


Well-Being at Work

Wolff Horbach

www.faktor-g.de

A middle-aged man with a receding hairline, wearing a grey suit jacket over a white shirt, is speaking and gesturing with his hands. He is holding a small black object in his right hand. The background is black.

**How do you increase the
company's success?**

It's very easy:

**Make your employees
and customers
happy!**

Matthias Horx

**What are
the building blocks
for well-being
at work?**

1.

Corporate Culture

BUILDING THE HAPPINESS-CENTRED BUSINESS

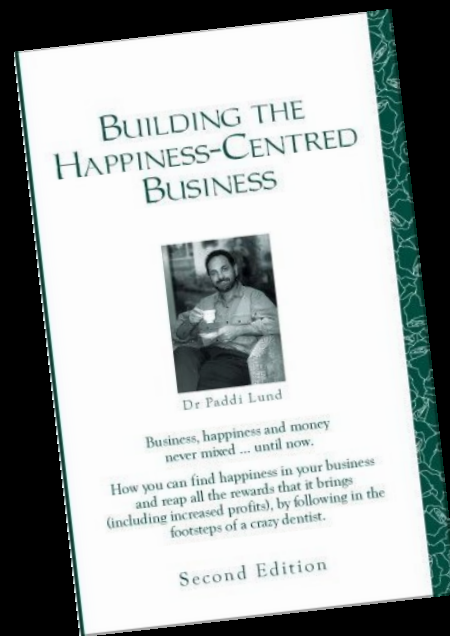


Dr Paddi Lund

Business, happiness and money
never mixed ... until now.

How you can find happiness in your business
and reap all the rewards that it brings
(including increased profits), by following in the
footsteps of a crazy dentist.

Second Edition



Courtesy System Happiness Meter



WALA

transformed to Foundation

equity ratio: 48%

flexible working hours for parents

80% of the salary at first of month

free tickets for public transport

extras for low earner

2.

Work Environment

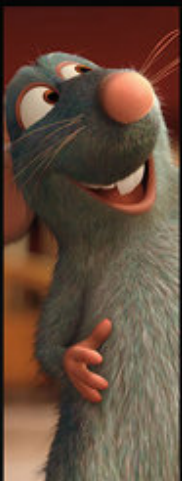
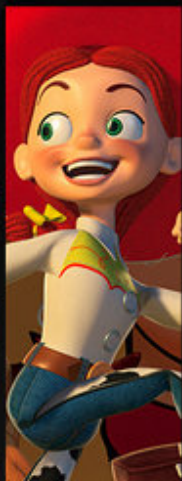






3.

Meaning



P



X

A

R



Be part of a bigger whole.



