

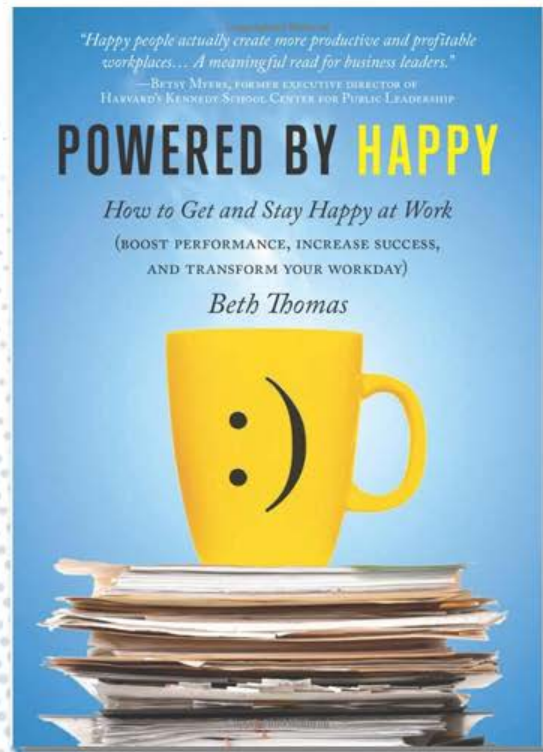
POWERED BY HAPPY

by Beth Thomas



BETH THOMAS

*Executive Vice President/
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Let's start with some TIPS on how others became

GREAT PLACES TO WORK





The formula to become a GREAT place to work!

**Passion + Alignment + Leadership =
GREAT Culture**



- Let's start with some facts
- What makes you Happy?
- Strategies for being Happy
- Happiness at work
- Top reason people quit their jobs!
- TRIVIA
- 10 words that will change your life!
- Call to Action
- Q&A



Let's Start with Some Facts

- Engaged employees are 87% less likely to LEAVE than disengaged employees (Right Management)
 - Work/Life balance is the #1 factor in engagement from 46% of survey respondents
 - Compensation is 57%
 - The work itself is 50%
 - Supervisor / Boss is 52%
 - Job security is 70%

**Corporate Leadership Council*



The Good

Recent HBR study showed happy employees
get promoted more frequently

Happy Employees = Positive Cultures = Productive Workplaces



The challenge is KEEPING IT GOING!
It's individual – It's up to YOU!



The Bad

- **45%** of people are not happy at work
 - Disengaged associates cost U.S. economy more than **\$300 billion** each year in lost productivity, higher turnover and diminished business success
 - IF you are one of these unhappy, disengaged associates, you may be the **FIRST to GO** when times get tough!



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...The Ugly



The Positive Psychology of Happiness

50% of a person's happiness is based on their DNA
the other 50% is by choice*

- Happiness at work = higher productivity and success for YOU and YOUR workplace.
- It affects company morale, culture, performance & retention-It's all tied to Employee Engagement

(*Goldie Hawn Foundation / Shawn Achor – Harvard)



How Do YOU Achieve Happiness?

Working long hours doesn't define success being engaged, happy, passionate and feeling valued does.
You have to **WANT** it.

- If achieving happiness is important, what are YOU doing to achieve it?
- Are you focusing on it? Dedicating time to it?
- 1st step, define what happiness means to you.



Work Happiness

Why is this Important?

Thriving employees are highly energized, promoted more frequently and avoid burnout.

- People who are high energy & have a high desire to learn are **21% more effective**
- This combination leads to employees who not only deliver results but also find ways to grow!

(Source: Creating Sustainable Performance)



What Makes you Happy?

