THRIVE™

BY MOORECO

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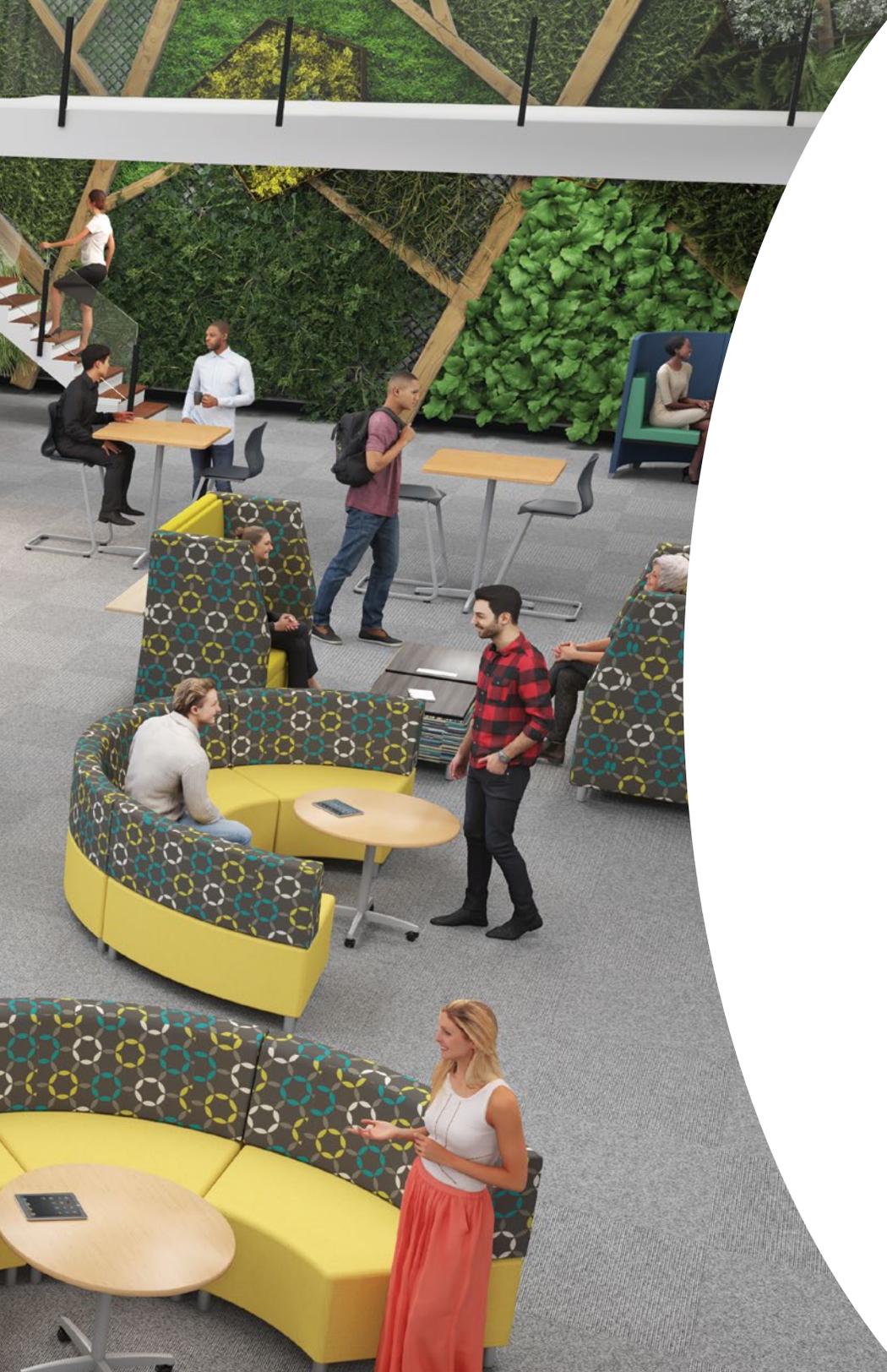
THRIVE™
BY MOORECO

To Thrive is to Be Your Best. Always.

Success and happiness go hand in hand. This is what it means to thrive. Having the opportunity to learn, grow, achieve, and find community provides the foundation for lifelong fulfillment. The Thrive philosophy was created to show how the conscious design of environments can impact human happiness and health for all.

Considering the six stages of development in the crucial periods of formation and influence, the Thrive philosophy encapsulates thoughtful consideration of every space—where all are supported, encouraged, and given the tools to succeed and grow.

Discover the world of Thrive by MooreCo

Thrive: The Six Key Facets of Human Development

Thrive *(verb)*: to grow or develop successfully: to flourish or succeed.

Our Thrive Philosophy was first conceived in 2019, founded on the six distinctive characteristics of human development: physical, intellectual, moral, spiritual, psychological, and socio-emotional development. Our mission was to create an awareness of a design philosophy that enabled everyone to thrive, despite limitations or circumstances. This mission has only become more important since that time. For students to reach their full potential in life, they must have the proper foundation to succeed. The same applies for workers wanting to excel and perform in their careers. This includes environments and tools that foster collaboration, inclusion, active learning, health, safety, sensory stimulation, and emotional wellness.

At MooreCo, our goal is to nurture optimal development in the journey from childhood to adulthood. As we constantly face new challenges, we have been on the forefront of finding solutions to address them and aid in recovery, so that a new renaissance of learning and working can take place. We continue to think outside of the constraints of the traditional classroom setting to design our products with collaboration and lifelong learning at the forefront. Our offerings include furnishings and tools that create balanced environments with individual needs in mind. Each piece is fully customizable and suitable for any environment.

We take pride in our ability to offer a full suite of products and services from our experienced team of interior designers, furniture engineers, project managers and space planners. ∎

Primary Education

Higher Education

Career & Adulthood

Spiritual

Spiritual development refers to one's connection with the human spirit. Practices like mindful breathing, journaling, or finding community with others can lead to a sense of harmony. Design has proven to also influence this sense of harmony. Spaces designed for music, art, and meditation are essential to lifelong spiritual growth. Using color, natural lighting, biophilic design, and the arrangement of furniture, rooms can be made to help increase one's sense of spiritual harmony and inner peace, even in schools or the workplace.

Intellectual

Intellectual development refers to the ability to comprehend, reason, and make decisions. Each learner and worker may thrive differently depending on their specific needs and learning abilities. Early adolescence is a period of heightened neuroplasticity. Experts suggest that balanced environments that provide both collaborative and individual space will help students expand their critical thinking, problem solving, and thrive.

Moral

Moral development is not just a foundational understanding of the difference between right and wrong. Young students and those in the workforce confront the daily challenge of wanting to feel included and fully accepted. From a design perspective, creating environments that foster inclusion comes from providing space and accessibility for everyone, so that environments are not only functional for all, but project a sense of belonging.

Social-Emotional

Social-emotional development refers to the awareness of one's own and others' emotions and feelings. Being able to recognize, regulate, and move through emotions in school or the workplace can reduce conflict and lead to a happier workplace or learning environment. Those who are adept at social-emotional literacy, or "soft skills" as they are often referred to, demonstrate greater capacity for leadership through empathy, communication, and conflict resolution skills.

Psychological

Human psychological development evolves throughout a lifetime and can be affected by events and circumstances. Trauma, isolation, bullying, and inequity can all influence a student's ability to learn and grow optimally. When students are in tune with their emotional and mental state, they are better able to navigate the world around them. Experts suggest that students thrive in multifunctional spaces that blend a traditional classroom structure that provides support, while providing some level of independence and personalized workspaces.

