



# Happiness at Work

Presented by Steve Heath, Co-  
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# Session Objectives



Expect to gain:

- An understanding about what makes you happy at work
- Tips for managers and leaders about how to create a happier workplace
- Ideas for happiness at work initiatives





What is one thing  
that makes you  
happy at work?







A photograph of three diverse professionals in a modern office setting. A man with a beard and glasses stands behind a woman who is sitting at a desk and looking at a tablet. Another man is sitting next to her, also looking at the tablet. They are all smiling and appear to be in a collaborative work environment. The background shows wooden shelves and a large window.

Aligned  
Values

Supportive  
Environment

Autonomy

Mastery





Report

# WHAT IF YOUR JOB WAS GOOD FOR YOU?

A once-in-a-lifetime opportunity to transform mental health and wellbeing at work



In partnership with:  
BITC Wellbeing  
Leadership Team

and



Supported by:

CIPD





**Which of these aspects in  
your own job contributes  
most to your happiness?**





Flexibility

Continuous  
Learning

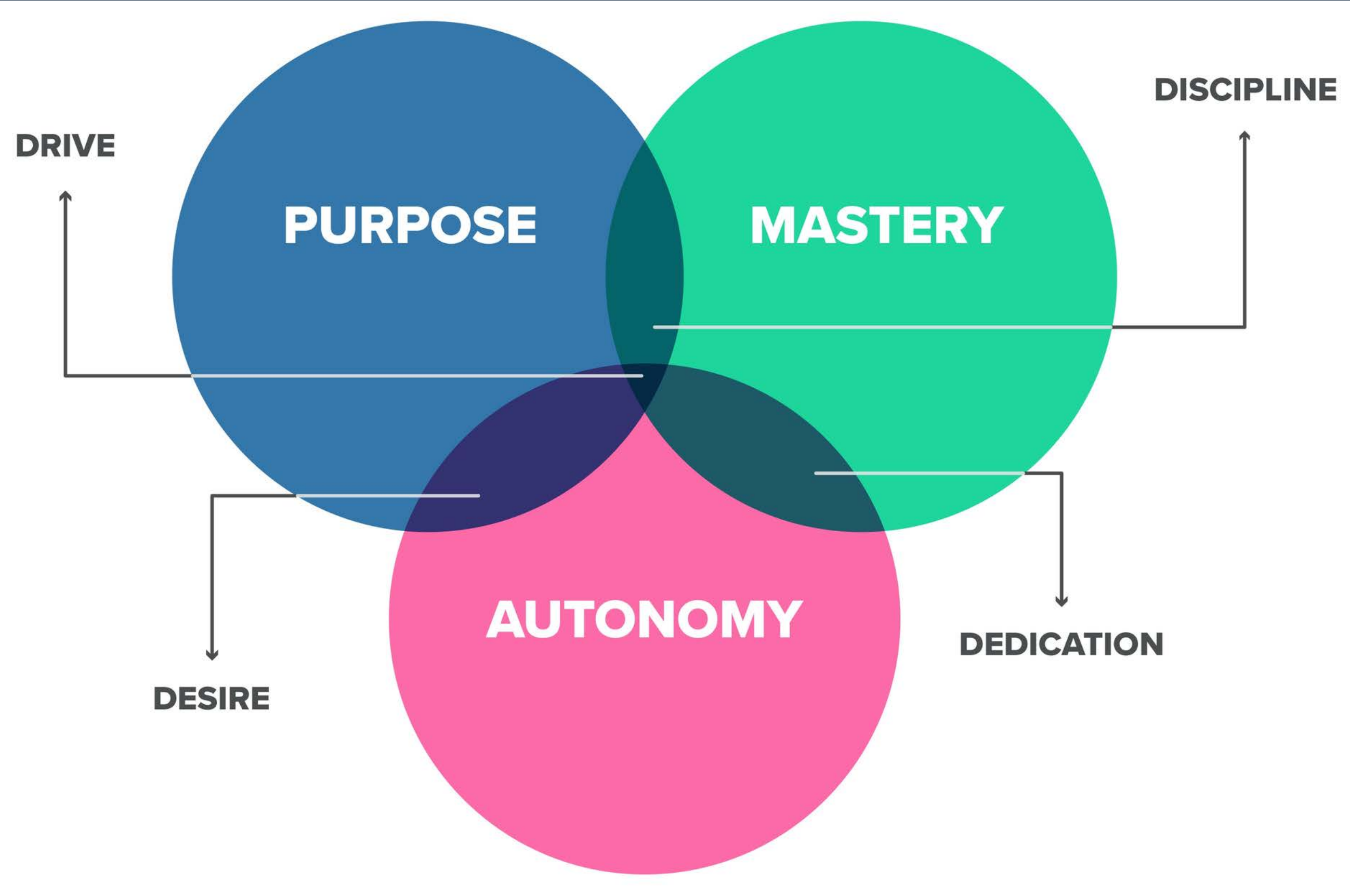
Recognition

Positive  
Relationships

Support

Stress  
Management









Report  
**YOUR JOB  
CAN BE  
GOOD FOR  
YOU**  
2022



Backing business  
to revolutionise ways of working  
in the UK



BTC  
Wellbeing  
Leadership  
Team





**T**ackle inequalities to achieve an inclusive culture of wellbeing.

**H**arness organisational purpose and values to attract and retain the best talent.

**R**ecognise and balance business and employee needs by providing flexibility in how, where, and when people work.

**I**nnovate, pilot and integrate new approaches to respond effectively to fast-changing employee and business needs.

**V**alue the wellbeing benefits of the natural environment as a key strand of your wellbeing strategy.

**E**nable employees to switch off outside their agreed working hours.







**If you are a manager, what strategies have you implemented to create a happier work environment?**

**If you're not a manager,  
what actions from your  
managers have made you  
happier at work?**



## **T - Tackle inequalities...**

Challenge Norms  
Support a Colleague

## **I - Innovate, pilot and integrate...**

Suggest Small Improvements  
Participate in Pilots

## **H - Harness organisational purpose...**

Align Personal Values  
Volunteer for Value-Driven Projects

## **V - Value the natural environment...**

Take Breaks Outdoors  
Green Your Workspace

## **R - Recognise and balance flexibility...**

Request Flexible Working  
Model Flexibility