**Happiness is Unique...
Different *for Everyone...*
*Just like our Cultures***





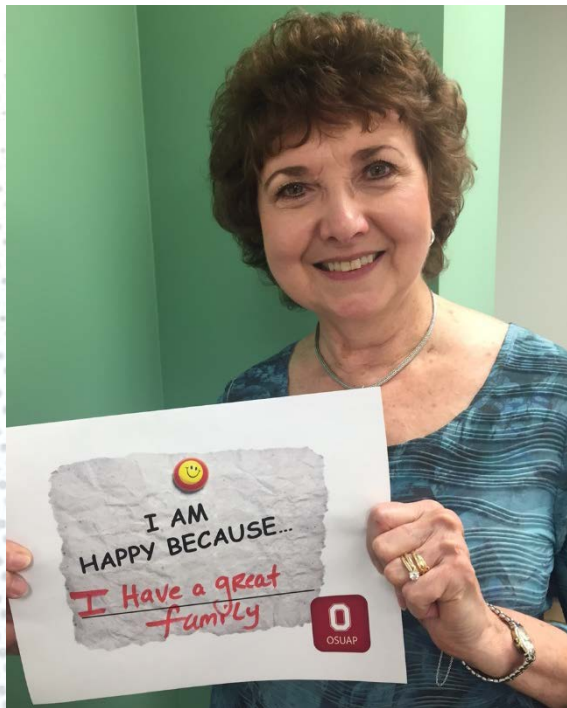
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What makes ME happy?
FAMILY!



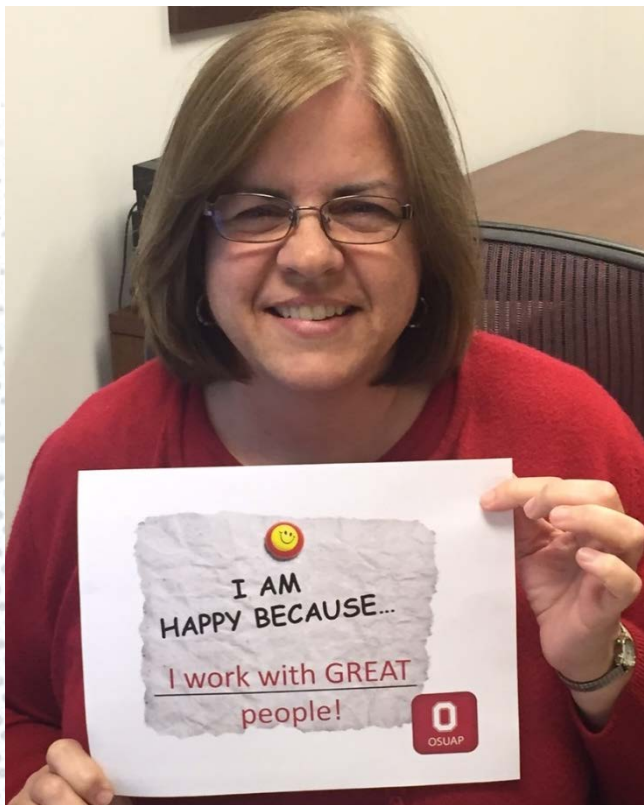
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Here's what makes OSUAP happy!



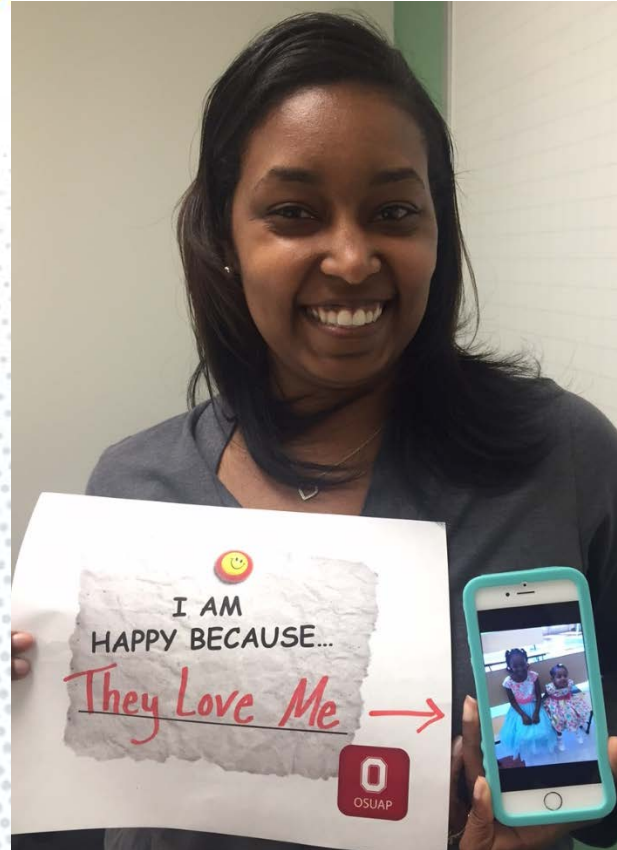
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Here's what makes OSUAP happy!



