

Start Where You Are

How little changes can have a big impact on your career

Chrystal Stanley, PhD



Do any of these sound like you?

- **You're good at what you do but it's no longer fulfilling.**
- **You feel like you're just going through the motions.**
- **You could add more value if you applied your skills and background in a different way.**
- **You're ready for a new challenge but you worry that you'll threaten your job if you express this to your manager.**
- **Your job expectations are at a level lower than where your skills are?**
- **You're not learning and growing?**
- **You're bored?**

And the survey says...



- A recent Gallup survey found only 13% of employees are engaged at work, meaning the vast majority of working adults doesn't enjoy their work.
- By one recent measure, this costs US companies roughly \$450–\$550 billion annually.

We Can Do It!



- We've all read advice on how to be more efficient and harder working in the office.
- Hard work and persistence tend to be the name of the game when it comes to professional improvement.

Hard Work = Success = Happiness??

- Conventional wisdom holds that if we work hard we will be more successful, and if we are more successful, then we'll be happy.
- We think, “If I can just find that great job, or win that next promotion, lose those ten pounds, or (fill in the blank), then happiness will follow.”

SUCCESS

The Ah-Ha Moment!

- Our society's most commonly held formulas for success are broken.
- Recent discoveries in the field of positive psychology have shown that this formula is completely backward:
- Happiness fuels success, not the other way around.
- When we are positive, our brains become more engaged, creative, motivated, energetic, resilient, and productive at work.



Appreciative Inquiry

Asset Based

Look at what we've got!!

Look at what we're missing!!



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HAPPINESS
Where to find it; how to keep it



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SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS



According to Shawn Achor, author of *The Happiness Advantage*

- Your brain works significantly better at positive than at negative, neutral or stressed.
- Every single business and educational outcome improves when we start at positive rather than waiting for a future success.
- Sales improve 37% cross-industry, productivity by 31%
- You are 40% more likely to receive a promotion
- You are nearly 10 times more engaged at work, live longer, get better grades, your symptoms are less acute, and much more.



A recent study by economists at the University of Warwick

- Found that happiness led to a 12% spike in productivity,
- Unhappy workers proved 10% less productive.
- As the research team put it, “We find that human happiness has large and positive causal effects on productivity. Positive emotions appear to invigorate human beings.”



More research results

- People who cultivate a positive mind-set perform better in the face of challenge.
- Anchor call this the “happiness advantage”—every business outcome shows improvement when the brain is positive
- In a meta-analysis of 225 academic studies, researchers Sonja Lyubomirsky, Laura King, and Ed Diener found strong evidence of directional causality between life satisfaction and successful business outcomes.

