

The Recovery *Standard*

The world's first in-office zen reset room is a mental and emotional reset room built inside a floor a company already has. This is what is in it, how a visit gets counted, and where each number came from. Six years of building these rooms, and everything the counting has shown us, including the parts we would rather it had not.



A founder, mid-session, in the Bliss Zone pyramid nook.

Zariyaa Happy Wellbeing Pvt Ltd, Bengaluru

Published by the people who built the rooms

A reset room, installed inside the office *you already pay for*

Our permanent Zen Gardens are installed and running today, and fifteen more organisations have run a Zen Garden on their own floor. Six years.

The question underneath all of it belonged to a founder and has not changed since: how do you bring the peace of mountains, the clarity of meditation and the vibrancy of healing into an



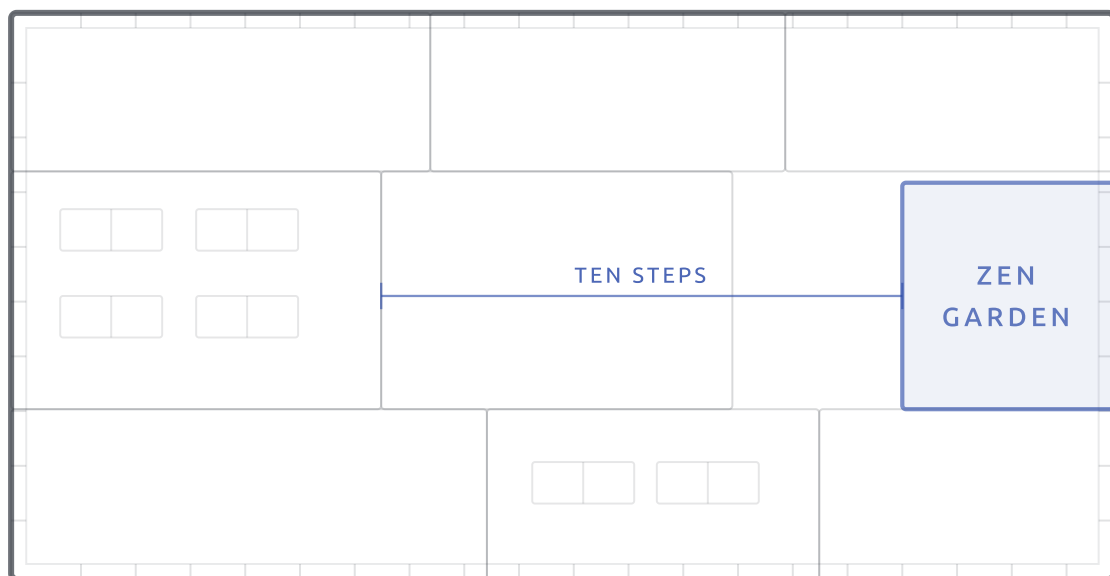
The Self Love and Acceptance Corner, in a permanent install.

ordinary working floor. Whatever the answer was, it had to be permanent, it had to sit inside the building, and it had to produce a number somebody outside this company could check.

That last condition is what this volume is for.

One room, inside the floor *you already have*

Not an extension. Not a new building. One room on a floor a company is already paying rent on, and the distance from the desks is the entire point.



SAMPLE FLOOR PLAN · ONE ROOM, INSIDE THE FLOOR YOU ALREADY HAVE

A sample floor plan. The same drawing the website opens on.

What follows

Twenty-two chapters. The architecture first, because that is what the room is. Then the counting, which is what the room can be argued about.

01 What we sold first, and why
it kept going quiet

03 Every option asks the
wrong thing

05 Rest and recovery are not
the same event

07 Colour, and the light above
it

09 Sound, and where each
instrument came from

11 Balance, Blossom, Bliss, *in
that order*

13 Who she answers to

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the line

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cite

04 The column we cannot fill

06 Three channels, and the
one we design for

08 The paint, and the
geometry on the wall

10 Materials, scent, and things
made to be touched

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made

16 Manhattan Associates, and
a number that runs hot

18 Two logos, and what a logo
is worth

20 What we put in writing

22 Two days, then decide

We sold the things that *go unused*

Zariyaa has run yoga days, health workshops, a wellbeing festival and employee assistance programmes inside offices for years. That work is good. It still runs. And it ends when it ends.

