

Link between Happiness and Excellence

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Overview:

- What is happiness?
- Why be happy?
- What do happiness and excellence have in common?
- How DO WE achieve happiness.
- How CAN WE help others achieve happiness and create an environment of excellence.



Link between Happiness and Excellence:

- Happy people are:
 - Better performers. 31% better.
 - Better with new ideas & solving complex problems
 - Take less sick days. (\$300 billion in the U.S. annually.)
- Gallup examined 263 research studies across 192 companies in 2012.
 - Companies in the top quartile for engaged employees, compared with the bottom quartile, had 22 percent higher profitability, 10 percent higher customer ratings, 28 percent less theft, and 48 percent fewer safety incidents.
- Note. Millennials value job satisfaction over compensation.
- Note: Can't make everyone happy but you can talk to them, listen to them, explain the reasoning behind a decision, respect them.

Oxford Happiness Questionnaire:



What is Happiness?

- Happiness **is not** a Final Destination. Happiness cannot be “Found.” It’s inside us.
- Happiness **is not** being Rich or Affording Everything you Want.
- Happiness **is not** Feeling Good all the Time. It is not candy/pleasure.
- Happiness is a combination of how satisfied you are with your life and how good you feel on a day-to-day basis.

Why be Happy? “It is not your aptitude, but your attitude, that determines your altitude.”

- Happy people:
 - Perceived to be more competent & more beautiful.
 - Live longer – 7.5 years more. More likely to be centenarians, produce less cortisol (stress hormone)
 - Get more job offers and promotions.
 - Are better at bouncing back.
 - Make better athletes.
 - Have improved health and relationships.

Can Happiness be Achieved?

- **ABSOLUTELY!** The brain can change. Happiness increases & decreases, depending on what you think & do.
- Individually, it is a decision. Train it like-a muscle.
- “Happiness isn't something that depends on our surroundings...It's something we make inside ourselves.”
— Corrie ten Boom, *The Hiding Place*.
- Organizationally, employers can't make employees happy, but they can provide an employee with tools to be happy and create an environment that promotes happiness. It begins with **YOU!**

What do Happiness & Excellence have in Common?

- Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit. Aristotle

How to be Happy.

GENERAL CONCEPTS:

- Decide to be happy.
- Life is a journey; enjoy it. Life is like a rollercoaster. It has ups and downs. Downs help us enjoy the ups.



Big picture. Bird's eye view/worm view.
Link

https://www.youtube.com/watch?feature=player_embedded&v=D3OVdhNoQdE


- **Stop** comparing
- **Stop** over-thinking mistakes. “If things go wrong, don’t go with them.” Roger Babon
- **Stop** complaining/feeling sorry. Don’t be the guest of honor at your own pity party.
- **Stop** blaming yourself/others.
- **Stop** criticizing others. Find others doing there best and praise them. Focus on strengths.
- **Stop** feeding your brain with bad

START: Dejunk Your Brain



Express Gratitude:

Count your blessings and thank others.

-  Meg Johnson.
Experience in Hospital.
200 things she is grateful for.

Tell them now.

https://www.youtube.com/watch?feature=player_embedded&v=aSnKNXuW5TE

Cultivate Optimism. Be Mindful:

- Keep a “Bright Side” journal
- Avoid pessimistic thoughts. Ask yourself:
 - What else could this experience mean?
 - Can any good come from it?
 - Did I develop any strengths as a result?
 - Sing a song (aloud, or in your head) to replace negative thoughts.

Serve/Care for Others/Stay in Touch:

“Everybody can be great because anybody can serve. You don’t have to have a college degree to serve. You don’t have to make your subject and your verb agree to serve. You don’t have to know the second theory of thermodynamics in physics to serve. You only need a heart full of grace. A soul generated by love. ” **Martin Luther King, Jr.**


How to be Happy cont'd:

- https://www.youtube.com/watch?feature=player_embedded&v=A4zykhYHWds

Give to Others:



“Small acts, when multiplied by millions of people, can transform the world.”

-  Martin Luther King, Jr. *“Every man must decide whether he will walk in the light of creative altruism or in the darkness of destructive selfishness. This is the judgment. Life’s most persistent and urgent question is, What are you doing for others?”*

Nurture Relationships. "We rise by lifting others."

- Make time!
- Express admiration, appreciation & affection.
- Be a great sibling, child, friend, spouse.
- Be involved. Friendship's don't just happen.

Coping with Traumatic Events:

Adolph Fischer. A newspaper worker. 1887.

Wrongly convicted. At execution, "this is the happiest day of my life."

**Set Goals: Get Up And Do,
Don't Sit And Stew.**

Forgive: “Forgiveness is the key that unlocks the door of resentment and the handcuffs of hatred. It is a power that breaks the chains of bitterness and the shackles of selfishness.” Corrie ten Boom, *The Hiding Place*



How to be Happy cont'd: Scene from "The Interpreter"

- https://www.youtube.com/watch?feature=player_embedded&v=EC2BL7DkT6w

Savor Life's Joys/Laugh:

- Enjoy the little things
- Go to your Happy Place
- Reminisce.

Average 5 year old laughs 300 times day;
average adult laughs 17 times a day.
Smiling and laughter release chemicals in
our brains that make us happy.

