



# Happiness Manifesto

**TOGETHER  
ACTIVE**

**Staffordshire & Stoke-on-Trent**

# Welcome to the Together Active Happiness Manifesto

## A Message from Our CEO

**At Together Active, our strength lies not just in what we achieve, but in how we feel while achieving it. Happiness is the foundation of our productivity, creativity, and resilience and it's what allows us to make a greater impact.**

**This manifesto is built from your ideas, feedback, and conversations. It reflects our shared commitment to respecting boundaries, nurturing creativity, and supporting one another.**

**It's a living document that will grow with us. I invite you to embrace it, shape it, and help us make Together Active a place where we can all thrive.**

## Purpose of the Manifesto

**The Happiness Manifesto is not just a document; it's a cultural statement.**

**It should:**

- Act as a rallying cry for wellbeing, joy, and collective care at work.**
- Reflect Together Active's vision (a healthier, more active Staffordshire), strategy (2024-2030), and values (Creative, Collaborative, Inclusive, Compassionate).**
- Show that happiness and wellbeing are central to how we work, how we treat each other, and how we serve our communities.**

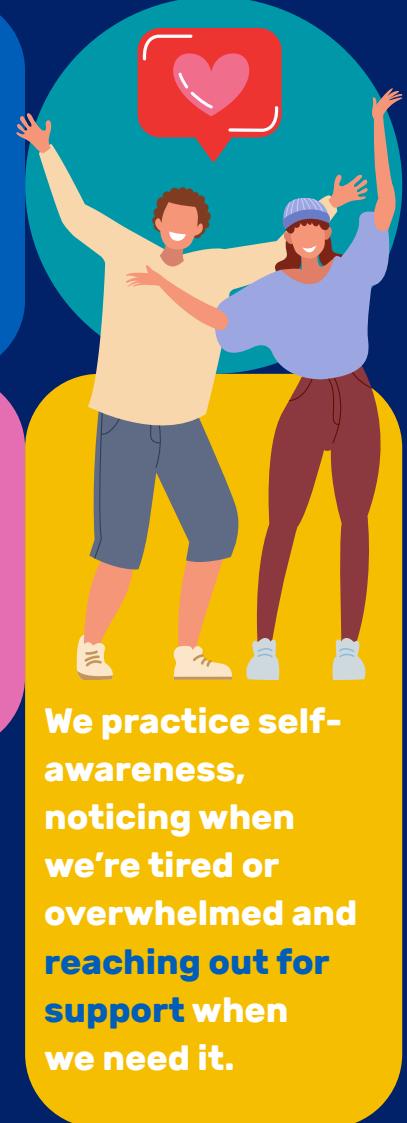
# Personal Commitments



We honour our time by setting clear **boundaries**. Taking lunch breaks, switching off when the day ends, and stepping away without guilt.



We care for our **wellbeing** by making space for walks, rest, movement, and quiet moments that recharge us.



We practice self-awareness, noticing when we're tired or overwhelmed and **reaching out for support** when we need it.



We welcome play and lightness into our work, because fun fuels **imagination** and **connection**.

We protect time for **curiosity** and **exploration**, knowing that ideas need space to grow.

# Nurturing Creativity

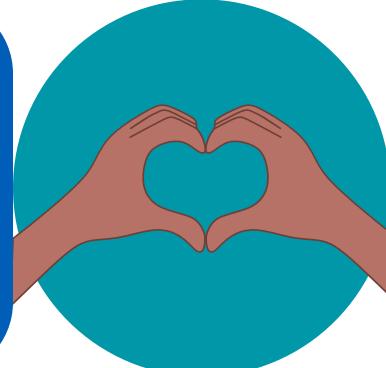


We spark **creativity** through walk-and-talks, check-ins, and moments that invite fresh thinking.

# Investing in Ourselves & Each Other



We show up for one another, offering help, building trust, and creating a **culture of support**.



We invest in our growth through coaching, learning, and time set aside for development.



We **nurture connection** through shared rituals, from morning check-ins to monthly lunches and creative sessions.



We practise **mutual respect** and speak with honesty and care, knowing trust grows through openness.



We celebrate each other's wins and offer encouragement that builds confidence and joy.



## Our Collective

We notice when someone needs support and step in with **empathy and action**.