Physical

A healthy body is the key to a healthy mind. Physical development is an important consideration for any designer. This includes ergonomically-sound furnishings that will help preserve the health of everyone, as well as tools that will help adequately stimulate, support, and provide comfort to learners, educators, and workers with differing needs and abilities.

What Makes A Space Thrive?
Space Design Criteria

Intellectual: I Can Connect

Flexible furniture and technology tools that creates a balanced environment that supports all learning styles and abilities, provides sensory stimulus, improves student focus, and fosters connectivity and collaboration.

Psychological: I Can Learn Comfortably

Balanced room design that includes the spaces to recuperate alone or gather with others. Optimal adolescent psychological development comes from allowing students the freedom to discover how they work best.

Spiritual: I Feel Free to be Different

Mindful spaces for downtime, breathing, reflection, and gentle movement. Overstimulated learners benefit from calm moments and may find balance in learning areas that provide moments of rest.

Moral: I Feel Safe

Spaces designed to encourage diversity of thought, learning styles, and backgrounds. Inclusive furniture for accessibility, collaborative seating for open discourse, and the tools to allow students to express themselves and hear one another.

Physical: I Can Move

Ergonomic seating that facilitates optimal physical growth and health, enabling visual and physical movement, proper posture, and adequate stimulus. This provides energy to engage and stimulate while supporting high performance learning opportunities.

Social-Emotional: I Can Engage with Others or I Can Work Alone

Configurable work and rest environments where students can socialize, problem solve, and work together on common goals. Privacy pods for students and teachers to focus in accelerated learning groups.

Designing With The 6 Facets of Human Development

Collaboratorium designed with Thrive principles by our friends at Legat Architects

Educational designers Robin Randall and Sylvia Kowalk of Legat Architects designed this space with flexibility and collaboration in mind. The flexible furniture was configured to foster active learning, curiosity, and peer to peer interaction. A sensory environment which allows students to get in touch with their surroundings and promotes discovery.

Intellectual

Flexible furniture pieces that support collaboration, different forms of interaction, curiosity, and exploration lead to a more agile brain.

Physical

The entire learning environment needs to support visual and physical movement, proper posture, and ergonomics. This provides energy to engage and stimulate students while supporting high performance learning opportunities.

Moral

Provide furniture solutions where students can express themselves while listening to others, where ideas and thoughts can be expressed safely and empathetically.

Spiritual

Provide students a place to recharge, relax and renew. Sylvia reflects that spiritual development is a connection to soul. Nature touches the soul, creating the sensation that we are "connected to something bigger than [ourselves]."

Social-Emotional

Create a casual and inviting environment where students can socialize with each other. Community tables promote casual interactions where everyone is welcome.

Psychological

By giving students different seating options different work area solutions, the learning environment becomes a place of individuality, freedom, and self-discovery.

Be empty of worrying
Think of who created thought
Why do you stay in prison
When the door is so wide open
Move outside the tangle of fear thinking
Live in silence
Flow down and down
Into always widening
Rings of being

–Rumi

"When we're dealing with emotions, or the emotions of a place or design, we can use these elements to inspire us or guide us in our design journey."

— *Will LeStrange, Feng Shui Consultant*

/PIRITUAL DEVELOPMENT

Human Connection & Personal Purpose

Spiritual development refers to one's connection with the human spirit. Health practices like mindful breathing, journaling, or finding community with others can lead to a sense of harmony. Design may also influence this sense of harmony. Spaces designed for music, art, and meditation are essential to lifelong spiritual growth. Using color, lighting, and the arrangement of furniture, rooms can be set up to increase one's sense of spiritual harmony and inner peace, even in schools or the workplace.

Will Le Strange is a Feng Shui consultant who has studied in China and worked personally with the Dalai Lama, and has collaborated with MooreCo's design team to share his knowledge on harmonious design. Will emphasized the importance of balancing energies in healing practices. This means understanding the value of polarities in nature and in ourselves. He used the example of Yin and Yang to demonstrate giving equal attention to both energies in design. He used MooreCo as a successful example of creating these balanced spaces for educational environments, and pointed out the benefits of providing both restful, calm spaces that create solitude and spaces that facilitate energetic collaboration. ∎

Start Them Young

Anxiety is the leading mental health issue among today's youth. Adolescents and young adults (known as Gen Z) are struggling with mental health more than previous generations. Following the pandemic, it will be important to prioritize mental, physical, and emotional health. Educators, parents, and school designers would be remiss to discount the benefits of considering students' spiritual development when creating spaces and schedules for student health. This doesn't mean subscribing to a certain system of belief. It can be as simple as integrating space for silence, breathing, and reflection. Biophilic design and outdoor areas can also act as a respite from daily stress.

Educators are adopting a holistic approach to how students cope with anxiety. Mindfulness techniques like breathing exercises and guided meditations are quickly being integrated into daily curriculum. Research finds that practicing mindfulness can increase attention, improve interpersonal relationships, and strengthen compassion.

Design for mindfulness requires thoughtful spaces where individuals can easily access tools to help them relax. Quiet spaces, decompression areas, or calming corners and furniture like wobble stools, bean bag chairs, and floor cushions will help them autoregulate. Outdoor classrooms with outdoor bean bags and mobile seating provide the space to breathe freely and feel closeness with nature. The benefits of mindfulness in education include stress and anxiety management, increased compassion and resilience, empathy development, and heightened cognitive attention, as well as helping students develop the ability to listen to their own needs. ■

"Spirit comes in, and of course, when it comes to schools, we've got to accommodate the needs, the different ways that children learn."

— Will LeStrange, Feng Shui Consultant

Individual Spaces

By providing space for independent work, you provide room for growth of a sense of self-reliance, as well as a way to decompress from overstimulation.

Small Group Spaces

Smaller groups allow for more personal and intimate peer-to-peer conversation, collaboration, which can help foster and bolster confidence and empathy.

Community Spaces

Providing a communal large group space in your environment allows students to collaborate and learn from one another, both academically and socially to develop a sense of belonging.

Designing For Mindfulness

Interior Design

Sustainable Eco-Design

Traditional Feng Shui

Environmental Psychology

EMFs & Geopathic Stress

Holistic Healthcare
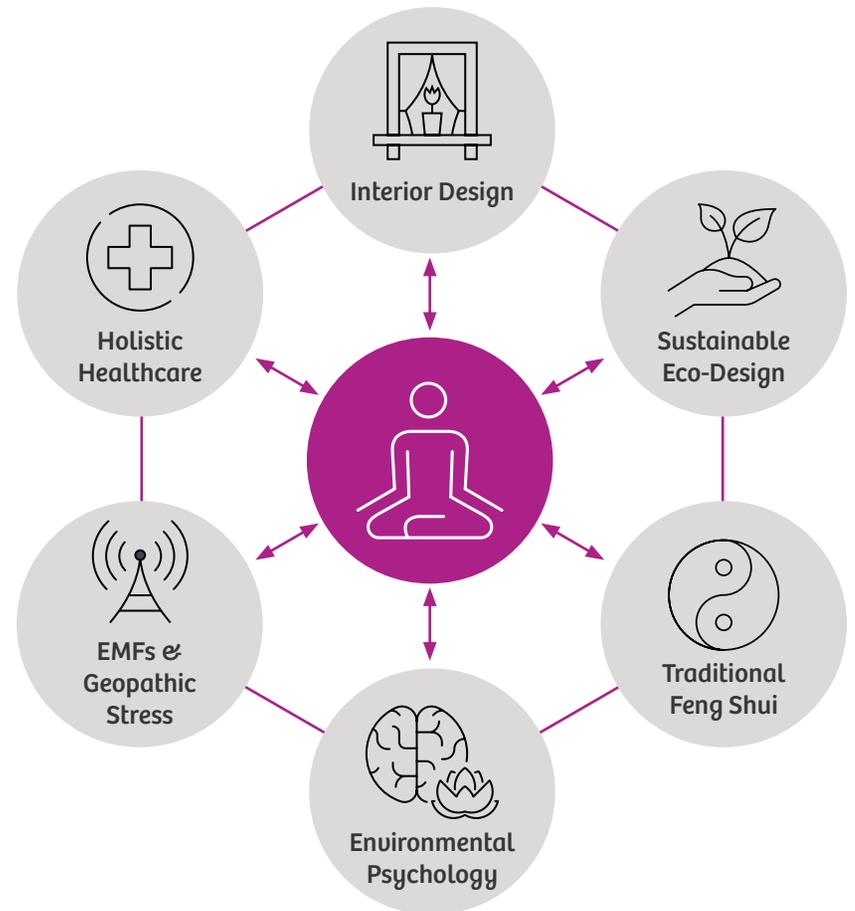
Mindfulness in the Workplace

