

Individual How Might We's

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HMW Overview

I first generated HMW statements by referencing the grounded theory the group came up with, along with sub-theories and key insights, while maintaining a focus on actor emotions. In order to generate different approaches to my HMW statements, I decided to pursue a flipped perspective approach. I focused on the party that an actor was trying to help, resulting in being more unified in the actor's perspective, rather than just developing HMW statements strictly aimed to help the actors themselves; after all, helping those that the actor type wants to help likely satisfies a goal that the actor has.

In total, I was able to generate twenty-one total HMWs in a session. I realize that this is a lot more than the requested six, however I got very into the process of doing so! I have **bolded and highlighted** the most interesting three that I will focus on.

1. How might we get fitness instructors to feel more confident in using technology?
2. How might we help gym goers be more aware of the passage of time?
3. How might we realign the communications of Stanford admin with gym staff so that everyone feels more involved?
4. How might we help fitness instructors reframe group exercise to bring back community and connection within class time?
5. How might we motivate gym goers to book their time slots at the gym in advance?
6. How might we allow for more collaboration between administration, staff, and gym-goers when making or revising policies?
7. How might we reframe gym-goers' perceptions of administration as there to try and help them and enforce safety?
8. How might we center Stanford gyms during this virtual fitness trend so that they can remain a hub for the Stanford community?
9. How might we familiarize fitness instructors with new students and their bodies/any health restrictions they might have?
10. How might we increase the comfort of gym-goers in the absence of locker rooms?
11. How might we centralize and collaborate on university COVID policies so that all types of actors feel more united in fighting COVID?

12. How might we reframe perceptions of COVID policies as more of us vs. COVID, rather than Stanford strict policies vs. students disliking policies vs. COVID? How might we unite actors against the enemy of COVID?

13. How might we communicate the needs of all actor types to each other so that everyone feels heard?

14. How might we introduce a framework of incorporating feedback to Stanford administration so they aren't viewed as the "bad guys"?

15. How might we minimize frustration and annoyance in students as a result of gym COVID policies?

16. How might we bring enrichment and meaningful connection to the natural world to students?

17. How might we reframe gym-goers' perception of booking appointments in a way that minimizes Stanford flaking culture without reducing appointments made?

18. How might we minimize confusion in the appointment reservation process that gym-goers must go through?

19. How might we streamline and make the policy change adjustments as painless as possible for administration and staff?

20. How might we help gym-goers brainstorm creative ways to use the gym in a safe way?

21. How might we alleviate the burden from students of organizing their own catch-up chit-chat sessions that they would normally get in fitness classes?

Brainstorming

How might we reframe perceptions of COVID policies as more of us vs. COVID, rather than Stanford strict policies vs. students disliking policies vs. COVID? How might we unite actors against the enemy of COVID?

- Centralize and make available all university COVID policies so that all groups are on the same page
 - Create a website and informational fliers that compile current COVID policies and publicize them as soon as possible
 - Create up-to-date campaigns on current Stanford policies
 - Have a portal to submit policies that gyms or other areas might hope to implement for feedback on if they are in accordance with the university
- Allow for collaboration; since everyone is on the same side, everyone should be allowed to contribute

- Implement a needfinding process and interview specific groups of people to help understand what aspects of policies people are unhappy with
- Anonymous (or not) survey for COVID-related feedback
- Explicitly designate individuals of all actor types on a COVID “board” that will attend meetings on COVID policies
- Weekly or biweekly (every two weeks) newsletters regarding COVID progress, university standing, etc.
- Have monthly meetings in residences and departments regarding stances on COVID so that those who want to get involved are able to
- Explicitly and intentionally reach out to specific departments and groups of people to understand how they are dealing with COVID policies and for any insights on creating them
- Have departments collaborate on research projects to enhance workplace and environment safety
- Have somewhat frequent town hall meetings open to all Stanford affiliates so those who want to be involved can be
- Use softer language in publications, emails, articles, etc. that doesn’t frame the problem as the university making overly harsh policies
- Tap into the idea of protecting a community; tap into social norms to encourage COVID-safe behavior and practices

How might we bring enrichment and meaningful connection to the natural world to students?

- Encourage classes to have an outdoor activity as part of their curriculum
- Work with professors to include more outdoor and off-screen activities and assignments
- Remove the barrier of Wellness and other departments’ class fees and publicize it—encourage enrollment and capitalize on loss aversion
 - Spring quarter only! Wellness fees waived...
- Provide students with outdoors exercise equipment
 - Perhaps provide it to students of physical education classes free of charge
 - Work with local gyms to disperse equipment
- Allocate budget for grants in Stanford Wellness and Recreation that students can apply for
 - Grants for securing equipment, any projects related to the natural world
- Team up with Cardinal Nights to have more physical fitness or outdoor exploration events
- Bring other disciplines into it. e.g. painting the natural world, local environment biology classes, wilderness first aid workshops, etc.

- Work with student community centers to host events that focus on an identity and the natural world. Perhaps have them be led by someone of that identity!
- Host speaker series that showcase involvement in the natural world! e.g. in-the-field biologists
- Have a newsletter that shows different ways to interact with the natural world and different ways of engaging with fitness

How might we reframe gym-goers' perception of booking appointments in a way that minimizes Stanford flaking culture without reducing appointments made?

- Campaign with videos, emails that encourage booking early
- Allowing for incentives when booking in advance and actually showing up
 - e.g. extra 15 minutes in the pool, gym swag
 - Actual verbal feedback—when checking in, perhaps one of the front desk people could say something that celebrates the gym-goer showing up
 - Perhaps also on the website—a toast that congratulates the gym-goer on booking early
- [Avoid imposing fines](#) (especially so during COVID, when it might be financially hard on people)
- Gamify the appointment booking process to make it more fun to use so that people book appointments more
 - How to get them to follow through with the appointment?
 - Accountability partners? Gaining some sort of [points](#) on the portal when it registers your attendance?
- Adding a Snapchat streaks feature to encourage habitual gym attendance
- Making the Stanford gyms some place that people enjoy and go to in order to have fun, not just exercise
 - Community-building events
 - Have gyms be not just a place to go to for a specific task, but a place to spend time in
 - Introduce different ways of exercising, different exercising programs
 - Hook them in on other exercise-related activities