

The Happiness Advantage at Work

Rewriting the Formula for Success



**INTERNATIONAL
THOUGHTLEADER
NETWORK**





A Question for You

- *Do you work in an organization where happiness is valued and is part of the business strategy?*

Please answer “yes” or “no” in the chat box.

The Happiness Advantage at Work

- Meet Shawn Achor
- Rewriting the Formula for Success
- 3 Core Ideas
- Positive Results
- Your Personal Action Plan
- Next Steps

About Shawn Achor

- Leading expert on link between happiness and performance.
- Author of *The Happiness Advantage* and *The Orange Frog*.
- Designed and taught popular course on happiness at Harvard.
- Oprah favorite.



Shawn & Oprah



LEADERSHIP | 10/10/2013 @ 11:27AM | 10,071 views

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Unhappy Employees Outnumber Happy Ones By Two To One Worldwide

18 comments, 6 called-out

+ Comment Now + Follow Comments

If you don't like your job, you are not alone. According to a massive [report](#) released yesterday by Gallup, the Washington, D.C.-based polling organization, there are twice as many "actively disengaged" workers in the world as there are "engaged" workers who love their jobs.

Since the late 1990s, Gallup has been measuring international employee satisfaction through a survey it has been honing over the years. In total it has polled 25 million employees in 189 different countries. The latest version, released this week, gathered information from 230,000 full-time and part-time workers in 142 countries.









Happiness = Engagement



The Clear Connection

- Why did Forbes and Gallup equate Happiness with Engagement?

*Don't you just love those totally engaged,
motivated to the hilt – totally . . .*

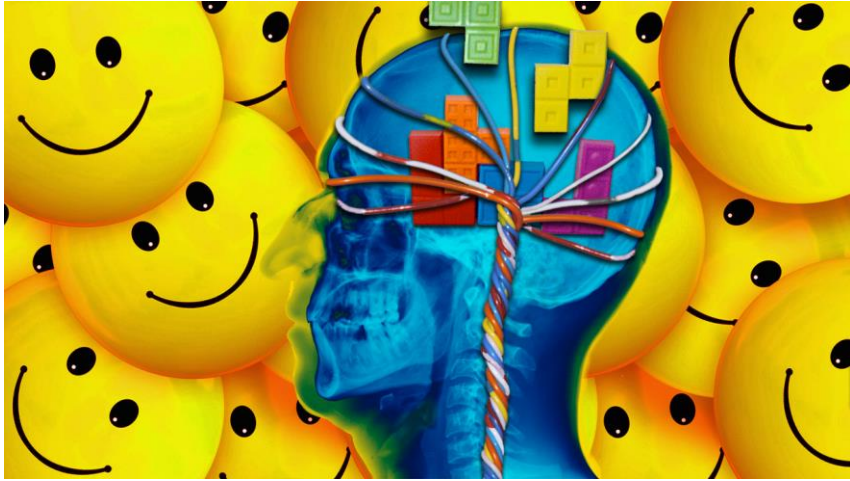
. . . unhappy people?



Gallup

- Gallup estimates in the U.S. Actively Unhappy Employees cost \$450B to \$550B per year.
- Question: How big does this “Happiness” thing have to be . . . to be a business issue . . . ??

Happiness and Your Brain



“Happiness actually has a very important evolutionary purpose . . . Instead of narrowing our actions down to fight or flight as negative emotions do, positive ones broaden the amount of possibilities we process, making us more thoughtful, creative, and open to new ideas.”

*-Shawn Achor, *The Happiness Advantage**

Benefits of Happiness

In recent research, people who were happy...

Achieved **56%** Greater Sales

Were **3** times more creative

31% more productive

40% more likely to receive a promotion

Reported **23%** fewer fatigue symptoms

Were **6** times more engaged

Were **39%** more likely to live to age 94

The Formula is Backwards



“The Joy We Feel Striving to Reach Our Full Potential”