THE HAPPINESS
ADVANTAGE

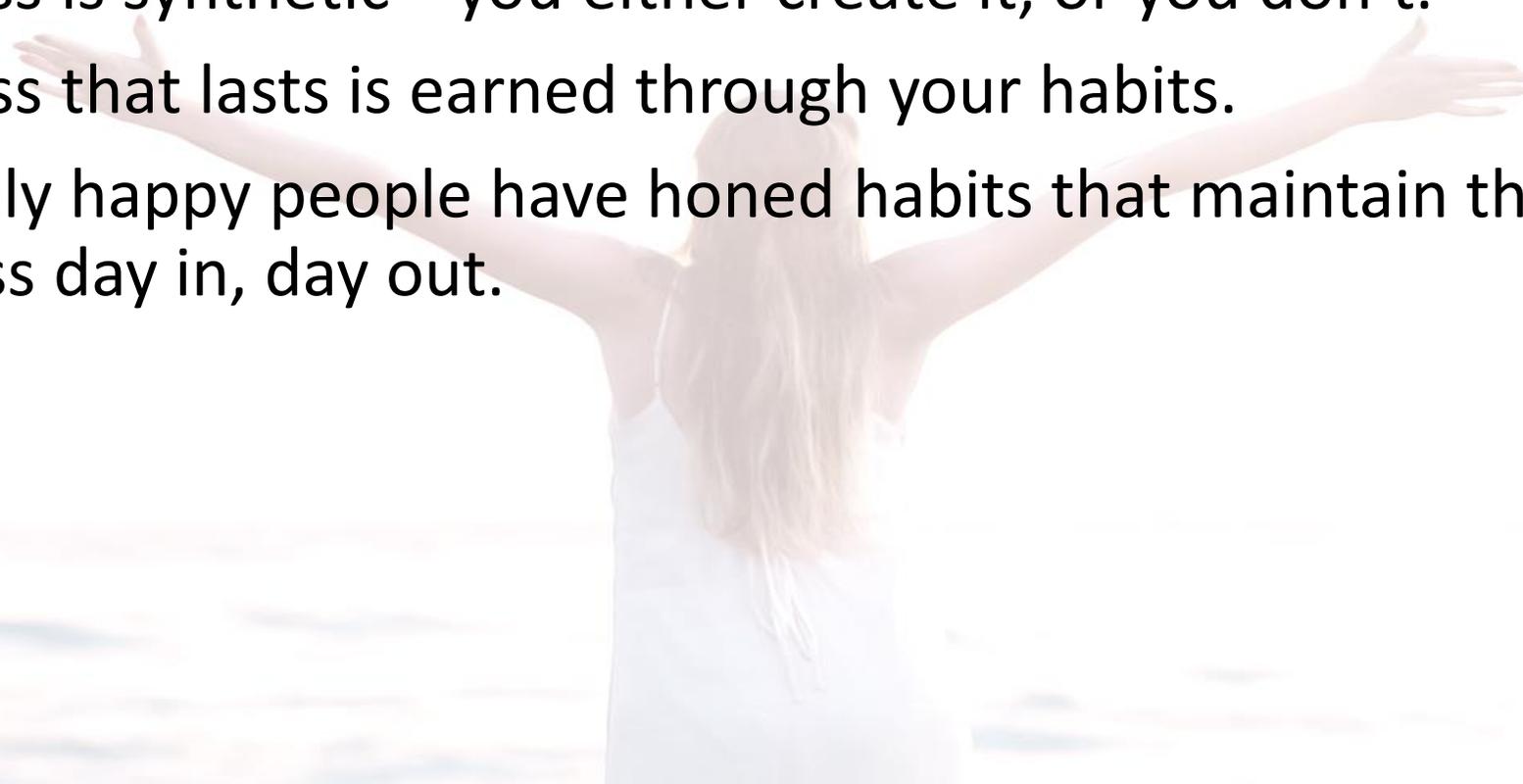
That outcome shouldn't surprise us.

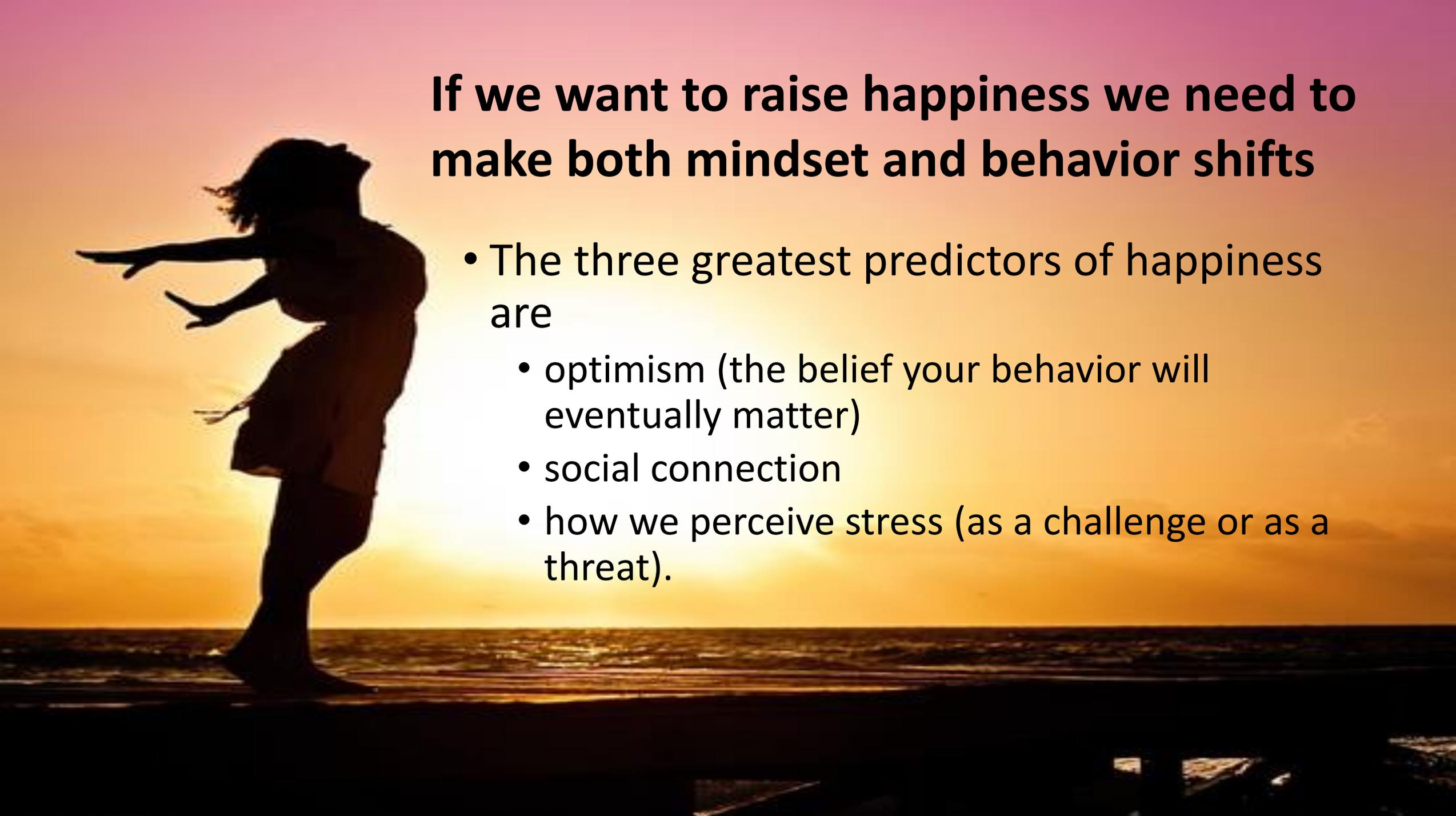
- Research shows that when people work with a positive mind-set, performance on nearly every level—productivity, creativity, engagement—improves.
- Yet happiness is perhaps the most misunderstood driver of performance.