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Here's what makes OSUAP happy!



Strategies for Being Happy

Create ***your own*** definition of happiness

It means something different to everyone

It evolves with every stage in your life

What's stopping you from getting there?



Don't Throw away "To-Do" List- Create an "I-wish" List

- Plan for it
- Schedule lunch with a friend
- Be realistic
- Check off your "to do" list & reward yourself with something from your "I wish" list
- Weave some of your "I wish" list into your "to do" list
- Take a daily 15-minute "me time" break



The Power of Gratitude

- STOPS the feeling of unhappiness
 - Focus on the good makes good things come
 - Reduces envy & negative emotions
-
- Feel the gratitude from others
 - Doing good for others is the #1 thing that contributes to long sustainable happiness



“gratitude helps you transform even the most negative events into tools for becoming stronger”



Minimize Negative Thoughts

Over 70% of the things we worry about NEVER happen



- Master your stories – deal with facts not fiction
- STOP your negative thoughts in their tracks!
use cognitive therapy
- It's not too late to create NEW habits!



Make a High-Yield Happiness Investment



- Help others be successful
- Reward & Recognize
- Pay it forward
- Random acts of kindness - Make it a habit

"As a leader, remember to reward and recognize often and sincerely; the productivity you will receive back from them will pay you back tenfold."



Schedule Happiness

- Really! Schedule it!
- Focus on it, Work at it, Dedicate time to it!
- Make a commitment to a weekly “me” event



“When you learn to balance the time and effort you spend at work with your personal life, not only will you achieve more happiness, but you’ll also perform better at work.”



Just Laugh

Laughter helps create an enjoyable culture at work

Create a SWAT team

- Snack drawer
- OSU** Tailgate
- Team “happy” hour
- Fresh Produce
- Office potlucks



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Hang with the Gang that Gets It

Your peers can drag you down or lift you up

- Create a personal board of directors
- How are you perceived by others?
- LAW of attraction – Positive people attract positive experiences



Happiness at Work

- Create a good work / life balance
 - Each of you have the power to change the culture
 - Be the co-worker you want others to be
 - Be humble
- **Always help others – Pay it Forward!**
 - Keep complaining to a minimum
 - Don't sweat the small stuff



Pack up your Happiness and take it to Work

- Be engaged; be present in all you do
- Celebrate the wins
- Learn from your mistakes
- Be true to yourself
- Do what you're passionate about
- Find a mentor or be a mentor



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**And Finally.....
What's the #1 Reason
People Quit Their Jobs?**



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The Boss



The Boss

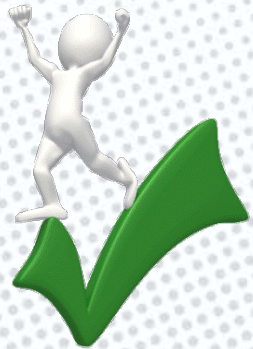
80% of people leave **their boss**, not their workplace

- How to love your job even though you hate your boss:
 - ✓ Look in the mirror and do a self-check
 - ✓ Steal shamelessly - Find out who has worked successfully with this person and simulate that
 - ✓ Building good working relationships with peers minimizes negative exposure to the boss
 - ✓ If you can't wait him out....leave!



- Write Down the top 10 happiest CITIES to work in the U.S. (According to Forbes)
- The person with the most correct will win an AMAZING prize!





1. Miami, Florida
2. Sacramento, California
3. Las Vegas, Nevada
4. Orlando, Florida
5. Washington, DC
6. Los Angeles, California
7. Hartford, Conn
8. San Antonio, Texas
9. Birmingham, Alabama
10. New York, NY

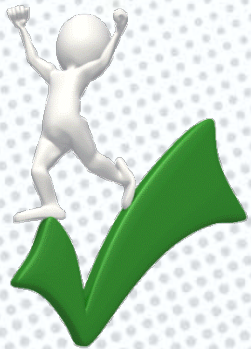


- Write Down the top 10 un-happiest CITIES to work in the U.S. (According to Forbes)
- The person with the most correct will win an AMAZING prize!