Happiness = Positive Emotional State

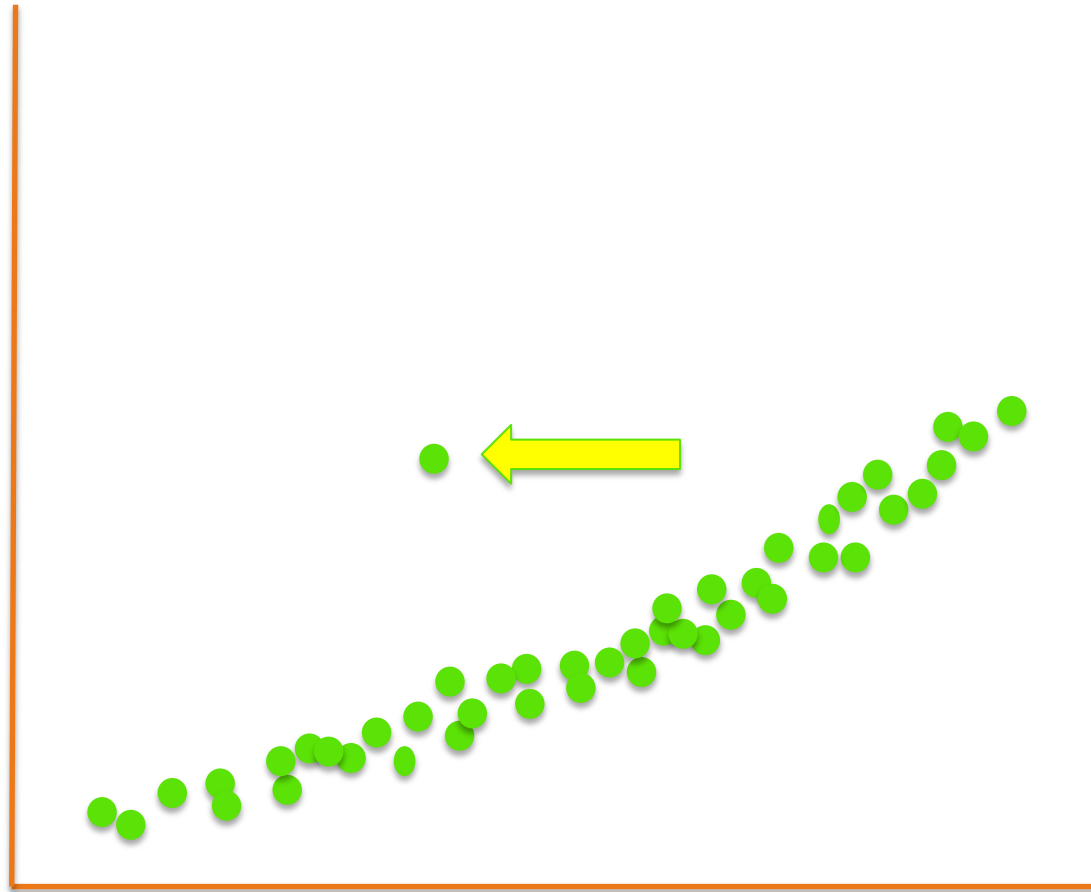
Three Core Ideas

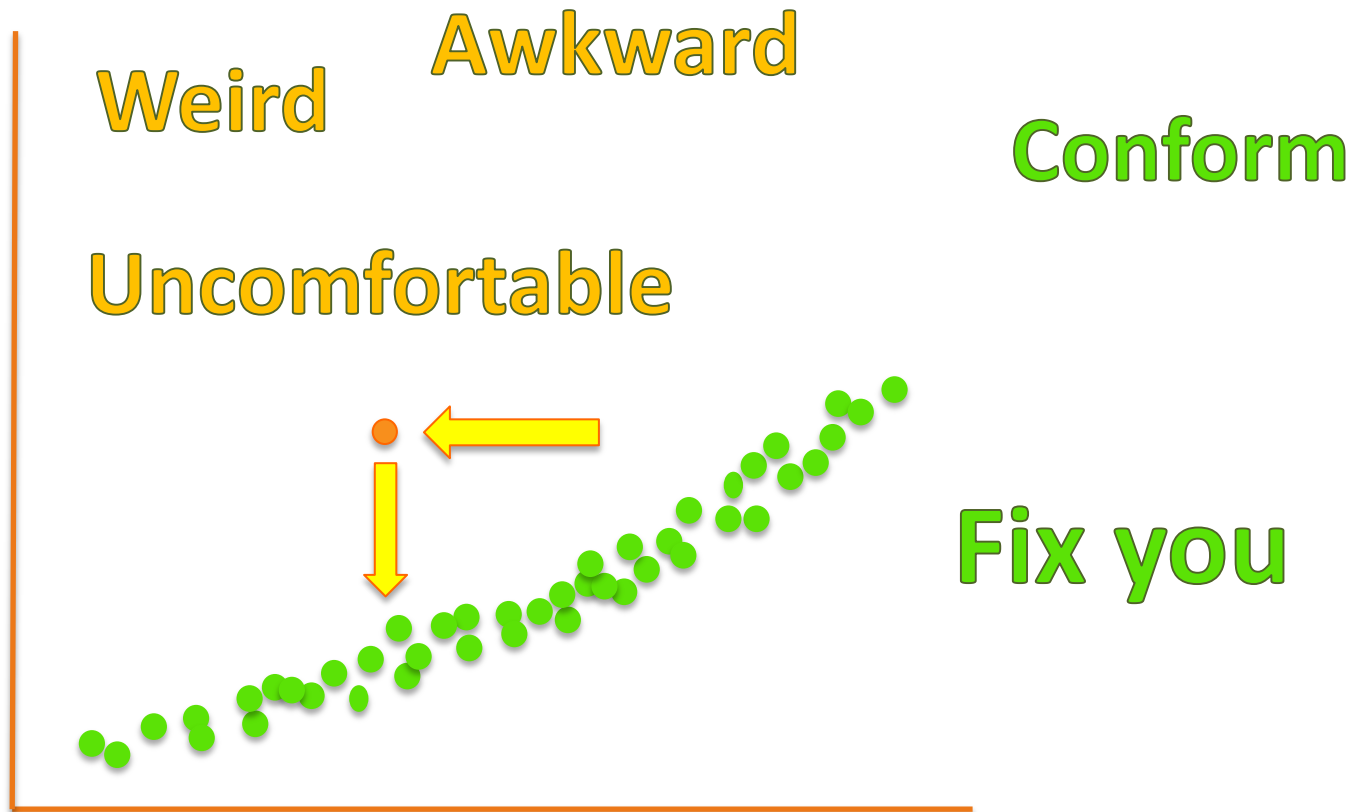
Positive Outliers must be embraced – *made to feel comfortable.*