It is not your employer's job to make you happy

- Research suggests there are some simple ways employees can boost their own happiness
- Happiness is synthetic—you either create it, or you don't.
- Happiness that lasts is earned through your habits.
- Supremely happy people have honed habits that maintain their happiness day in, day out.



A silhouette of a person dancing on a beach at sunset. The person is on the left side of the frame, with their arms outstretched and legs in a dynamic pose. The background is a bright orange and yellow sky over the ocean, with the sun low on the horizon. The overall mood is joyful and serene.

If we want to raise happiness we need to make both mindset and behavior shifts

- The three greatest predictors of happiness are
 - optimism (the belief your behavior will eventually matter)
 - social connection
 - how we perceive stress (as a challenge or as a threat).



We understand the importance of physical training

Researchers recommend “Brain Training”

- **Training your brain to be positive is not so different from training your muscles at the gym.**
- **Recent research on neuroplasticity—the ability of the brain to change even in adulthood—reveals that as you develop new habits, you rewire the brain.**
- **Engaging in one brief positive exercise every day for as little as three weeks can have a lasting impact**

7 Exercises That Train Your Brain to Stay Positive



Focus on Gratitude

- Reflect on three things to be grateful for at work
- Write them down.



Meditate at your desk for two minutes



- **Close your eyes**
- **Picture someone you love or a place you love**
- **Focus on your breathing**
- **Do nothing**
- **Do NOT think about work**

Engage in a random, conscious acts of kindness

- Write a 2-minute positive email thanking a friend or colleague
- Compliment someone you admire on social media
- Leave a positive, encouraging note on a colleague's desk or whiteboard
- Deliver printed documents to a colleague's desk to save them steps
- Tell a supervisor how much you appreciate a colleague's work
- Attend events planned by a colleague



Keep a 2-minute journal

Take two minutes to describe in a journal the most meaningful experience of the past 24 hours.



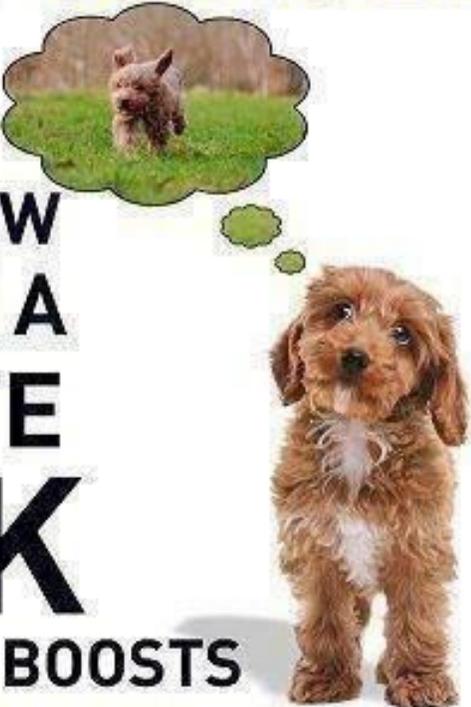
Get up and Move!

Engage in 10 minutes of cardio exercise

WALK YOURSELF
OUT OF YOUR
BAD MOOD.