Corporations today are investing in opportunities for their employees to exercise mindfulness in the workplace. Employers have seen improvements in employee productivity and overall motivation, while significantly reducing healthcare costs. The stress placed on workers throughout the pandemic has led to varied work situations like flex schedules and the ability to work from home. It's now more important than ever to consider the holistic health of workers to ensure they are maintaining a work/life balance. This leads to heightened productivity and employee retention.

Even while working long hours, a balance between work and life can be attained by supporting workers' wellbeing. An emphasis on physical and mental health in the workplace is common in top-performing companies. Studies show that mindful teams experience fewer interpersonal conflicts and are more results oriented. Mindfulness in corporations is used to counterbalance the speed of the digital age and make people more present. Practicing mindfulness helps leaders focus, overcome peak levels of stress, and boost employee engagement.

Designers tend to rely on natural elements that enhance the atmosphere and promote mindfulness. An abundance of natural light is favored by using large scale windows and glass doors. Biophilic design is a growing trend that promotes human connectivity with nature through natural materials, sunlight, vegetation, and landscape views. Natural light triggers our biorhythms, and the sound of water can slow down our heart rate. Research shows that biophilic design enhances productivity, creativity, and performance. ∎

"We know that deep breathing has really important benefits. Not only increasing oxygen to the brain, which of course, is important for ideal brain function. But we know that deep breathing also reduces stress chemicals."

— Lisa Harris, OT

Some nights

students return to me

like salmon to their spawning bed.

They shake my hand

and sit across from me

and tell me what they have done

what they will soon be doing.

I remember all their names

and just where each one sat

in my classroom.

Still, when they tell me

what they learned,

it's not what I remember teaching

— Cecil W. Morris

Intellectual Development

Independent Thought & Reasoning Skills

Intellectual development refers to the ability to comprehend, reason, and make decisions. Each learner and worker may thrive differently depending on their specific needs and learning abilities. For each student to flourish, they must feel a sense of belonging and systemic support. That comes from community, educators, and even the environments they learn in.

Classrooms and the workplace can be designed to be inclusive spaces that meet the needs of learners with differing abilities and special needs. Because adolescence is a period of heightened neuroplasticity, students of this age are quickly learning to develop their own sense of identity. They are encouraged and supported in balanced environments that provide both collaborative and individual space where they may thrive. ■

Challenges for Young People:

- Dealing with authority
- Taking risks
- Experimenting with drugs, alcohol, and sex
- Challenging moral and social structures of society
- Seeking spiritual paths (organized or cult religions)
- Getting a job
- Changing schools or educational environments
- Developing relationships
- Understanding sexuality
- Renegotiating rules at home

What are the "jobs" of adolescence:

- Gain independence
- Maturation
- Development of intimate relationships with peers
- Development of personal identity

Adolescence as Opportunity:

- Continued brain changes (myelination, synaptic pruning)
- Exquisite sensitivity to environmental change (spike in dopamine sensitivity)
- Fastest thinking of your life
- Waiting for long-term goals
- Great neurological plasticity

5 Principles of Cognitive Development in Adolescents:

1. Remembering
2. Understanding
3. Applying
4. Evaluating
5. Creating

Cognitive Learning

"We should include teens in decision making when it comes to design or classroom changes. They need predictability, but they also love peer interaction and flexibility in design, depending on their mood."

— Dr. Jessica Church-Lang, Texas Learning Disabilities Center, UT

Dr. Jessica Church-Lang is the Head of Austin Area Neuroimaging at the Texas Learning Disabilities Center at the University of Texas. Dr. Church Lang has used MooreCo as an example of balanced environments and her findings have been a key contribution to our Thrive philosophy. Flexible furniture accommodates individual learning needs for optimal intellectual and social development. She says that the four "jobs" of an adolescent are to gain independence, create relationships with peers, to establish personal identity, and to mature. Therefore, creating ideal environments for teens is about enabling cognitive learning through group interaction and individual-focused study so that students may focus on these "jobs".

Collaborative learning is crucial for higher education because it provides the real-world experience to prepare students for the workplace. Group problem-solving activities that challenge students to use logic, creativity, and teamwork help engage them in the learning process. There are five principals to cognitive learning: remembering, understanding, applying, evaluating, and creating. Providing space for students to gather facilitates social interaction and cognitive learning simultaneously.

Tables and chairs that are easily movable from individual to group configurations are ideal. Tables and desks with writable surfaces encourage students to express themselves and problem solve together. Technology integration provides quick access to data and resources. Soft seating options relax the space and create areas to unwind, increasing productivity and morale. ■

Technology In Education

Foundation To Tomorrow's World

In the era of social distancing, life became dependent on digital interaction. Much of this continues and will into the future, as global connectivity continues to be a priority for education and work life. Whereas technology was once considered a luxury, it's now a necessity. Distance learning drew awareness to the lack of accessibility many students faced. Without dependable internet access, laptops, and tablets, existing learning gaps widened.

Technology has proven beneficial for students to learn at their own pace, absorb information, and discover solutions. Technology helps level the playing field and create equal learning opportunities for everyone, not just in schools and higher learning, but in the workforce they will enter. Digital tools let students collaborate in new ways, question the world around them, connect, create, and stay curious about topics they find interesting.

Educational environments that center around tech build student skill, creativity, and community. STEM labs, collaboratoriums, and esports spaces can easily be outfitted with h ergonomic chairs for gaming, makerspace tables, and charging stations to keep students powered all day long. ∎

> "There are so many teen activists learning a lot about world events and problems, that are out there really spreading information and reaching each other in ways that were not possible before our online worlds grew more developed."
>
> — Dr. Jessica Church-Lang,
> Texas Learning Disabilities Center, UT

Advantages of Creative Leadership in the Workplace:

· Problem Solving
· Mentoring
· Self-Growth
· New Idea Generator
· Positive Workplace Mentality
· Conflict Resolution

Creative Thinking

The adolescent phase is a crucial time for the development of creativity and self-expression. Dr. Chris Fagundes, Associate Professor of Psychology at Rice University pointed to the "loner myth" that suggests that teens who work or learn best are somehow isolating themselves in an unhealthy way. He says that, on the contrary, students need to be able to discover their own way of working best. Whether that be through the performing arts, working alone, gaming, or individual creative endeavors, learning how to work best will ignite a student's ability to think creatively for life.

In the workplace, creative thinking involves looking at something in a new way and is one of the most important qualities of a modern business leader. This often involves lateral thinking, or the ability to perceive patterns that are not obvious. Leaders must have the courage to abandon their traditional and rigid structures in favor of new ways of solving problems.

