



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.



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.

Personal Commitments



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

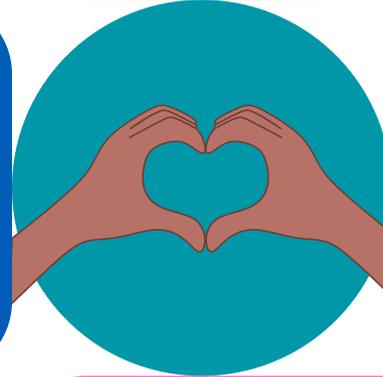


We spark **creativity** through walk-and-talks, check-ins, and moments that invite fresh thinking.

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



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.

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.



Promoting kindness, empathy, and balance.



Compassionate

Supporting and respecting each other.



Collaborative



How it links to our Vision & Values

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

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



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