

A Happier U: Work Habits to Enhance Performance & Well-Being

Devin C. Hughes

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Psychology Researcher**



Ways to Participate

PRISONER:

“Another webinar from which there is no escape!”



TOURIST:

“What can this person do for me?”



PARTNER:

“How can I help make this successful?”



Devin C. Hughes

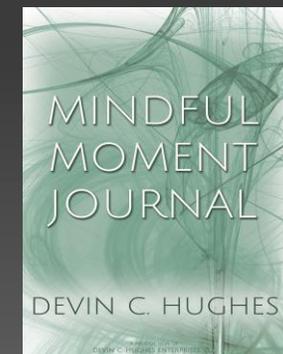
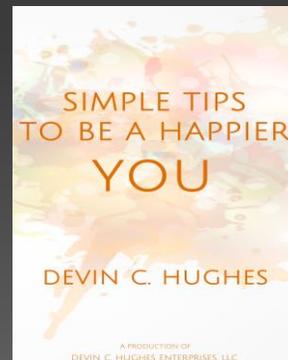
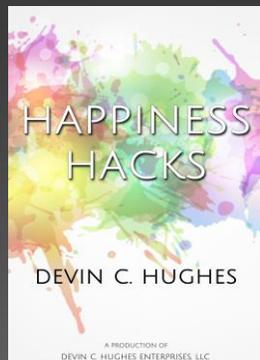


Leading expert on link between well-being & performance

Author

Lectured in more than 15 countries

Lives in San Diego, CA



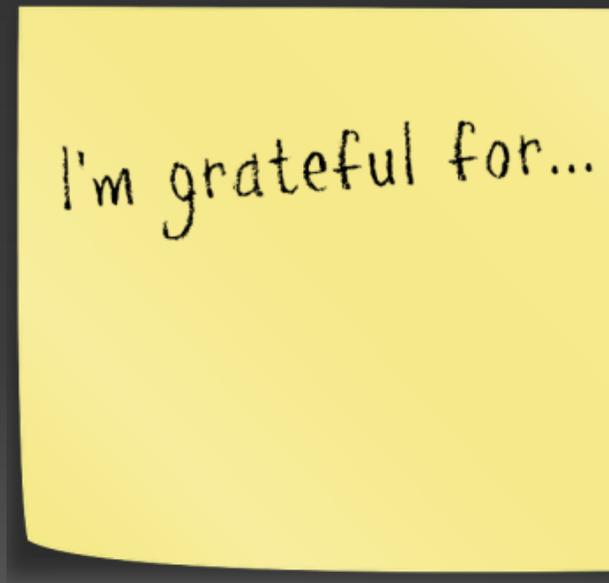
Today is a Holiday!



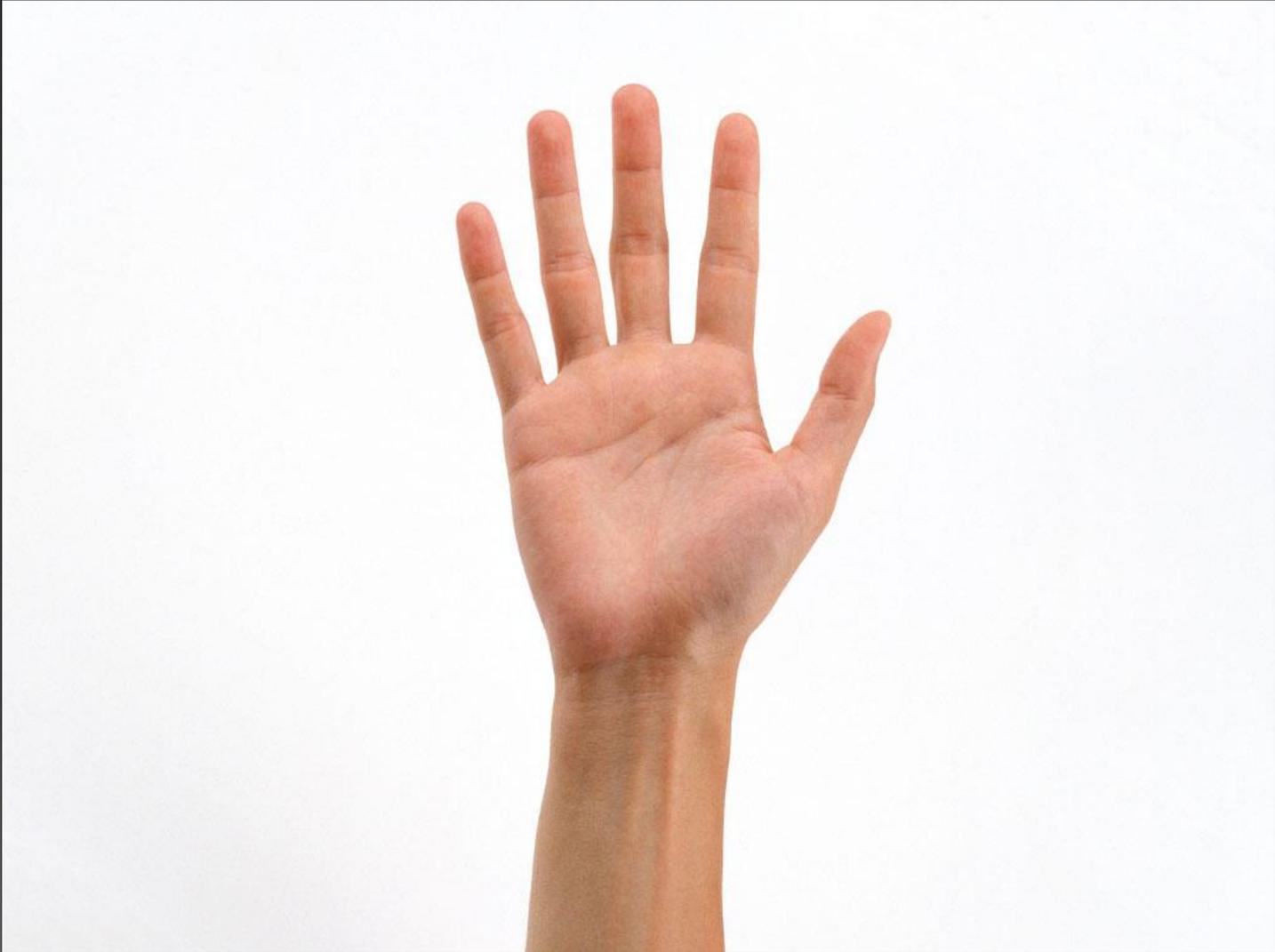
National High Five Day!