Creative people often devise out-of-the-box methods for completing tasks, solving problems, and meeting challenges. They bring a fresh and sometimes unorthodox perspective to their work that can be extremely valuable to their company. Creative thinking can help departments and organizations develop new strategies and grow in more productive directions. Creative leaders must also be able to facilitate tough conversations and question biases within the workplace to create a more inclusive atmosphere.

There are several advantages to creative leadership within companies: problem-solving, mentoring, achieving growth, discovering new ideas and answers, and fostering a positive workplace mentality.

To design spaces that promote creative thinking, a designer must consider what elements make people creative. To some, creativity flourishes in messy and noisy areas. To others, creativity requires seclusion, privacy, and quiet. Many opt for movement in favor of traditional chairs and desks. Communal seating, sit and stand-up tables, wobble stools, and mobile furniture are flexible options to integrate movement in the workplace. Designers recommend adding graceful and geometric patterns or strong accent colors to walls to spark imagination. ■

"Move toward making environments much more reflective of the workplace I think is a very good thing."

— Dr. Chris Fagundes, Professor of Psychology, Rice University
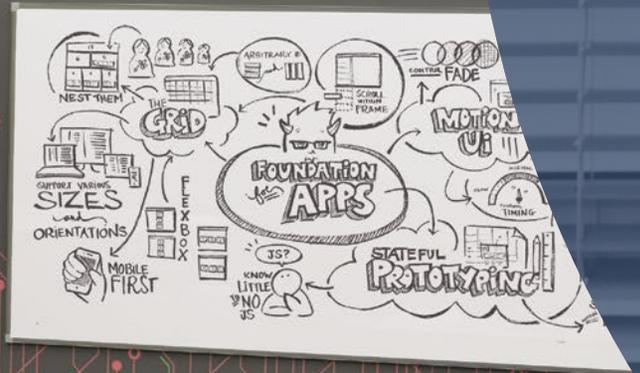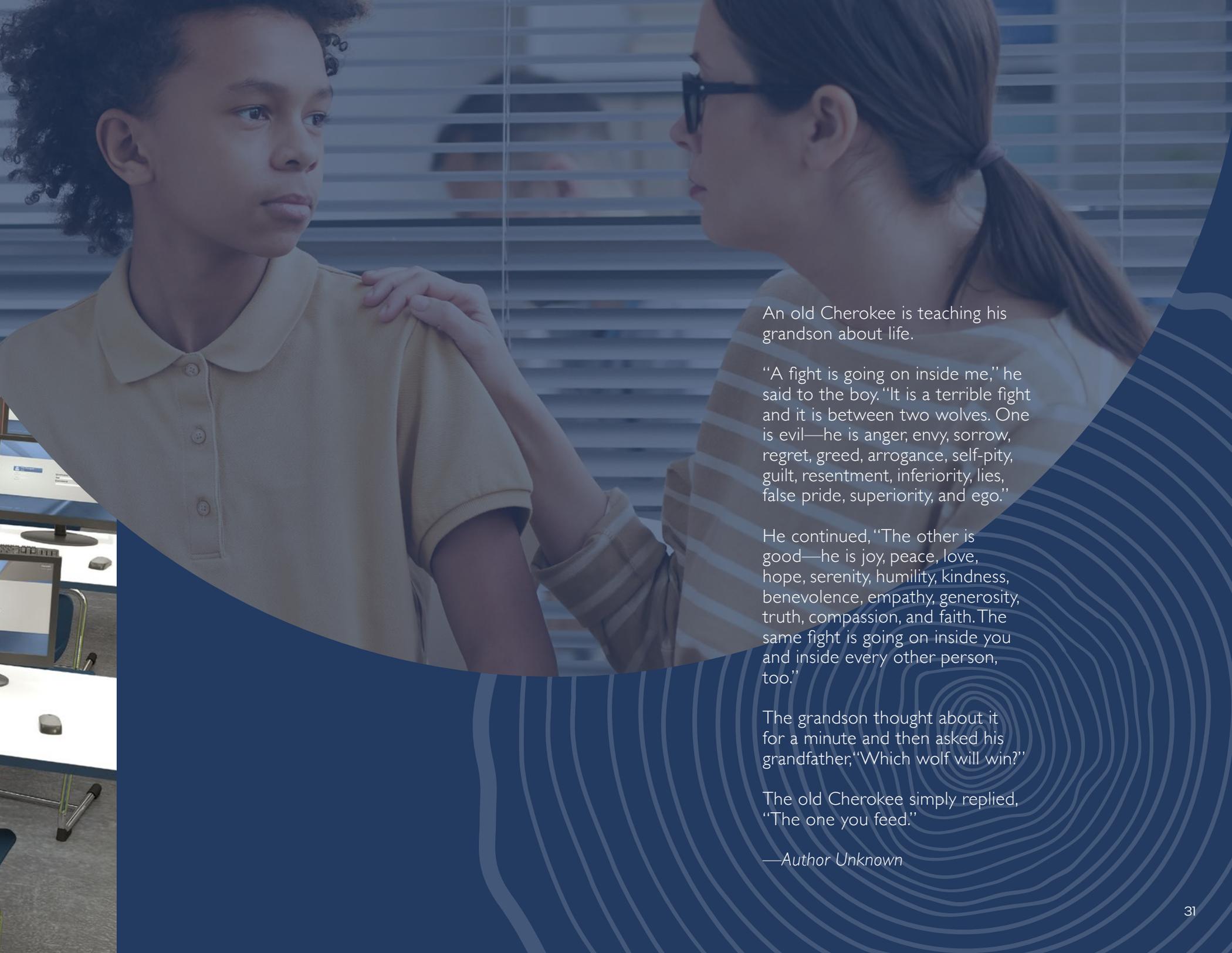
An old Cherokee is teaching his grandson about life.

"A fight is going on inside me," he said to the boy. "It is a terrible fight and it is between two wolves. One is evil—he is anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego."

He continued, "The other is good—he is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion, and faith. The same fight is going on inside you and inside every other person, too."

The grandson thought about it for a minute and then asked his grandfather, "Which wolf will win?"

The old Cherokee simply replied, "The one you feed."

—*Author Unknown*

MORAL DEVELOPMENT

Principled Choices & Value Definition

Moral development is not just a foundational understanding of the difference between right or wrong. Young students and those in the workforce confront the daily challenge of wanting to feel included and fully accepted. From a design perspective, creating environments that foster inclusion comes from providing space and accessibility for everyone, so that environments are not only functional for all, but project a feeling of inclusion and belonging.

Behavioral ethics is the study of how people make ethical choices, with or without their conscious awareness. Cara Biasucci is on the Governing Board of the National Ethics Project and part of the Center for Leadership and Ethics at the University of Texas. Her contributions to MooreCo's Thrive philosophy speak about the importance of ethics education in higher education and the workplace. Her findings shed some light on the opportunities that can come from teaching students and young adults to be aware of their own motivations and biases. She pointed out that because the brain isn't fully formed until the age of 24, ethics education in the early stages of adulthood can be extremely beneficial since it is a formative time. This means that for teens and those in the workforce, it is vital to supporting the physical and psychological needs of users, so everyone can collaborate and work equally. ■
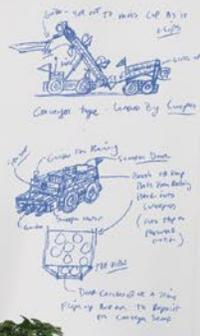
"When we're in environments, for example, where people are acting ethically, we're going to be more likely to also follow suit."

— Cara Biasucci, Director of Ethics Education at the University of Texas

Social Design

DESIGNING WITH COMMUNITY IN MIND

"You need to create an environment of psychological safety, and you need to learn about all the biases and pressures that unconsciously affect your decision making and your thinking."