Happiness (Engagement, Resilience...) – *is a Choice!*

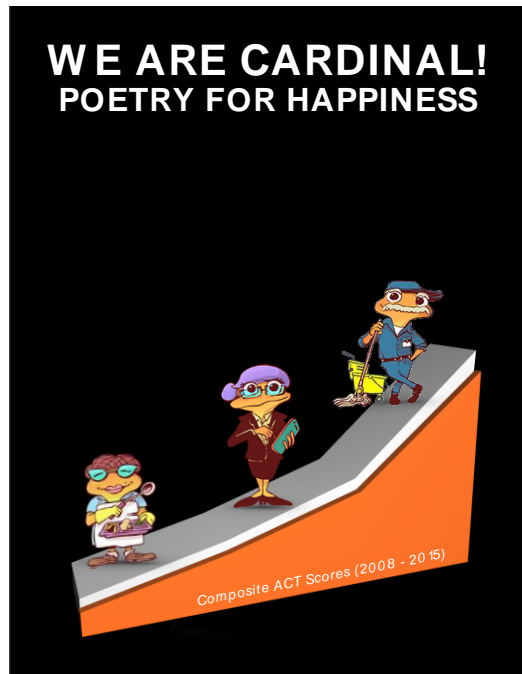
Everyone must become a Script Writer – *for new, more Positive Social Scripts.*

