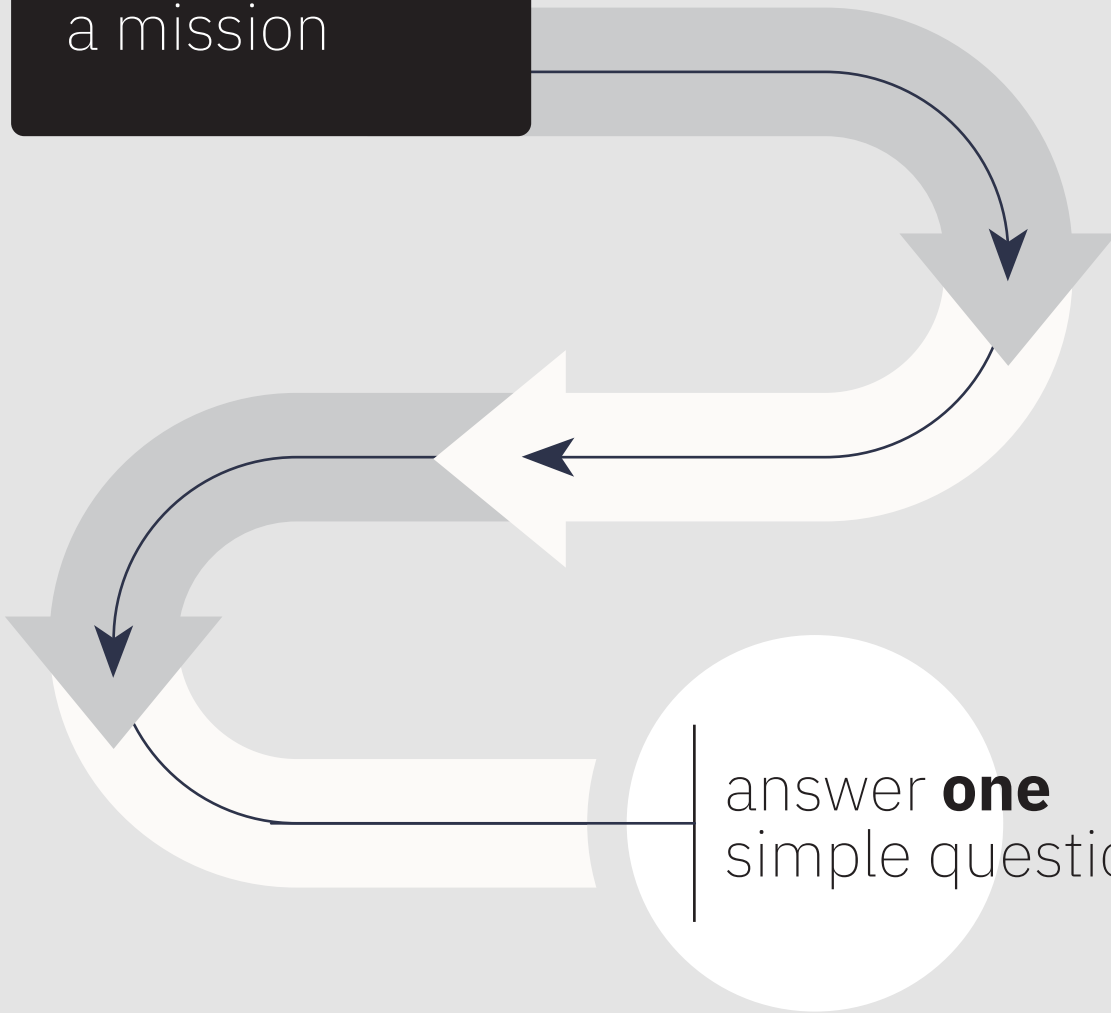




The book of
Flourishing

A lifetime in
the health and
well-being
industry led to
a mission



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What shapes
performance
at work?

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3 years of scientific
research, constant
learning and unlearning,
and countless
mini discoveries later,
here's the answer:

A spotlight effect is shown, with a bright white beam of light shining down from the top center onto the word 'Flourishing'. The beam tapers as it descends, creating a soft glow around the text. The word 'Flourishing' is written in a bold, white, sans-serif font. The letter 'o' is replaced by a blue circle with a white smile-like curve inside. Below the text, there is a soft, grey, oval-shaped shadow on the dark background.

Flourishing

What is Flourishing?

People reaching their full potential through the conditions that enable optimal performance, fulfilment and growth.



Flourishing in what?

The correlations in the data led to our 12 Topics. We call them **Explorers.**



Why Flourishing?

