



Introducing Happiness Lab

**The employee listening
and wellbeing platform**

Workplace culture and wellbeing have never been more important than now.

Flexible working, remote working, virtual meetings are the new normal. The reduction in physical connection with colleagues, challenges our ability to *see or feel* how the organisation is doing.

Happiness Lab addresses these challenges; connecting your entire workforce, giving everyone a voice, providing you with real-time feedback, early warning on employee wellbeing, and valuable MI and trend data.

Insights about your people and culture have never been more important than now and direct access to real-time feedback from across your organisation

Workplace wellbeing affects everything from financial performance to individual productivity, team collaboration, and creativity.

76%

of workers believe their company should be doing more to support their mental health

1 in 5

workers experiencing some form of mental health issues at any one time

6-8%

the cost of poor mental health to your company expressed as a percentage of average employee salary

86%

of people say it's important that a company's culture supports mental health

£43bn - £45bn

the annual cost to UK employers (pre-pandemic figures) of poor mental health in the workplace

75%

of Gen Z have left a job because of mental health concerns compared to 50% of Millennials and 20% of other generations

85%

of people say their mental health issues are causing sleep deprivation, poor physical health, reduced happiness at home, suffering family relationships or isolation from friends

78%

of the workforce say the pandemic has negatively affected their mental health

But awareness of the problem isn't the only problem.

For many companies, the lack of reliable data holds them back.

“ often, the first we learn about someone struggling is when they're signed off work by the doctor

“ we'd like to get to the point where we're spending 80% on prevention, identification and early intervention, and 20% on crisis... but right now it's the other way around because we don't have the data

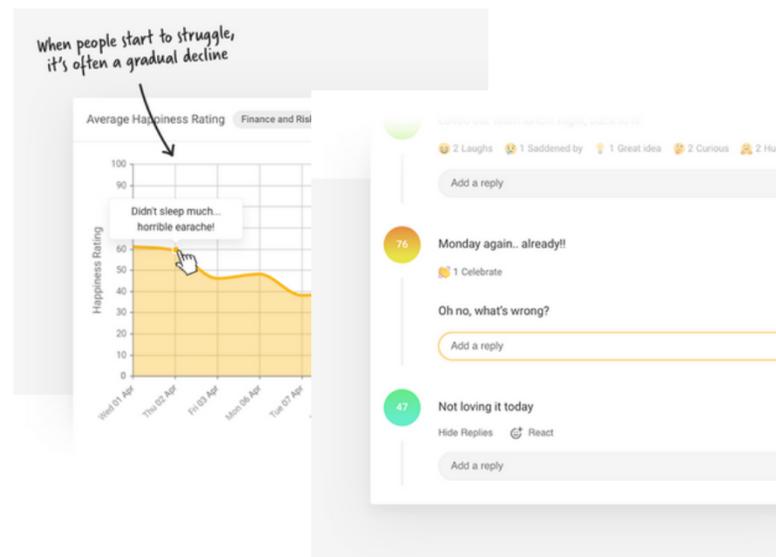
“ I've found the past few months really challenging. It makes me worry about how everyone else is doing, and I wish we had a way of knowing

“ we're spending more than ever on wellbeing and mental health initiatives but we've no way of knowing what's working

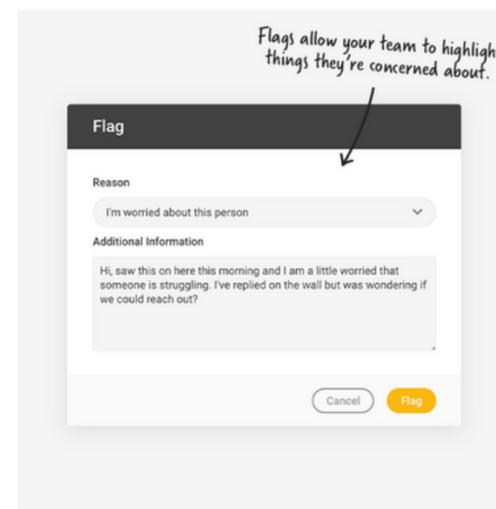
Happiness Lab offers the solution.

Happiness Lab allows you to see the signs of people struggling long before they represent crisis

1 Happiness Lab is a safe space
Protected by anonymity, people share things that they otherwise wouldn't - making Happiness Lab the start-point for many wellbeing interventions.