STUDIES SHOW
THAT EVEN A
10 MINUTE
WALK

IMMEDIATELY BOOSTS
BRAIN CHEMISTRY
TO INCREASE HAPPINESS.

A fluffy brown dog is standing on a white background. Above the dog's head is a thought bubble containing a smaller image of the same dog in a grassy field, suggesting a transition from a bad mood to a happy one.

Change Your Relationship with Stress

- List the stresses you're under.
- Place them into two groups
 - Those you can control (like a project or your in-box)
 - Those you cannot control (the stock market, housing prices).
- Choose one stress that you can control and come up with a small, concrete step you can take to reduce it.
- In this way you can nudge your brain back to a positive—and productive—mind-set.



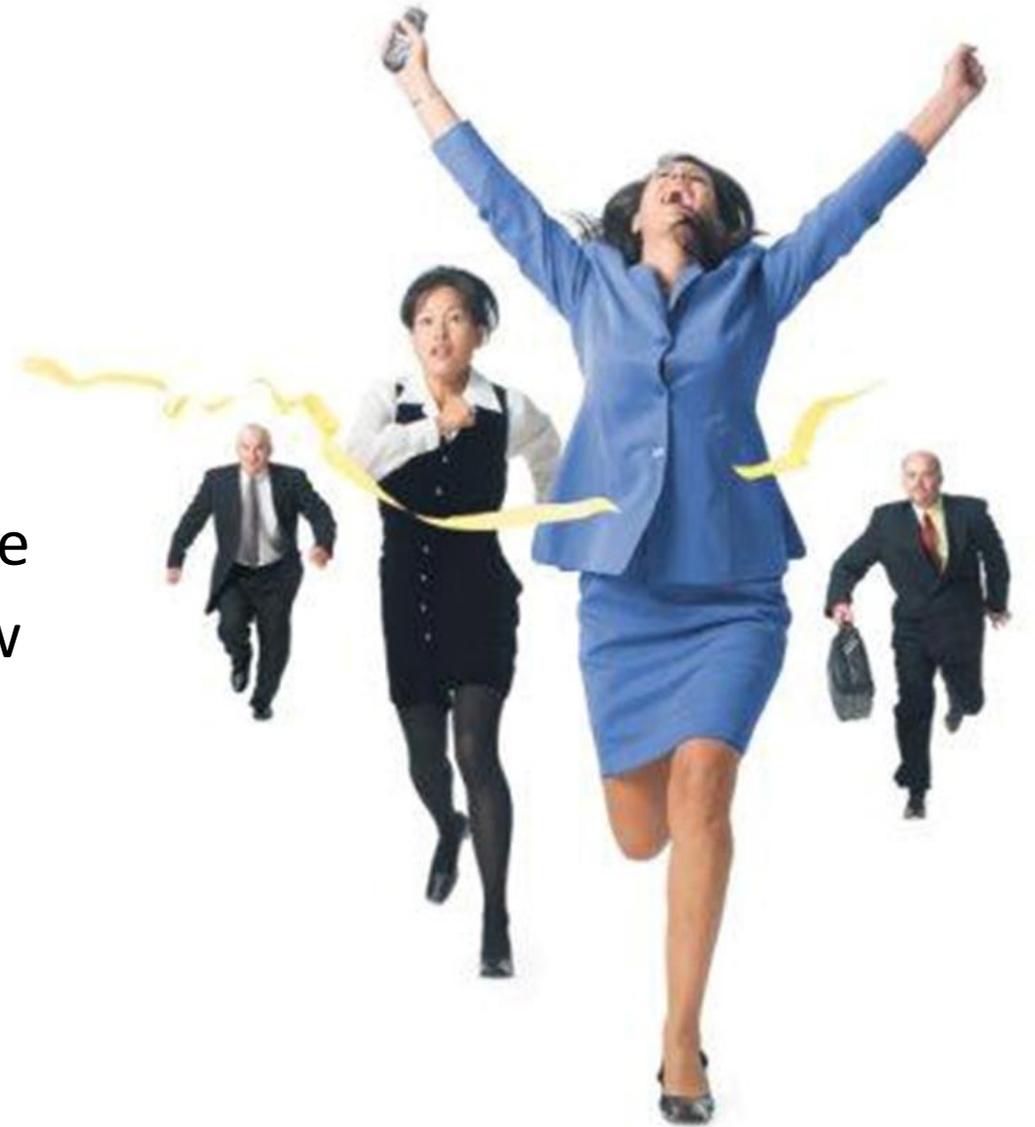
Help Your Coworkers

- Don't go for the win – go for the win-win
- Strong social support correlates with an astonishing number of desirable outcomes.
- Research by Julianne Holt-Lunstad, Timothy Smith, and Bradley Layton
 - High levels of social support predict longevity as reliably as regular exercise does, and low social support is as damaging as high blood pressure.

