

A guide to workplace happiness

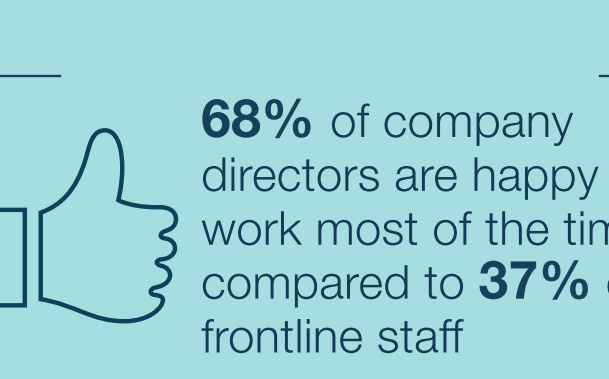
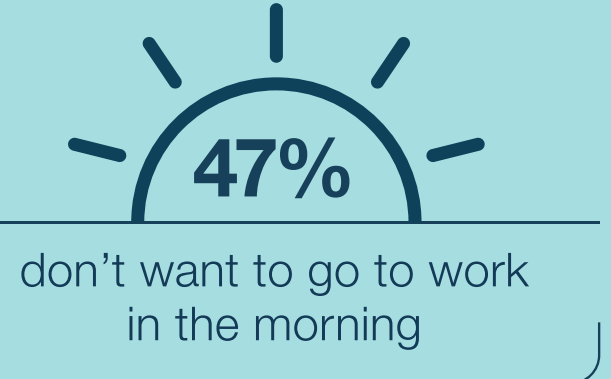


Why is it important to be happy at work? What can be done to improve workplace happiness, and how can we measure its wider impact?

Are UK workers happy?

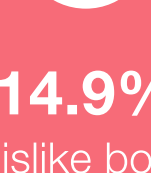
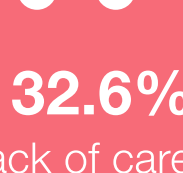
"Everybody's mood fluctuates, we all have ups and downs and a wide range of emotions"
- Gina Clarke, psychotherapist at Click for Therapy

Recent surveys suggest that not only are UK employees unhappy, but they're getting unhappier¹



What's making us unhappy?

According to CV Library, 55% of UK employees are unhappy with their current roles. Here are the reasons they cited:

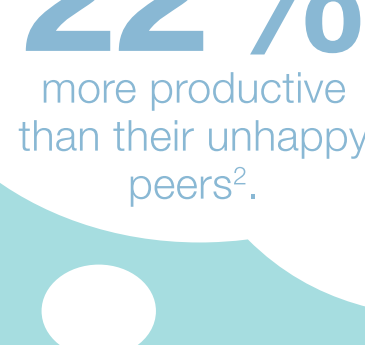


While happiness is a personal and subjective state for all of us, there are certain work-related factors that can help keep us feeling positive and engaged.

A happy workplace looks like...



Happiness leads to productivity



If we're happy at work we can contribute more of ourselves to help create a positive, motivated and inspiring culture that other people want to be part of.

Happy employees are more likely to:



Work well with their team



Feel creative and inspired



Care about what they do



Stay long-term



Spread positivity



Be productive



Take fewer sick days



Have good ideas

Your employee happiness plan

1

Assess situation

Measure existing happiness levels using surveys and any available data. Where are you going wrong? What do staff think?



2

Prioritise and focus

Enlist employees dedicated to running campaigns to improve overall wellbeing and happiness in the workplace. E.g. Google employs a Chief Happiness Officer.



3

Be vocal and open

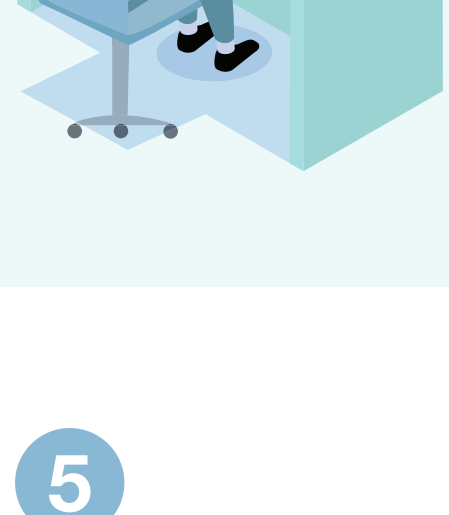
Alert staff to resources available to help them with health, wellbeing and happiness. This can include posters, infographics and articles to inform and inspire.