1 Minute Check-in

- What are you most grateful for right now?



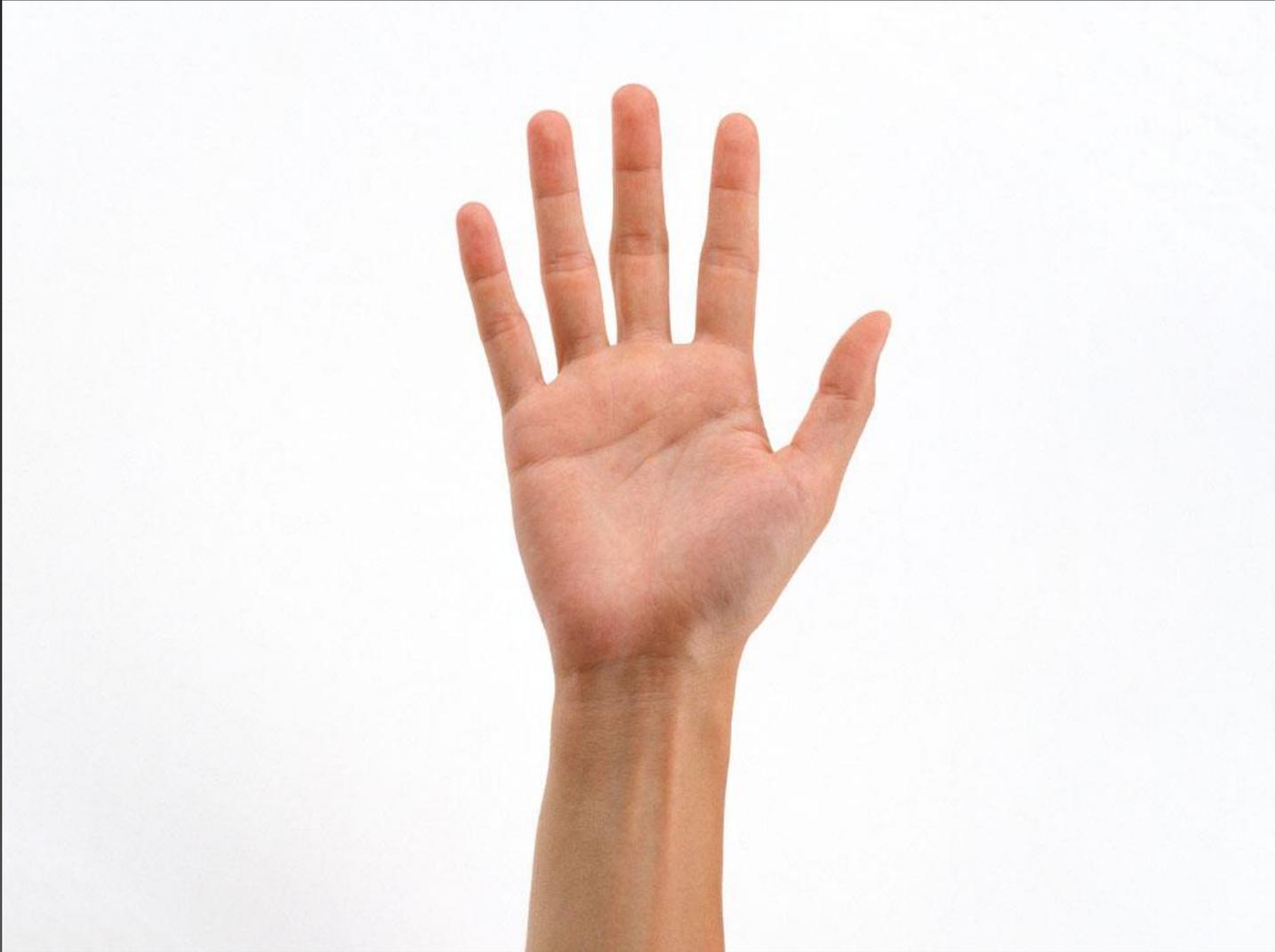
(Please type your responses in the chat box)



Overall, how happy would you say you are these days at work?

Give your rating on a scale of 1 (low) to 10 (high).