Friday afternoon everybody is loose and calm. Tuesday the same person is braced at their desk again, and the next session is five weeks out. That is not a failure of the session. It is what a session is, and we sold them for years before we wrote that down anywhere a client could read it.

The Zen Garden is what we built after admitting it. Several of the organisations with a room met us at a yoga day first, which is either an awkward fact or the honest one, depending on how you look at it. We think it is the honest one. The day worked. It just stopped.

*Every people leader who walks into a room for the first time asks the same thing: **is any of this intentional, or is it decoration?***

The rest of this volume is the answer, in the order the decisions were made.

Some of what follows is nervous-system science. Some of it is craft and lineage, written down as exactly that rather than dressed up as research. Where we do not have a number we can stand behind, the gap is left where you can see it. There are at least four of those, and each one is marked.

What we are *not* going to cite

Documents like this one usually open with a borrowed statistic about burnout. We do not run that research, we cannot show you its method, and a number we did not produce is the first thing a careful reader tests and the first thing that comes apart in their hands.

So this chapter is short. Every number in this volume comes out of our own rooms, and each arrives with the window it was measured over and the population it was measured on, in the same sentence, so a reader who lifts one line carries the qualification with it.

What we can report is what people tell us in their own buildings, before we have asked anything. They arrive braced. They stay braced through the day. They take it home. That is an observation, not a finding of ours, and it is written here as an observation.



What we can describe

Almost every people leader who calls us has already bought something for this and watched it go quiet. They are not asking for another thing to launch. They are asking for something that will still be used in the quarter when nobody has the energy to launch anything.

Chapter three

We sold two rows of this table. Then we built the last one

The organisations we meet were not failing at this for lack of care. Most were spending real money on it. They were failing because every option they bought asked the employee to act at the precise moment they were least able to act, and nobody selling those options had noticed.

A gym subsidy needs a habit held through the worst quarter of the year. An app needs opening on the day it is least likely to be opened. Each asks a depleted person to generate energy they do not have in order to recover energy they have already spent. Our own yoga days sat in that column, and we were the ones selling them.

The five options, side by side, ours included.

On the budget line

What it asks of a depleted person

Gym subsidy

Form a habit, and hold it through the hardest quarter

Wellbeing app

Open it on the day it is least likely to be opened

A yoga day, ours included

Nothing on the day. Then five weeks of nothing at all

Assistance line

Make a phone call, with nothing left to make it with

Zariyaa Zen Garden

Nothing. Walk in.

Chapter four

There is no usage column on that table, and *there should be*

We have no sourced adoption figure for the first four rows, including our own, and we are not going to borrow a competitor's. The one row we can evidence is the last: one floor at Flipkart Bengaluru, 47 visits in week one, 184 visits a week by month three on that same floor. Both from zone-level visit counts. Word of mouth, no campaign behind either.

A table with one column filled in is a worse-looking table and a more honest one. We would rather hand you the gap than fill it with somebody else's research.

This is a friction problem wearing the costume of a motivation problem. Take the friction away and usage stops being something anyone has to be talked into. Which is why the room is infrastructure rather than a campaign. It gets budgeted the way the cafeteria is, and it survives a bad quarter.

Chapter five



A coffee break lowers tension. *It does not shift the nervous system*

Relaxation is a reduction in active tension. A coffee. A scroll through the phone. These feel like rest and they are worth having. They are not, physiologically, rest.

Recovery is a state change: the autonomic nervous system shifting from sympathetic activation, the mode that handles pressure, toward parasympathetic activity, the mode that repairs and restores. The difference matters because you can feel better and recover nothing, and most of what an office offers at four in the afternoon does exactly that.

Chapter six

Three channels. One is what we are *actually designing for*

The autonomic nervous system regulates heart rate, blood pressure, hormones, brain waves, digestion and emotional state, largely without conscious input. It runs on three channels.

Sympathetic, fight or flight

Triggered by stress, fear or pressure. Useful in short bursts. Chronically activated, it produces high blood pressure, anxiety, adrenal fatigue and suppressed immunity.