— Cara Biasucci, Director of Ethics Education at the University of Texas

The pandemic made it clear how important healthcare workers and environments are for a functional and healthy society. The focus of healthcare design in the past was focused on the practicality of space maximization. To support the mental health and stamina of healthcare workers and to provide a space that promotes healing for patients, design going forward must center around a communal experience. Unlike traditional design, focused on the individual user experience, social design includes relationships and addresses the needs of whole communities.

Social design is about perception. Healthcare facilities are designing spaces that can be embraced by patients, relatives, physicians, nurses, and administrators. Lobbies, common areas, and dining spaces are viewed as comforting amenities, particularly for those spending extended periods of time in the hospital.

Contemporary and casual furnishing help to create a relaxed ambiance in an otherwise uncomfortable space.

Incorporating seating options such as bar stools, booth seating, and communal tables boost the overall experience in dining, lounging, and personal spaces.

A crucial element of social design is the integration of modern technology as a part of the facility. Automation is a cost-effective and time-saving solution for healthcare practices. Digital kiosks and individual check-in stations are now common, as they expedite the appointment process and provide vital information to physicians instantly.

Concierge services are essential to elevating the overall patient experience in healthcare facilities. Privacy pods, carrels, and individual workstations help combine the social and individual aspects of user experience. Easy-to-clean fabrics and furniture can help reduce the spread of viruses in healthcare settings. Mobile partitions provide space when overcrowding becomes an issue. Spacious reception desks, warm natural lighting, and contemporary finishes all reinforce a visitor's perception of being welcoming and feeling safe. ■

esports & DEI:
spaces designed for everyone to succeed

> "Creating a space where like-minded kids can feel comfortable, can build relationships, and work together is an important part of developing community."
>
> — Alexa Feldman, Interior Designer Coordinator, LPA Design Studios

There are many benefits to esports and fostering diversity, equity and inclusivity. Playing sports through technology not only translates to developing a skill set that is ideal for tech jobs, but it entices the same emotional process an athlete experiences on sports: practice to master a skill, focus and persistence, self-confidence, team building, and the emotional journey of victory or loss. Esports allows participants to prove their capabilities and skill set without considering strictly their physical aptitudes.

Students have manifested feeling at peace and less anxious while practicing e-sports and feel connected with their team members as well as their opponents. The combination of technology and flexible furniture supports relationship growth and development. Esports also fosters inclusivity and diversity encouraging students from different backgrounds and abilities, preparing them to succeed in the workforce.

Alexa Feldman, Interior Designer Coordinator at LPA Design Studios mentions that creating different zones within an esports arena gives any individual person a unique experience allowing students to find the space where they feel more comfortable to succeed in. ∎
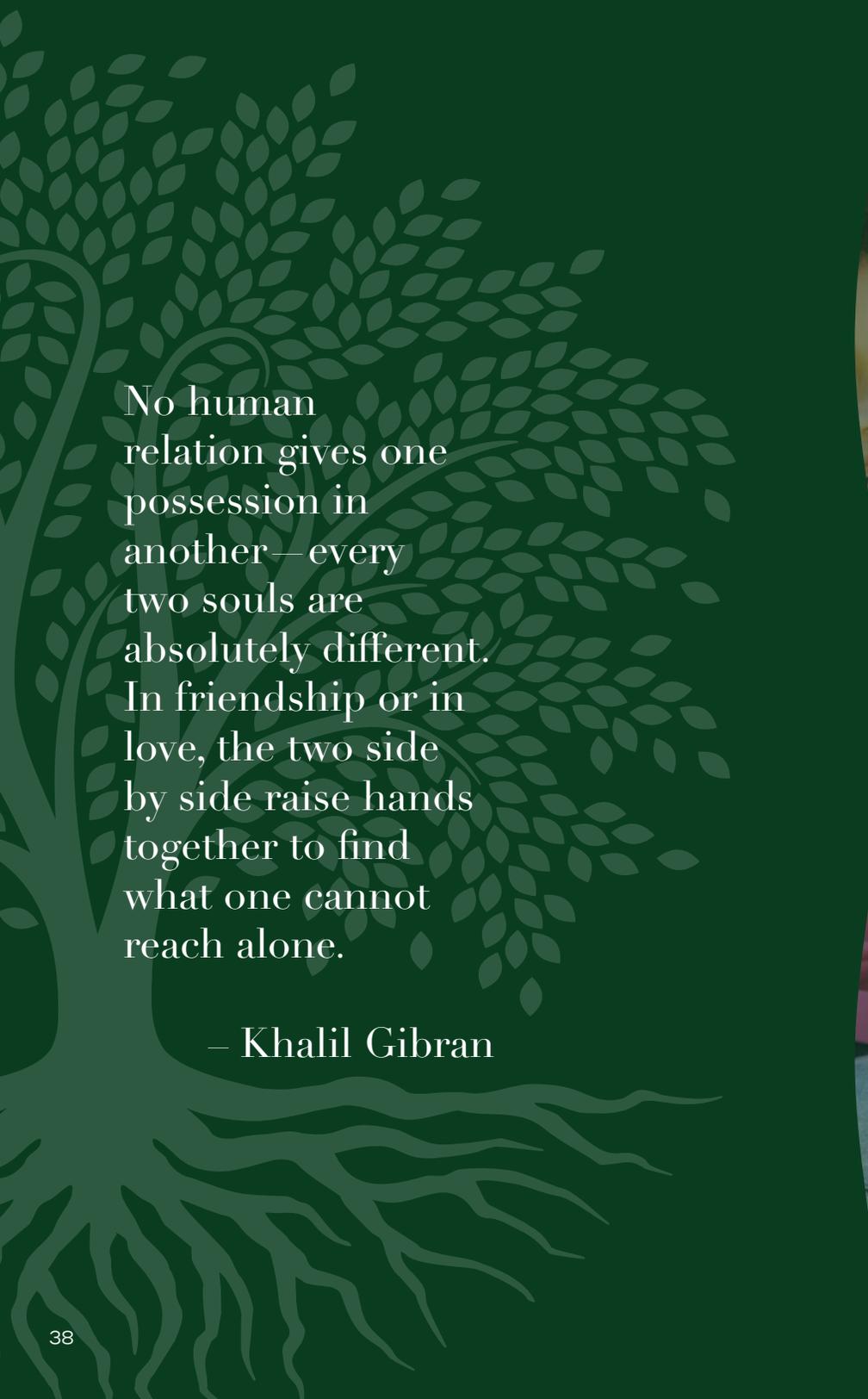
No human
relation gives one
possession in
another—every
two souls are
absolutely different.
In friendship or in
love, the two side
by side raise hands
together to find
what one cannot
reach alone.

– Khalil Gibran

"We have to prepare students for the tests of life, not for a life of tests."

— Dr. Maurice Elias, Professor of Psychology, Rutgers University

ional development

Social-emotional development refers to the awareness of one's own and others' emotions and feelings. Being able to recognize, regulate, and move through emotions in school or the workplace can reduce conflict and lead to a happier workplace or learning environment. Those who are adept at social emotional literacy or "soft skills", as they are often referred to, demonstrate greater capacity for leadership through empathy, communication, and conflict resolution skills.