The degree of flourishing in your company has a measurable impact on:

Engagement

Retention

Absenteeism

Resilience


Resourcefulness

Performance

Change-Readiness

and

Productivity

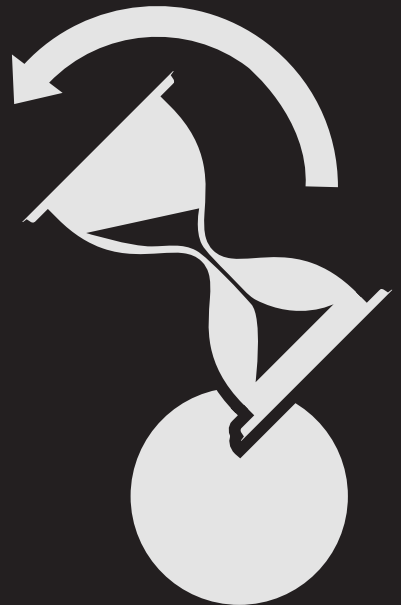
The background is a light gray gradient. It features several white smiley faces of various sizes scattered across the top and right sides. A large, white, upward-pointing arrow is positioned on the right side, starting from the bottom and pointing towards the top right. A white, wavy ribbon-like shape runs horizontally across the middle of the image, partially overlapping the arrow.

Flourishing and
productivity go up
and down together.

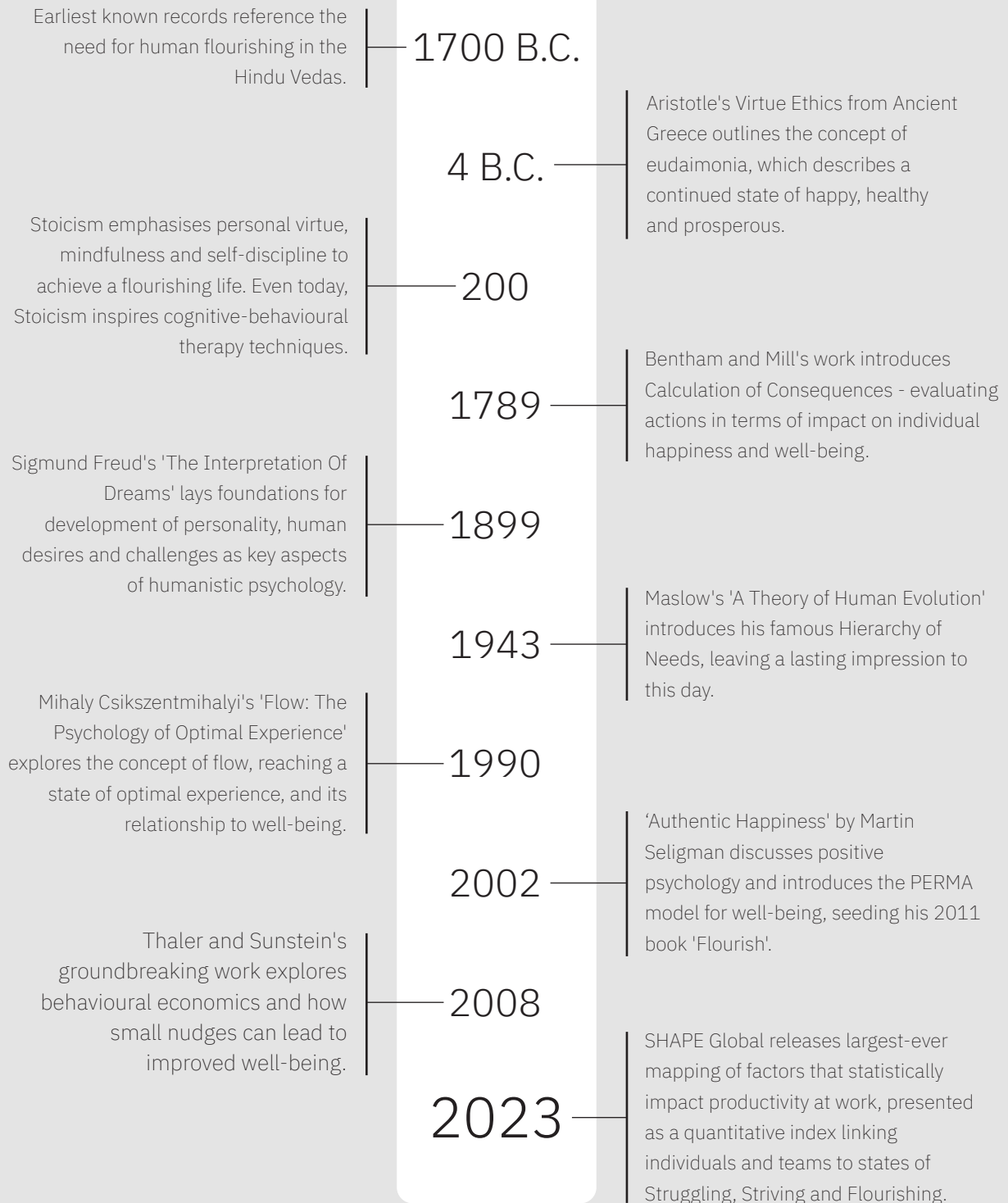
Flourishing employees are
2.5x times more productive
than those who aren't.

