

SOCIAL CAPITAL DIMENSIONS

SUMMARY

BONDING – SOCIAL CAPITAL

Bonding Social Capital measures social interactions in the organisation or “getting by at work”, and daily interactions. When looking at your Bonding Social Capital, this can help you to understand your daily experiences and relations and is helpful when compared to your overall wellbeing. Bonding Social Capital should help you to understand indicators of positive bonding and relationships within your organisation, and help you to identify if you are struggling to bond and identify with others in your context. Building bonding social capital will support you to participate in more meaningful interpersonal relationships, where trust and reciprocity are fostered.

HORIZONTAL SOCIAL CAPITAL

Horizontal Social Capital relates to collaboration and support within teams. It can reflect levels of trust and reciprocity between employees at the same hierarchical level and the relationships between staff within teams. This dimension is of particular importance, as research indicates that employees with either low vertical (see below) or horizontal social capital are 30–50 % more likely to be diagnosed with depression.

BRIDGING SOCIAL CAPITAL

Bridging social capital relates to ways individuals ‘get ahead’ through their relationships. Bridging social capital is a type of social capital that describes connections that link people across a cleavage that typically divides society (such as race, or class, or religion) and helps individuals to participate in communities through social ‘bridges’. You can develop your Bridging Social Capital through building connections as based on shared involvement or interest.

COGNITIVE SOCIAL CAPITAL

Cognitive social capital is defined as feelings of sharing values and beliefs. Cognitive Social Capital is the extent that you perceive to be part of shared values and beliefs within the organisation, and this dimension helps you to understand them if you face difficulties in feeling that you connect to the values of others in the organisation.

VERTICAL ‘LINKING’ SOCIAL CAPITAL

The vertical ‘linking’ dimension relates to respectful and trusting relationships across power hierarchies at work. This dimension relates to the extent to which you feel well supported across the organisation's hierarchies. Vertical linking capital should be viewed alongside the horizontal social capital, as low levels of vertical and horizontal social capital are ‘red flags’ for depression and other mental health concerns. If you do not feel well supported across and within power levels, a lack of connection, and trust, may occur.

STRUCTURAL SOCIAL CAPITAL

The final component of the social capital scale relates to your participation in collective action across networks and groups. Because of the varying (and sometimes optional) nature of participation across networks and associations in organisations, this area can be difficult to determine accurately, and should be viewed in light of the other dimensions.

QUESTIONS TO CONSIDER:

Reflect on the Social Capital Dimensions. Which dimensions do you feel most strong in? How do these dimensions impact your wellbeing ?

Reflect on the dimensions that require some work. How do these dimensions impact your wellbeing?

What can you do to work on these areas?