Embracing Positive Outliers



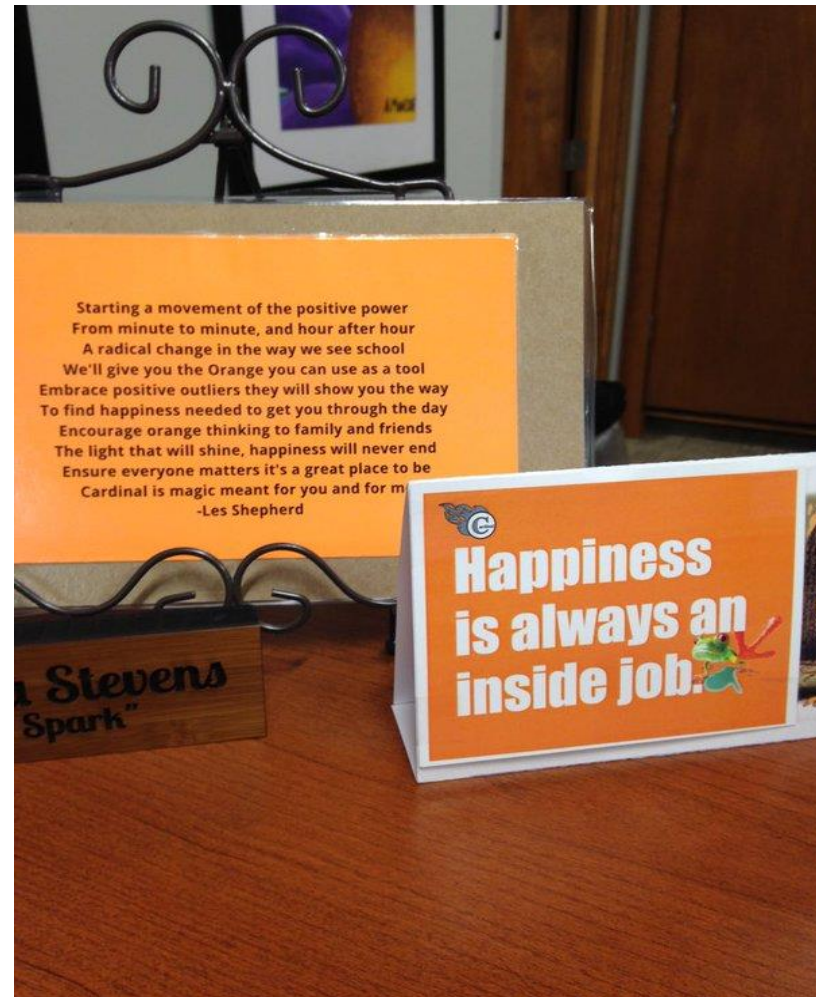


The Maintenance Man Poet



Warm school

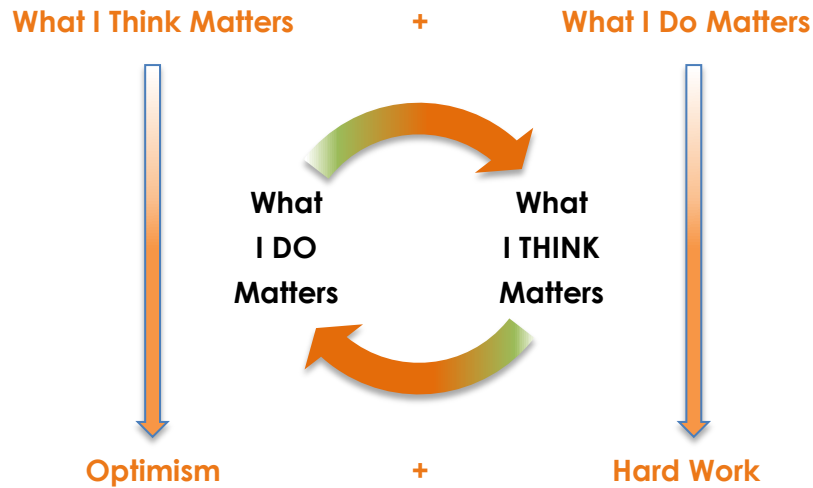
Today with the weather it's a
two hour delay
Please careful driving and
making your way
The snow passed us by its
mostly rain
Never the less still causes
great pain
But come on inside it is warm
and dry
Get out of the rain as it falls
from the sky



Starting a movement of the positive power
From minute to minute, and hour after hour
A radical change in the way we see school
We'll give you the Orange you can use as a tool
Embrace positive outliers they will show you the way
To find happiness needed to get you through the day
Encourage orange thinking to family and friends
The light that will shine, happiness will never end
Ensure everyone matters it's a great place to be
Cardinal is magic meant for you and for me
-Les Shepherd

 Happiness
is always an
inside job. 

Stevens
Spark™



So we are not going to be limited by un-productive social scripts – right!?