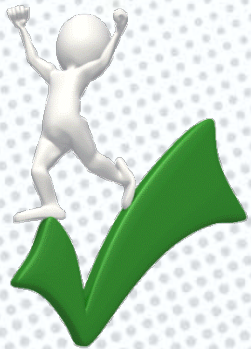


Trivia

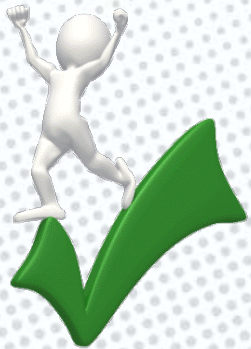
1. Cleveland, Ohio
2. Indianapolis, In
3. Kansas City, Miss
4. Salt Lake City, Utah
5. Austin, Texas
6. Cincinnati, Ohio
7. Louisville, KY
8. Houston, TX
9. Tulsa, OK
10. Chicago, Ill



- Write Down the top 5 happiest JOBS (According to CareerBliss.com)
- The person with the most correct will win an AMAZING prize!



1. Biotechnology worker
2. Customer service representative
3. Teacher
4. Administrative Assistant
5. Buyer



What Changes Will You Make?

10 words that will change your life!





What's next for you?

- Your Call to action:
 - What can **YOU** do to become more engaged?
 - What can **YOU** do to help or motivate others?
 - What can **YOU** do to change your culture?
 - What can **YOU** do to lead by example?
 - What can **YOU** do to make yourself happier?
 - What can **YOU** do?



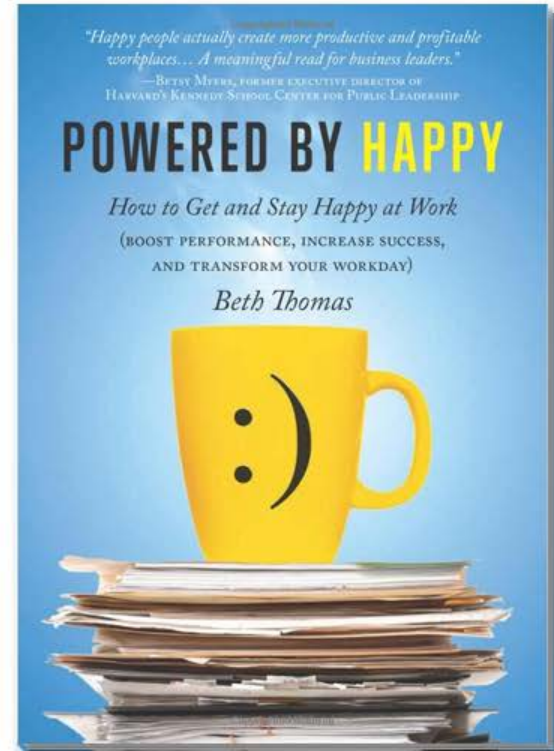
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Q&A

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& get a 10% discount



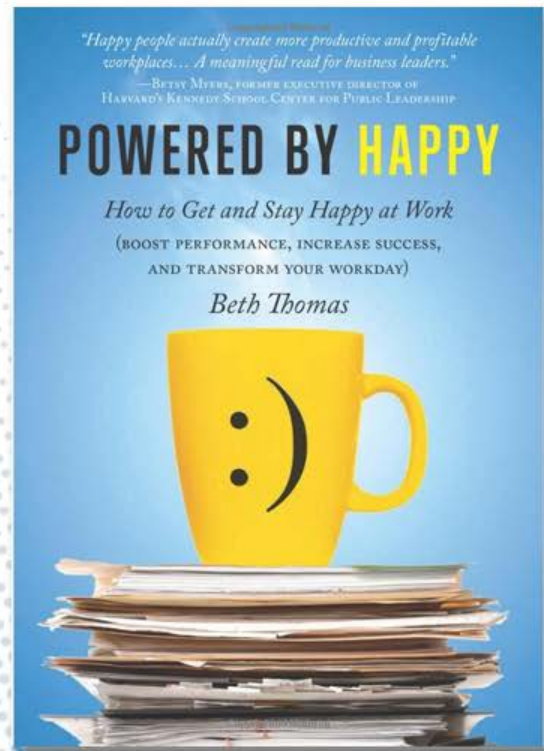
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