



## HAPPINESS AND WELL-BEING AT WORK



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### Building well-being and happiness at work

Tryangle works together with companies on the well-being and happiness in the workplace of their employees .

We support and guide organisations, managers, teams and employees in the implementation of well-being and happiness interventions and focus on activities that fit the specific company culture.

#### Our offer

Tryangle offers both off- and online training, consulting, coaching, teambuilding and inspiration (such as keynotes, webinars and articles) on all possible components of happiness at work. We use our Tryangle pyramid model for a sustainable approach and assume shared responsibility between organisation, managers and employees.

Our '**try a different angle**' style is based on learning-by-doing, movement and fun, and brings the science-based topics to life in a unique way. You can discover more about our approach and our offer in this folder.

# Why focus on well-being & happiness at work?



## Work makes us sick/demotivated

The motivation and energy of our Belgian employees is not that great.

**Unhealthy stress, presenteeism, absenteeism** and all kinds of negative feelings at work are omnipresent and can no longer be denied.

The **engagement** of our employees is at a very low level, while the importance of enthusiastic and motivated employees is extremely high.

## The solution = working on well-being and happiness at work

Working on well-being and happiness at work is **the antidote to today's challenges in the workplace**. Thanks to the right interventions within a consistent strategy, you can (re)empower your employees and offer an answer to all kinds of psychosocial questions leading to short and long term sick leave. It's a great way to tackle stress and burn-out problems, reduce the costs associated with absenteeism, presenteeism or turnover and cut down on the number of errors and accidents.

**Healthy and happy employees** also provide a positive spillover in many other areas, such as better communication and closer cooperation, stronger relationships with customers and suppliers, more creativity and efficiency, more optimism, energy and resilience, a strong employer brand, etc.

In short, a sustainable and integrated policy for well-being and happiness at work has a positive impact on the commitment and productivity of employees and thus ensures better business results. In this way, investing in well-being and happiness at work becomes **an investment with a clear and measurable financial return**. Studies show an average ROI of 1:3 for such investments.



If you want to know more about what happiness at work can entail:

Find more inspiration on [happinesatwork.blog](https://happinesatwork.blog) or [weekofhappinesatwork](https://weekofhappinesatwork).

# How to go about it?

## Well-being and happiness at work as a sustainable strategy

Creating a healthy and happy organisation is a long-term challenge. It requires **a strategic approach** in which consistent steps are taken that fit the corporate culture.

Just like the mission, vision and values of an organisation, the topic of happiness at work can be integrated in the DNA of the company. That means thinking about what happiness at work means, specifically for your team or organisation, and making appropriate choices.

### A shared responsibility

In order to successfully establish happiness at work, it is, on the one hand, up to **the organisation and managers** to create a framework in which different individuals can feel good about themselves. Hence, it is up to the company to create an environment where there is room for concepts such as positive cooperation, constructive leadership, physical and mental well-being, autonomy, personal growth and sense of purpose.

On the other hand, it's of course also up to **the employees themselves** to work on their own happiness at work, as well as contribute to the happiness of their colleagues, and to take action and responsibility themselves.



### Happiness at work as a holistic approach

Organisations can increase their employees' happiness at work and its positive impact by focusing on **different building blocks**. Tryangle has developed a pyramid model covering all underlying topics of happiness at work that each contribute in their own way to a positive and happy company culture: top-down, from the perspective of the organisation and managers, as well as bottom-up, from the point of view of individual employees.



## The Tryangle model

The ultimate goal? By paying attention to the various components of happiness at work in a sustainable, well-considered, consistent and appropriate manner, you create a positive **employee experience** that allows you, as a company, to truly make a difference.

Companies where employees feel good about themselves in all areas, will contribute to the success of the organisation with motivation and commitment, both during good times as well as challenging times. Not only does this make you more productive, but as a company you also establish a strong and authentic **employer brand** that employees, in addition to all other stakeholders, want to (continue to) be part of. A positive spiral, indeed!

# The Tryangle Offer

## Who uses our services?

Whether you are a member of the Management Team, an HR professional, Chief Happiness Officer, Corporate Well-being officer, team manager or employee:

- Do you want to take steps within your organisation, department or team towards a happier and more productive environment and more positive collaboration with a corporate well-being or happiness strategy? Then Tryangle is the ideal partner to support you with scientific insights, information and guidance.
- Would you like to support your employees, team members or colleagues in increasing their personal well-being, resilience and happiness at work? Then our experienced trainers and coaches will share insights and helpful tips and tricks with the employees themselves.

## For which services can you contact Tryangle?

Tryangle offers a range of services, both off- and online:

- **(Digital) workshops, trainings, multi-day courses, e-learning and (blended) learning journeys** dig deeper into one or more topics by means of theoretical insights, practical examples and hands-on exercises.
- **Teambuilding and coaching** allows us to address specific (individual or team) challenges and offer concrete solutions, building strong teams and supporting constructive collaboration.
- **Consulting** offers support to managers or management teams in designing a corporate well-being or happiness strategy, determining priorities and/or taking care of the roll-out of selected activities.
- **Happiness at work inspiration:** Tryangle offers all kinds of insights and inspiration about well-being and happiness at work. We have off- en online formats such as keynotes, webinars, e-books, vlogs, podcasts, white papers and articles, but we are also happy to design tailor-made versions adapted to the internal organisation and in line with company needs, culture and style.



