HAPPINESS AT WORK

Factors that influence contentment on the job

What is Happiness?

- A state of well being or contentment.

-Merriam Webster Dictionary
What is Work?

- Physical or mental effort or activity directed toward the production or accomplishment of something.
  - Merriam Webster Dictionary

What is Happiness at Work?

- A pleasurable state of well-being, contentment or satisfaction while making an effort to accomplish something.
  - Merriam Webster Dictionary
Why is Happiness Important?

- "Happy people earn more money, display superior performance and perform more helpful acts which typically exemplify success at work...Positive affect leads to improved work outcomes."
  - Boehm & Lyubomirsky

Happy Employees

- "Your happiest employees are 47% happier than their least happy colleagues."
  - Jessica Price-Jones
- Are more resilient
  - Fredrickson
- Live longer and are healthier
  - Danner & Chan
What Determines Happiness?

Intentional activities ~ 40%
Genetics ~ 50%
Life Circumstances ~ 10%


Intentional Activities

Concrete actions that bring a sense of:

- Well-being
- Satisfaction
- Engagement
- Meaning in your work
Find Meaning

“… of all the events that can make for a great workday life the single most prominent is simply making meaningful progress on daily work. (Employees) have to feel there is something meaningful in what they do.”

-Teresa Amabile

Actions

- Define goals in your terms
- Find value in everyday tasks
- Believe in your own abilities
- Appreciate your small accomplishments
Use Your Strengths

Job satisfaction increases when employees use their skills in a way that contributes to the organization.

People who know and use their strengths tend to be better performers.

-Gallup Polls 2011, 2012

Areas of Strength

- Knowledge, curiosity*, planning, goals
- Persistence, focus, organization, integrity
- Kindness, gratitude,* forgiveness*, humility
- Leadership, fairness, diplomacy, straight talk
- Stress tolerance, self-regulation, vitality*
- Optimism, hope,* humor, open-mindedness
- Give and receive love*
- Personal style
Actions

- Identify what you do well
- Listen to your feelings while working
- Know what activity precedes satisfaction and do more of it
- Pay attention to compliments
- Appreciate your accomplishments

Smile and Laugh

Laughter...

- relaxes your whole body
- boosts your immune system
- protects the heart by increasing blood flow
- relieves stress and improves mood
- helps defuse conflict
- enhances teamwork

~Melinda Smith, Gina Kemp, Jeanne Segal
Actions

- Greet people with a smile, even on the phone
- Tell a joke
- Keep a humor journal
- Think of something funny; laugh on purpose
- Laugh at situations rather than bemoan them

Gratitude

Extensive psychology research shows that gratitude skills increase happiness.

- Emmons, Lyubomirsky, Seligman, Johnson
Action

- Say “Thank You” every day
- Keep a gratitude diary, 3 to 5 things each day
- Appreciate yourself
- Look for a good in a bad

Kindness and Generosity

Almost any act of kindness boosts happiness.

-Sonja Lyubomirski; David Hamilton

The secret to both happiness and productivity at work is in giving back to people.

-Grant; Dunn; Post
Actions

- Compliment, thank you, act of kindness
- Speak respectfully, avoid criticism
- Develop a helping habit at work
- Volunteer
- Donate
- Do a favor

Rethink the Negative Self-Talk

“To change our job we must change the way we think about it.”

-Rao Srikumar

“Unhappiness is the feeling that accompanies negative thinking about our lives.”

-Richard Carlson
Actions

- Take back your power of choice
- Notice and question thoughts
- Replace: can’t, awful, should, and have to
- Change your focus
- Try an optimistic outlook
- Put it in perspective

Build Relationships at Work

Experts at the Gallup Poll Organization suggest that people need to have good friends at work.

-Dilner

- In research studies, social support was the best predictor of happiness during stressful times.

-Shawn Achor, Tal Ben-Shakar, Stone
Actions

- Smile and say hello
- Ask about family, mutual interests
- Walk with someone on break
- Positive comments
- Bring snacks
- Find ways to make working together more fun

Take a Mindful Break

“Giving full attention to the present, without worries about the past or future.”

- Thondup 1996

“The more rapidly I learned to quiet my mind and relax my body, the more restored I felt afterward.”

- Thomas Schwartz
Actions

- Breathe slowly and deeply for one minute
- Find a quiet focus
- Picture peacefulness
- Relax in the present moment
- Stand up, stretch, and think “relax”

Keep Moving

Research shows physical exercise strengthens the mind and the brain, reduces stress and promotes growth of new brain cells.

-Marissa Toussaint

Employees who have daily routines of physical activity at work tend to be more engaged and energetic on the job than those who stay glued to their chairs.

-S. Toekr, M. Biron
Actions

☐ Stand up
☐ Stretch
☐ Walk; plan to go with someone
☐ Get a drink of water
☐ Schedule an activity at the same time each day

Take Control of Your Workspace

☐ Research shows employees who have some say in how their workspace is arranged are happier and more motivated at work - Craig Knight
☐ Outer order contributes to inner calm

- Gretchen Ruben
Actions

- Personalize
- Organize
- Keep a plant
- Clean off your desk at the end of the day

Workspace

- “If a cluttered desk is a sign of a cluttered mind, of what then is an empty desk a sign?”
  
  Albert Einstein
Neat or messy...It’s all relative

Choose To Be Happier At Work

- Healthy energy
- Optimistic frame of mind
- Personally meaningful goals
- Everyday acts of kindness
Questions?

HAPPINESS RESOURCES
AT
THE STATE LIBRARY

Kentucky Department for Libraries and Archives
Division of Library Services
Happiness Resources

Happiness Resources

1. Powered by Happy
2. 9 Days to Fantastic
3. Flourish
4. 52 Small Changes
5. Choose the Life
6. The Art of Happiness at Work
7. Everyday a Friday
8. Spontaneous Happiness
9. Off Balance
10. The End of Work as You Know It
11. Life on the Wire
12. People Styles at Work
13. Emotional Intelligence
14. I Don't Know What I Want, But I Know It's Not This
15. Staying Well at Work
16. Making Well Relationships Work
17. Social Intelligence
18. The New Science of Human Relationships
Happiness Resources

• KDLA WorldCat Discovery
  - http://kdla.kyvl.org

• Kentucky Libraries Unbound (KLU)
  - http://kdla.ky.gov/employees/downloadingmedia/Pages/default.aspx
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