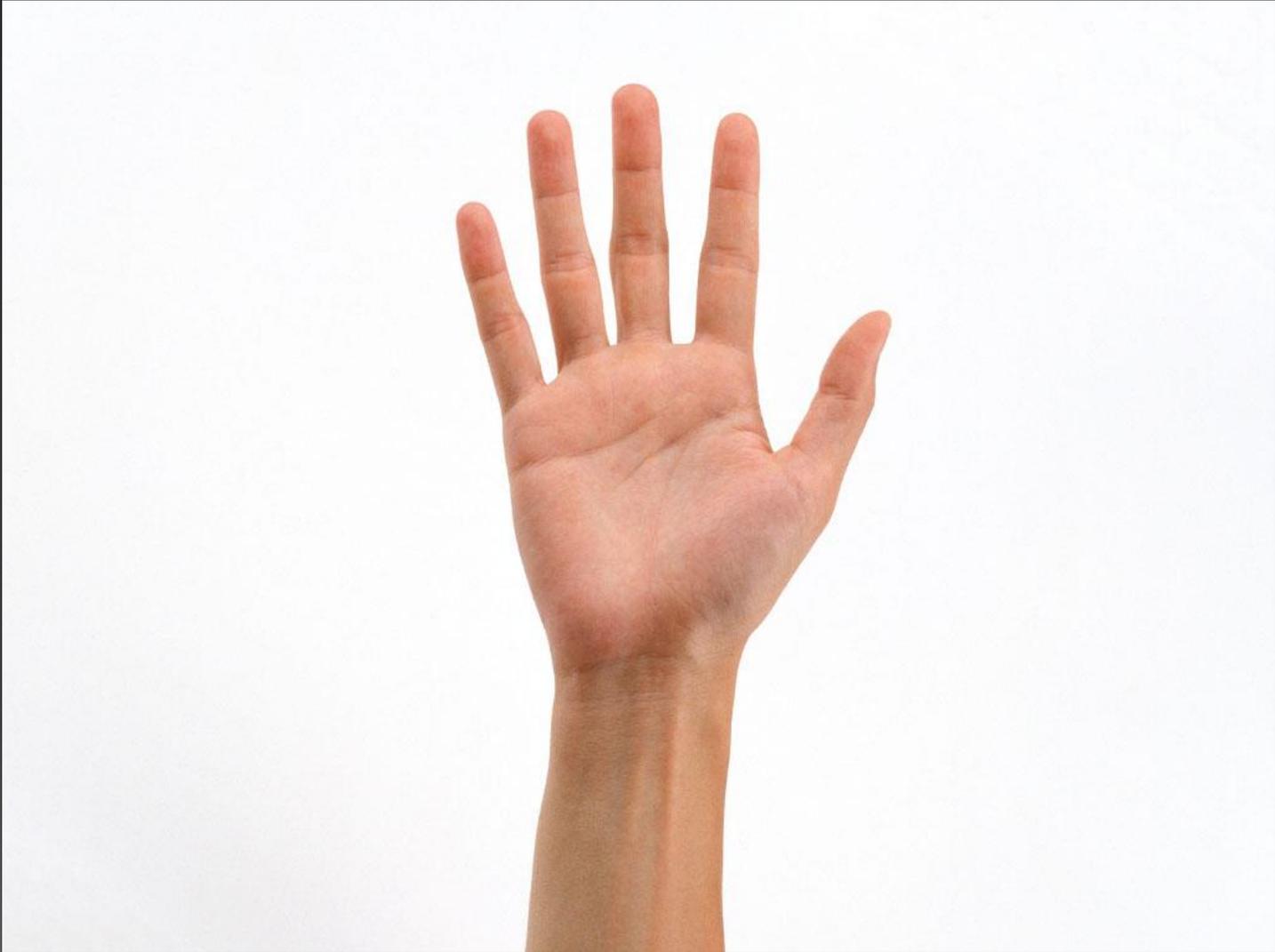
(Please type your responses in the chat box)



Take a moment to think about what happiness means to you at work right now.

Note down whatever comes into your head.

(Please type your responses in the chat box)



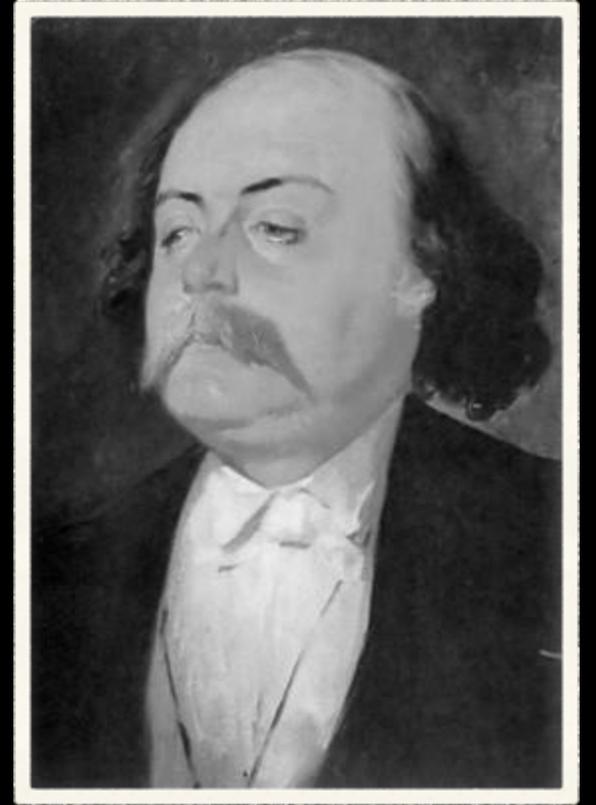
Are there specific things that often make you the happiest at work. **If only I could....**

These could be activities, people, experiences or anything else that comes to mind.

(Please type your responses in the chat box)



To be **stupid**, **selfish**, and have **good health** are three requirements for happiness, though if stupidity is lacking, all is lost.



Gustave Flaubert

Smart people **against** happiness:



Schopenhauer



Freud



Sartre

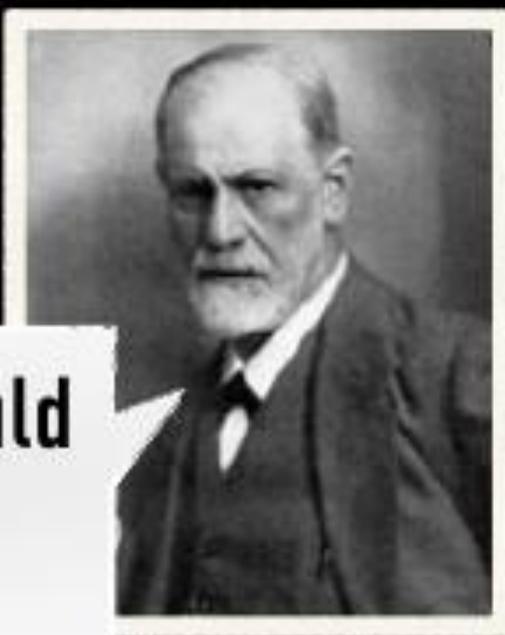
Every happiness is but lent by chance for an uncertain time, and may therefore be demanded back the next hour.