Dr. Maurice Elias is Professor of Psychology at Rutgers University and the Director of the Rutgers Social-Emotional and Character Development Lab. And has been a valuable collaborator to our research on the value of social-emotional literacy in schools. He says that socio-emotional skills are necessary for students and workers to thrive. The benefits of social emotional and soft skills are: increasing a sense of inclusion, fostering collaboration, creating civil discourse, developing lifelong relational skills, and increased teacher and employee retention. ■

Emotional Intelligence in Education

It's time to rethink the traditional classroom and create environments that foster emotional intelligence, academic achievement, and inclusion in learning for all. Dr. Maurice Elias says that the opportunity for students to engage with one another and work on solving problems that affect the whole group lead to self-confidence and leadership. Giving students the spaces to work together allows them to assert themselves and resolve conflict in a healthy way. It also encourages the sharing of different thoughts and perspectives, which can lead to both empathy and inclusion. Dr. Elias emphasizes that SECD be taught in a coordinated way to promote youth voice, and to establish goal setting in school to positive purpose.

Teachers recognize the importance of positive peer interaction as young adolescents possess a strong urge for belonging. Dr. Elias shares that some strategies to promote SEL Instruction include: Peer Opinion Sharing, Debating (Respectful and Empathic) and Plan Problem Solving. This leads to curiosity, experimentation, and dialogue between students. As much as students must engage in active learning, it is important that teachers also practice active listening.

The modern classroom configuration gives students the freedom to explore their personal learning style and work in comfort, while establishing the emotional skills of empathy, respect, and collaboration. Adding areas for individual workspaces that keep the user integrated into the environment is important. If students aren't engaged, it hinders the brain's ability to form connections and retain complex concepts. This innovative classroom structure will inspire the teamwork and innovation students will need in the workforce. ■

"Positive, engaging, supportive character building school, climate and design, is the number one issue."

— Dr. Maurice Elias, Professor of Psychology, Rutgers University

Strategies to Promote SEL in a Classroom:

- Opinion Sharing
- Debating (Respectful & Empathetic)
- Problem Solving

Emotional Intelligence & Leadership

> "We actually get less teacher turnover when social, emotional, and character development is present in their schools."
>
> — Dr. Maurice Elias, Professor of Psychology, Rutgers University

The workforce is changing. As much as students need to be proficient in "hard skills" like math and digital literacy, there is an existing skills gap needed for what are considered "soft skills". There is more demand for workers who can think creatively, lead with empathy, work well within a team. Dr. Elias says that emotional intelligence and leadership go hand in hand. Leaders with high emotional intelligence can build rapport and trust with their employees. Emotional intelligence allows leaders to view their team members as individuals with unique abilities, backgrounds, and personalities.

Workplaces today must be carefully designed to promote emotional intelligence. Understanding the team members and workplace culture is fundamental for designing environments that drive communication, interaction, active listening, team building, and creative thinking. Open spaces, flexible seating, accessible visual communication tools, and separate meeting areas are all elements that foster comfort inspiration, and trust in the workplace.

Applying emotional intelligence in the workplace can reduce stress, increase employee retention, and boost productivity. The best leaders can empathize with all team members and look out for the good of the whole. Emotional intelligence sets the tone for proactive thinking, handling change, and easy adaptation to new methods and systems. Therefore, it is imperative to nurture SEL in schools and educational environments. ■

Full of trust you left home,
and soon learned to walk the Path
making yourself a friend to everyone
and making everyone a friend.

When the whole world is your friend,
fear will find no place to call home.

And when you make the mind your friend,
you'll know what trust
really means.

Listen.

I have followed this Path of friendship to its end
And I can say with absolute certainty

It will lead you home.

—*Unknown Buddhist Nun*

> "When students take up meditation, it alleviates their anxiety, the classroom climate becomes much more amenable to high level learning and it boosts academic performance"

— Dr. Chris Fagundes, Professor of Psychology, Rice University

"Intelligence plus character...
That is the goal of true education."
— Martin Luther King, Jr.
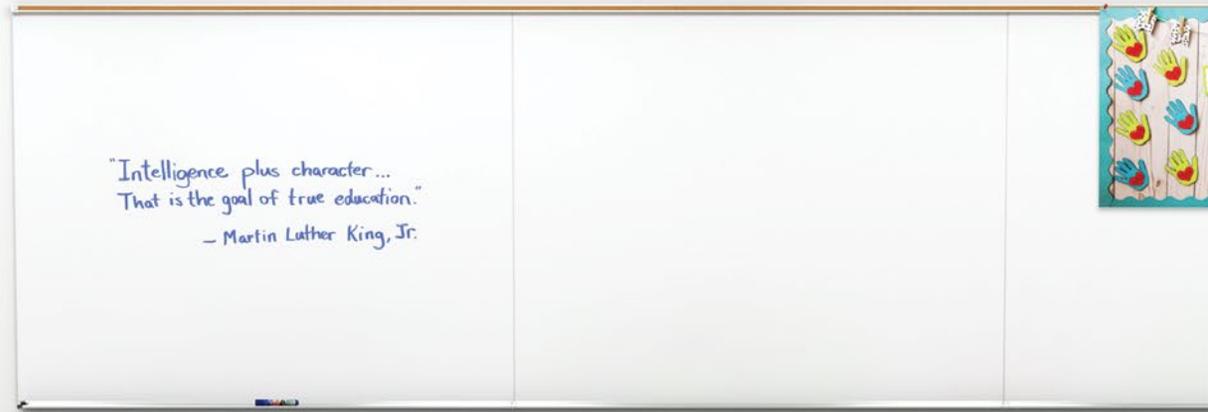
psychological development

Identity Formation & Independence

Human psychological development evolves throughout a lifetime and can be affected by events and circumstances. Trauma, isolation, bullying, and inequity can all influence a student's ability to learn and grow optimally. When students are in tune with their emotional and mental state, they are better able to navigate the world around them. Experts suggest that students thrive in multifunctional spaces that blend a traditional classroom structure that provides support, while providing some level of independence and personalized workspaces.

Dr. Chris Fagundes is a professor of psychology at Rice University. His expertise focuses on psychological development and the adolescent brain. Dr. Fagundes has spent his career studying the teenage brain and teen resilience. He emphasizes on the importance of the conditions and environments that help teens flourish as individuals. His research mentions the importance of spaces that encourage students to find their own best way to work. Meditation and quiet areas, collaborative learning setups, personal areas for individual work, and engaging rooms for the arts and extracurricular activities will help students grow optimally. ■

Designing to Foster Psychological Development

Dr. Fagundes and Dr. Church-Lang focus on brain development during adolescence. They both acknowledged that teens thrive finding a sense of community with others, but that the need to socialize must be balanced with the opportunity to retreat and spend time alone. Design that fosters psychological development provides options that create the pathway to independence and self-awareness, as well as group interaction.

1. Create spaces for accelerated learning with configurable furniture for breakout groups that will aid in recovery from learning loss during the pandemic.

2. Prioritize mental wellbeing and productivity by creating areas for relaxation that include stools, beanies, and soft seating that will allow students to breathe, reflect, and take a brain break.

3. Promote a sense of belonging by allowing teens to establish both a sense of individuation and a sense of belonging to a whole. Accessible, mobile furniture like media spaces that encourage sharing will create a sense of openness.

4. Help individuals flourish by providing them spaces that help eliminate distraction. Privacy pods, carrels, and reading nooks give individual learners who may be easily distracted or overstimulated the option to learn and think alone.

5. Keep students engaged by creating spaces for creation and the arts by using makerspace tables and mobile furniture. Participation in the arts will help them process and express complex emotions, while increasing self-confidence.

3

5

2

"Kids want to go to schools that help them develop a sense of positive purpose and character."

— Dr. Maurice Elias,
Professor of Psychology,
Rutgers University

HONEY BEE
Apis mellifera

"We all feel a certain amount of peer pressure, depending on our age and stage in life and the environments in which we work and live."

