

2023

Workplace Happiness Report

Discover the latest insights, statistics and recommendations relating to all things workplace wellbeing, team engagement and staff development.



"The greatest strategic advantage any workplace can have in the modern world is the happiness of their staff. Organisations that prioritise the wellbeing, engagement and fulfillment of their team will ultimately be far more successful than those who don't."

Declan Edwards

BU Founder



This report highlights and summarises the current state of workplace happiness with a particular focus on Australian workplaces.

As often as possible references and sources have been cited to support the statements made throughout the report.

Where case studies, testimonials, and client insights have been included some identifying and confidential information has been redacted for privacy however all information relating to workplace happiness has been retained.

All BU workplace happiness consulting services, products, and prices are accurate at the point of publishing this report. They are, however, subject to change and are often influenced by the project scope for the specific workplace we are consulting for.

Any recommendations and insights provided in this report are of a general nature and may not be directly translatable or applicable to your specific workplace. The information in this report does not replace one on one recommendations made for your workplace by a qualified professional.

All BU workplace happiness consulting services, products, and prices are accurate at the point of publishing this report. They are, however, subject to change and are often influenced by the project scope for the specific workplace we are consulting for.

[Click here for tailored Workplace Happiness recommendations](#)

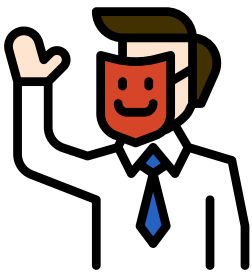


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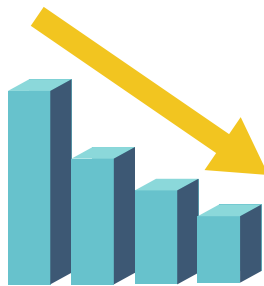
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The State of Workplace Happiness



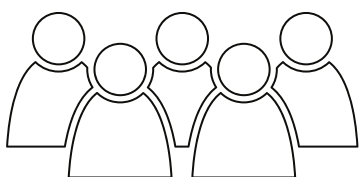
81% of employees fake being happy at work



Workplace Happiness has dropped from 51% to 41% in 3 years



Less than 50% of staff are happy at their current workplace



1 in 5 employees have taken time off work for mental health this year



Nearly 1 third of employees don't feel comfortable speaking to their workplace about their wellbeing



64% of Australians report that their life is negatively affected by workplace stress



Why Happiness at Work Matters



Workplaces have corporate social responsibility for staff



Happy workplaces outperform their competition by 20%



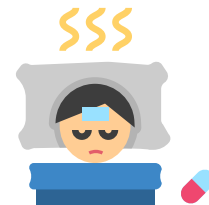
Happy employees are 13% more productive



Happy salespeople produce 37% more sales



36% of staff would give up \$5000/year in salary for a happier workplace



Happy employees take 10 x fewer sick days



Happy employees stay with their workplaces for longer



Workplace happiness spreads a ripple effect to your customers



Happy companies are more likely to be employers of choice



The Rising Cost of Workplace Un-Happiness

As workplace unhappiness continues to rise so too does the cost of not being proactive with your staff wellbeing, engagement and development. On average workplace unhappiness costs:



33% of an employees annual salary if they leave due to burnout



\$9,000/year for each employee with low wellbeing



\$17,000/year for every disengaged staff member

**"Businesses often forget
about the culture, and
ultimately, they suffer for
it because you can't
deliver good service from
unhappy employees"**

- Tony Hsieh



The Best Investment

When it comes to prioritising projects and deciding where you put your resources and focus there are 2 approaches a workplace can take:



Shareholders 1st



Customers 2nd



Employees Last

Although this is the most common approach we argue that it's an outdated, and ineffective, way to run an organization. We believe that the correct approach is actually the exact opposite:



Employees 1st

Happy staff provide a better service which creates...



Customers 2nd

Happy customers who then refer and return, leading to...



Shareholders Last

Happy shareholders with a thriving & profitable organisation



So Who Is BU?

We are an **award-winning** social enterprise that helps organisations to better measure, understand, and manage their workplace culture and overall staff happiness.

We do this by providing **evidence-based, practical, and proactive** Happiness Consulting that empowers your team to better manage their mental & emotional wellbeing, as well as develop their personal 'soft' skills.

Our **Workplace Happiness Accreditation** program also recognises, celebrates, and elevates organisations that are doing great things with their **people & culture**. This helps them stand out as **employers of choice** in their industry,



Why Partner with Us?

When you partner with BU you're not only getting access to our knowledge, insight, and expertise; you're also sending a loud and clear signal that you value the happiness of your staff.