Parasympathetic, rest and restore

Slows the heart rate, regulates hormones, deepens sleep and digestion. This is the state a Zen Garden is designed to activate. Everything else in this volume is in service of it.

Enteric, the gut-brain connection

The body's second brain, regulating mental state through digestion and neurotransmitter production. Breathwork and relaxation support it directly.

Where the room is trying to take you

Wave	Range	What it does
Beta	12–30 Hz	Focus and alertness. Too much becomes overthinking
Alpha	8–12 Hz	Relaxed, calm, creatively open
Theta	4–8 Hz	Deep meditation, emotional processing
Delta	0.5–4 Hz	Deep sleep, physical repair
Gamma	30 Hz and above	Heightened learning. Unbalanced, it drives overwhelm



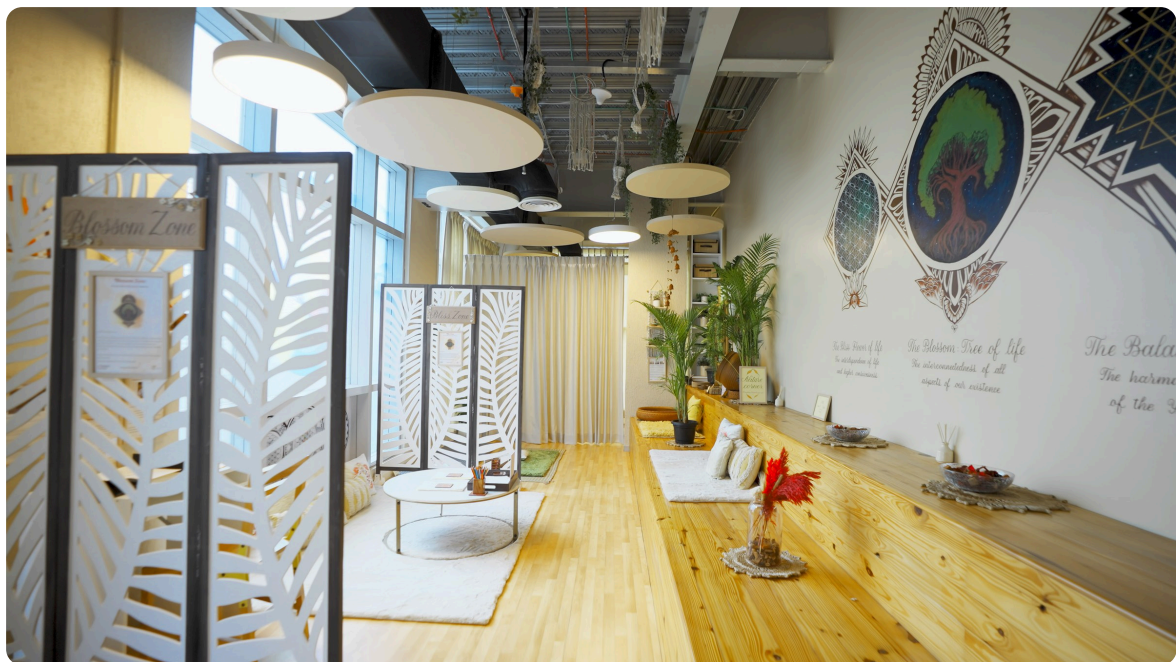
The Bliss Zone tent. Nothing is asked of anyone in it.

The Balance Zone uses breathwork, binaural layers and sound to slow a visitor down. The body has to be told it is safe before anything else works. That is what the zone is for, and it is why it comes first.

Everything here was placed *on purpose*

The colour on the wall was chosen before anything was put in front of it, and the singing bowl was tuned before it entered the building. None of it is arranged for how it photographs.

The next four chapters set out the reasoning behind each decision in enough detail that you can disagree with a specific one rather than with the room in general. Some of what is in them is not science and is not offered as science. Where that is the case we say so on the line, not in a footnote.



One room, both temperatures. The cool end is where a visitor arrives.

Colour is the first decision made

Before a single object is chosen: what colour is this wall, and what is it being asked to do to the person standing in front of it. We are not going to put a measurement on that. Cool and warm tones are put to different work here, deliberately, and the reasoning is published so you can disagree with it.

Cool: blue, green, lavender

Used where the goal is to activate the parasympathetic nervous system, slowing the heart rate and easing anxiety. This is why the Balance Zone, the first room a visitor enters, leans cool.

