Factoring Happiness into the Productivity Equation: Your Patients and You!
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Are You Happy?

- Do you want to be happy?
- Keep doing what you’re doing
- Change something
What Keeps You Up At Night?

The Big Lie

Work-Life Balance

“Any discussion of work-life balance
only serves to mask the core issue, which is that certain job and career
to fundamentally incompatible with being meaningfully involved
choices are on a day-to-day basis with a young family”

Nigel Marsh, “Fat, Forty, & Fired” and “Overworked and Underloved”
TED, May 28, 2010
The Definition of Insanity

Incidentally, What IS Happiness?

Who Is Happier?

TED Talk, June 2011
"... 70 years of evidence that our relationships with other people matter, and matter more than anything else in the world"

- George Vaillant

Happiness is Multi-Faceted

- Moment-to-moment reward drives satisfaction
- Stable personal characteristics drive perception
- Collective behavior drives organizational performance

The PERMA Model

From Martin Seligman's research, 2013
Taking Charge of Happiness

Key Strategies in the Workplace

- Positive Emotion
  - Focus on the positive
  - Express interest
- Engagement
  - Express appreciation
  - Provide benefits and security
- Relationship
  - Invest in emotional intelligence
  - Encourage socialization
- Meaning
  - Involve employees in goal setting
  - Share information and decision making
- Accomplishment
  - Provide recognition in the way it will be received
  - Design work to promote autonomy & reward performance

Enough About You ...
"Scientifically, happiness is a choice. It's a choice about how your brain decides to allocate its finite resources for experiencing the world.”
- Shawn Achor

Happy Strategies – Gratitude

* Every night, write down 3 things from that day for which you are grateful.

Happy Strategies - Journal

* Every day, spend 5 minutes writing about something that had meaning for you.
Happy Strategies – Exercise!

• Just Move!

Happy Strategies - Meditate

• Breathe, train your attention.

Happy Strategies - Kindness

• Practice Conscious Acts of Kindness
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The Golden Circle

Simon Sinek, Start with Why

Be a Living Legend

Never doubt that a small group of thoughtful, committed citizens can change the world; Indeed, it is the only thing that ever has - Margaret Mead

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REFERENCES & READING

Why Happiness Matters

- Employees with low well-being were 7x more likely to be absent from work, 2x more likely to have low performance ratings, and 7x more likely to be looking for another job

- Low work-life balance, unmanageable workloads, and poor job conditions have a negative effect on physical health, with increased absenteeism and presenteeism

- Happier employees who are more satisfied with their jobs are less likely to quit

- Less likely to be absent from work

- Less likely to engage in counter-productive behaviors

- Less likely to suffer depression, anxiety, and burnout
Why Happiness Matters

- Happiness is a strong predictor of reduced morbidity and improved overall health status
- Happier people are more likely to experience career success
- Less likely to have periods of unemployment
- Happier people make better managerial decisions, have better interpersonal relationships, and cope better with organizational change

- Employees who reported having a best friend at work are 7x more likely to be engaged
- A UK survey by Jobsite found that for 70% of respondents having work friends is the most important part of happiness at work, and a majority would turn down a higher-paying job if it meant not getting along with coworkers