## What topics do we cover?

The following pages show an overview of our happiness at work topics. As happiness at work is a shared responsibility, you can build a positive work environment in two ways: **top-down and bottom-up:**

**Empower the employer:** On the one hand, we help the top level of the organisation tackle the relevant components of happiness at work. Activities on the left-hand side of our pyramid support the CEO, the Management Team, HR and corporate well-being professionals and/or (team) managers with specific advice or guidance for every subject.

**Empower the employee:** On the other hand, we also (re)empower employees and provide them with tools to support their own job satisfaction, resilience, psychological immunity, well-being and happiness at work. Hence, on the right-hand side of the pyramid, you can discover all workshops, training and other support we can offer employees for each topic.

# Empower the employer

With the help of a solid corporate happiness strategy, as a company you can create the best possible climate for employees to feel good about themselves. This will not only ensure a more productive environment, but also an authentic and strong **employer brand**. Tryangle helps management teams, executives and managers give a clear interpretation of what work happiness can entail, in line with the organisational culture.

When employees enjoy their work, find their job meaningful and can move freely within a clear framework to achieve results, they are able to deliver their best work. Tryangle helps managers with performance management based on autonomy, intrinsic motivation and commitment. This will lead to greater **productivity** and higher **retention**.

Investing in **talent management**, assessing and developing existing talents and deploying employees in the right place in the right team leads to unprecedented strong results, which are much more difficult to achieve when emphasis is only placed on competence development without an underlying passion. Tryangle helps organisations and team leaders to be (more) conscious of this, in order to bring out the best in people.

A corporate well-being approach combines all the information and tools that a company can make available concerning vitality and other healthy habits for body and mind. Tryangle supports organisations in the deployment of well-being tools (to **prevent stress and burn-out** but also to improve the health, resilience and performance of teams) and also offers guidance in dealing constructively with the resilience dialogue, absence and reintegration.

Tryangle helps your organisation build a strong and authentic **corporate culture** by applying principles of positive psychology. This includes encouraging and implementing initiatives and interactions that support job satisfaction and a growth mindset, formulating and bringing to life powerful corporate and team values, embracing diversity & inclusion in the workplace,...

Tryangle offers guidance to companies to create an optimal climate for the best possible cooperation between team members - **team building** - but also with regards to strong **leadership** and optimising the relationship between employees and their managers. We train managers and team leaders in their coaching role and help them develop a positive leadership style based on trust and constructive communication.

Without a strong foundation of job satisfaction, you cannot continue to build the pyramid. When things go wrong at the basis (regarding work environment, remuneration, infrastructure, job descriptions, pre- and on-boarding,...) employees will in any case have a negative feeling about their job. In short, without paying attention to the basic conditions and touchpoints of the **employee journey**, every happiness at work initiative will be a long shot or only have a short term impact. Tryangle can help bring more clarity on these aspects and also works with valued partners to gain in-depth insights.

HAPPINESS AT WORK

ENGAGEMENT

TALENT

WELL-BEING

MINDSET

CONNECTION

JOB SATISFACTION

# Empower the employee

Even within the most constructive corporate culture, employees themselves have a significant impact on their own **employee experience**. Moreover, everyone has different views and preferences. Tryangle can inform and support individual employees and teams by means of training sessions, workshops and coaching to formulate their personal definition of happiness at work, to see where there is still room for improvement and to give them the tools to take action.

## HAPPINESS AT WORK

Employees who feel their work and their contribution is meaningful have a higher intrinsic **motivation** and drive. Tryangle helps employees and teams to gain more insight into the match and overlap between their personal motives and objectives and those of the team or organisation.

## ENGAGEMENT

Encouraging employees to discover what their strengths are and how they can best **develop their talents**, and also communicating openly about it, helps to find the ideal position for them in the company or team.

It is also a great way to increase their energy, engagement and performance, something that not only benefits the employee themselves, but the company as well. Tryangle addresses these topics in a unique way in (digital) workshops and training sessions.

## TALENT

## WELL-BEING

As a company, you can support your employees to increase their **vitality and resilience** by providing them with insights and tools concerning their physical and mental well-being.

Tryangle has numerous (digital) training programmes in which employees learn more about the impact of negative stress and can also learn about different techniques for better (psychological) resistance and healthier habits.

## MINDSET

## CONNECTION

How a person deals with what is happening and how they frame their reality is determined by their mindset. You can maximise your employees' potential by teaching them the principles of positive psychology, **positive mindset** and mind fitness, and applying these also in the workplace. Tryangle has several training programmes on positive thinking, mindfulness, brain management, perfectionism, worrying, etc.

## JOB SATISFACTION

Employees themselves can make a huge contribution to positive relationships in the workplace. As an HR professional, manager or team leader, you can help your employees to improve their **communication** skills and work on increasing the level of trust, appreciation and cooperation within teams. Tryangle is happy to help with these topics in the form of teambuildings, workshops and training courses.

In order for employees to enjoy optimal **job satisfaction**, it is important that they can develop sufficient self-knowledge and self-leadership to not only choose the right environment that is the best fit for them, but also to be able to take initiative to tackle and improve challenging situations and actively engage in job crafting. The Tryangle team can offer support to employees through individual or team coaching.