2 Turns your whole company into a wellbeing sentinel
Algorithms are constantly looking out for signs of people struggling. The Flag feature on the Wall enables anyone to highlight a comment they're worried about. This turns your whole company into a sentinel for wellbeing issues and causes.



3 Our Wellbeing Centre provides the earliest insight and makes it actionable
Works like a case management tool for wellbeing. Anonymous package of data (recent history) enables agents to evaluate risk and take appropriate action. Communicate directly with anyone they're worried about without ever compromising the subject's identity or privacy

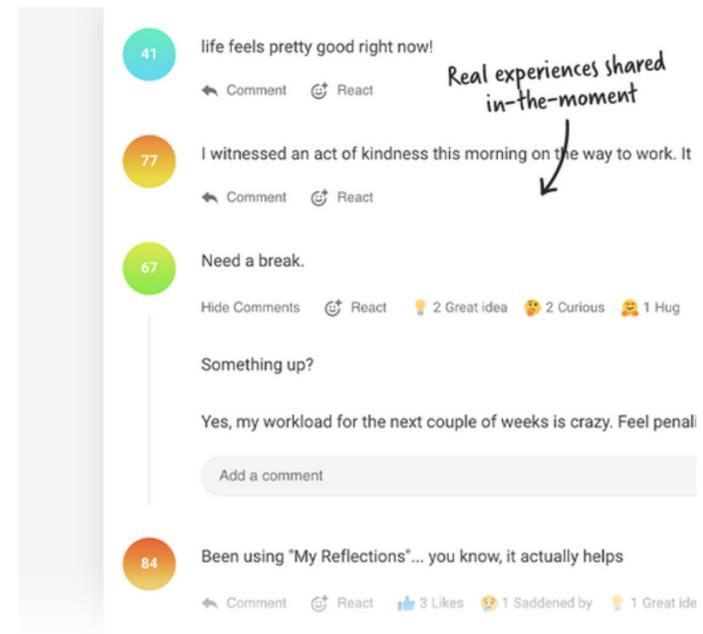
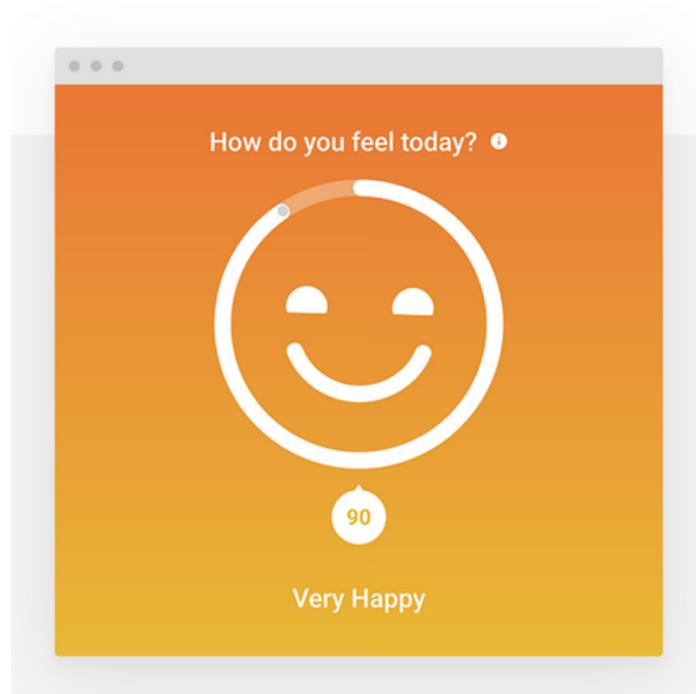


4 Provides peace of mind, space to focus on the future, and all important evidence
Happiness Lab is always monitoring changes in patterns that suggest risk or concern, giving your managers peace of mind about their people. This creates capacity to focus on positive change rather than crisis management. Plus, we provide the all-important evidence about what's working and what's not

It also means you can allocate resource and investment to the people and projects that need it most with the best returns

Our simple daily check-in routine has remarkable benefits for individuals, teams, and organisations.

Each day we invite everyone to rate how they're feeling and to capture a brief narrative about their day...

