

# Ajar Process

a process to aid in achieving a happiness mindset within organizations

Ajar process is a 4 step process that enables the operationalization of the typology of fundamental needs (Desmet & Fokkinga, 2020). Deeply rooted in literature and real life narratives gained from research cases, Ajar process adds a layer of practicality to the abstract concept of happiness, in the context of organizations.

Ajar process is made tangible enough through proposed design concepts (activities) per step, ready to be executed and further validated. A theoretical framework laid out based on systems thinking and phenomenological hermeneutics is the origin of this process. Ajar process attempts to tackle the challenge of happiness being a complicated and vast concept as well as organizations being an open and wicked context. The current limitations of organizations for employee happiness are also greatly minimized through the Ajar Process.

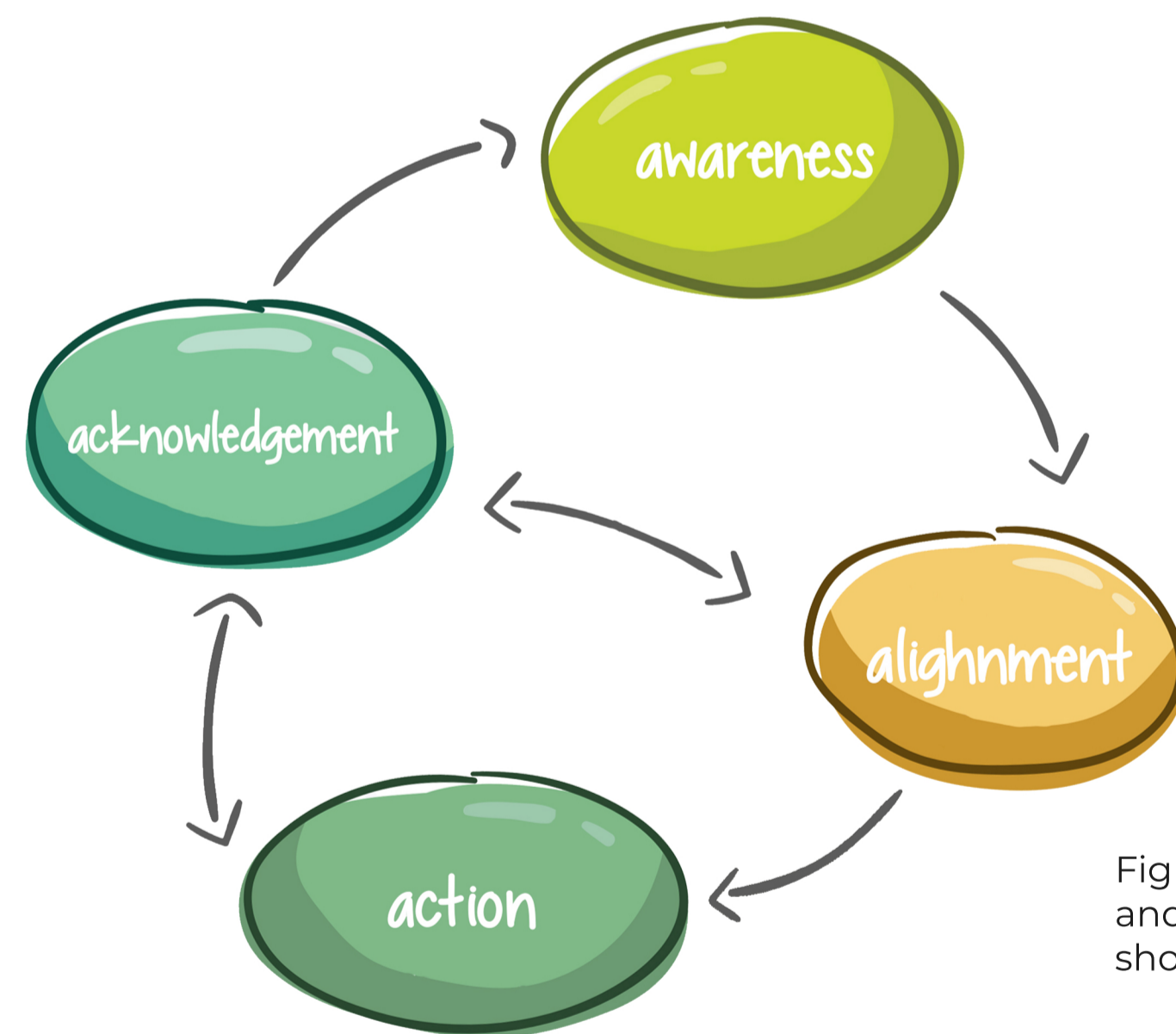


Fig A. Ajar Process and its 4 steps shown as a loop



Fig B. Mock-up of the Ajar Kit developed by Emotion Studio

Ajar Process is proposed as a service offered by Emotion Studio (design agency). The first sprint of the process requires external experts (Emotion Studio) for its execution, wherein after the first kick-off sprint, now the organization is ready to keep repeating the process loop bi-monthly or monthly, with the assumption that a repeated use of the process will eventually result in achieving a happiness mindset.

Emotion Studio offers an Ajar Kit, handed over to the organizations after the kick-off sprint, containing all necessary material for the execution of Ajar process, all related activities and its practical use guide.



Desmet, P.M.A., & Fokkinga, S.F. (2020). Beyond Maslow's pyramid: Introducing a typology of thirteen fundamental needs for human-centered design. *Multimodal Technologies and Interactions*, 4(3), 38 (DOI mti4030038)