Smart people **against** happiness:



The intention that man should be happy is not included in the plan of Creation.

Schopenhauer



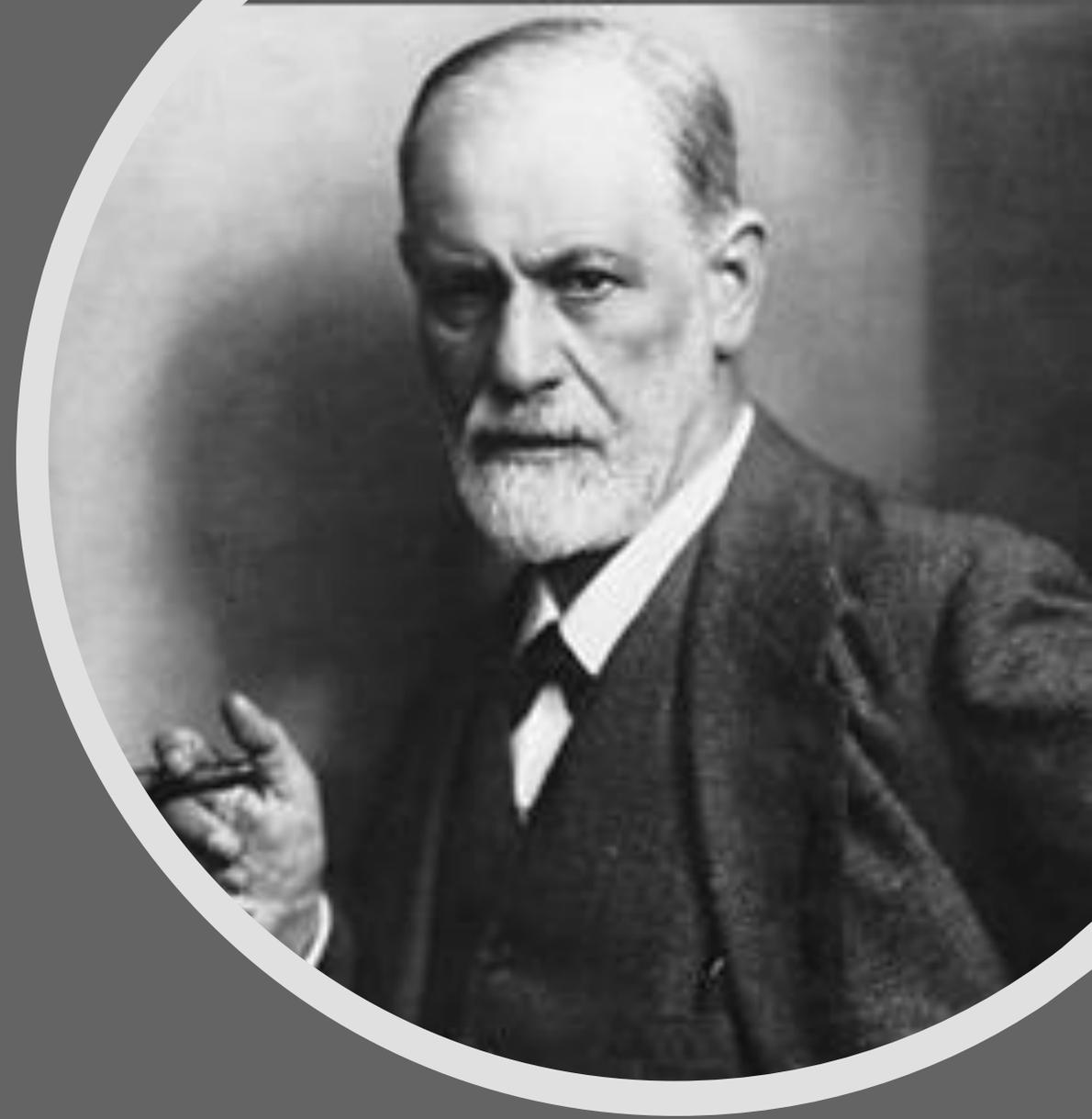
Freud



Sartre

Freudian legacy

- Freud thought the best we could hope for was “ordinary misery.”
- He questioned the quest for happiness and indeed, all our motives, and ascribed dark impulses and infantile wishes to them.