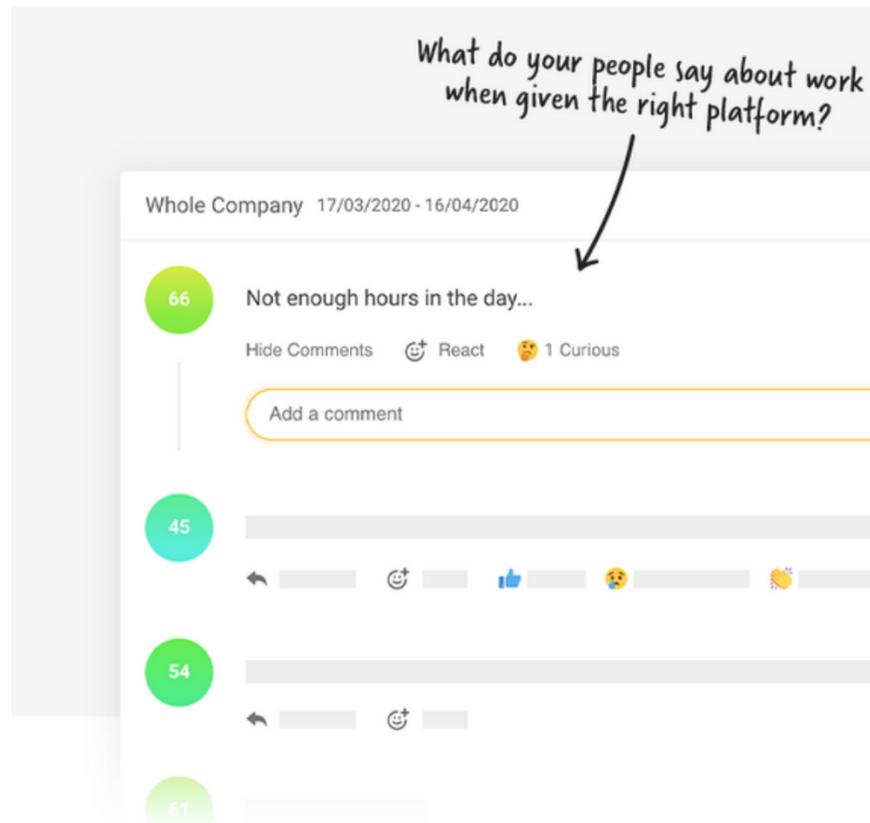


... encouraging a moment of self-reflection, whilst also establishing a rich picture of life for the people working in your company.

- Builds emotional intelligence in individuals and groups
- Gives everyone a voice inside the organisation
- Turns your whole organisation into a wellbeing sentinel
- Promotes safety and honesty because we protect anonymity.

Plus, it provides the data that enables you to monitor wellbeing, directing attention to where it's needed most.

The Happiness Wall is an anonymous, interactive, safe space for employees to share what's going on and what matters right now - with far-reaching benefits.