4

Improve environment

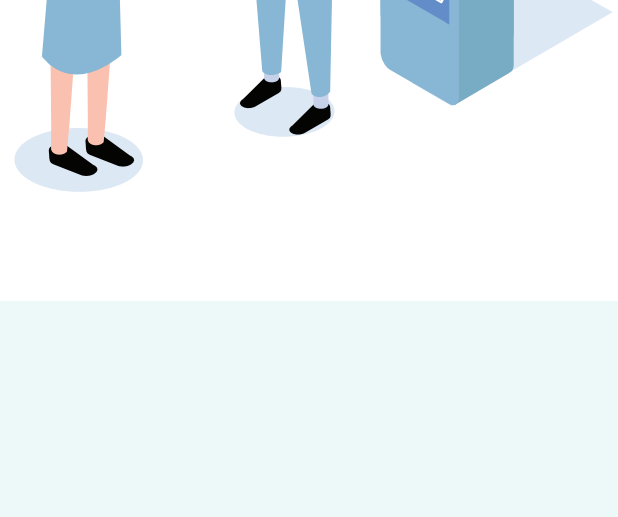
Are chairs and desks adequate? Does the technology work as it should? Is there enough space and light? Is the environment stimulating? Get in touch with a Posturite consultant to find out what can be done.
posturite.co.uk/consulting/fact-finding-survey



5

Social scene

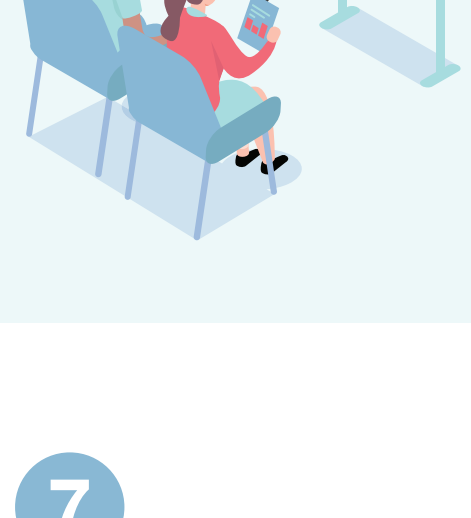
Forming good relationships with colleagues is important. The best work gets done when there's clear communication and good bonds between people. Having a good social scene gives people a chance to get to know each other.



6

Invest in training

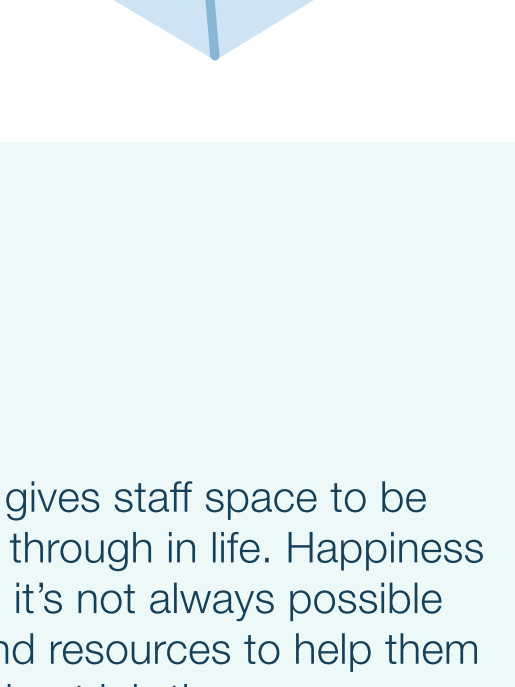
Make professional development a priority to create skilled, loyal, valued teams who want to stick around.



7

Define roles

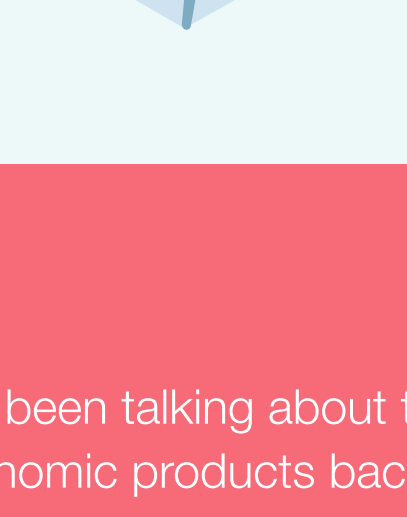
Does everyone know what they're doing in the grand scheme of things? Organisations are networks and everyone has a part to play. Staff who can see what they're contributing to are more likely to feel happy in their roles.



8

Support

Create a supportive culture that gives staff space to be human - whatever they're going through in life. Happiness is subjective: it comes in waves, it's not always possible to control. Give staff the tools and resources to help them through so that they can do the best job they can.



What next?

We've been talking about the importance of workplace happiness since we first started making ergonomic products back in 1991. Find out how we can help you by visiting posturite.co.uk