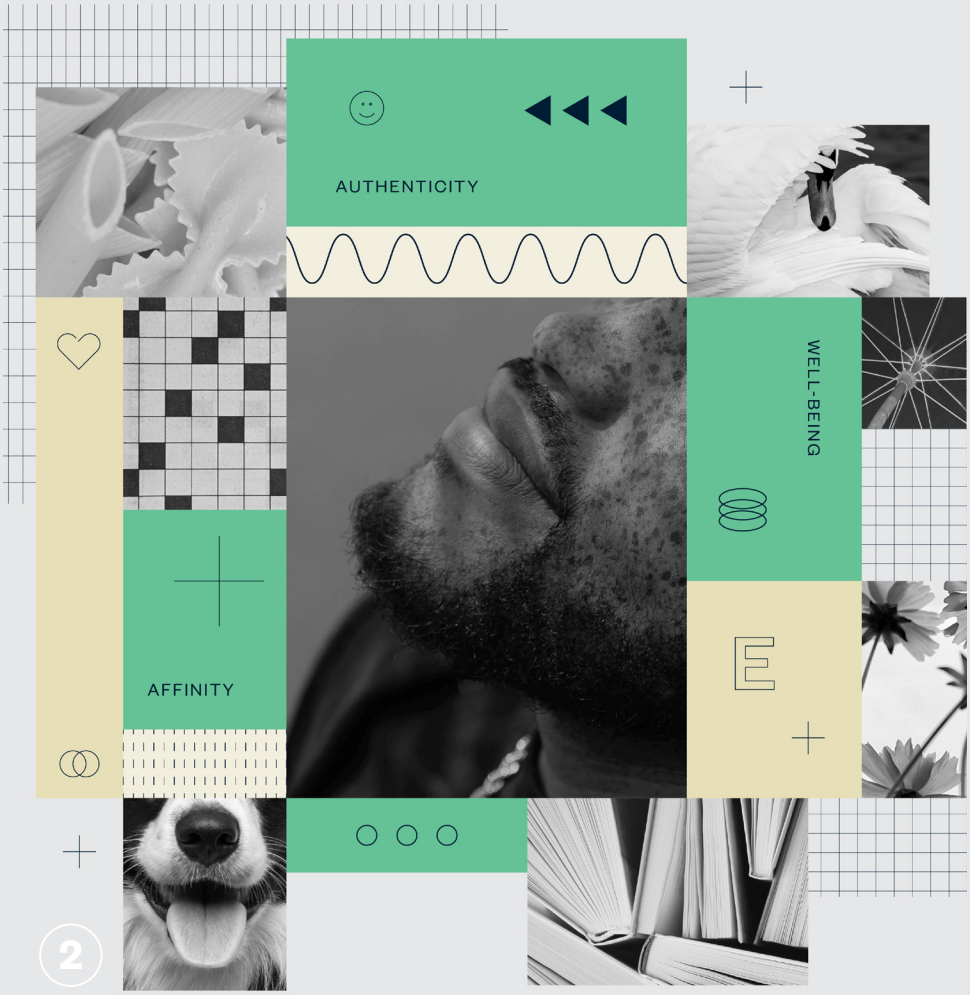
EMOTIONAL

HAWORTH

AFFORDANCES



A SERIES ON AFFORDANCES

2 OF 3

EMOTIONAL

NURTURING YOUR PSYCHOLOGICAL SIDE

E EMOTIONAL AFFORDANCES

The emotional affordances are the second piece of the framework, describing how environments can influence our experiences at work. Emotions occur in the body and brain, and even happen before deliberate assessment of a space. Therefore, positively impacting emotions serves as a foundation to perceptions and feelings regarding our environment.

> **To promote both well-being and performance, a workplace should evoke a range of emotions from the people who inhabit it.**

We look at the Emotional Affordances across three levels: Authenticity, holistic space level; Affinity, group/community level; and Well-Being, individual level.

AUTHENTICITY
"Feels Right"

Authenticity is the degree to which your external expressions reflect their internal states. From the standpoint of workspace design, authenticity describes how a space reflects the values and heritage of the organization and people to which it belongs. Grounding your workplace design through connecting it to organizational history is a powerful way to evoke feelings of authenticity. Haworth global headquarters in Holland, Michigan, features a multi-story wall built from wood reclaimed from late 1800s furniture manufacturers along Lake Michigan—a former hub for the logging industry. This helps emotionally root workers to the surrounding community and company history, which can increase employee motivation.

WELL-BEING
"Be Content"

Well-being is a subjective state of overall mental and physical health. In the workplace, well-being is facilitated through factors such as feeling autonomy, inspiration, security, and mental fatigue recovery, Biophilic (love of living things) design principles are often used in service of well-being. Biophilia incorporates the use of nature and natural elements to create spaces that improve attention and mood. For instance, simply having access to natural views can restore attention by eliciting soft fascination, a state in which attention is gently focused while still allowing room to address unresolved thoughts that might otherwise sap your thinking. In this way, spaces can be created to support recovery and get the mind back to performing its best.

AFFINITY
"Be Drawn Together"

A major component of emotionally flourishing at work is the ability to feel connected—to both coworkers and the job itself. Spaces can foster affinity in multiple ways, from facilitating belonging and interactions through layouts, to promoting organizational culture and trust. As an example of how space can promote belonging, one Haworth study (Emotive Qualities) found that adding soft, interactive seating at the end of workstations, as well as a warm color palette, increased feelings of belonging in participants. This suggests that inviting, informal seating that promotes conversations can contribute to belonging in the workplace. Such seemingly small actions can add up to build the emotional connections described by affinity.

The emotional affordances help us understand how workspaces can create rich emotive experiences, which can be a catalyst not only for productivity, but for well-being in the workforce.