We all own our culture

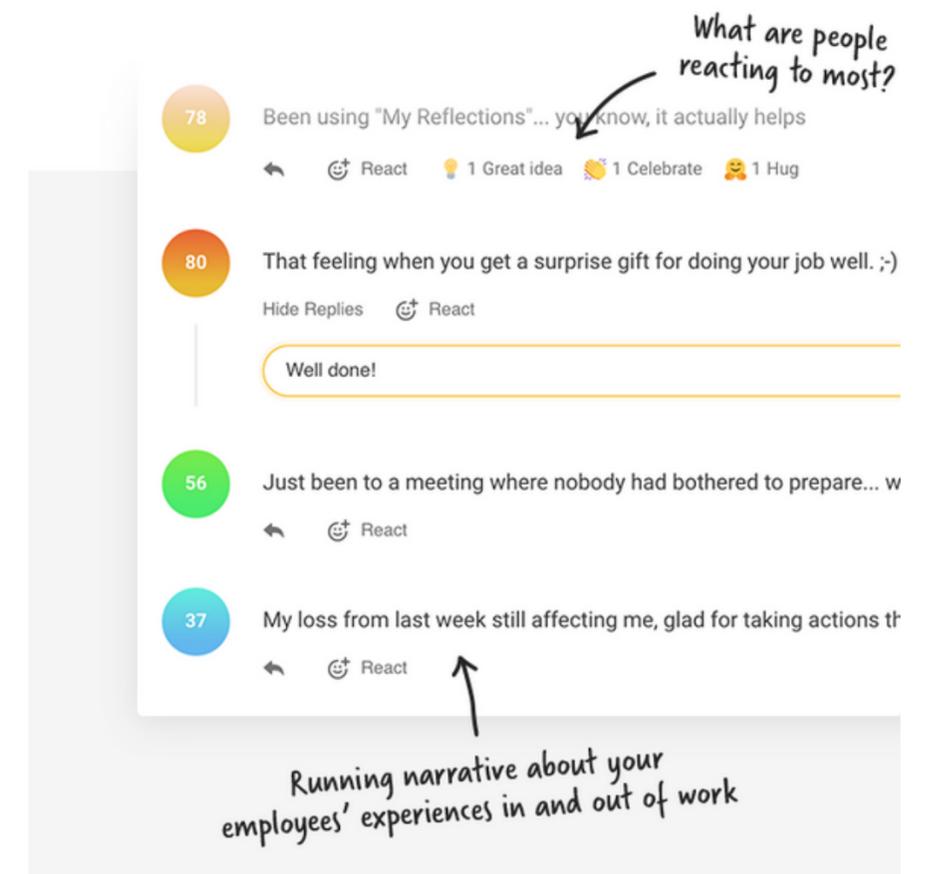
Allow your people to guide the action. Anyone can highlight the things they're concerned about, the subjects that should be focused on and the things others need to be aware of. We're all responsible for our culture.

A sense of belonging and connection

Sharing difficult experiences and receiving support, care and assurance from our colleagues the effect can be a wonderful reminder that we matter and in the process reaffirm our connection with colleagues.

