Individuals access the website → Filling screening surveys to decide eligibility → Ineligible

- Ineligible: Thank you notes and resources list they can refer to
- Eligible: Continue the registration process, need to fill in some demographic information and submit the consent → Automatic randomization by the computer programming to the intervention and the waiting-list control group → Intervention / Control

- Intervention: Baseline survey → Happy@Work trainings → Post-survey
  - 1-month follow-up survey
  - 3-month follow-up survey

- Control: Baseline survey → Post-survey

Figure 1 Study flowchart