The Power of Negative Thinking

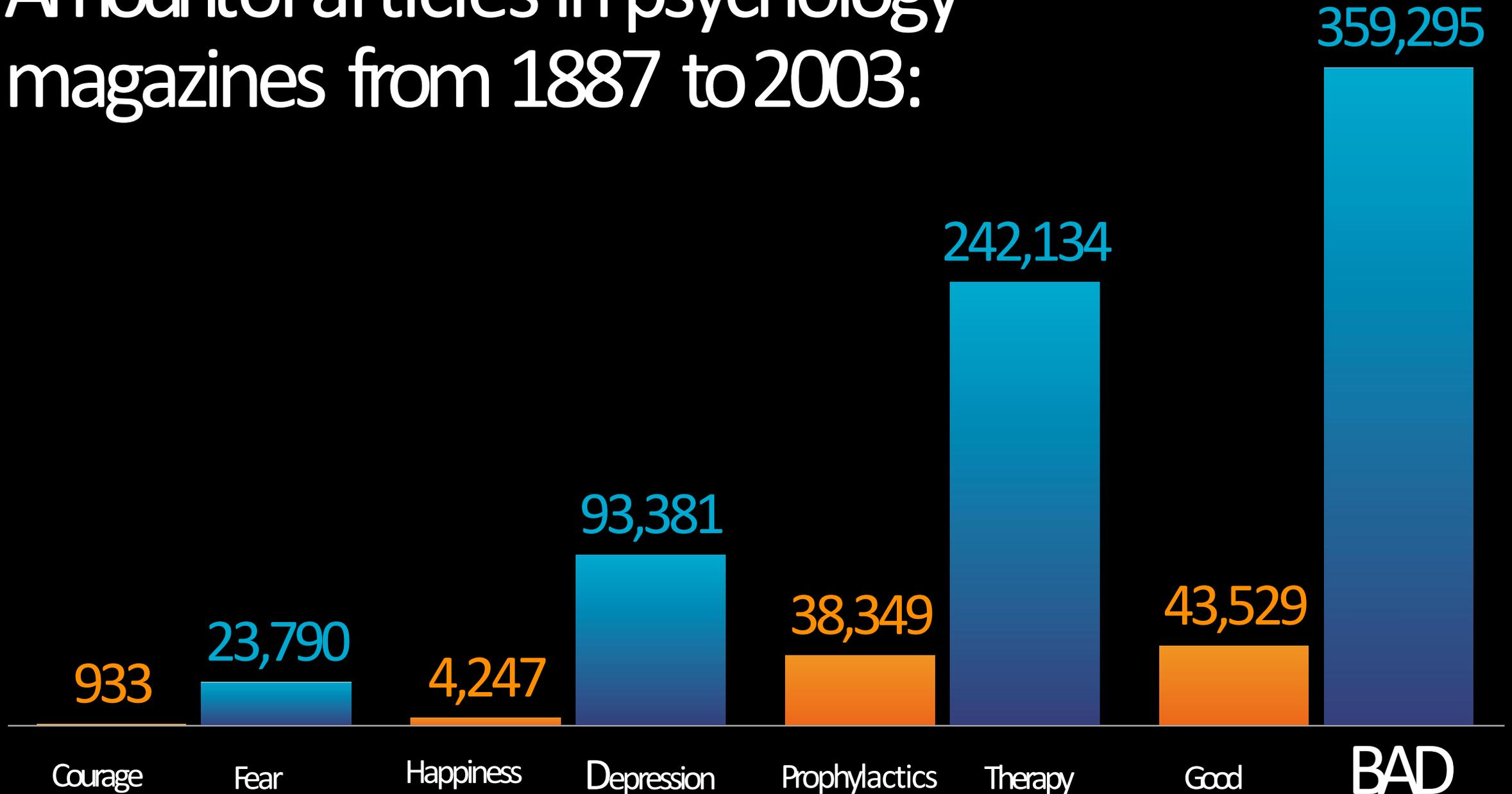
“I was going to buy a copy of *The Power of Positive Thinking*, and then I thought:
What the hell good would that do?”
–Ronnie Shakes

Psychological studies have been biased toward the negative

Psychological publications and studies dealing with negative states outnumbered those examining positive states by a ratio of 17 to 1 in a survey done in 1995.



Amount of articles in psychology magazines from 1887 to 2003:



TOP 10 HAPPIEST COUNTRIES 2018

Source: The World Happiness Report 2018

- 1 🇫🇮 FINLAND
- 2 🇳🇴 NORWAY
- 3 🇩🇰 DENMARK
- 4 🇮🇸 ICELAND
- 5 🇨🇭 SWITZERLAND
- 6 🇳🇱 NETHERLANDS
- 7 🇨🇦 CANADA
- 8 🇳🇿 NEW ZEALAND
- 9 🇸🇪 SWEDEN
- 10 🇦🇺 AUSTRALIA

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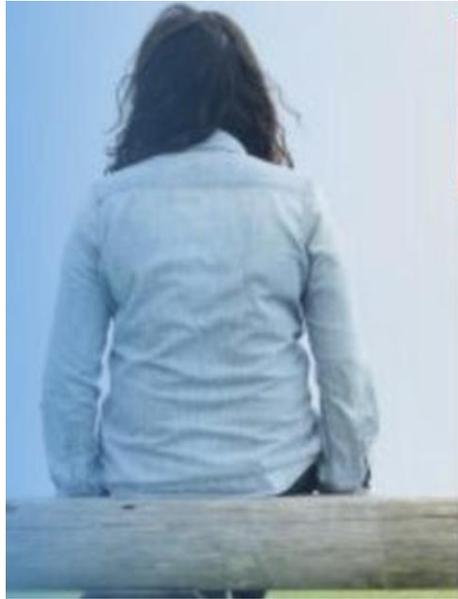
New survey shows Americans are unhappier than they've been in years

U.S. is 19th in the World

Why are Americans so unhappy right now?



(Please type your responses in the chat box)



LONELINESS IN AMERICA

46%

**SOMETIMES OR
ALWAYS FEEL ALONE**

- GEN Z (adults ages 18-22) is the loneliest generation

SOURCE: SIGNA



Former surgeon general sounds the alarm on the loneliness epidemic

April is
National Stress
Awareness
Month

- According to a recent survey of 2,843 professionals by LinkedIn, half (49%) of workers today report feeling stressed in their jobs.

