MASTERCLASS · TRAINING PROGRAMME

Engagement, Involvement and Flow - the variables that promote mental health at work

hygge
Organizational Mental Health Promotion Project
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4 HOURS / IN PERSON OR ONLINE

The three variables that tell a team that complies from a team that engages. A programme to recognise, measure and develop them, without slogans or satisfaction questionnaires.

Objectives

- Distinguish engagement, involvement and flow, and what each one produces.
- Identify the conditions that promote or destroy them in your organisation.
- Measure them with simple, interpretable instruments.
- Design measures that increase them in daily work.

Themes and training dynamics

20 min	**Three states, three results**	Definitions, differences and why they are confused. What each one adds.
35 min	**What promotes engagement**	Autonomy, clarity, feedback and meaning. What research shows and what fails in practice.
40 min	**Flow at work**	Challenge, skill and immediate feedback. Conditions and blockers of the flow state.
10 min	**Break**	
40 min	**Measuring without bureaucracy**	Short scales, team pulses and indicators you already have. What to ask and how often.
55 min	**Conditions workshop**	Each group designs a team's conditions: task, autonomy, feedback and recognition.
40 min	**Sustaining and communicating**	How to keep the gains, involve leadership and avoid the wear of enthusiasm.

End with a plan to develop engagement, involvement and flow, with measures, conditions and indicators.

To engage is to make meaning happen.

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