

The 8 Factors of Happiness at Work

People are herd animals and work is a group process. This is also reflected in happiness at work. We want to connect to an organization, to people and also to the mission and values of our organization. Connection therefore receives a lot of attention when measuring happiness at work.

- the contact with management: if this is close to your employees, happiness at work is greater
- information about developments in the organization ... and preferably not just via intranet.

Connection with the people in the organization is reflected in:

- Team happiness: where the safety of being able to say what you think is especially important
- Colleagues: with whom you can share personal things.

Connection to the values and mission and goals:

- Feeling at home: being able to be your own self
- can identify with the mission and goals: because you may see additional meaning in this.



Which 8 factors help determine happiness at work?

	The 8 factors	In practice
<input type="radio"/>	Mutual trust	Degree of openness, experience of psychological safety, ...
<input type="radio"/>	Connection	Feeling at home, connection with the company culture, ...
<input type="radio"/>	Satisfaction	Having an impact on decision-making, the result, ...
<input type="radio"/>	Autonomy	Participation, critical thinking, self-determination, ...
<input type="radio"/>	Competence	Language, use and further develop skills, ...
<input type="radio"/>	Appreciation	Mattering, positive feedback and feedforward, ...
<input type="radio"/>	Pleasure	Can it (also) be fun please?
<input type="radio"/>	Meaning	Being able to contribute to something good, bigger, important.

If necessary, use this table as **a checklist** in your workplace and consider how you can possibly optimize it further? And also look at your **prevailing corporate culture**, by naming behaviors and/or patterns that promote or hinder happiness at work. This can be, for example:

- Ways to start meetings
- The way you 'show' vulnerability
- Feedback or blaming culture
- ...

The way **in which you as a Leader** behave and interact with your employees, has a major influence on psychological safety within your organization, for example by creating an environment where employees can contribute ideas, ask for and give feedback, or address abuses without being afraid of negative consequences.