



# More happiness at work

# 1<sup>/9</sup> Starting point 5 min



**READ ALOUD:** Happiness at work has a proven positive effect on performance and vitality of people and organisations.

Research shows that performance and feeling happy at work go hand in hand.

Today you will explore happiness at work. This KrsKrt (pron. 'CourseCard') will show the way.

**Who will be the Timekeeper?** Keep track of total time (2 hours) and the time per question.



 **TAKE NOTES**

**Who will be the Questioner?**

Keep asking questions where others stop.



# 2<sup>/9</sup> Introducing

 15 min

Name or  
Initials

What **score** do you give your happiness  
at work right now and in general?

Please explain (and introduce yourselves to each other)


# 3<sup>/9</sup> Feeling



TIP: DISCUSS IN PAIRS AND LET YOUR PARTNER SHARE WITH THE GROUP

 15 min

Name or  
Initials

When was the last time  
you **felt happy** at work?

How could you tell?


# 4<sup>/9</sup> Drivers



GO TO QUESTION 1 TO SEE  
THE COMPLETE MODEL

 25 min

Scan the QR code or go to [WWW.KRSKRT.COM/HAPPINESS](http://WWW.KRSKRT.COM/HAPPINESS) to discover how the drivers are influencing your happiness at work.

Build a profile for each driver: **When have you personally experienced this driver at work?**

**CONFIDENCE:**

Belief in self

**CONTRIBUTION:**

The effort you make

**CONVICTION:**

Short term motivation

**COMMITMENT:**

Long term motivation

**ACHIEVING YOUR POTENTIAL:**

Using your talents and strengths

**CULTURE:**

Feeling of fit with your organisation

# 5<sup>/9</sup> Turning point

 10 min

You are halfway there! Please read the questions below first and then take a break if time permits.

**Look back:** What did you appreciate in the first half of your conversation?

**Look forward:** What do you agree upon to finish the second half?

✓ REDISTRIBUTE THE ROLES (01), IF NECESSARY

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happiness  
at work

# 6 / 9 Work context

 15 min

Where are you with the other three drivers in your (own) work context? All raise your hands, mark the scores and explain!

I **TRUST** the vision and leaders of my organisation

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I am **RECOGNIZED** for who I am and what I do

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I am **PROUD** to be working for this organization

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GO TO QUESTION 1 TO SEE THE COMPLETE MODEL

# 7<sup>19</sup> Increasing

 15 min

Name or  
Initials

Look back at the scores of question 2. What driver will you focus on in order to **increase your score**?

What did you **learn** about this driver and what can you **do** about this? *Help each other by giving suggestions!*

- CONFIDENCE  
 COMMITMENT

- CONTRIBUTION  
 POTENTIAL

- CONVICTION  
 CULTURE

- CONFIDENCE  
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# 8<sup>/9</sup> Transfer

 15 min

Name or  
Initials

What is your **next step** in the right direction  
to increase your happiness at work?

**Whom or what** do you need in order to make this  
happen? *Everyone: give tips, tricks and contacts!*

# 9<sup>/9</sup> Ending point

 5 min

You did it, you've reached the last question!

**Look back:** What made you really happy during this conversation?

**Look forward:** Where and when will you continue this conversation?

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**This KrsKrt® facilitates your conversation.** Play the printed version (**print&play**) or digital (**project&play**).  
No need for a facilitator or manual, ideal on a large scale. More information? Go to [KRSKRT.COM/CHECK](https://KRSKRT.COM/CHECK).

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