This means that from Day 1 of our partnership you're already positioning yourself as a workplace of choice.

As a result, you're more likely to attract and retain great talent as well as stand out as a positive organization for potential customers & clients to choose.

When you combine this with the fact that we take a data-driven, evidence-based, and actionable approach to improve the wellbeing, engagement, and performance of your team the benefits dramatically add up.

“ Working with BU is **one of the single best investments an organization can make**. The impact it will have on its people, its leaders, and the culture is nothing short of amazing.

- **James Tanner, VP of Operations;**
Kleiman Evangelista Eye Centers of Texas





Meet our Happiness Consultants



Declan Edwards

Declan is the Founder at BU and has helped workplaces improve their culture for 5 years. He has partnered with workplaces throughout Australia as well as in Texas. He has qualifications in Positive Psychology, NLP, Acceptance & Commitment Therapy, and mindfulness. Declan specialises in leadership development and burnout prevention.



Josh Devon

Josh is our lead Workplace Happiness assessor and the co-creator of the Workplace Happiness Accreditation & Diagnostic Process. He has an extensive working history across large corporate, small business, and startups in Australia and Canada. Josh's core focus is ensuring that workplaces have the tools and insights to better measure, understand, and manage the happiness of their teams.



Nick White

Nick completes our Workplace Happiness Consulting team and specializes in helping organisations to meet, and exceed, the requirements to become accredited as a Happy Workplace of Choice. He has qualifications in Coaching, Acceptance & Commitment Therapy, and Resilience Training. He is passionate about helping workplaces reach their full potential.



Our Topics of Expertise...

Between our 3 Happiness Consultants, we are able to deliver insightful, practical, and actionable staff training sessions on any of the following 20 topics.

- Taking Radical Ownership of Your Work
- Self Care Made Simple
- Navigating Difficult Conversations
- Pre-Empting & Preventing Burnout
- The Science of Happiness
- Foundations of Emotional Intelligence at Work
- Modern Mindfulness at Work
- The Recipe for Thriving Workplaces
- Playing to Your Strengths
- 3 Steps to Healthy Boundaries
- The Psychology of Goal Setting
- Identifying Your Work Purpose
- 21st Century Leadership
- Building a World-Class Workplace Culture
- Managing Your Mindset
- The Science of Stress Management
- Overcoming Overwhelm
- Time Management 101
- Peak Performance Practices
- Procrastination & How to Overcome It

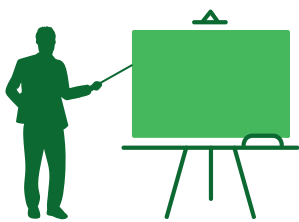


How We Help

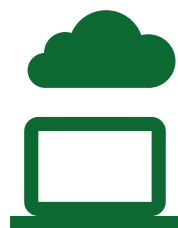
After an initial scoping session we complete a Workplace Happiness Report.

This report is designed to provide a clear baseline of your current staff wellbeing and engagement rates as well as clearly identify key areas for improvement. This way there's no need to rely on guesswork and hope. Instead, we are able to develop a tailored action plan that is driven by data and evidence.

Your tailored Workplace Happiness Action Plan may include:



