

The Three Pillars of Happiness at Work

And Everywhere Else!

We all want to thrive and be happy.

We spend a lot of time at work. Although the free coffee is nice, what can we do to be happier when we're there?

Self-Determination Theory has become the world's leading model for personal growth and fulfillment because it has the answer.

No matter where we are, we thrive and love what we do when three core psychological needs are satisfied:



Autonomy



Relatedness



Mastery



Autonomy

Autonomy is our core need to truly value what we're doing. To be happy at work, we need to feel like we are working toward goals we believe in — even when the tasks involved aren't terribly fun.

By contrast, when we feel pressured, controlled, or manipulated, our autonomy sags and happiness declines.

Relatedness

Relatedness is our core need to feel that we truly matter to those around us. And that they matter to us.

When we aren't connected to others in this way, we feel alienated and less fulfilled.



Mastery

Our third core need is mastery — the need to feel successful and effective in the things we do.

It's fulfilled when we feel like we're growing in our skills, ability, and knowledge.

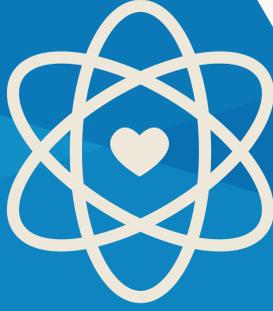
But when we feel like we're ineffective or stuck, we disengage and feel deflated.

Why these three? Aren't there more?

Across nearly 50 years of research, these three needs have emerged as the most universal and powerful for personal fulfillment, well-being, and success.

Just as we all have physical needs for food and water, we all share these needs no matter who we are or where we are in the world.

They are universal needs that unlock happiness and fulfillment for us all.



Fulfilling these needs helps us thrive at work — and everywhere else.

When autonomy, relatedness, and mastery are fulfilled, it positively affects all areas of our lives:



Greater enjoyment of sports, exercise, and leisure



More fulfilling relationships



Deeper learning



Greater physical and mental health



Greater fulfillment and success at work

In fact, these needs will unlock amazing things for you at work.

The research keeps pouring in. Fulfilling autonomy, relatedness, and mastery at work results in:



Increased engagement



More success and better performance



Greater well-being and focus



Deeper learning



Greater overall satisfaction

We have the platform that builds fulfillment and success by supporting your core needs.

The motivationWorks platform helps everyone in your organization build greater work satisfaction at work. It provides each person customized insights and effective actions that create awesome experiences. We believe supporting you directly and personally is the best way to ensure your happiness and success while also empowering your entire organization to grow, together.

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