF REFLECTION
- **DAY 4**: SESSION OF REFLECTION
- **DAY 5**: INVESTORS EVENT
- **DAY 6**: GRATITUDE NIGHT
Effect of positive and productive practices at work.
Responses and learning from Questionnaire 2

A suggested timetable on positive practices at work. Respondents needed to read the scheduled chart and activities and answer the questions.

Learning outcomes: respondents were quite happy to see the schedule. Here were a few interesting considerable and cost-effective recommendations from the respondents:

**Cultural Food Night**
- An exciting means to enhance and encourage communication.
- Could be incorporated in one of the socials.
- "I’ve found the Daily Vision Reading in my office to be very useful….”
- Helps in re-considering goals and visions to replace the ones that don’t matter.
- Could be incorporated as a part of the “session of reflection.”
- "Annual outing, weekly action plan, feedback, informal tête-à-tête.”
- Fantastic solutions for socialising that can help employees have a chance to voice their opinion while keeping all corporate hierarchy away.
- Could be incorporated at the Personal Goals meet-up session.

It was good to know that most of the respondents were employers and could afford these practices.
Interview and Feedback from Lynn Wilson, B.Des(Hons), M.A. (Fashion Textiles), MRes (Management), FRSA.

Lynn’s concern:
• How would you measure productivity, retention and satisfaction?

Lynn appreciated:
• Wellness and company dual process is great- good for company as well as employees.
• Global agenda of considering finances
• Seeking momentum, good

Measuring intangible factors
Insights from: SIMON SINEK AND RICH DIVINEY--

“Skills direct behaviour for a known situation and are suitable for finite mindedness.”

“Building attributes with a trusted team is what it takes to build an infinite mindset. We need to look at adaptability, patience, situation awareness.”

Positive practices enhance attributes and encourage skills and do not limit a solution for all issues.
Future steps would involve working on positive practices at schools, to help accelerate progress for a more satisfying society.

Thank you