Gen X is the Most Stressed Out Generation

The 5 Biggest Drivers of Stress at Work

*Percentage of professionals who describe this as stressful



% of Professionals Stressed at Work by Generation



% of Professionals Stressed at Work by Seniority



Social connections are at risk in modern societies

- Shared family dinners and family vacations are down over a third in the last 25 years
- Having friends over to the house is down by 45% over the last 25 years
- Participation in clubs and civic organizations is down by over 50% in the last 25 years
- Church attendance is down by about a third since the 1960s

Social connections are at risk in modern societies

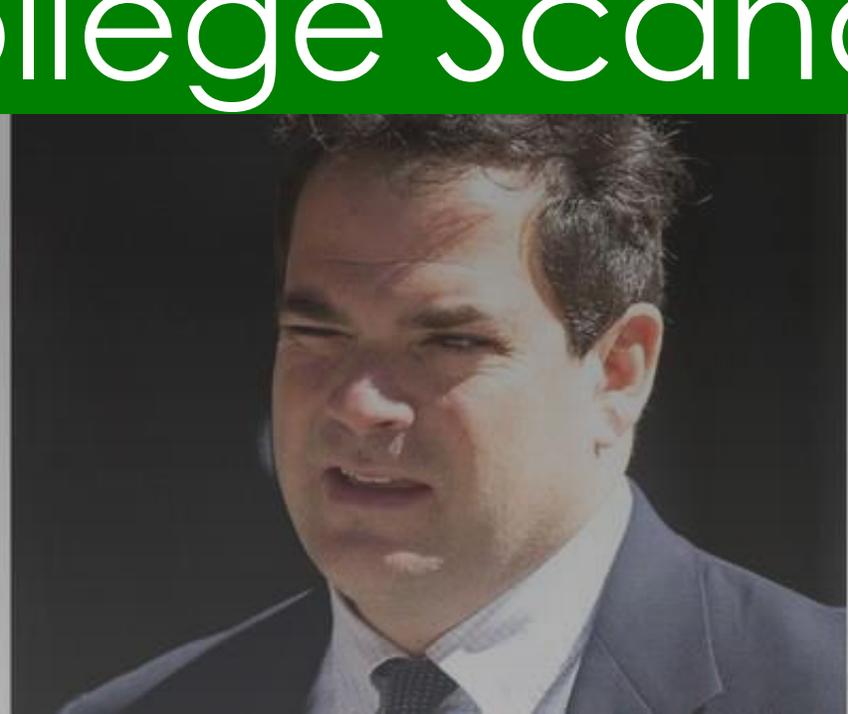
65% of Americans spend more time with their computers than with their spouses

Destination Addiction

a preoccupation with the idea that happiness is in the next place, the next job and with the next partner. Until you give up the idea that happiness is somewhere else, it will never be where you are.



College Scandal



How would your life be different if you were truly making happiness a priority at home?



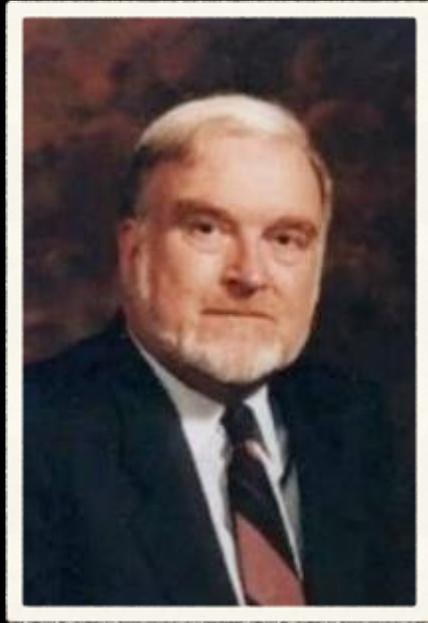
Who needs
happiness?



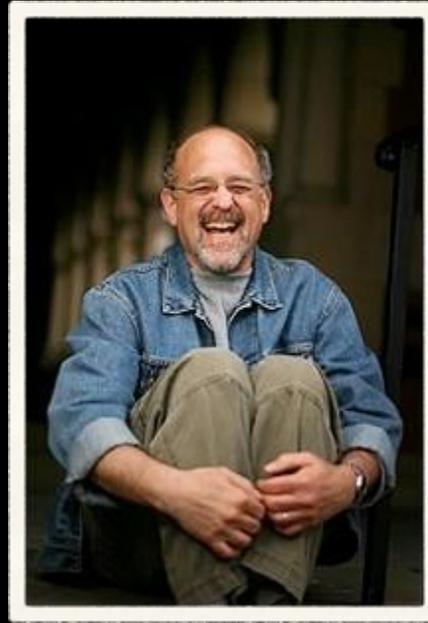
They do:



Martin
Seligman



Mihaly
Csikszentmihalyi



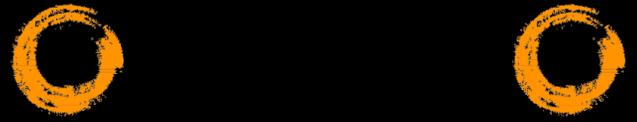
Daniel
Gilbert



Sonja
Lyubomirsky



Ed
Diener



They are **positive** psychologists





They research **happiness**

(maybe not exactly this way)

What is Positive Psychology?

Research evidence about:

- What works in human life
- What makes people happier
- What gives their lives a sense of satisfaction and meaning
- What helps them function better
- Also called “Subjective Well-Being”



Definition of Happiness

Aristotle: “A life lived in virtue”

Darrin McMahon: “Happiness is never simply a function of good feeling but rather of living good lives, lives that will almost certainly include a good deal of pain”

Sonja Lyubomirsky: “The experience of joy, contentment or positive well-being, combined with a sense that one’s life is good, meaningful and worthwhile”



Happiness: a Natural State?

Happiness does not mean:

- Having all our personal needs met
- Feeling pleasure all the time
- Always feeling satisfied with life
- Never feeling negative emotions, pain, sadness, anger etc.



Three Findings

- Extensive research shows that happy brains outperform negative and neutral. **Happiness is an Advantage.**
- Our happiness (mindset) is largely influenced by our own intentions coupled with learning and experience. **Happiness is a Choice.**
- Happiness can be trained. **Happiness Spreads.**

The Role of Happiness

Happiness played a critical evolutionary role.

*Unlike **negative emotions** which narrow our actions towards **fight - flight**, positive emotions **broaden** the amount of **possibilities we process...** making us **more thoughtful, creative and open to new ideas.***

- A Robber Walks into a Bank....
- Imagine for a moment that you walk into a bank. There are 50 other people in the bank.
- A robber walks in and fires his weapon once and you are shot in the left arm.