Warm: terracotta, soft orange, gold

Used where the goal is emotional release, belonging and self-expression. This is why the Blossom Zone, built for reflection and honesty, leans warm.

The light above it

Full-spectrum lighting stands in for the daylight the body's sleep and mood signals are calibrated to, which an office floor lit at one fixed level all day does not supply. The lighting moves from a brighter, more energising setting to a dim, settled one across the day, following the circadian rhythm rather than working against it.

Nothing in a Zen Garden is chosen only because it looks well. Every wall, mat and object is chosen for what it does to the person standing near it.



Flower of Life, Tree of Life, Sri Chakra. One at the threshold of each zone.

The walls are not surfaces. *They are the first thing that touches you*

The paint. Every wall in a Zen Garden is coated with mineral-infused, non-toxic paint, made by blending natural pigments with healing minerals and intention. We call the process alchemised, in the older sense of the word: matter worked on by craft until it is not the material it started as. Before application the paint is charged with healing crystals.

That is a practice we hold. It is not a clinical claim and we are not going to dress it as one. We would rather write it down plainly than leave it out and have you find it on the wall.

The geometry. The wall art marking each zone is drawn from mathematical patterns that recur throughout the natural world. It is not decoration chosen for symmetry alone. Each panel sits at the threshold of the zone it belongs to, so that something changes visibly the moment you cross it.

Every corner is gridded with quartz, amethyst and selenite. As with the paint, we hold this openly rather than as a clinical claim.

Chapter nine

Every instrument has *a lineage*

The auditory layer is built in sound frequency labs and tuned to specific

Every sound tool carries a lineage. Tibetan singing bowls, cast traditionally from an

frequencies, chosen for the state each is meant to support rather than for how the room sounds on a walkthrough. The intention is to move a visitor from beta activity toward the alpha and theta states associated with settling. That is an intention, not a measurement we have taken, and the distinction is ours to keep making.

alloy of seven metals. Amazonian wood shakers. Crystal harps. Ocean drums. Each one is hand-selected and ethically sourced, then blessed and attuned before it enters a room.



*A gong struck once in an empty room
and a gong struck once in front of
someone mid-breakdown are,
acoustically, the same event. What
differs is everything the room around it
was built to hold.*

Nothing synthetic touches a visitor

Materials. Bamboo and pine floors, natural textiles, stone, brass. Every surface is drawn from the earth rather than manufactured to imitate it, so the nervous system reads the room as safe rather than synthetic the moment a bare foot touches the floor.

Divine Oil. The air carries our own handcrafted aromatic blend: herbs including lavender, frankincense and sandalwood. Visitors are guided to inhale on a slow four-count, hold for two, exhale for six. Scent is the sense wired most directly into the limbic system, which is why the air in a Zen Garden is designed before the furniture is.

Oxytocin mats. Weighted, textured mats using warmth and steady pressure. The name is ours and it names an intention rather than a measurement we have taken. Pressure of this kind reads to the body as being held, and a held body settles.



The stone corners are hand-carved, each holding a symbol, and they are placed to be touched rather than looked at. Grounding, in a Zen Garden, is a physical instruction before it is a metaphor.

Balance. Blossom. Bliss. *In that order, for a reason*

The order is the argument. A person arrives carrying the charge of the day, so the body is settled before anything is asked of the mind, and by the last zone nothing is asked at all.

Nobody is directed to a corner. Whatever someone reaches for on the day is the right one for them on that day, and the Zen Expert's job is to be present rather than to route people through a sequence.



Balance. Entry. Reset the nervous system.



Blossom. Middle. Name what the day left behind.



Bliss. Last. Ground, and leave.

Balance, for the body

The Balance Zone sits at the entrance for a reason. A visitor arrives carrying the sympathetic charge of the day, the meetings, the inbox, the noise. Nothing that follows works if that charge is not discharged first. Balance is where that happens: gentle breathwork, sound and touch that reach the parasympathetic nervous system through the body rather than through willpower.



*The Creative Mindfulness Corner.
The hands are busy so the mind is not.*

Sound Healing Corner

Tibetan singing bowls, gongs and chimes, tuned before they ever enter the room.

