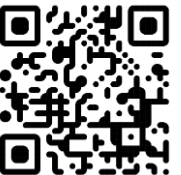


“With great Power  
comes  
great Responsibility”



theHappyLab

**ALEXANDRA LEKKOU  
& VICKY GRIGORIADOU**  
CO-FOUNDERS





“What is the time  
in the week you  
least enjoy?”

“Happiness and work: An interview with  
Lord Richard Layard”  
McKinsey & Company, 2019



“What is the most stressful aspect of your job?”

“What to do when you have a bad boss”  
Mary Abbajay, Harvard Business Review,  
2018



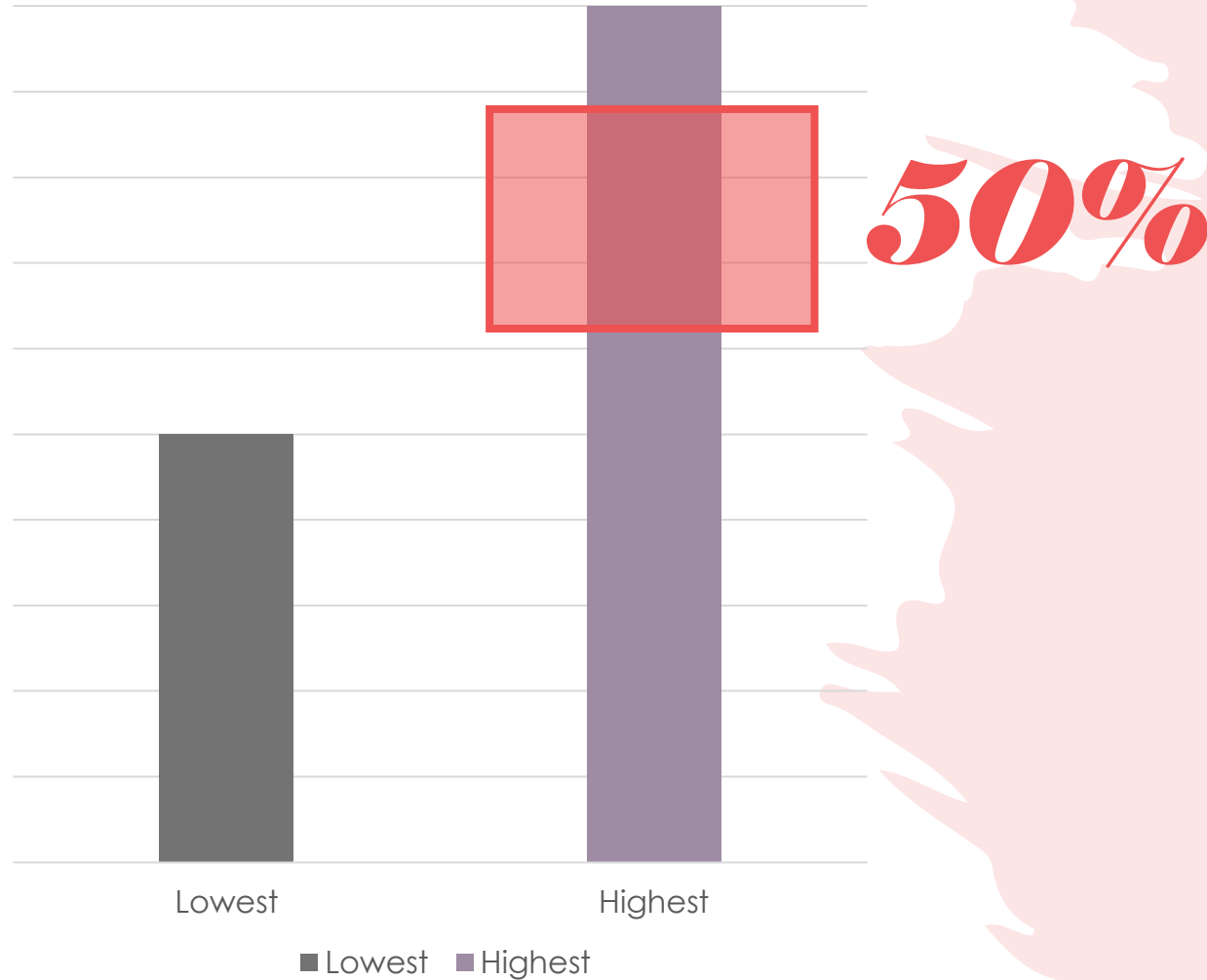
“Who in your life has the greatest influence on your mental health?”