250%

We're not the
first to say it.



Flourishing Throughout History



But we are the
first to make a
purpose-built
system to
reliably
measure and
guide
flourishing.



Using the very best literature...

Like Daniel Goleman's 1995 work linking EQ and communication skills to flourishing

Or Diener et al's 2009 work on the Flourishing Scale measuring contribution, optimism and engagement

As well as Cox et al's ten year research on cultural diversity and inclusive work environments

...the drivers in SHAPE were assembled. They're crucial to employee flourishing.

SHAPE measures what matters most

using interdisciplinary research and multivariate analyses.

Like significance testing, Cronbach's alpha, correlation coefficients, **and much more.**





Why Now?

Traditional approaches to improving performance are failing because they were built for a different world.

Measure and solve only what you see.

Superficial pulse surveys that put employees last.

Science that lacks rigour, all borrowed and ill-fitting. .



These shortcomings are compounded by seismic shifts in the business landscape.

Attitudes and expectations from work differ across generations.

Post-Covid, people want their work to have more meaning and purpose.

Growth at any cost no longer works - **a human approach is needed.**



This results in most organisations operating with a **flourishing deficit.**

In fact 2/3 of companies we measured aren't flourishing.

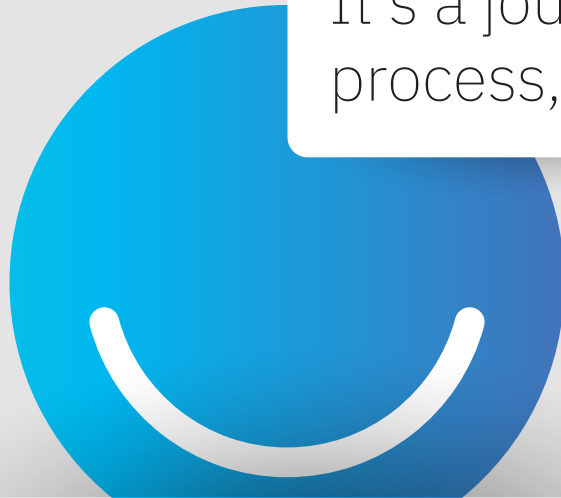
Peak performance cannot be achieved in a deficit.



So, how do you get to flourishing?

It isn't a line item to be bought and sold.

It's a journey, a process, a **mindset.**



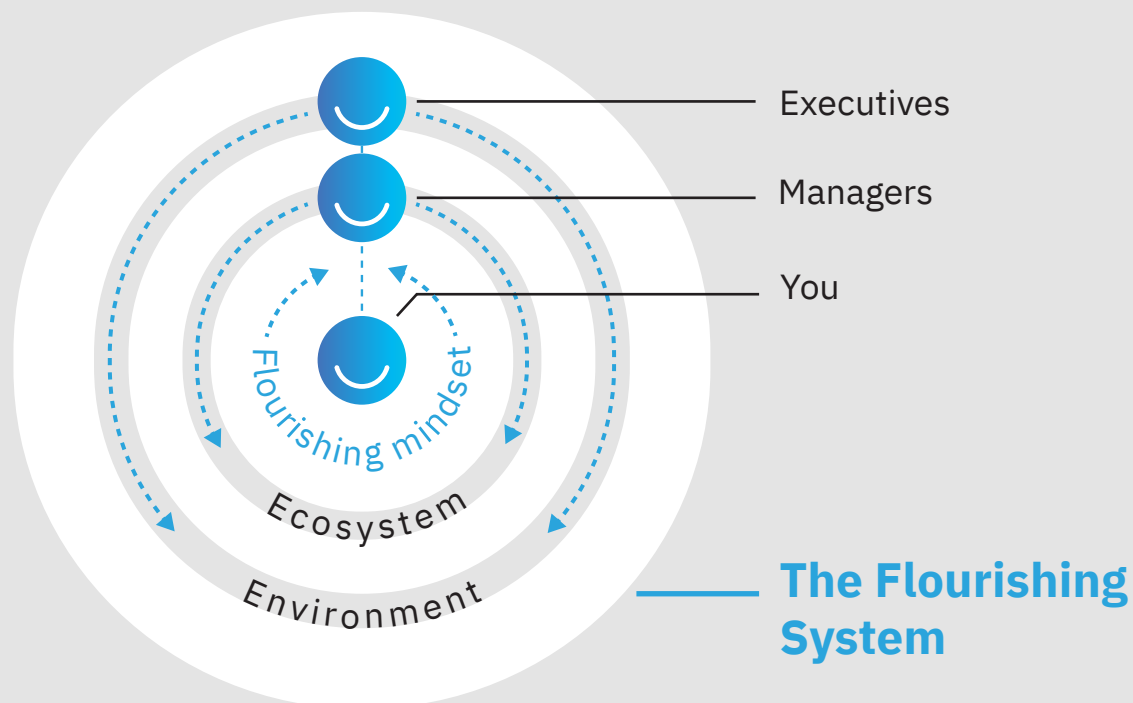
This new mindset enables a more human-centric conversation about performance.