Marma Therapy Corner

An ancient Indian system of stimulating subtle energy points, bridging physical touch with emotional release.

Breathwork Corner

Pranayama-based techniques that settle the nervous system through the breath.

Frequency Alignment Corner

Binaural beat layers, tuned to guide the mind toward a settled, receptive state.

Creative Mindfulness Corner

Simple craft and colour work that occupies the hands so the mind can idle.



The emotion wheel. Naming it precisely comes before changing it.

Blossom, for the heart

Blossom is a quiet, non-judgemental place to become aware of what a person is actually feeling, and to move it rather than suppress it. Emotion wheel work, journaling, mirror work and self-expression tools sit here, used one visit at a time rather than one workshop at a time.

Self Awareness Corner

A wooden emotion wheel and guided prompts, used to name a feeling precisely before trying to change it.

Self Expression Corner

Journaling and creative reflection tools, for emotion that needs to move through the hand before it can be spoken.

Self Love and Acceptance Corner

Mirror work and affirmation practice. On the Zen Expert's account, the corner people approach last and return to.

Nothing mystical is claimed for that last corner. It is a quiet place to name a thing accurately.

Bliss, for stillness

Bliss is the last zone: energy alignment, grounding, stillness. No prompts. No guidance. No activity required. It is the hardest zone to use at first, precisely because it asks for nothing, and an office day trains people out of being asked for nothing.

7 Chakra Corner

Chakra tools and colour-mapped objects, used for visualisation and energy alignment practice.



Two corners of the last zone. Neither asks for anything.

Nature Corner

Live plants and natural texture, a Shinrin-Yoku inspired pocket of forest bathing indoors.

Manifestation Corner

Guided visualisation, for intention-setting beyond the workday's immediate demands.

Grounding Corner

A textured walking path, engaging the soles of the feet directly. The most

literal interpretation of grounding in the entire room.

Energising Pyramids Corner

Copper pyramid forms, placed for their geometry as much as their material.

Chapter twelve

The room is not enough *on its own*

A well-designed room with nobody in it becomes a lounge, and then it becomes storage. Visitors sit. They look at their phones. They chat. They leave in roughly the state they arrived in. An unguided space defaults to social behaviour, and social behaviour is not recovery.

A Zariyaa Zen Expert is in the room every working day. The same person, on Zariyaa's own staff, there for the whole of it. Her role is precise: to hold the space so that recovery is the natural default rather than a deliberate effort.



*The Zen Expert is the hardest part of this to quantify and the easiest part to cut. **It is not something we will agree to cut.***

**What qualifies her,
and what we cannot
answer on a page**

Every Zen Expert is a certified therapist and holds a postgraduate qualification in Psychology, and completes Zariyaa's internal Zen Training Programme, including supervised practice, before facilitating independently.

A CHRO will then ask what happens if somebody in the room is in real difficulty, and where liability sits. That answer belongs in a contract with your name on it rather than in a magazine, and we would rather you held us to the contract.

Chapter thirteen

**They trained for this.
And they answer to
us, *never to your HR***

What is different here is the room, not the person. Zen Garden is a preventive and supportive wellbeing programme, not clinical treatment. Nobody is assessed, diagnosed or treated in it. Responsibility for clinical care remains with qualified

healthcare professionals, and the Zen Expert is trained to recognise when someone needs more than the room can offer and to refer them on.

The second difference is the reporting line, and it is the one that decides whether anybody walks in at all. The Zen Expert reports to Zariyaa. A visit log with a name is kept in the room and it stays with us. Your employer receives counts by zone, and nothing that identifies a person.

If a client asks us to flag struggling employees, the answer is no. That refusal is in the contract rather than in a paragraph like this one, which is where a refusal has to live to be worth anything.



Chapter fourteen

A person keeps the count. *Your employer never learns who*

Wellbeing is hard to measure. That is true, and it has been treated across this industry as a licence to measure nothing.

Every visit inside a Zen Garden is written down by the resident Zen Expert at the time of the visit: which zone, how long,

The Zen Expert also asks for a name and a contact number and writes them down. That log stays in the room and stays with

and whether this is a first visit or a return. There is no login, no badge scan and no camera anywhere in the path. Nothing here is generated by a system. Capture varies by room and by person, so this is a record kept by hand rather than a uniform log, and it is worth saying so plainly.