## **E - Enable employees to switch off...**

Set Boundaries  
Encourage Downtime





## Tech Start-Up's Gamification Strategy:

### **Background:**

Innovatech, a mid-sized tech start-up, is experiencing challenges with employee engagement and productivity. The fast-paced environment and constant pressure to innovate have led to burnout and decreased motivation among employees. The management recognises the need to make work more engaging and rewarding to improve overall morale and productivity.

### **Current Situation:**

The leadership team is considering introducing gamification to its project management tools to turn everyday tasks into engaging challenges. The idea is to associate tasks with points and badges, and create weekly leaderboards to celebrate top performers. However, they have not yet decided on the specifics of implementation or considered potential challenges.





## Healthcare Organisation's Comprehensive Wellness Initiative:

### Background:

HealthFirst, a large healthcare provider, is facing high turnover and burnout rates among its staff. The demanding nature of the healthcare industry, coupled with long working hours and emotional strain, has led to these issues. The leadership team realises the need to prioritise employee wellness to retain staff and maintain high-quality patient care.

### Current Situation:

HealthFirst is considering launching a holistic wellness program tailored to the needs of its staff. Potential components include subsidised gym memberships, weekly mindfulness sessions, access to on-site mental health professionals, and stress management workshops. The specifics of these components and their implementation are still under discussion.





## Retail Company's Peer Recognition System:

### Background:

RetailCo, a national retail chain, is struggling with low employee morale and high turnover rates. The lack of recognition and appreciation for hard work has led to disengagement and dissatisfaction among employees. The company has identified the need to create a more supportive and appreciative workplace culture.

### Outcome:

RetailCo is considering implementing a digital kudos platform where employees can publicly commend their colleagues for their hard work and dedication. These commendations could be tied to monthly rewards. However, they are still exploring the best ways to implement this system and ensure its effectiveness.





What elements could be adapted to fit your organisation's unique culture and needs?









**The Hero's Pledge:**

**What is one small,  
actionable step you're  
willing to take  
starting today?**





# Any Questions?

Please feel free, this is a safe space 😊







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