**I won't take  
work calls when  
I am on leave.**



**I will take a  
lunch break.**

**I will be honest  
about work load  
and work stress  
during 121's.**



**I will allow myself  
low energy / low  
productivity days  
and I won't feel  
guilty about  
having them.**



I will **support my colleagues** and take interest in what they are working on.



I will **take time to share ideas with colleagues**, seeking and giving **honest feedback**.

I will focus on  
professional  
development  
along with  
daily tasks.



I am committed to  
sharing my own  
learning with the  
organisation and  
my team.

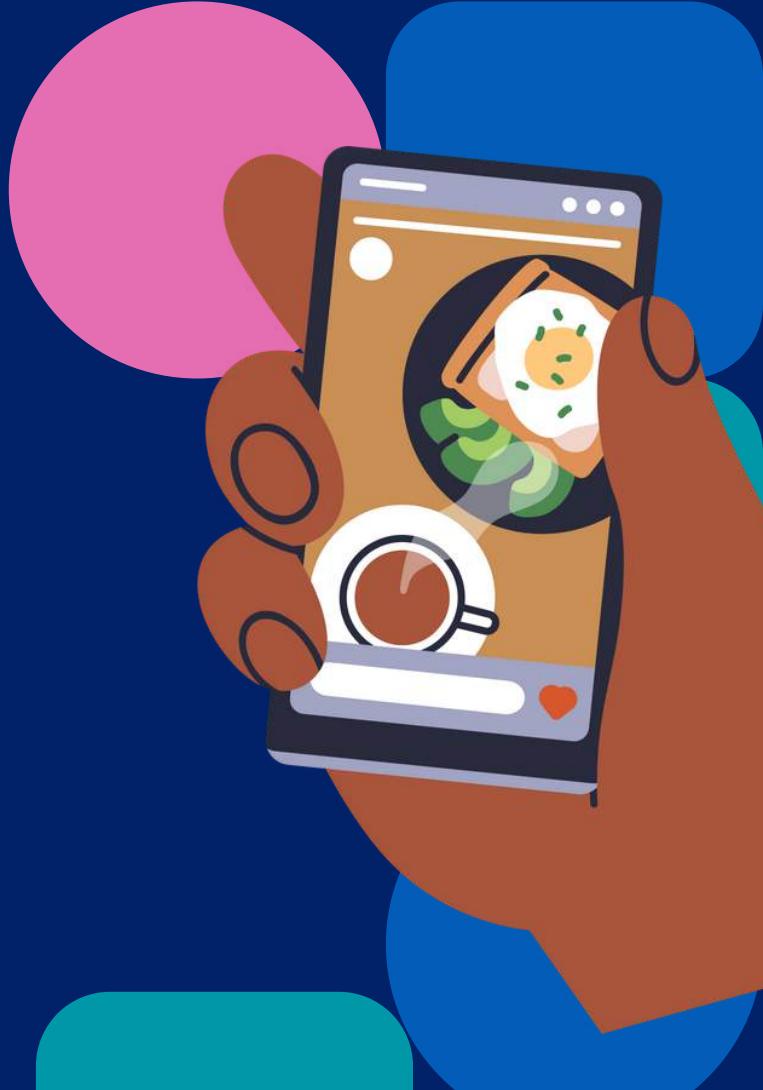




**I will actively try to  
learn more about  
my colleagues  
each office day.**



**I will  
hold creative  
meetings in  
different  
spaces/places.**



Each day,  
I'll do one thing  
unrelated  
to work, such as  
read, watch, or  
talk about  
something  
different.



I will create a nice  
environment to  
work in, such as  
lighting, noise  
levels, home  
comforts, desks /  
chairs etc.

Inclusive

Encouraging every voice and acknowledging different needs.



# Our Vision & Values

Creative

Freedom to innovate through protected time for ideas.



Compassionate



Supporting and respecting each other.



Collaborative



# How it links to our Vision & Values

We protect time to rest, reflect, and recharge because sustainable impact begins with wellbeing.

We believe happiness fuels performance, drives innovation, and strengthens our commitment to tackling inequalities in physical activity.

We welcome joy into our days, creating moments of connection, humour, and lightness.

We lead with compassion, showing kindness, empathy, and balance in how we work and relate.

We listen with care and include every voice, so everyone feels seen, heard, and valued.

We make space for creativity, because time to explore and play keeps us bold and future-focused.

This manifesto belongs to all of us. It will grow as we do shaped by our shared learning and lived experience.



We choose collaboration rooted in respect, supporting each other and celebrating every contribution.



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