Happiness is a Choice

Share some
GRATITUDE
TODAY!!!



LIKE US at www.facebook.com/happyadv to learn more about Happiness in the Workplace

You are Appreciated	Thank you!	Our MVP!	You rock!	Keep up the great work!!!	Have a GREAT Day!!	You are valued!	Ultimate Collaborator!!	You always put the Team first!!	You made my day!!
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Why the Orange??

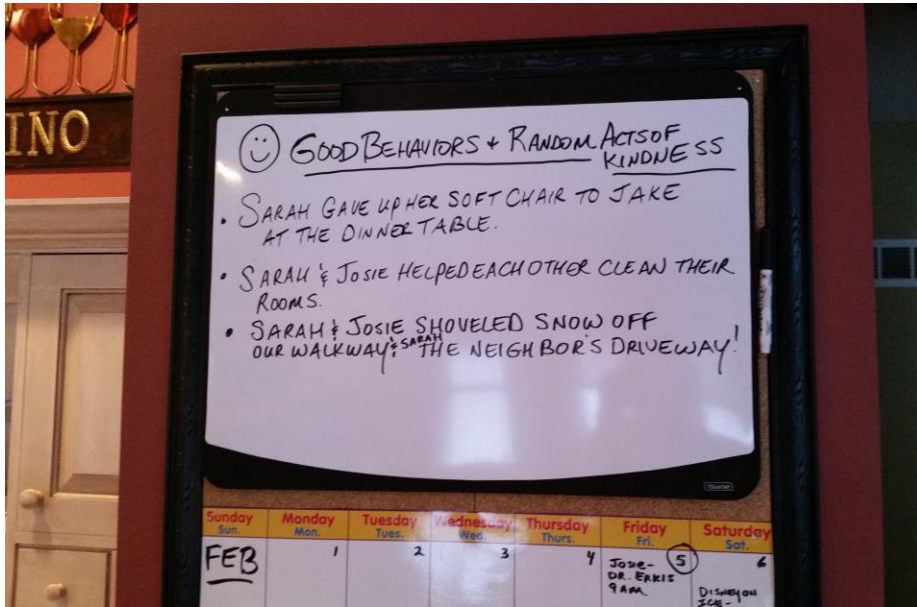


Impact: Raising Happiness and Optimism will increase Customer Loyalty!

Logic: Happy People Smile More and are Nicer to do Business with!

Impact: A Positive Mindset will help us collaborate across dept. boundaries.

Logic: Positive People are easier to collaborate with.



Taking Things Home . . .



Becoming a Script Writer

Social Scripts...

- Are present all the time.
- Exert powerful influence over how we **behave**.
- Exert powerful influence over how we **think**.



How do you manage the stress of a big project AND help out a team member at home?



Embedding Happiness into Work Routines – Social Support

A situation where this will be helpful

New Work Routine: "Team Coffee"
Monday morning Coffee with Team to create team network & support

A specific step to take to make it real

Buddy with someone to have Coffee on Mondays to recruit Team Coffee members and coach each other on a positive mindset

Embedding Happiness into Work Routines – Changing our Mindset

A Work Routine that could be adjusted

Round-up Meetings

Start my weekly KPI email (routine) with the positive and not what we missed.

A Mindset Matters practice to Incorporate

Be first to extend a hand and a smile

Say something positive about the customer/business in the CBR - set the mood for a positive review.

