HAPPINESS & WELLBEING AT WORKPLACE

When HAPPINESS translates into INFLUENCE

POSITIVE BUSINESS LAB & HAPPINESS ACADEMY
“All sunshine makes a desert.”
Arabian Proverb

Too much of a good thing can actually bring negative results.
THE POWER OF A HUG

Studies have shown that hugs cause the brain to release endorphins, and this leads to better healing throughout the entire body. In addition to that, an embrace is a form of therapy that generates feelings of well-being, and can reduce blood pressure or even menstrual pain in women.

A hug can also ease a headache, and reduce anxiety, stress, or depression. It may build self-esteem, calm the nerves, remind you that you’re not alone, cure insomnia, help you overcome fear, stimulate the senses, bring you joy, calm the soul, and some people even claim that it slows the aging process and helps control appetite.

http://www.psy.cmu.edu/~scohen/Does%20Hugging.pdf
“Happiness is not about what happens to you, but how you choose to respond to what happens. Otherwise, it would be called HAPPINESS.”
Employees coming to work in a state of nirvana is rarely possible and unreal. But having employees that feel like their work matters, coming to a culture where people greet each other and where they have strong and supportive relationships, makes work more enjoyable. Although things like benefits, salary and fun will make work less painful, this is just a temporary solution. Happiness at work is a reflection of our state of mind and our sense of purpose to it. It comes through finding joy and a sense of fulfillment from what we do.

Fulfillment can come in any shape or form, here are a couple of examples:

- See what you find valuable in the service you are providing and draw your inspiration from there. It can be as small as fixing someone’s computer, negotiating a good deal, saving money for the company, having all the files organized neatly, or providing an excellent service and making people happy.
- Fill your day with routines that will bring you joy, like lunch on the grass, listening to relaxation music, cleaning your work area, laughing with your colleagues, or drinking your favorite tea flavor.
- Focus on the things you love about work and try to change the ones you don’t. If you can’t change the circumstances, change your mind and the way you look at them.
“My dear,

In the midst of hate, I found there was, within me, an invincible love.
In the midst of tears, I found there was, within me, an invincible smile.
In the midst of chaos, I found there was, within me, an invincible calm.

I realized, through it all, that...

In the midst of winter, I found there was, within me, an invincible summer.

And that makes me happy. For it says that no matter how hard the world pushes against me, within me, there’s something stronger – something better, pushing right back.

Truly yours,
Albert Camus”
A MAN THAT LOVES HIS WORK

https://www.youtube.com/watch?v=IaGtkYyzHWk
FORTUNE 500 MINDFULNESS REPORT

Numbers & Science

- Positive impact on CULTURE: 91%
- RECOMMEND it to a coworker: 88%
- STRESS management: 75%
- Increased FOCUS: 66%
- SELF-CONTROL at work: 60%
- Work RELATIONSHIPS: 52%
- Innovation & CREATIVITY: 46%

“Happy employees are 12% more productive and engaged” GALUP

“Mindfulness Reduces stress while improving productivity,” HBR

“It helps with focus, self-awareness and resilience” GOGGLE INSTITUTE
What does it take to be happy at workplace?

- VISION
- PURPOSE
- RELATIONSHIPS
THE NEEDS

What does it take to be happy at workplace?

You can’t connect the dots looking forward you can only connect them looking backward. So you have to trust that the dots will somehow connect in your future. You have to trust in something: your gut, destiny, life, karma, whatever. Because believing that the dots will connect down the road will give you the confidence to follow your heart, even when it leads you off the well worn path. [Steve Jobs]

- **Visualize your future** as if money and time were of no constraint. Imagine that you had everything you needed to be super healthy: what kind of lifestyle would you have? What kind of work would you do? Paint the dream you want. Feel optimistic about where you are going by having an open mind and positive attitude.

- Link life and work to your **purpose**. How? Start paying attention to where your values lie. What makes you feel good and where do you lose your sense of time. Paying attention will show you the pattern of values and what you care about.