Zariyaa, and what the client receives is the count. The name is what makes a first visit distinguishable from a return at all, so we would rather set the mechanism out than leave a hole where the explanation should be.

The whole of what the room records about how it is used.

What is written down	What it can tell you
Weekly visits	Whether use is growing or falling off
Zone preference	Which part of the room the floor actually reaches for
Session length	Whether visitors settle in or pass through
Return rate	Of first-time visitors to a permanent room, the share who come back inside the same week. Permanent rooms only, because a two-day trial has no second week in it

There is no fifth row. Nothing recorded here identifies a visitor to their employer, and no visit in anything an employer is sent is attributed to a named person, a team or a floor. When a client's legal team asks for that attribution, the answer is still no.

Six years

Our permanent Zen Gardens are installed and running today, and fifteen more organisations have run a Zen Garden on their own floor.

47 to 184

Visits a week on one Flipkart Bengaluru floor, week one to month three, by word of mouth with no campaign behind it.

91%

Of first-time visitors to our permanent rooms, the share who return within the same week, from zone-level visit counts. Permanent rooms only, never a two-day trial, because two days has no second week to count.

The figure that does not exist

There is no retention percentage in this volume, and there is not one in our sales material either, because we do not have a retention number that is a log rather than a guess. A CHRO who asks us for one will be told exactly that, in the meeting, before they have to work it out for themselves. This paragraph is worth more to us than the number would be.

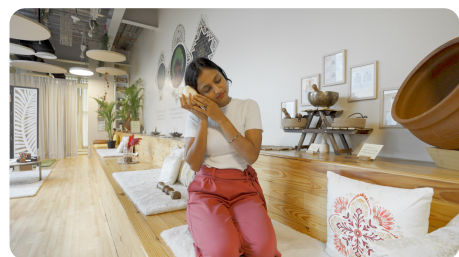
Chapter fifteen

One floor. One internal email. *Then this*

One floor at Flipkart Bengaluru. HR sent a single internal email, one sentence long, and nothing after it. No campaign, no follow-up, no branding on the door. Everything in the table below happened by word of mouth on that one floor.

Week 1	47 visits on that floor, the curious and the early ones
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Month 3	184 visits a week on the same floor, holding
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The floor in question. No branding went on the door.

Month 6	Usage higher than at month one, on that floor
Month 6	Decision fatigue down 25%, measured at month six against that floor's own baseline and against nothing else
Source	Zone-level visit counts kept in the room. No survey, no estimate, and no visit attributed to a person in anything Flipkart received

*Every wellbeing curve we have been shown starts high and decays. **This one did not**, and we cannot account for it with anything cleverer than the door being open.*

Chapter sixteen

Tried in a 250 sq ft meeting room *first*



Before committing to a full build, Manhattan Associates ran a temporary Zen Garden in a converted meeting room of 250 sq ft as a two-day trial. Nobody was told to go. One of those days recorded 240 visits in a single working day, in that one 250 sq ft temporary room, which is the busiest day anywhere in our record. The data from those two days is what took it from a meeting room to a permanent install.

The temporary install at Manhattan Associates: the trial that became a permanent room.

240 in a day and 184 a week, and why both are true

Flipkart's settled floor draws 184 visits a week in a permanent room. Manhattan's 240 was one day in a small temporary trial room. Divide one by the other and they look impossible to hold at the same time, so here is the reconciliation before you do the arithmetic: different rooms, different windows, different populations, and a peak day is not a steady state.

We print the 240 because it is in the log, not because it is what your floor should expect.

Read a trial for what it is. Two days in a converted room is a novelty window, and any number out of one runs hot, including ours. The trial's job is to hand you your own figure, not to be our best one.

Chapter seventeen

Three of them. *That is the whole transcript*

Left in the room by people who were not asked for them. Nothing has been edited, and nothing has been attributed to anyone.

Zen Garden is my escape at the office. Every time I step in, it is like hitting the reset button on my mind.

A visitor, in the gratitude book

I walk in stressed and walk out smiling. It has changed how I approach challenges.

A visitor, in the gratitude book

A tough day at work, and just a few minutes here turned it around. My secret place to zen out.