Live Interactive Workshops



Online Courses



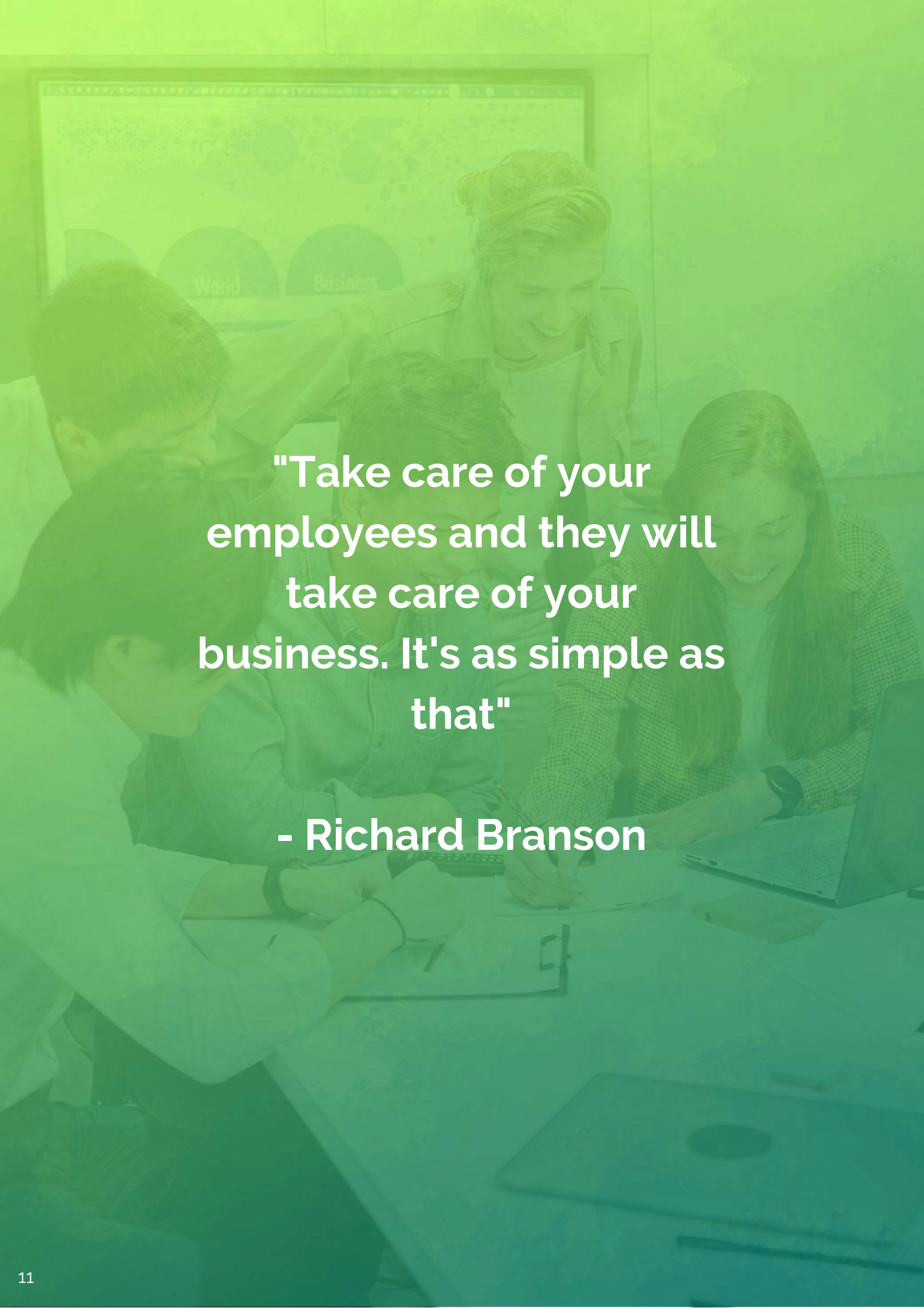
1-on-1 Leadership Coaching



Personality & Behaviour Type Profiling



Comprehensive Progress Reports

A group of five business professionals (three men and two women) are gathered around a table in a meeting room. They are all smiling and looking at documents and a laptop. The background shows a whiteboard with a world map and the words "World" and "Business". The entire image has a green tint.

**"Take care of your
employees and they will
take care of your
business. It's as simple as
that"**

- Richard Branson



What Our Partners Say



- **Aleisha
Bailey**

Team Leader at
Burraneer Bay OOSH

"I've been privileged to work with BU in multiple capacities. First one-on-one, then bringing them to the team I manage, then additionally my regional group to further inspire movement & change within our workplaces. Myself, my team, and my peers are so very grateful for all the tools & strategies BU has shared with us"

"BU's knowledge and inspiring approach has transformed the way that we manage our workplace. They speak frankly, help to face issues head-on, and shed light on ways to change that we'd never considered."



- **Beau Wills**

Board Member for the Network
of Community Activities



- **David Mifsud**

Owner of The Body
Shapers

" Our team left the event with not just inspiration but a concrete plan on how they can overcome their challenges and reach their goals.

We will always welcome BU back for more training as we've seen the impact this makes"



Happiness Taste-Testers

Because we know that not all organisations are ready to take the leap and commit wholeheartedly to improving their workplace happiness we offer a couple of "one-off" Happiness Taste-Testers for your team



Staff Development Workshop

Our Staff Development Workshops are our most popular option out of our taste-testers. They are often run as part of staff development days. A staff development workshop involves an in-depth 75 minute session on 1 topic of your choice and also includes all workbooks and materials.

Investment = \$1750-\$3000 (+GST)



Staff Development Masterclass

This is the most comprehensive option of our taste-testers. It gives you the opportunity to pair 2 topics and run a 3 hour masterclass for your team. If you're unsure which sessions pair well our team can help guide you on this. Investment = \$2500-\$5000 (+GST)



How to Work with us & Prioritise Your Workplace Happiness

When an organisation inevitably makes the right decision to invest more deeply into their workplace happiness there are 3 key steps that we take together:



Step 1: Complimentary Scoping Session

In this 20 minute meeting we will clarify whether we are the right fit to partner with your workplace. If we aren't the right fit we will refer you to someone who is.