— Cara Biasucci, Director of Ethics Education at the University of Texas

corpora

Culture is an integral part of a business and affects nearly every aspect of a company. Defining a strong and positive corporate culture helps employees to feel and perform their best. Positive company culture can also have a far-reaching impact on recruitment, employee loyalty, job satisfaction, collaboration, work performance, employee morale, and overall stress levels. Authentic positivity in the workplace comes from an understanding of the importance of communication, diversity and inclusion, and an investment in the health and lives of employees.

More than 75% of employees who experience workplace stress say that it carries over to their personal lives. Employers who are interested in maintaining a strong workforce have the responsibility to invest in programs and environments that help employees reduce stress and stay well. Interior design directly impacts how team members feel and work in a space with one another. A workplace that encourages open communication and problem solving strengthens morale and outcomes.

As a new generation enters the workforce, there will be even more of an emphasis on creating optimal work and life balance. Generation Z and newer generations are already being introduced to spaces that promote collaboration, dialogue, and technology integration. It is only natural for them to perform their best in environments designed to maximize their performance as they transition into the workplace. ■

te culture

Text visible within the image (whiteboards):

GROUP TALK TIPS

Phrases for Leaders

Phrases when struggling

the sketchnote ha...

WHAT

Sketch notes ← pen

small notebook

Not ART!

Rich visual n...

Simple buildin...

circle   rectangle   tria...

LISTENING

- actively listen
- immerse yourself in the presentation
- Cache ideas (temporary holding space)
- Recognize patterns

You'll get better with PRACTICE

PROCES...
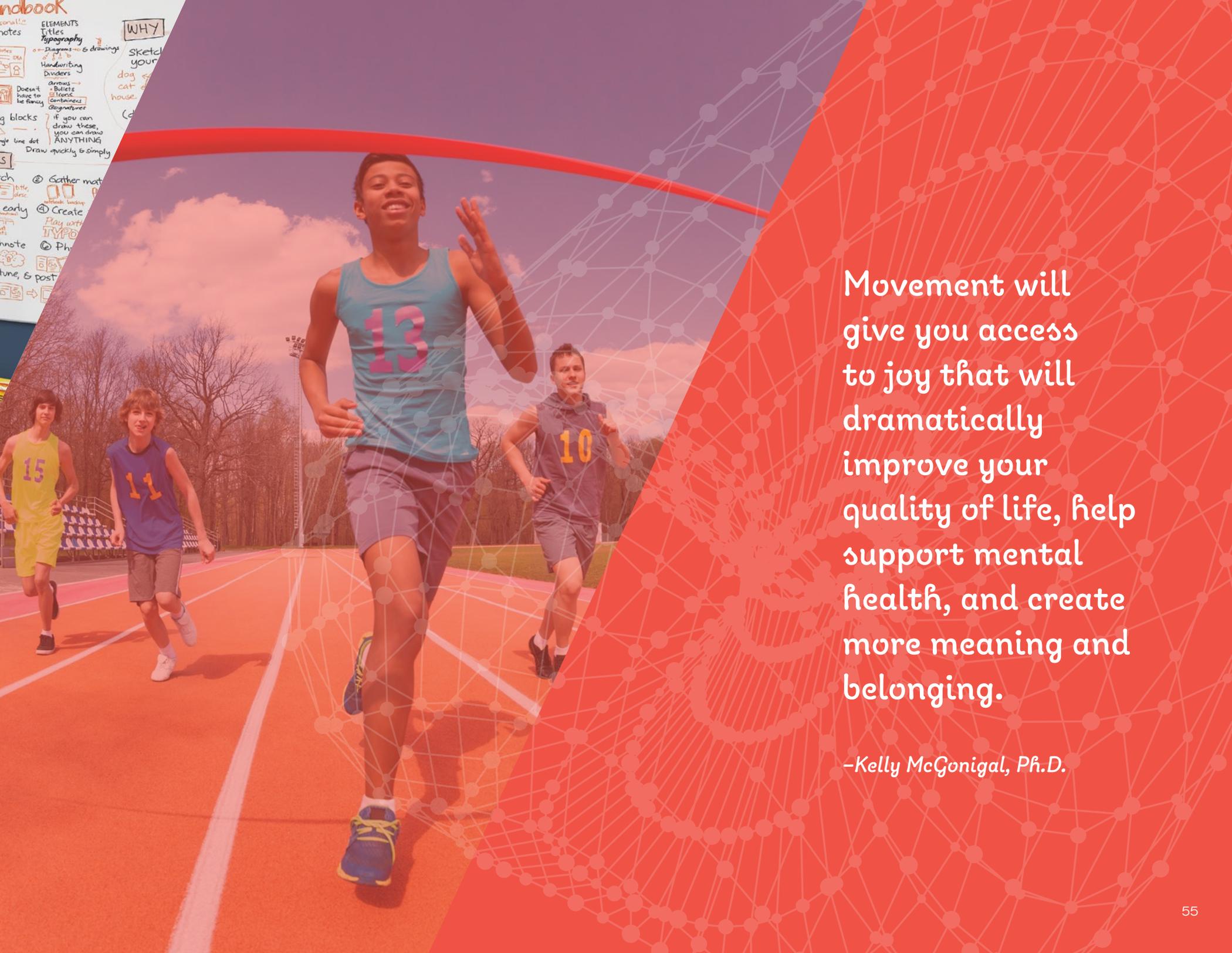
① Resear...

② Arrive...

⑤ Sketch...

⑦ Scan...

Movement will give you access to joy that will dramatically improve your quality of life, help support mental health, and create more meaning and belonging.

–Kelly McGonigal, Ph.D.

physical de♥velopment

Bodily Growth & Fine Motor Skills

A healthy body is the key to a healthy mind. Physical development is an important consideration for any designer. This includes ergonomically-sound furnishings that will help preserve the health of everyone, as well as tools that will help adequately stimulate, support, and provide comfort to learners with differing needs and abilities.

Dr. Amy Rohsner, PT and Dr. Lisa Harris, OT are the co-owners of Healthworks Ergonomics in Austin. They have provided in-depth insight to MooreCo on how to help improve student focus by stimulating different types of learners. This can lead to improved concentration, self-esteem, and a sense of inclusion. It also helps to keep students developing well physically, keeping them moving throughout the day and establishing good habits for life. ∎
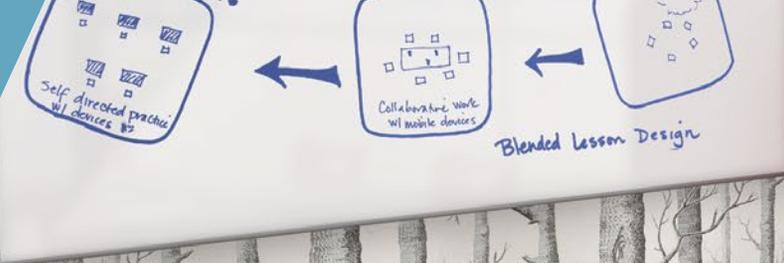
"Different people thrive in different environments. It's really amazing to think about how much of an impact this sensory environment has to do with learning."

–Lisa Harris, OT

Creating environments for optimal physical development requires a multitiered approach. Ergonomic furniture that supports the health of the skeletomuscular system and prevents injury is required. In addition, support must be given to adequately support the vestibular and nervous system, meeting the stimulus needs of each learner. Dr. Harris and Dr. Rohsner say that the four learning types are: seekers, bystanders, avoiders, and sensitive learners. All require special accommodations for adequate focus. This can be attained with flexible and active seating options that balance a need for alone time and group learning.