- Now if you were honestly describing this event to your friends and coworkers the next day, **do you describe it as lucky or unlucky?**



- *Please type your responses in the chat box.*
- Include the reasons why you think it is lucky or unlucky.

...People in the UNLUCKY (70%) group say:

"I could have walked into any bank, at any time. This kind of thing almost never happens. How unlucky is it that I happened to be there? And that I was shot?"

"There's a bullet in my arm; that's objectively unfortunate."

"I entered the bank perfectly healthy and I left in an ambulance. I don't know about you, but that's not my idea of a good time."

...or from a Wall Street trader...

"There were at least fifty other people in the bank. Surely someone deserved getting shot more than I did."

...People in the LUCKY (30%) group say:

“I could have been shot somewhere far worse than my arm.”

“I could have died. I feel incredibly fortunate.”

“It’s amazing that nobody else got hurt. There were at least 50 other people in the bank, including children. It’s unbelievably lucky that everybody lived to tell the tale.”

Counterfactual

Same Event – Different Response

... the **Counterfactual** is the difference...

Even though the responses differ dramatically, the point is that every brain in the room does the exact same thing. It invents - a “counterfact.”

A counterfact is an alternate scenario our brain ...

simply makes up...

to help us evaluate and make sense of what really happened.

Often people view challenging events only as negative occurrences. But challenges, mistakes and failures also move you forward.

When we choose a “positive counterfactual” to assess a past adversity, we get over the adversity faster and increase the likelihood of future success.

Studies show that when we are able to view failure as an opportunity for growth, we are more likely to actually experience growth.

Because our brain's belief system is greatly influenced **by the stories we hear and tell**, resilient people/teams make sure that important comeback stories are captured, **published and re-published** - so that all team members can grow and strengthen their resiliency and resolve to move forward - *through the telling and re-telling of their stories.*

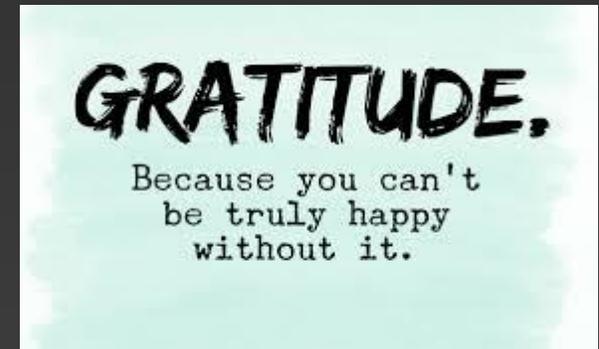
Send a Text or Email (2 Minutes)

To someone who NOT expecting to hear from you....