Embedding Happiness into Work Routines – Sharing Stories

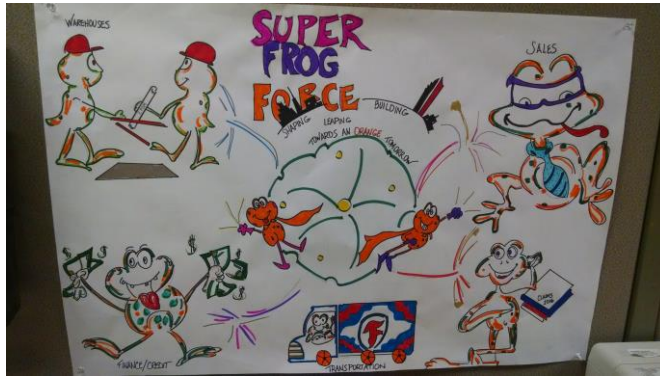
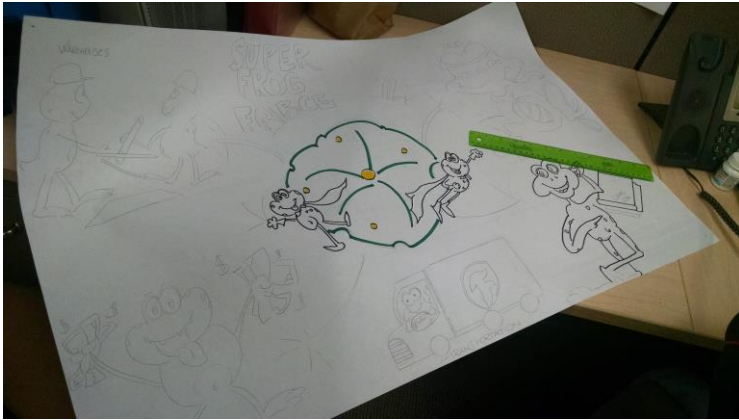
A Story that Needs to be
PUBLISHED

When our driver was loaded with the wrong item for delivery to the restaurant - he helped then create a new menu item.

How Should this Story be
Published?

Take a picture of employee with a "NEW MENU" and post it in the hallway. Write the story up and have boss sign it with "Attaboy!"

A new take on team building . . .





Joel Pedersen
Superintendent,
Cardinal Community
School District

“Orange Frog training has radically changed our school culture. Happiness is flowing through my school buildings while improving educational outcomes.”



Positive Results Highlights:

- ✓ **Bond passed by community for \$5.3 million** by approval rating of 66% (1st vote) in Wapello County, which was recently named the poorest county in Iowa by Wall Street Journal.
- ✓ **ACT scores have increased by 3 composite points since 2009.**
- ✓ **Net change of 1.4 million dollars in student open enrollment since 2005.**
- ✓ **-\$350,000 revenue in 2005; +1 million revenue in 2016**
- ✓ **Named 2015 Top 150 Workplace in Iowa.** Employee **retention has improved** over the past 5 years.
- ✓ **Average daily attendance for students has increased from 92% to over 95% since 2010.**



Starting Your 14-Day Personal Action Plan

Choose one of these to do each day:

1. Write Down 3 Things You Are Grateful For.
2. Write for 2-3 minutes about something good that happened.
3. Do one nice thing for someone.

 Happiness Advantage | Orange Frog
Individual Action Plan

Sharing a Positive Habit

To cascade a positive social script you must get comfortable talking about it. When you share your journey – you help others get comfortable making a similar shift. Make it a goal to share your efforts to stick with a habit for 21 days with members of your team... or members of your family on the weekend. Below check the dates you have conversations and record insights you obtain when sharing.

Week	x	Notes, Insights and Reflections
Week One	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
Week Two	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
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	<input type="checkbox"/>	

Now What?

To receive a FREE digital copy of *The Orange Frog*...

1. Complete our first survey.

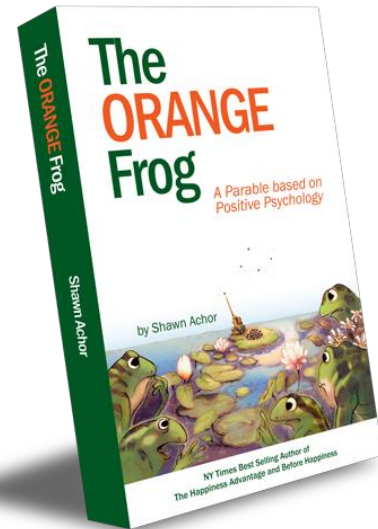
(you will be taken there at end of webcast)

2. Complete your 14-day personal action plan.

(download at end of survey)

3. Complete our second survey.

(after action plan is completed)



Announcement!

The Happiness Advantage | Orange Frog Public Workshop™
Training that Brings the Happiness Advantage to Life at Work.

Register Now for the Public Workshop & TTT
Alexandria, VA: April 25-27, 2017

[Click here for
more information](#)

OPTIONAL DAY 3 TRAIN THE TRAINER



Questions?



Thank You, ATD!



Thank you for attending!

**Stand by to be taken to the first
survey and to download your
personal action plan!**

