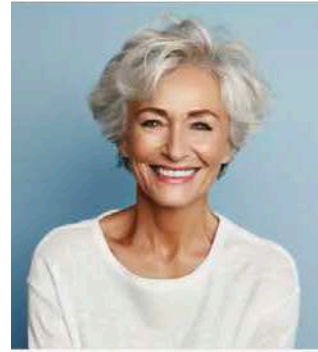
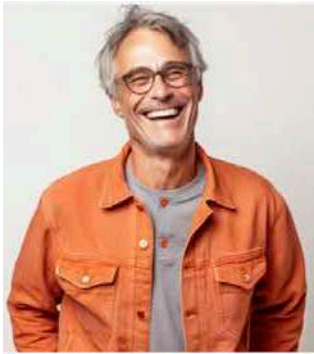


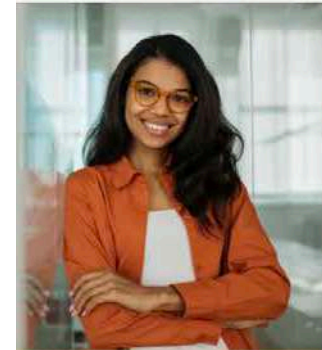
# WHO



Happy Workplaces® excels in making workplaces happier and boosting employee engagement, utilizing over ten years of experience and innovative neuroscience-based practices. We work with forward-thinking companies to redefine employee well-being, engaging employees as co-creators of their workplace environment. Integral to our approach is the Happiness Certification we offer, empowering clients to showcase their commitment to a positive work environment.



# WE



# ARE

**Our mission is to elevate  
employee happiness to the  
top of the corporate  
agenda.**

We spotlight Happy Workplaces by certifying them, illustrating how they excel from employee engagement to financial performance, and providing blueprint of exemplary practices.

## ABOUT US

At Happy Workplaces, we specialize in transforming company cultures to enhance workplace happiness and boost employee engagement. With over a decade of experience, our innovative approach incorporates neuroscience-based practices, reshaping the landscape for employee well-being and organizational success. We set industry benchmarks by creating environments where employees not only excel but are also deeply engaged in the fabric of their workplace.

Our team of experts collaborates with a wide spectrum of forward-thinking companies, redefining what it means to work in a nurturing and productive environment. We engage employees as integral co-creators of their workspaces, empowering them to actively shape a culture that fosters happiness, engagement, and retention of top-tier talent.

Our proven methodologies not only prioritize the well-being of employees but also align it with strategic business objectives, ensuring that our clients achieve both exemplary employee happiness and outstanding business results.

## WHAT SETS US APART

- We identify your employer brand not with generic terms like best, top, great, or excellent, but with happiness, the ultimate goal for everyone.
- Our measurement tool is grounded in the latest neuroscience research, moving beyond outdated questionnaires from over 30 years ago that no longer reflect the realities of today's business environment.
- We deliver a comprehensive analysis through an interactive online report, complemented by a detailed presentation designed to meet the expectations of senior management.
- We maintain continuous engagement and preserve a human touch throughout our interactions.

In a nutshell, we are up-to-date.

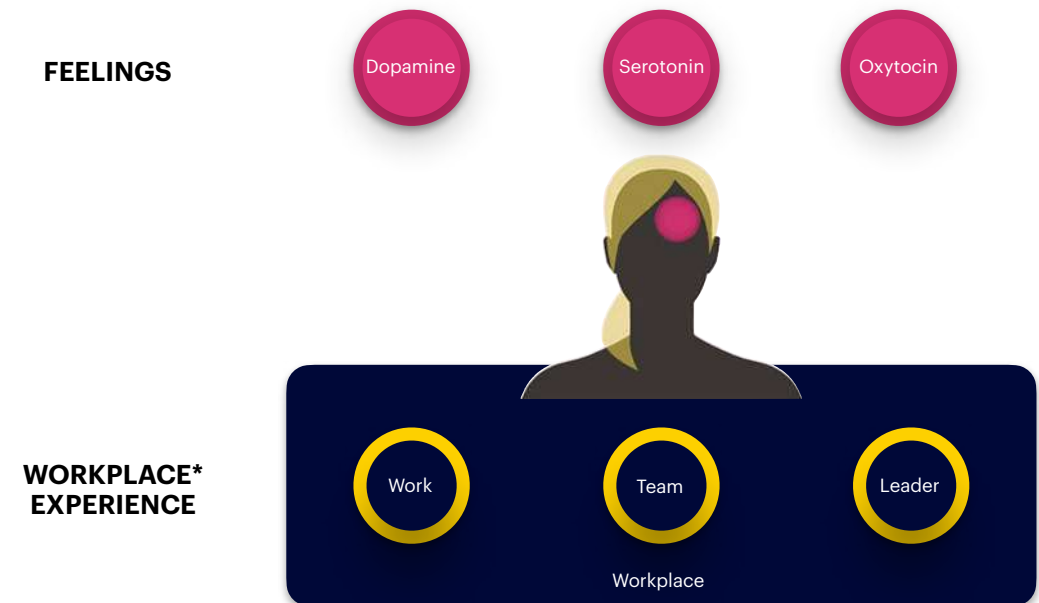
## OUR MODEL

Our neuroscience-based model reveals that employee happiness is rooted in the workplace experience—specifically their interactions with work, team, leaders, and the workplace environment. These interactions create feelings of success, pride, and trust, which are crucial for happiness.

**Success** is linked to dopamine and is felt when employees fully utilize their potential in meaningful work, see the results of their efforts, and are provided with conditions for continuous improvement.

**Pride** is associated with serotonin and arises when accomplishments are recognized and appreciated by leaders, and celebrated by coworkers.

**Trust** is associated with oxytocin and stems from the personalized attention leaders show their employees, alongside strong colleague relationships, a cooperative environment, and a reputable brand, enhancing a sense of security and belonging.



*\*Workplace refers to any location or setting where work is performed.*

## OUR CERTIFICATION PROCESS



### 01 APPLICATION

To submit your official application and obtain detailed information, please contact us through our website in your country. We would be delighted to assist you.

### 02 SURVEY

For certification, we administer a 14-question Well-being Index to either all of your employees or a selected sample. However, for more comprehensive results, you have the option to use our 32-question survey or to add additional questions to the survey.

### 03 HR-CHECK

We gather information on your Human Resources practices that support and demonstrate the sustainability of employee happiness, using a checklist that will be sent to you.

### 04 CERTIFICATION

Companies scoring above 70 on the Survey and HR-Check earn the right to use the Happy Workplaces certification for one year. Additionally, they become candidates for the Happiest Workplaces Around the Globe list.

## CERTIFICATE



## EXCELLENCE EMBLEM



## SPECIAL CERTIFICATES



## OUR GLOBAL NETWORK



\* Countries where the The Happiest Workplaces List published in 2024.

\*\* Countries whose restructuring process continues.