Workforce Institute at UKG survey  
2,200 employees, 1,200 leaders, 10 countries | 2023

A large, vibrant red brushstroke graphic that tapers at both ends, resembling a paintbrush stroke. It serves as a background for the main title text.

# *My Manager*

## Team Performance



Think of the highest and the lowest performing teams in your organization:

“What % of the performance difference is linked to their positive practices\*?”

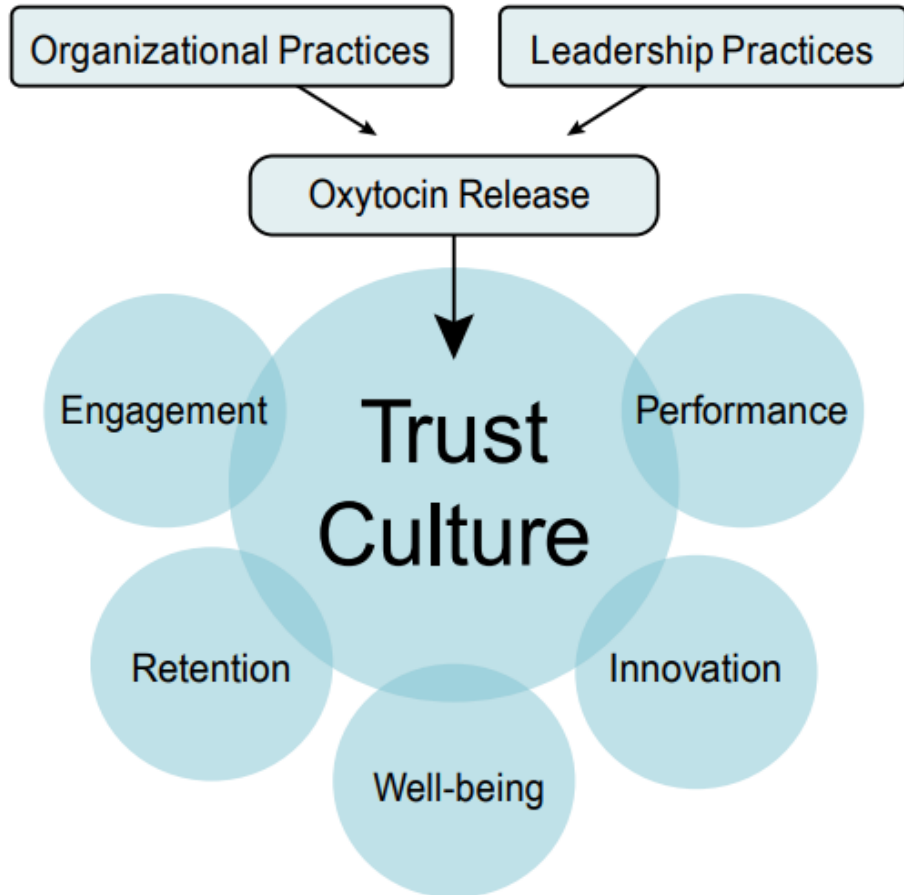
**\*care, support, forgiveness, inspiration, meaning, trust**

“Effects of Positive Practices on Organizational Effectiveness”, Cameron, Mora, Leutscher, Calarco, 2011



*Well-being  
@ the workplace*

# TRUST & its' Impact



Outcome	Low vs. High Trust Quartile Percentage Difference
Engagement	+76%
Joy at Work	+60%
Job Satisfaction	+56%
Productivity	+50%
Job Retention	+50%
Life Satisfaction	+29%
Sick Days	-13%
Burnout	-40%

**106%  
more  
energy!**



# ***TRUST: A Leader's guide***



**Ovation:** recognize high performers

**EXpectation:** set challenging achievable goals

**Yield:** allow people to choose the “how”

**Transfer:** enable self-management

**Openness:** allow information to flow both ways

**Caring:** intentionally build relationships

**Invest:** enable growth

**Natural:** allow your authentic self to be seen

*How do you  
foster  
**WELLBEING**  
and  
**TRUST**  
in your  
organization?*



# *Thank you*

Alexandra Lekkou  
Vicky Grigoriadou

Photos by Robert Collins, Thomas Park,  
Usman Yousaf, Matthew Ball on Unsplash

“With great power comes great responsibility”

 theHappyLab