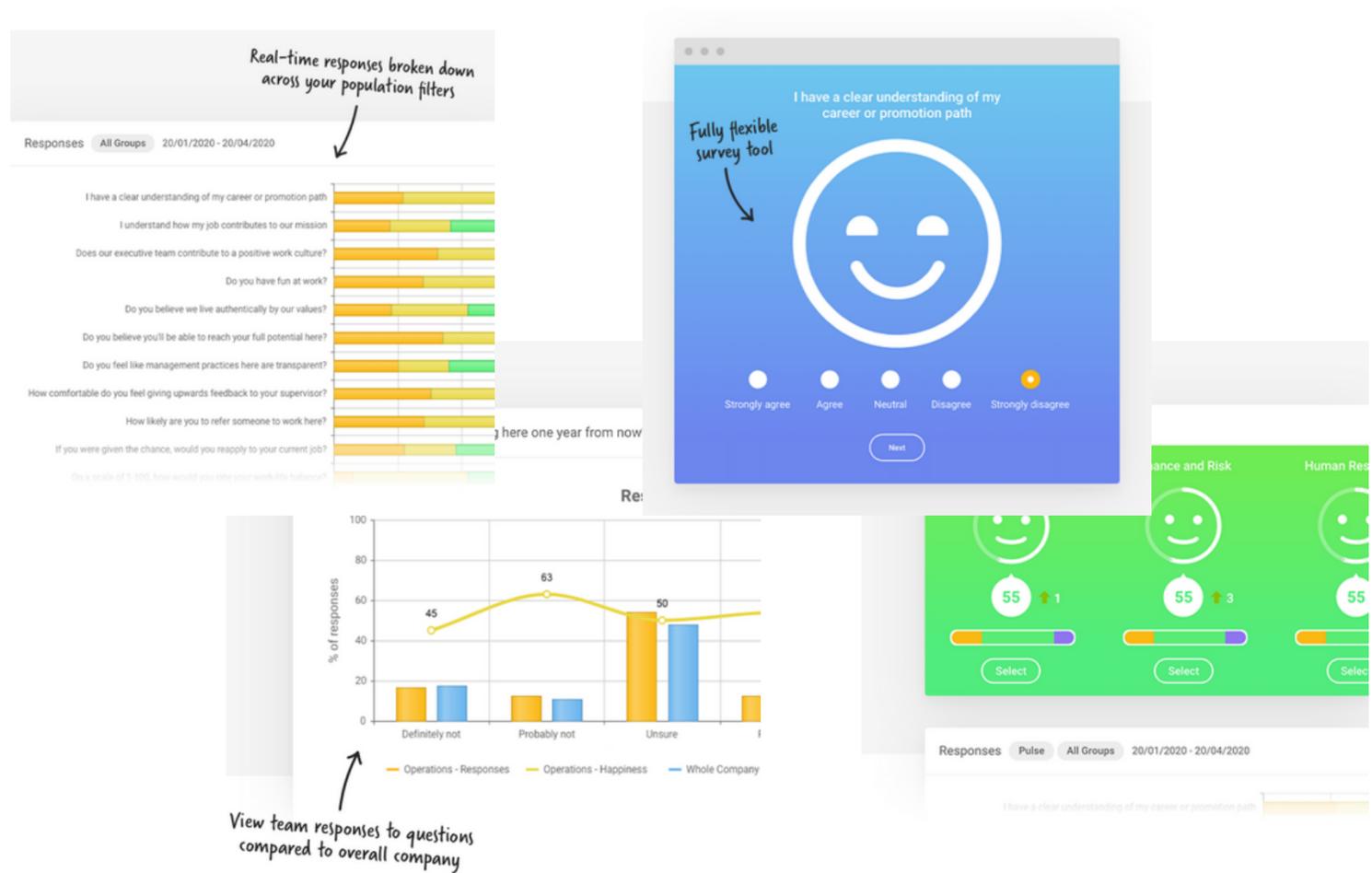
Listening and being heard

Sharing feedback or simply personal context with the company represents a form of employee listening - when combined with interaction (action, flags, reactions, replies) we feel heard.



It's an ongoing narrative of people's experiences, their challenges and successes, and a powerful tool for keeping people connected, building community and fostering shared responsibility for your culture.

And, with our fully-customisable survey feature...



- Fully flexible tool - pulse surveys for ongoing insights or create targeted surveys to explore specific topics in detail
- Use your own questions or pick from our extensive library
- Real-time, live results.
- Clear and comparable summary insights alongside detailed analytical reports

... Happiness Lab is a complete solution for understanding life inside your company



Our suite of dashboards and reports, provide live, ongoing insights that inform all of your people-related matters



- The effects of internal and external events become visible in real-time
- Analysis tools enable easy comparison between groups, periods, and specific populations
- Summary dashboards make insights available to all, with more detailed reports and analysis tools available to those that need them

And there are many more features that we've added to support our clients in getting the very best from our tool.

Positivity boosting check-in variations



Periodic variations to the daily check-in routine use positivity inducing statements to boost individual wellbeing and a range of team benefits

Guided journaling

Our journaling tool includes a range of approaches to encourage self-reflection and promote emotional wellbeing

Date: Today

Journal Style: Stream of Consciousness

Set a time limit (5-10mins) and just write whatever comes to mind. Don't edit censor your thoughts.

Entry:

Gamification - MEPs, League Tables, and Status Levels

Gamification through Monthly Experience Points, status levels, and league tables encourage individuals and teams to check-in regularly by triggering intrinsic motivation, competition and fun instincts.

Device agnostic

Happiness Lab works on any device, making it easy for your people to participate regardless of where or how they work

Event Tracking

Every workplace is constantly adapting to change, both planned and emergent. Event tracking allows you to create an event, tag affected people or populations and monitor the effects with before, during and after data.

MHFA & Champion Badges

Champion and MHFA badges help promote your internal agents, supporting them in increasing awareness of their roles, and encouraging confidence in their actions



Happiness Lab can help you see more...

“It's often hard to know how our people are feeling... this year has been particularly difficult for everyone. Introducing Happiness Lab has meant we can see clearly how our people are doing and hear directly how everyone feels about the changes we're having to make... I find it incredibly helpful

“Happiness Lab helps bring to light important issues that might not otherwise have been seen

“Happiness Lab is a game-changer when it comes to listening to our workforce

“Every day I check Salesforce to see how the business is doing, and Happiness Lab to see how our people are doing

... it's workplace culture and wellbeing tool like no other.

If you've made it this far you must've seen something interesting... but you've probably got some questions.

Why don't we talk?

You can book a demo directly on our website:

<https://happineslab.com/>

Or contact us to arrange a meeting to find out more:

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