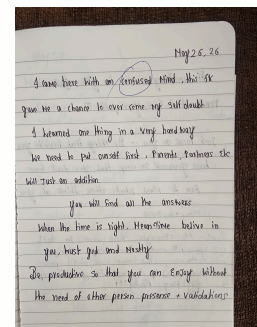
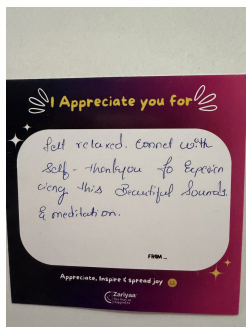
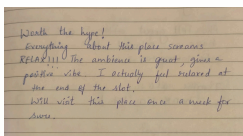
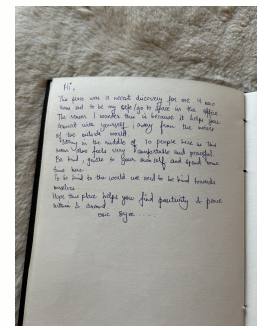
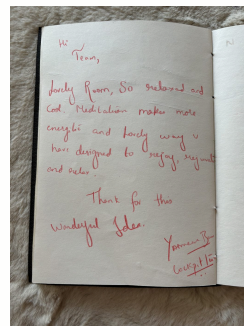
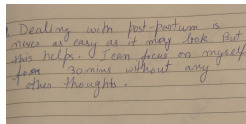
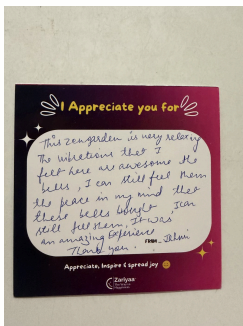
A visitor, in the gratitude book

Three is the number, and we are printing it rather than padding it

Those are the visitor comments we hold as cleared text as this volume goes to press. The Zen Experts collect them in the book left open by the door. Nobody is asked to write one, nobody is prompted, and nobody is offered anything for it. A comment written to order tells you nothing, so we do not order any.

What follows is the book itself, which has more in it than three. Those are reproduced as photographs rather than retyped, because a card that stays a photograph cannot be quietly improved on its way to the page.

The transcript will grow. The rooms keep running and the book stays open. Until then this is the file, and it is short. We would rather print three true ones than thirty written by us.





Cards left in the gratitude book across our installs. Nothing was asked for, nothing was offered in return, and nothing has been edited.

Chapter eighteen

Two logos on this page, and twenty-two rooms behind it

Our permanent Zen Gardens are installed and running today. Fifteen more organisations have run a Zen Garden on their own floor, and none of those fifteen is running this morning, because they were temporary by design.

That is why the two halves are always written out separately. We could fill this page with logos. We are naming two, because Flipkart Bengaluru and Manhattan

Associates are the only two whose usage appears anywhere in this volume, and a logo with no result attached is decoration.



Companies who have had a Zen Garden in their building, and whose usage is published here.

If you want to know who else has had a room, ask us and we will tell you, and we will tell you which of them we have numbers for and which we do not. That distinction is the only reason any of this is worth printing.

Chapter nineteen

Everything except *the square footage*

Zariyaa does the space planning, the build, the tools, the content and the upkeep. What we need from a client is a room and a decision.

Your facilities team does not inherit a project. Your people team does not inherit a programme to run.

Space design and experience creation

Conceptual design, spatial planning, sensory design, an aesthetic aligned to your floor.

End-to-end installation and dismantling

Turnkey buildout, Zen element install, tech integration, quality control.

Guided mindfulness experience design

A structured ten minutes: curated sessions, themed paths, audio-visual flow.

Operations and maintenance

Regular upkeep, content refresh, usage monitoring, issue resolution.

An opening kept quiet

The room opens without a campaign. One internal note at most, and then the floor finds it.

Zen Expert support

A resident Zen Expert on site every working day, guided sessions, onboarding for the floor.

Engagement and impact tracking

Usage analytics, engagement insight, feedback collection, impact reports.

Optional additions

Wellbeing days, retreats and digital content, quoted separately and never required to make the room work.

A room decays unless somebody is paid to stop it

Which is what the annual care covers, and it is charged for. The figure is not in this volume, and chapter twenty-one says why.