- Having warm **relationships** is essential to health, well-being, and happiness. ([Harvard Grant Study](https://www.harvard.edu)). People with a best friend at work are healthier and 7x more likely to engage fully in their work. We need friends at work.
SMALL WINS

How can we make work more enjoyable?

- Share secrets
- Start on a positive note and keep interactions positive.
- Search for similarity without work-related topics.
- Give feedback on your friendship.
- Avoid small talks. Coach and motivate others. Be inclusive.
- #SpreadLoveWeek
- Support www.solveforhappy.com
- Be kind. Give hugs. Smile.
What can you do outside of work?

Happiness at work is a reflection of your personal happiness.

There are many techniques to boost your happiness: yoga, Thai Chi, Qi Gong, and MEDITATION.
Daily rituals:

In the morning:
- Read a daily quote (app suggestions: positive, espiritualidad, appyquote, yodha love).
- Avoid scrolling through social media.
- 20 min morning meditation - visualize 2-3 key goals that you want to achieve in a day.
- Hydrate your body with water.
- Stretch
- Take a walk – embrace nice memories, what are you proud of.

During the day:
- Be present and aware.
- Do one thing per day that puts you out of the comfort zone.

Before going to sleep:
- 20 min meditation.
- Write down three things every day on what you are grateful for.
WHAT CAN YOU DO

How to find vision, purpose, and build relationships when the management is not on board?

Becoming the catalyst for change & influence.
Buy a book for your boss 😊

Mike George - The 7 Myths About Love

Anyone can become a catalyst for change and influence. The way you do that is by making your happiness independent of external things. You need to learn to let go of judgments, resentments, fears and open yourself to people. Learn how to accept and love others by starting with yourself first. Learn to build resilience on the inside and everything else will follow, and once you learn how, you will become a catalyst for change and influence.

To share the knowledge with others, first you need to get it yourself. Read, learn, explore and you will grow. There are many precious books and classes that can change your life in a heartbeat. If you would like to get our full personal growth reading list, feel free to send us an e-mail.
OUR PERCEPTIONS

How can we change the world around us by changing the way we see it?

- Act from love and not hate.
- Don’t put labels on people, things or situations — observe it from a different angle.
- See the good in people.
- Don’t take someone’s anger and internalize that same emotion. Keep it outside of yourself.
- Learn acceptance & compassion through understanding the background of behaviors.
- Keep in mind that positive, loving and enthusiastic people attract good things effortlessly.
- People are the product of their environment and external influence.
Anonymous Man's Heartbreaking Story for Humans of New York
BEST PRACTICES

- Culture
- Internal Promotion
- Execution
- Conflicts
- Do not tolerate injustice, talking down on people, anger at workplace and mistreatment.
- Drive your culture with accountability and not fear.
- Don’t get angry and upset at someone when they don’t perform, instead tell them about the mistake they made and the consequences of repeating it, without the rage involved.
- Bring mindfulness into an organization, and change the energy that circulates in your offices. In just 15 minutes in the morning, you can set the tone for the entire day and change how people feel about work.
What can you do outside of work?
MEDITATION

Time to reflect.

Boosts your health, happiness and social life.

Increases your focus & attention.

Helps to control your emotions.

It makes you wiser.

When your mind wanders, gently bring your attention back.

Visualize yourself in a calm and peaceful place.

Breathe. Relax.
There is no right way.

- The purpose of meditation is to calm down your thoughts and allow you to be more present.
- When you close your eyes, just embrace your thoughts and try to relax.
- Create an image of bright light in your mind or visualize channeling positive energy through your body, if you need help relaxing.

23 TYPES OF MEDITATION
http://liveanddare.com/types-of-meditation/
REFLECTIONS

What did we learn today?

The power is in your hands.

The importance of personal happiness

Small things can make big difference.

Acceptance & Compassion
MAKE TODAY A HAPPY DAY!

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