

**Calise Gritters 2021-2022:** Designing for Staff Wellness: From Vision to Reality

This study seeks to examine how designers can improve the physical, mental, and social

wellbeing of staff within healthcare environments to improve staff retention and satisfaction while reducing stress, burn-out, and turnover. The World Health Organization defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” This idea of holistic health, extending beyond the diagnosis and treatment of illness, moves past a western, euro-centric perspective to include diverse understandings of illness and wellness that promote preventative and proactive approaches to health. The same logic can be applied to the work settings of healthcare workers, in which the design of their spaces and workflows has the potential to promote physical, mental, and social wellbeing. While the well-being of patients within the built environment of healthcare settings has been subject of exhaustive study, there has been little focus on the well-being of healthcare workers, and how the design of the physical environments they work in can positively impact their health and well-being. Through the examination of existing research and case studies and conducting interviews with experts in the field of workplace and healthcare design, I seek to better understand the top issues related to staff wellbeing within healthcare settings, current trends within the design of healthcare worker spaces, and the forward trajectory of design for healthcare worker wellbeing.