Step 2: Workplace Happiness Diagnostic Report

This is the clarity building step. Anonymous data and an evidence based report will shine a light on the main areas we need to focus on in your specific workplace.



Step 3: Tailored Workplace Action Plan

Once the findings are in from your diagnostic report we formulate 2-3 recommended action plans to help you address your staff challenges and maximise your ROI.

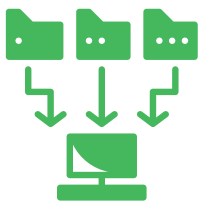
Next Steps

Workplace Happiness Report

Prior to commencing any staff development plan we require the organisations we partner with to complete a company happiness report so that we can recognise the key strengths of the organisation and diagnose the key areas for growth.



This ensures that your company is relying on evidence and data instead of guesswork when it comes to developing your team.



Step 1: Initiation & Data Gathering

Upon organising your company wellbeing report a **private and unique access link** will be set up for your team. This is the link that you will provide to your team so they can complete their anonymous survey and soft-skills review.



Step 2: Analysis

Once we receive a **50-80% completion rate** we analyse the data to identify key strengths and growth opportunities that are tailored to your team.



Step 3: Report Produced

Prior to receiving a copy of your report via email all key stakeholders will be invited to attend a 60 minute report debrief meeting with BU's Founder, Declan Edwards. At the end of the report you will find **tailored action plans** that are designed to help improve your team's scores. These action plans may consist of **BU programs, staff training workshops, services offered by our vetted 3rd party providers and/or actions that can be completely internally by your leadership team.**

Investment Options



To ensure that your report contains all the information you require, and that it fits within your budget, there are 3 different tiers of report to choose from.

Tier 1 - Fundamentals - \$2500 (+GST)

The Fundamentals Report covers exactly that, the fundamentals. It details your team's scores across **5 contributing factors to wellbeing and engagement** whilst providing financial implications and recommended action plans. This is best suited for organisations working on a tight budget.

Tier 2 - Insights - \$3600 (+GST)

The Insights Report includes everything from the Fundamentals report **plus data segmentation**. Data can be split to show the differing scores between roles in the organisation **or** between different office locations (max of 3 segments). This is the perfect option for an organisation that wants a deeper insight into their team's wellbeing.

Tier 3 - Comprehensive - \$4800 (+GST)

The Comprehensive Report is for the organisation that wants the **most detailed analysis** of their staff wellbeing and engagement. It includes everything from the fundamentals report as well as data segmentation for roles within the organisation **and** different office locations (max of 6 segments).

Add-Ons:

Additional Data Segmentations: +\$750/segment

Happy Workplace Accreditation



In the event that your workplace achieves the following benchmarks, you will be formally and officially recognized as a certified 'Happy Workplace'.

Benchmarks for Happy Workplace Certification

- No sub-contributing areas fall below 50%
- No core areas fall below 60%
- At least 2 core areas score above 70%
- At least 1 core area scores about 80%



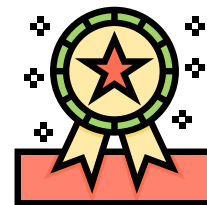
Benefits of Happy Workplace Certification



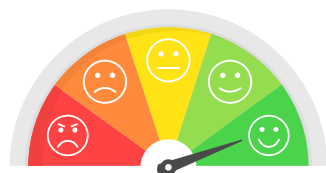
Attract
Better Talent



Enhanced
Staff Retention



Positioned as a
Workplace of Choice



Improved Consumer
Perception of Your
Workplace



Tangible Evidence
of Your Commitment to
Your Team



Making an Impact

Thanks to our partnership with B1G1 you'll not only be making a positive impact on your team when you work with us, you'll also be making a positive impact in the lives of others.



Impact 1 - eLearning Hubs for Indigenous Communities

For every Workplace Happiness Report BU completes we provide 30 days of access to a computer eLearning hub to assist with education in remote and indigenous communities.



Impact 2 - Tutoring Sessions for Critically Sick Children

For every Staff Wellbeing Action Plan BU delivers we provide 5 tutoring sessions to help critically sick children catch up on their education once they're out of hospital.



Impact 3 - Fresh Drinking Water for Communities in Kenya

For every anonymous feedback form we receive from your staff we provide 1 day of clean drinking water to a remote Kenyan community.



**Ready to make your impact?
Contact our team today to finalise your next steps forward.**

As Seen In



Ready to take the next step
towards becoming a Happy
Workplace of Choice?



[Click here to book your complimentary Initial Workplace Scoping session with our Founder, Declan Edwards.](#)

As Trusted By

