

## The 'perfect' workplace – a checklist

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Of course there's no such thing as a perfect workplace – work is actually much more human and interesting than that! However there might something we can ask and learn about ourselves in our workplaces and organisations that will make them better, more interesting and inspiring places to be. So what are the themes and questions

that we might consider to develop and sustain a near perfect workplace? Here's a checklist for you to start the process, and I'd welcome your views and feedback!

Email me at [info@lifescape.org.uk](mailto:info@lifescape.org.uk).

### What might be the perfect workplace?

- Imagine what a perfect workplace might be like;
- Consider what it would be like for those who work in it and for customers and others who visit?
- Imagine what these people would say to each other about the place in which they work and visit.

### What is YOUR perfect workplace?

This will be different for everyone, so:

- How would a perfect workplace free up YOUR vision for your work and life?
- Imagine what it might look, feel, sound, smell and taste might like. Get all your senses on the job!

### What is good about where you are working at the moment?

- Imagine a day of sharing stories about what makes your organisation or workplace great!;
- Ask yourself: what is at the core of your workplace that makes it a positive place to be?
- Think about this and about how you could build on this positive core and make it even better!

### What is the perfect workplace environment?

This will, of course, depend on the purpose of your organisation. However we can think about and imagine the kind of environment which is great to work in and to visit. So... think about and imagine:

- The perfect natural environment – the lighting, temperature, noise and ventilation;
- The perfect ergonomic environment – the seating, tables, work surfaces and spaces;
- Consider what is already good about your workplace workspace, and how you might be able to make it better.

### What will the emotional environment be like?

This is where **emotional intelligence** comes in:

- Ensuring that the right people are in the right jobs which fit their personality and that they are well supported, supervised and trained;
- Considering how to build resilience and motivation amongst employees – especially those in emotionally demanding roles;

- Considering emotionally intelligent leadership and imagining what this might feel like; and
- Imagining how we can best support employees in times of pressure and demand.
- Think about the last really good conversation you had in your workplace. What made it good, and how did you feel afterwards?
- Ask how emotionally intelligent are the people who lead and work in your workplace;
- Imagine having more good conversations and better ones too. What needs to happen to make this possible?

### How do we imagine our organisation?

This is where **archetypal intelligence** comes in:

- Think about the stories we tell about our workplace and what games and dramas we play out;
- Ask how 'archetypally intelligent'\* are the people who lead and work in your workplace;
- Reflect on who the heroes, villains, mythical figures in your organisation;
- Consider whether and how we recognise, celebrate and work with our 'storybook' roles?
- Ask yourself: what's imaginative and creative in your workplace right now?
- Imagine what it would be like to be in the most creative and imaginative workplace you could be.

### What is the soul or the spirit in our workplace

- Is it a place in which we can feel wonderful in our life and work?
- How would you describe the heart and soul of organisation? What makes it good and what feeds it?
- How do people relate to each other and what is good, respectful and transforming about this?
- What do you celebrate and what gives you joy?
- Imagine what it would be like if your workplace was an even better place to be.

**In summary** ask questions about your workplace, like:

1. What is already good or even great;
2. How can things be even better;
3. What do YOU need to become more wholehearted in your work?
4. What is ONE thing you could try out that might make a difference and take you one step closer to YOUR perfect workplace!

\*For an exploration of Archetypal Intelligence see the related Work in Progress 'Exploring Archetypal Intelligence' on the [Lifescape](#) website, click **here** to read it, or **here** to download it!. To read a related reflection on 'work and wholeheartedness' click **here**.

**Note:** The ideas in the third bullet point above are adapted from "Appreciative Inquiry" by Cooperidge and Whitney, 2005, Berret Kohler Publishers.

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