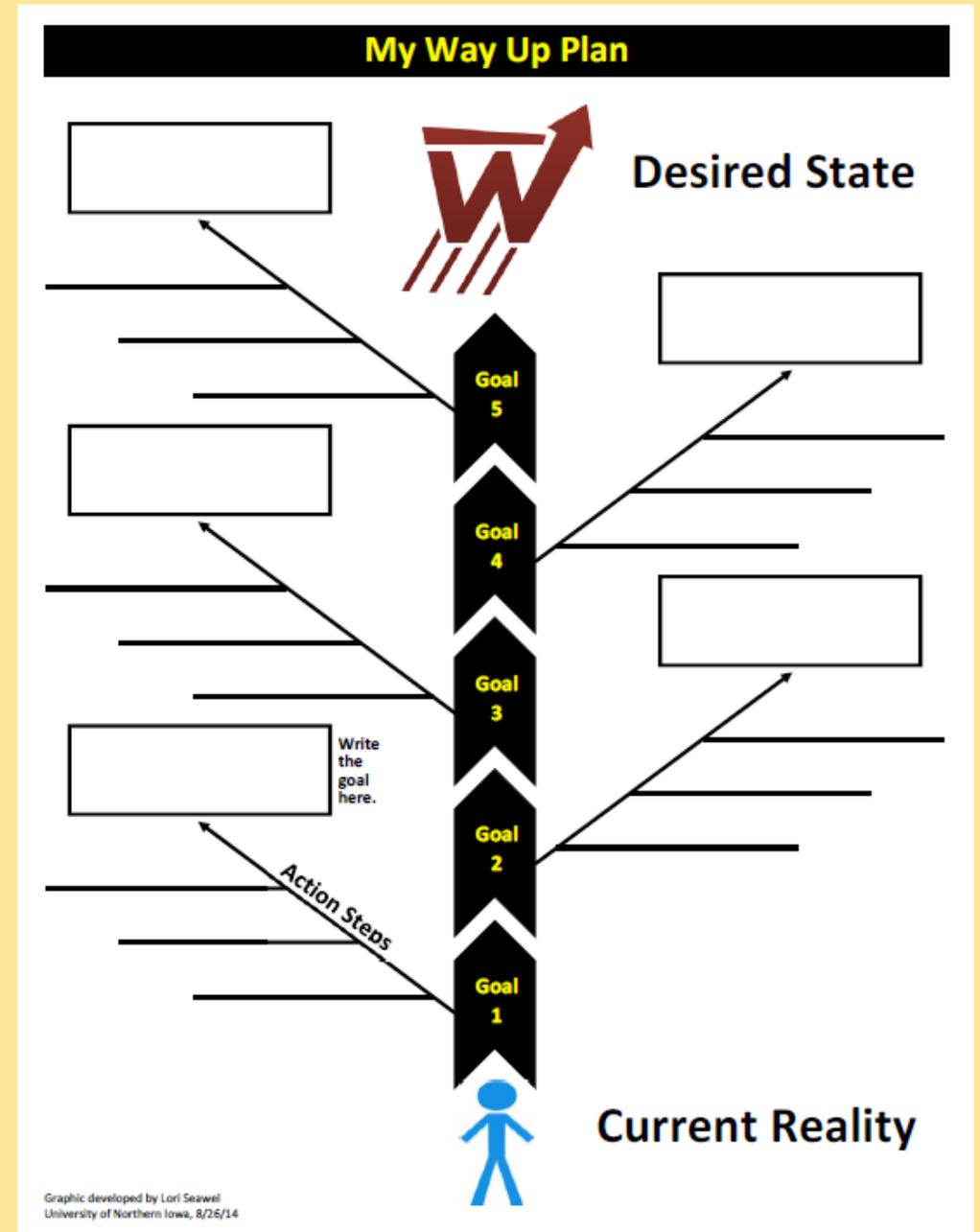


More ideas

- Research your own company
- Assess yourself
- Create your own challenges
- Learn how to truly compliment someone
- Step outside your office and get to know other teams
- Document your wins
- Add novelty to your job
- Switch up your routine
- Play like a kid



- Focus on Gratitude
- Meditate
- Random acts of kindness
- 2- minute Journal
- Engage in 10 minutes of cardio exercise
- Change your relationship with stress
- Assist your coworkers





Questions?