

PERMAH in architecture practice

P positivity

INTENT Feeling good, maintaining an optimistic mindset and sharing it.

PRACTICES

- walk the studio floor with a smile
- bring lightness & humour to interactions
- generously check-in on wellbeing
- reflect on things that have gone well
- connect with nature & relaxation techniques
- make plans to look forward to

E engagement

INTENT Absorbed by your work where your highest skill strengths are matched to the challenge of the tasks.

PRACTICES

- allocate projects in line with strengths
- set challenges you'd like to achieve
- encourage goal setting and tracking
- support skills training & development
- continuous learning, exploration & enquiry
- ask about changes in behaviour

R relationships

INTENT Connecting with people for support, who you can reciprocate with connection and support.

PRACTICES

- champion diversity and embracing difference
- regular opportunities for in-person events
- use active listening techniques
- buddy catch-ups & formal mentoring
- sharing personal interests with colleagues
- develop smalltalk techniques

M meaning

INTENT Work serving a purpose bigger than yourself.

PRACTICES

- encourage forums for design discussion
- company values that explain the 'why'
- demonstrate care for someone in need
- volunteering or fundraising for a community
- sharing your knowledge
- learn something new

A accomplishment

INTENT Progressing goals you care about and being recognised for work done well.

PRACTICES

- recognise, praise and celebrate
- discuss lessons learnt
- mark milestone completions
- send personalised messages of thanks
- take stock when a task is completed well
- look for opportunities to build team profile

H health

INTENT A physical and mental baseline that supports everything else.

PRACTICES

- encourage social fitness activities
- provide and promote EAP services
- normalise talking about struggles
- walking meetings outside the studio
- support individual work / life balance
- promote having a full life outside of work