It helps employees and teams understand what's holding them back.

A flourishing mindset alone isn't enough because people don't exist in a vacuum.

At work, they're a part of dynamic ecosystems and environments.

Driven by managers and executives.



So it all starts with the individual building a flourishing mindset. And continues to ripple with support from each layer of the organisation.



Everyone plays their part

in creating the conditions that enhance flourishing and enable optimal performance, fulfillment, and growth.

With SHAPE, every employee, manager and executive can do this with privacy guaranteed.

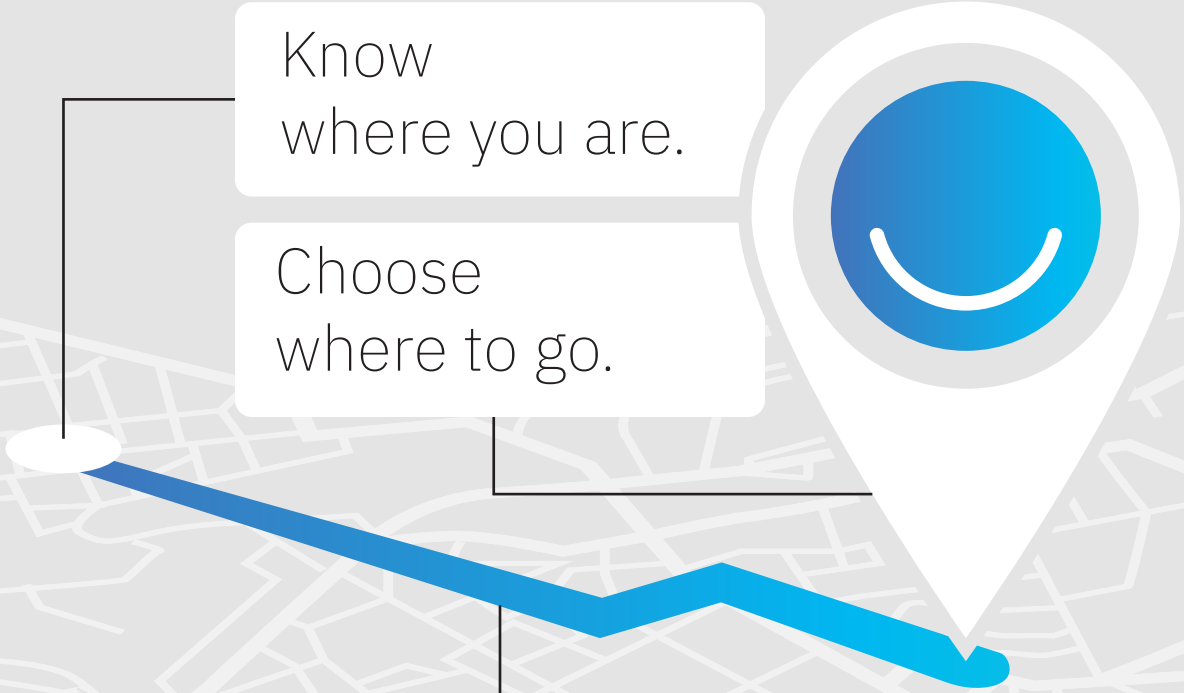


Our new mission:

Help employees build a **'flourishing mindset'**, to flourish faster, and address the flourishing deficit by working together.

Faster, you say?

Yes. What if getting to flourishing was like getting an Uber?



Know
where you are.

Choose
where to go.

Take the **fastest
route** possible.

We discovered:

Faster isn't just about speed, but also direction and coordination.

If you reach the wrong place, it doesn't matter how fast you got there.

You need to go together, to go further.



SHAPE is as simple as that -
welcome to faster flourishing.

And we've made it simple to get.

1. Up to 10x faster flourishing through personalised guidance.

2. Year-round motivational messages to help build a flourishing mindset.

3. Emerging trends bulletins exclusively for executives to address the flourishing deficit.

We are helping everyone solve real issues through the power of flourishing.

- HR
- Leadership
- Well-being
- Training Specialists
- Learning & Development
- Coaching
- Insurance
- Facilities Management
- EAP/OH
- Academia
- Think Tanks



The world's first system to help
employees and employers
flourish faster.



The Employee [Flourishing](#) Company





shapepowered.com