The most physical learning style is kinesthetic, where individuals absorb information through touch, movement, and motion. Tectonic refers to the art of construction, both in relation to use an artistic design. MooreCo's Hierarchy line was designed with core concepts to support all learning styles. Furniture that encourages movement and proprioception like wobble stools, rocking chairs, makerspace tables for hands-on activities, and sit-to-stand tables will all encourage kinesthetic learning. ■

1 Seekers:

Seeker learners are busier than average, more engaged in the sensory experience of learning and school. They want the loud concert, bumping and rolling and crashing into things. Standing desks are ideal to eliminate the extra energy without the motion.

The 4 Sensory Aspects
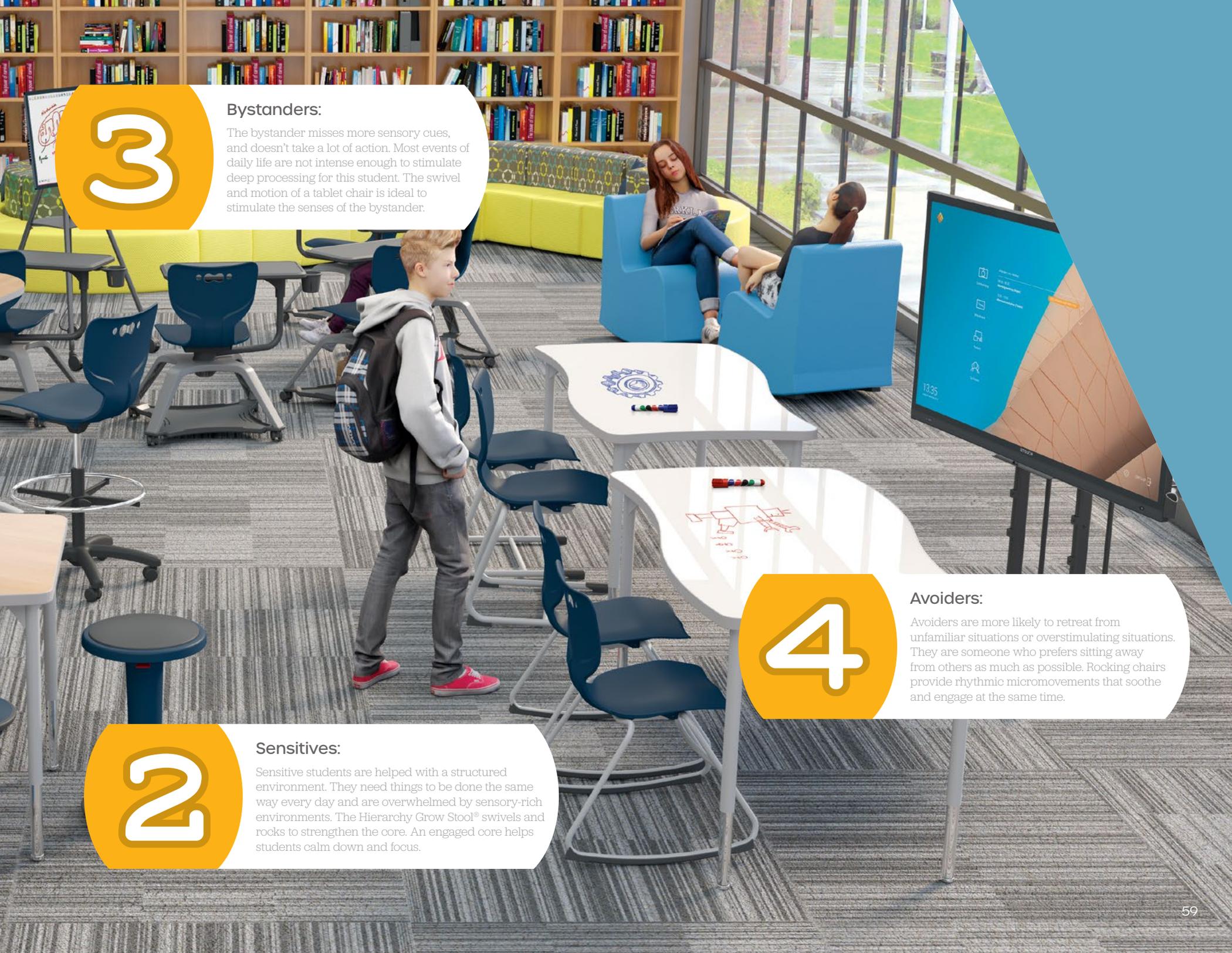
3

Bystanders:

The bystander misses more sensory cues, and doesn't take a lot of action. Most events of daily life are not intense enough to stimulate deep processing for this student. The swivel and motion of a tablet chair is ideal to stimulate the senses of the bystander.

4

Avoiders:

Avoiders are more likely to retreat from unfamiliar situations or overstimulating situations. They are someone who prefers sitting away from others as much as possible. Rocking chairs provide rhythmic micromovements that soothe and engage at the same time.

2

Sensitives:

Sensitive students are helped with a structured environment. They need things to be done the same way every day and are overwhelmed by sensory-rich environments. The Hierarchy Grow Stool® swivels and rocks to strengthen the core. An engaged core helps students calm down and focus.

Importance Of The Physical Aspect At Work

To accommodate sensory needs in the workplace, offices can be setup to balance out the need for heightened and lowered stimulus, according to type.

Seekers thrive in environments that are busier and more stimulating. Furniture that moves with them will release excess tension by creating rhythmic micromovements. An ideal working environment for a seeker is a swivel or rocking chair, a sit-to-stand desk, and collaborative areas where they may co-work with others.

Bystanders thrive in areas with more stimulation. Bright visual cues will help draw and maintain their focus and attention. Colorful furniture and mobile visual communication boards aid in focus retention. An ideal working environment for a bystander is a bright area with plenty of light, color, and collaborative space to hear and see others.

Avoiders thrive when in areas of low stimulus. They may become overwhelmed with too many visual or audial cues. The ideal working environment for an avoider is a privacy pod, a reading nook, a work-from-home station, or an outdoor bean bag to work alone in a serene, outdoor courtyard.

Sensitive learners thrive with routine and a sense of structure. They respond easily to stimulus and may become agitated if overwhelmed. An ideal environment for a sensitive worker includes an easily organized desk system, visual communication tools that help them (and others) stay on task, and ergonomic executive chairs for all-day comfort

MooreCo's Akt line of furniture was designed to accompany users on their journey of getting things done—through activity, motion, and construction. ∎

Sources:

Consultants and research on the Thrive philosophy and the 6 Developmental Principles

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What Comes Next? Predicting Classroom Design After 2020
Angie Stutsman, Interior Design Project Manager, Sr. Associate at Corgan
Chloe Hosid, Corgan

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Dr. Mark Anthony Gooden, PhD, Professor of Education Leadership at Columbia University
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Robin Randall, Director of PreK–12 Education, Legat Architects
Sylvia Kowalk, Director of Interior Design, Legat Architects

Creating Educational Environments: We're Adding the Fifth "C" of Learning for Every Student
Greg Moore, CEO, MooreCo
Polly Moore, VP of Marketing, MooreCo
Ryan Haase, Director of Product Development, MooreCo

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Dr. Amy Rohsner, PT, Healthworks Ergonomics
Dr. Jennifer Harris, OT, Healthworks Ergonomics

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Dr. Jessica Church-Lang, Head, Texas Learning Disabilities Research Center, University of Texas

Using Six Human Development Principles to Inform Design Choices
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Dr. Chris Fagundes, Associate Professor of Psychology, Rice University

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Cara Biasucci, MFA, Director of Ethics Education, University of Texas

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Alexa Feldman, RID, IIDA, Interior Design Coordinator, LPA Design Studios

Social Emotional Development: Emotional Intelligence and Student Leadership
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Will LeStrange, Feng Shui Consultant, Louisville KY
Molly Cox, Design Team Manager, MooreCo Inc

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