„world's best employer“

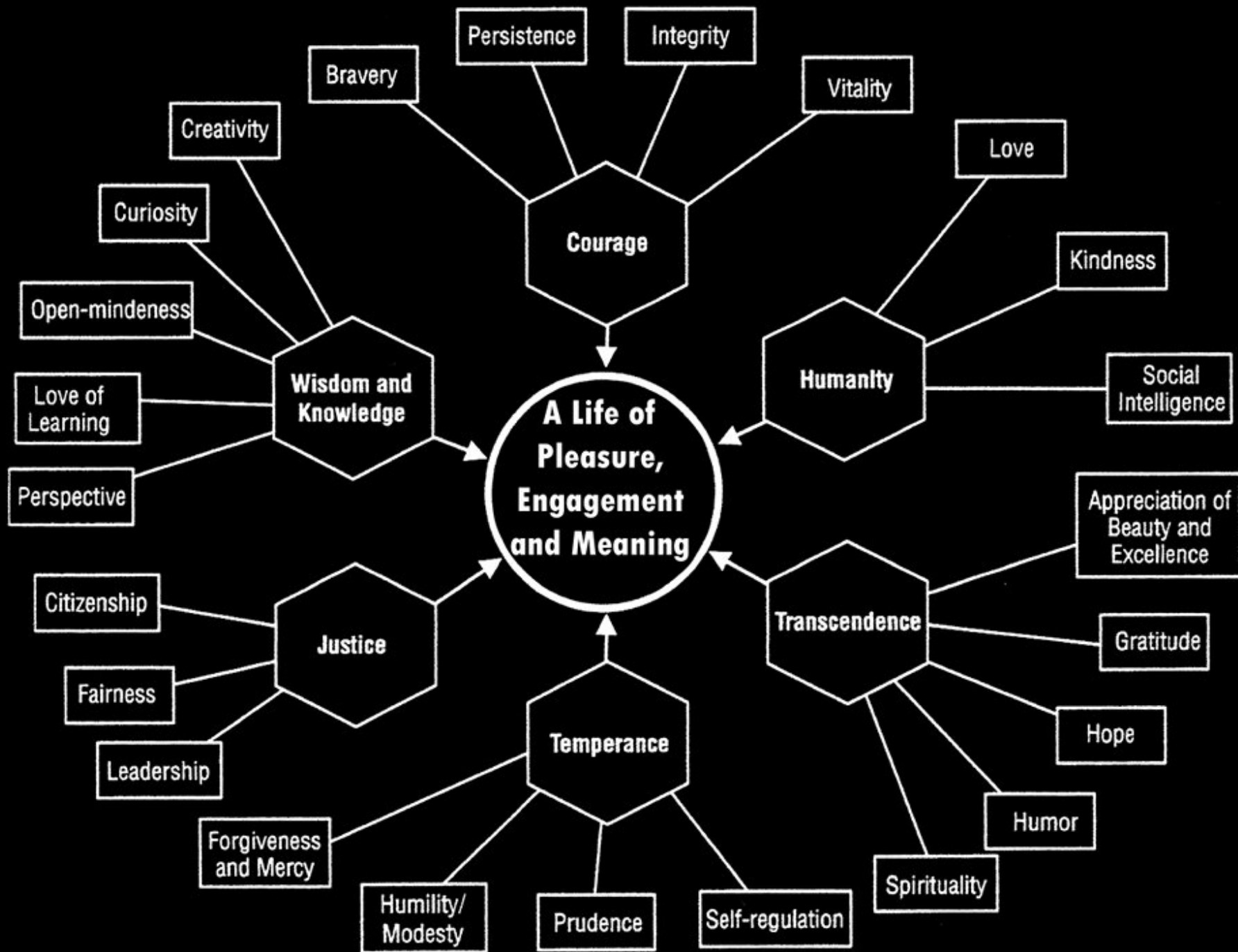
Ressources and energy savings

Sustainability

Build a better future

4.

Focus on the Strengths



Mihály Csíkszentmihályi

**"People feel best
when doing what
they do best"**

5.

