MODULE OVERVIEW

Happiness at work: Five levers you control

Adaptive module | ~20 min

For a long time, the focus was on stress and burnout, rarely on what makes people happy; mental health, hybrid work, and AI now make the question unavoidable. “Happiness at work” has often been a corporate slogan, or reduced to material conditions. This module goes deeper: it treats happiness as a personal stance to cultivate, with proven frameworks, five concrete levers, and the courage to act on what each person can control.

LEARNING OBJECTIVES

01 Understand happiness at work as a personal stance you cultivate, distinct from a corporate slogan.

02 Find your sources of happiness with two frameworks: PERMA’s five dimensions and motivation, enjoyment, and satisfaction.

03 Act on five concrete levers: meaning, relationships, autonomy, recognition, and work-life balance.

04 Dare to nurture this happiness through three acts of courage: express your needs, set your limits, and sometimes explore a new path.

WHO IT’S FOR

Anyone for whom a good workday starts with energy, is enjoyable throughout, and ends with pride.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- PERMA model – Martin Seligman, positive psychology (University of Pennsylvania)
- Five levers (meaning, relationships, autonomy, recognition, work-life balance) – Catherine Testa; the autonomy, relationships, and meaning part draws on Self-Determination Theory (Deci & Ryan)
- Flow – inspired by Mihály Csíkszentmihályi
- The three acts of courage (expressing your needs, setting boundaries, leaving) – Afthonios method

SOURCES & REFERENCES

- Harvard Study of Adult Development (Robert Waldinger): relationships predict well-being better than the content of the work
- Microsoft – “Work Trend Index”: 55% of hybrid employees feel lonelier, 59% have fewer friendships at work
- Martin Seligman (University of Pennsylvania) – PERMA model, “Flourish” (2011)
- Gallup – Q12 item: weekly recognition is linked to markedly higher engagement

Module created by Afthonios.com.

Content reviewed on 13 October 2026