Space upkeep and physical maintenance

Cleaning, repair of wear items, aroma diffuser and sensory tool upkeep.

Equipment and technology maintenance

Screens, audio, lighting checks, preventive visits, troubleshooting.

Content refresh and experience updates

New themes, seasonal content, audio-visual upgrades. It is what stops the room going stale.

Zen Expert training and support

Refresher training, delivery guidelines, feedback-based improvement.

Usage monitoring and optimisation

Peak time analysis, flow optimisation, improvement recommendations.

On-demand support

A dedicated contact, a defined turnaround time, remote and on-site help.

Enhancements and upgrades

Minor upgrades, new sensory tools, and fitting in with whatever else you already run.

Quiet re-openings

When something in the room changes, the floor is told once. No drives, no reminders.

Chapter twenty

No vendor can promise how your team behaves. *We promise what we will do*

Four commitments, agreed in writing before any contract. They are printed here word for word as they appear there, with nothing added to any of them.

The resident Zen Expert is present every working day, or the contract extends free.

A usage report reaches you every Friday, unasked, whether the number is rising or not.

If the room underperforms by week six, it is redesigned at Zariyaa's cost.

You can end the agreement with 30 days' notice. There is no lock-in.

Read that list again for what is missing from it. Every commitment above can only be broken by us, and can only be checked against our own conduct. That is the entire reason they are worth anything. Not one of them is a promise about how your people will behave, because we do not employ your people, and no vendor who does not employ them can promise that.

Confidentiality is not a fifth commitment on this list, and that is deliberate. It is not a favour we are extending. It is how the count is built. We keep a visit log with a name in it, in the room. The client receives the count. Turning that around would end the walking-in, and then there would be nothing left to report.

Chapter twenty-one

**One number we publish,
and the *ones we do not***

Installation starts at ₹15,00,000, sized to the floor. It is not a package price. Operating cost is quoted separately, because it depends on the size of the office and how many people work in it.

A capital item of that size is signed off by finance as a step in the CHRO’s decision, not as a second sale to a second buyer.

Space	What the room becomes at that size
200 to 500 sq ft	Compact Zen Garden, all three zones, curated tools, full installation
600 to 1,000 sq ft	Standard Zen Garden, expanded corners, richer tool sets
1,300 to 1,500 sq ft	Premium Zen Garden, immersive zoning, the complete sequence
1,700 to 3,000 sq ft	Flagship Zen Garden, a full-scale reset room across a larger footprint

Why there is no price column, and no maintenance figure

Both were here in draft and both came out. The only installation figure we can source to our own price list is the one it starts at, and the annual cost of keeping a room alive is not yet written down anywhere we could point you to. You will get both against your own floor plan, in writing, with our name on it. A range printed in a magazine is not a quote, and we would rather leave the gap visible than fill it with something that reads like one.

For the comparison a CHRO actually makes: replacing one senior employee costs ₹38 to 62 lakh once the search, the empty seat and the ramp are all counted. That is a cost comparison and nothing more. We are not claiming this room saves you that money, and anyone who tells you they can prove it would be inventing the proof.

Chapter twenty-two

You do not have to believe any of this. *Run it for two days on your own floor*

Before any contract, we install a working Zen Garden in your office for two working days. It costs ₹2,00,000, confirmed in writing before anything comes through the door.

Nobody is told to go. By the end of the second day you hold a count of what your own people did when the room was simply there, and it is yours whether you go ahead or not. Read it as a novelty window rather than a steady state, because two days is what it is.

01 A conversation about your floor

What space you have, where it sits relative to the desks, and what you have already tried in that building.

02 Space assessment and a design

We come to the office, measure the room, and come back with a zone-by-zone design for that specific footprint.

03 The two-day trial

A working room goes in. Nobody is told to use it. The count reaches you at the end of each of the two days.

04 The numbers, in writing

Installation and operating cost against your own floor plan, quoted in writing, with our name on it.

05 Build, and a quiet opening

We build the room and open it without a campaign. One internal note at most, and then the floor finds it.

Zen Garden by Zariyaa

The world's first in-office zen reset room, which is a mental and emotional reset room built inside a floor you already have, and counted every week.

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thezengarden.in

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