Autonomy

Personal Projects



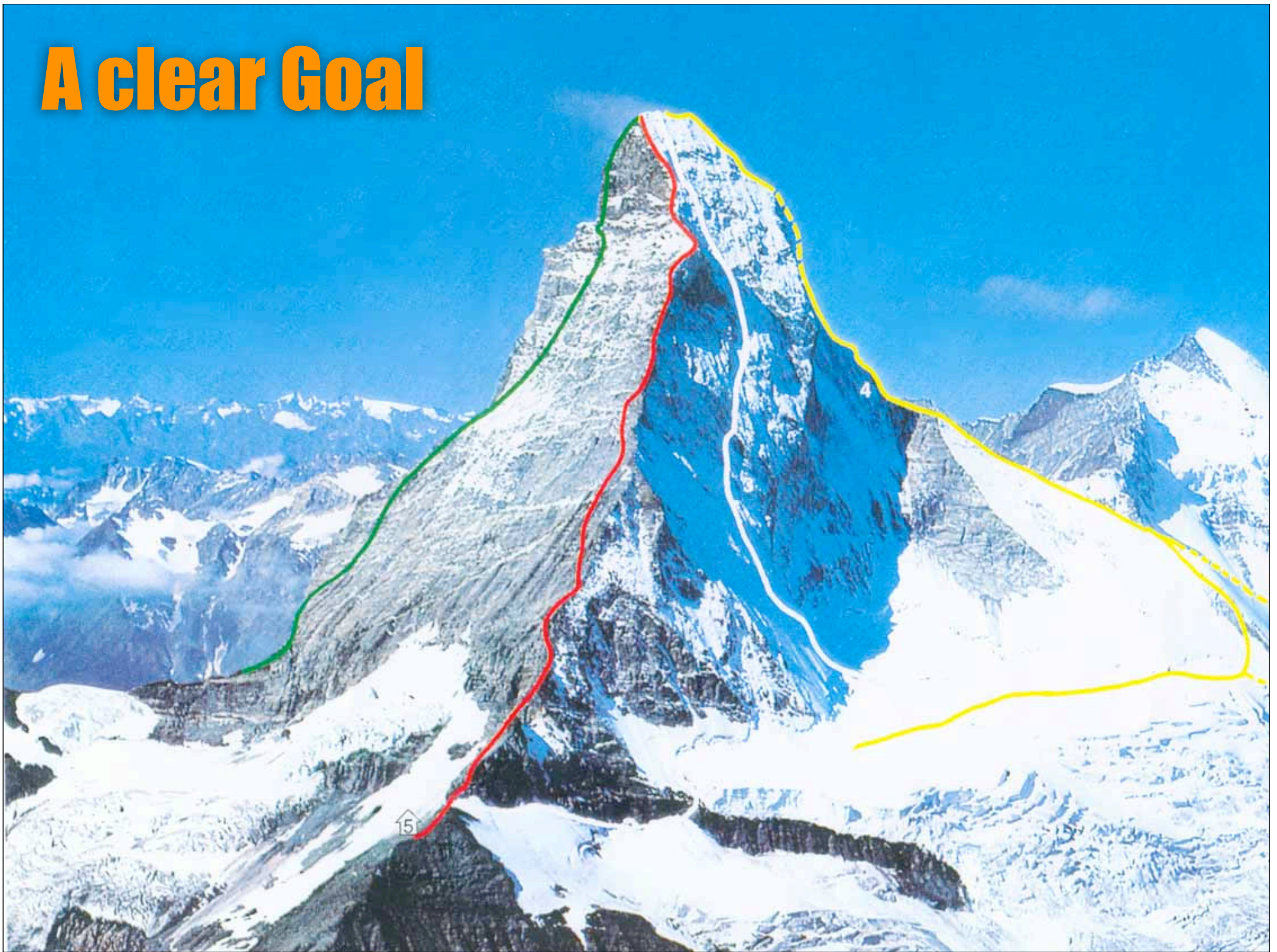
15 percent of working time

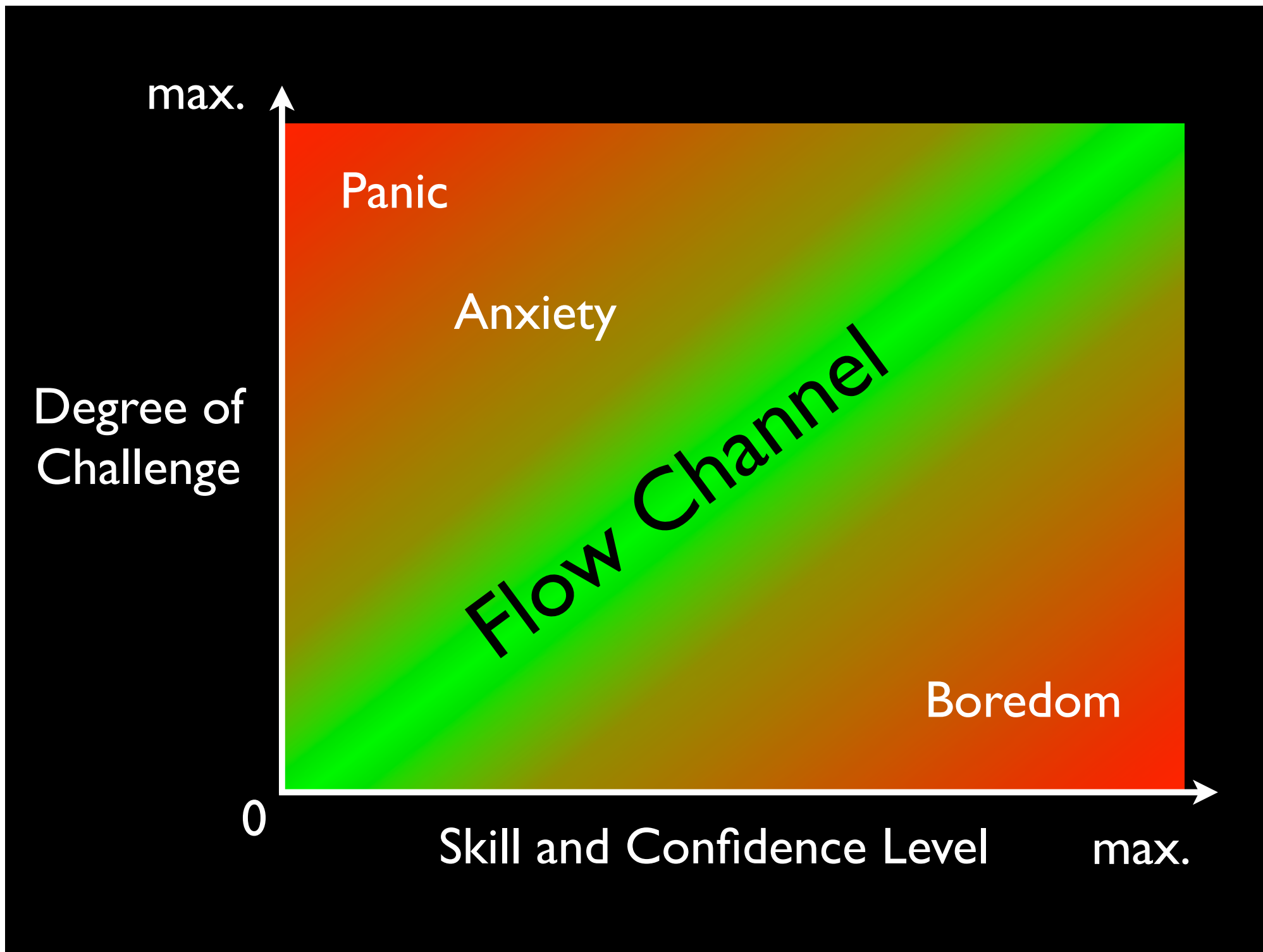


20 percent of working time

6. Flow

A clear Goal







immediate Feedback

in the State of Flow:

Merging of action and awareness

Sense of Time Distortion

Worries disappear

Sense of control

Effortlessness



Flow
is the best Message for
Employer AND Employees:

PEAK PERFORMANCE

+

HAPPINESS

at the same time

Summary

1. Corporate Culture

2. Work Environment

3. Meaning

4. Focus on the strengths

5. Autonomy

6. Flow