Babies laughing:

- https://www.youtube.com/watch?feature=player_embedded&v=uiws904iuEQ

Care for your self: Beautiful music and scenary for meditation:

- https://www.youtube.com/watch?feature=player_embedded&v=RgtEUr_n9vM

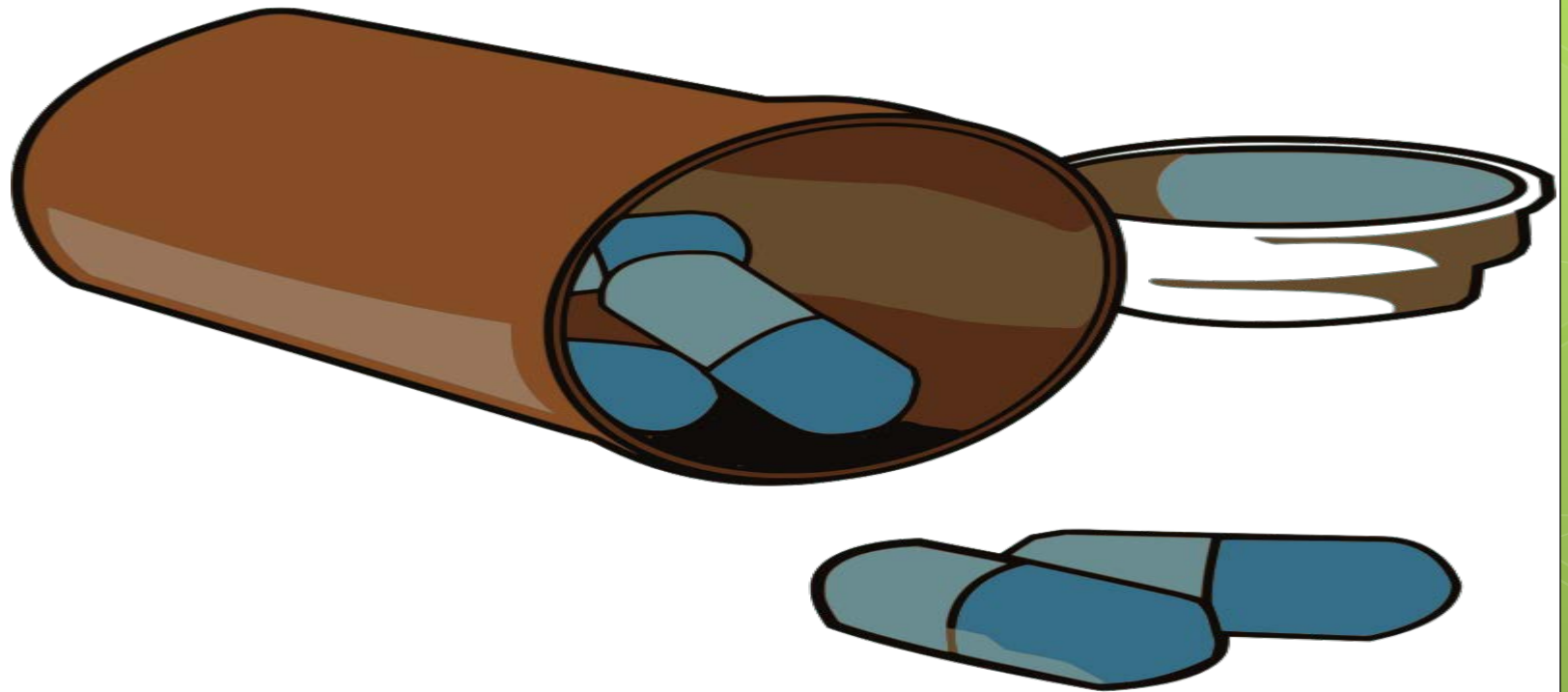
Find your purpose:

- What do you want to do with your life?
- What are you willing to struggle for?
- What did your 8-year-old self love doing?
- What makes you forget to eat?
- How are you going to save the world?
- If you were going to die one year from today, what would you do & how would you want to be remembered.

Meg Johnson finds purpose:

- https://www.youtube.com/watch?feature=player_embedded&v=GKPMZwC186Q

See a doctor if necessary and
don't forget to take your pills.



Squish Ball Activity:



Help others achieve happiness and excellence: Exemplify/Teach/Encourage/Satisfy Drivers:

Men

Compensation

Interest in work

Women

Flexibility
Workload

Advancement
People at work



Acquire

Compre-
hend

Happy
Excellent
Employee

Bond

Defend

Purpose

Rejuv-
enate



Purpose

Define it.



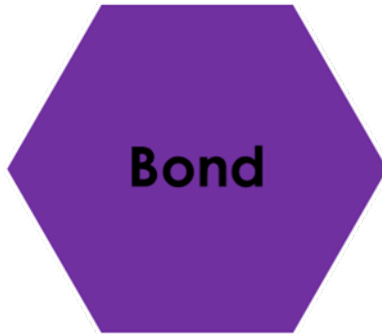
Acquire

- Differentiate good performers from average/poor performers.
- Tie rewards to performance.
- Pay as well as competitors.
- Show how jobs impact overall success.



Compre- hend

- Design jobs with distinct roles that foster a sense of contribution.
- Listen.
- “True leaders understand that leadership is not about them but about those they serve. It is not about exalting themselves but about lifting others up.” Sheri L. Dew.
- Understand/meet core values/drivers.



- Foster friendship, collaboration, trust, respect, compassion and teamwork.
- Focus on success, not failure. Find them doing good. Stop finger pointing. Focus on fixing the problem.
- Give employees the power of choice (when, where and how to work).
- Model behavior and hold management accountable.



- Increase transparency.
- Emphasize fairness.
- Build trust by being just and transparent in granting rewards, assignments, and other forms of recognition.



- Encourage wellness/me time. Take vacation days.
- Recognize value of intermittent rest.
- Encourage the occasional youtube video.



**Happy
Excellent
Employee**

- **“The ancient Greek definition of happiness was the full use of your powers along lines of excellence.” John F. Kennedy (1917-1963).**
- **Go home. Decide to be happy. Work for excellence. Inspire others through words, deeds and actions to do the same.**

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