



**CHANGING OUR EMPLOYMENT MINDSET  
Raising Our Expectations**

**Nina Galta and Christian Haugaard, Fontenehuset i Stavanger, Norway**

**Nina:**

The Clubhouse in Stavanger started up in 1995, and is called The Fountain House Stavanger. In that time it was an activity center.

We are the first Clubhouse in Norway and this year we will have our 20 year anniversary :)

In 2011 we were proud of being Accredited for the first time.

Clubhouse Employment efforts have to be rooted in the strength of our Work-Ordered Day, and our efforts to engage members into work that they feel is meaningful and inspires them to begin to move on in their work lives.

We need always to be conscious of how the ordinary working day shall be, and make sure that everybody is working with something they like to do in a meaningful way - learn new things, work side by side. It is the responsibility of the whole Clubhouse community to make sure that everyone actually has work to do.

Sometimes we are so into our own work that we overlook if someone is bored and not engaged in the work. We have created a culture of work in our Clubhouse, though, and we all make a strong effort to turn to that person and invite them to work side by side with us, or find out what they would like to do.

Before last summer we agreed to vitalize the work ordered day, tasks, how we performs them and how we can do it better.

We brought this to the Clubhouse Training at Mosaic Clubhouse in London in July and we added this to our Training Action. We have met together and asked ourselves:

- Do we need more tasks?
- Can we break the tasks into more tasks?
- Do we pay attention enough to our members if they are bored or want something to do?
- Are we good in working side by side?
- Do the staff do things that members could do?
- Should the staff take a step back?
- How do we organize the unit meetings

Each unit had a brainstorming meeting, and after that each unit:

- Cleared our task boards and started all over again
- Looked at all of our tasks, agreed on additional tasks we needed, and changed the names of some of our existing tasks

- Involved members even more than we do if the staff is working with something.

Sometimes it is too easy for the staff to just "do it," so the staff needs to take a step back. We can never forget what the purpose of the Clubhouse is. We are here to motivate and to create a culture of work and productivity. We need to always keep that in our mind.

**Christian:**

I have been a member for just about a year. The Clubhouse has inspired me to work there, and I am now starting to think about applying for jobs. What the Clubhouse has given me is just a great boost in self-confidence and believing in myself and my abilities. I feel a new kind responsibility, in a very good way. I have felt appreciated and needed, and this has helped me see that I can work and that I have some valuable qualities that I can use to contribute in the Clubhouse and in life generally.

Recently I was chosen to be substitute in one of our TE placements. The job consists of grocery shopping, serving lunch and tidying up after they finish. Since I've been out of work for some time now, this is a smooth way to start working outside the house in the future.

We've also been looking for other types of jobs so that all in all the times are exciting for me now.

Before we didn't have a deal that would allow members to substitute with a salary. So when the member having the job was for some reason absent, an employee had to go out and do the job for free. We've renegotiated this and can now send a member as substitute with full payment. More members will be interested and the Clubhouse will have more security that the employees can be from the house.

For the first time in my life, at least for many years, I am really looking forward to basically every day. Before it was the opposite where every moment I was just feeling useless and had no inspiration to get up in the morning. So the Clubhouse has changed my life in many ways and I will forever be grateful for this past year, and hope to continue and make more memorable times.