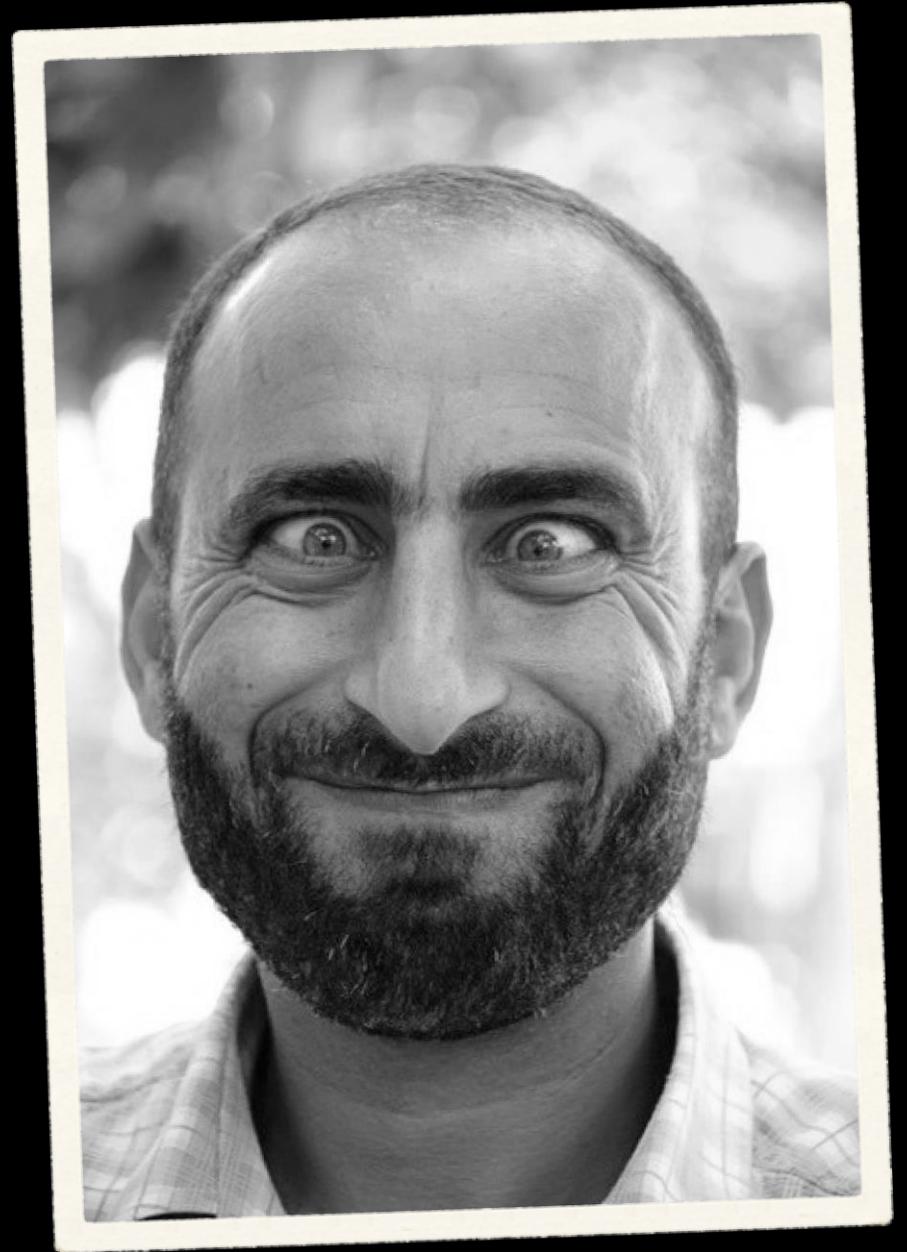
Tell them something good

Share some good news

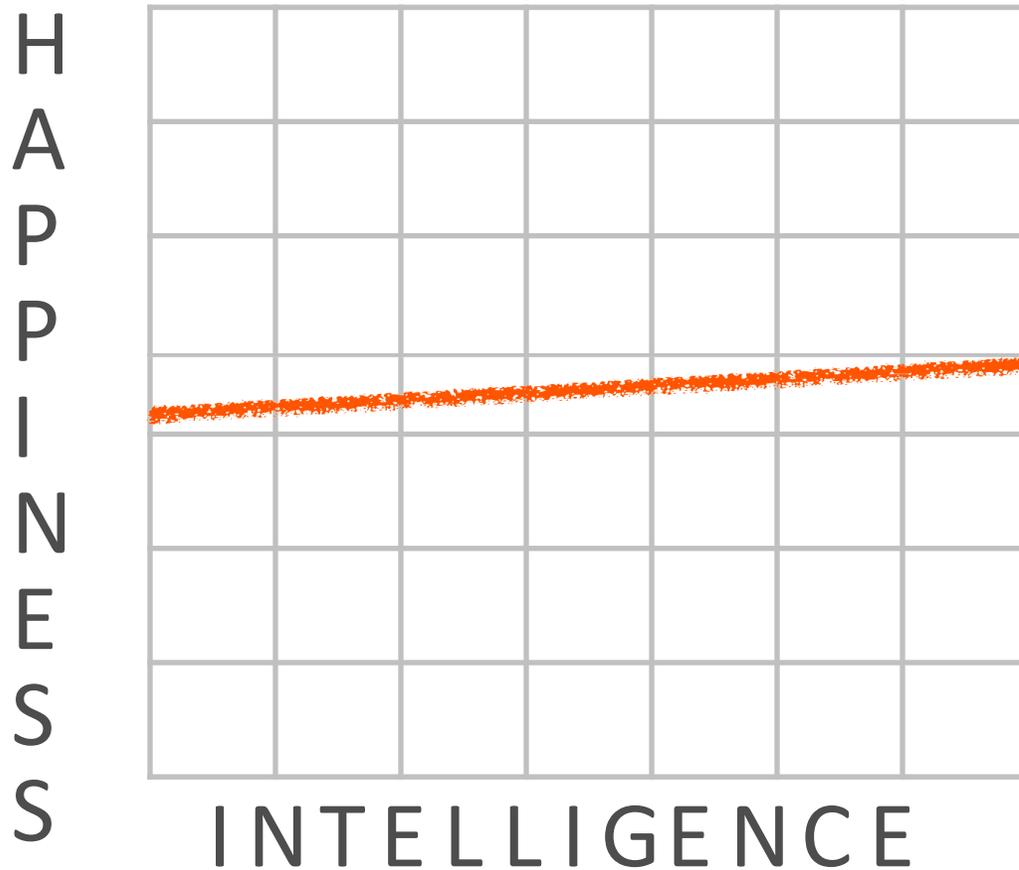
(2 Minutes makes the difference)



Is this
happiness?



Actually...



There's a mildly **positive** correlation between happiness and intelligence.

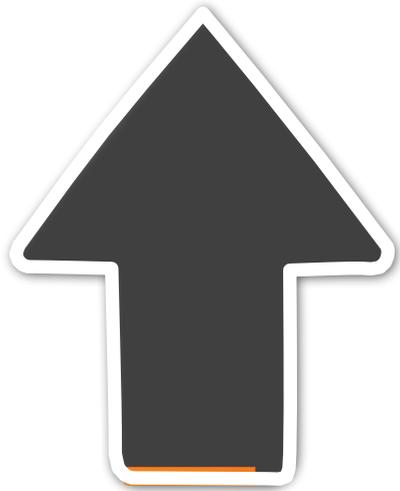
Is it true that
happiness leads
to laziness?



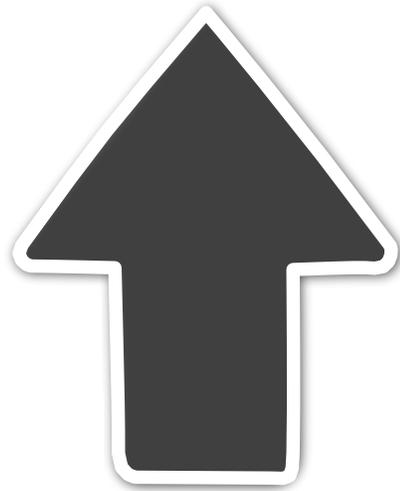


Actually, happy people are
MORE achievement oriented.

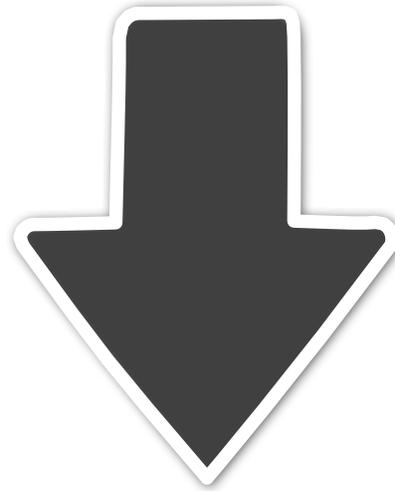
In companies, where happy people work...



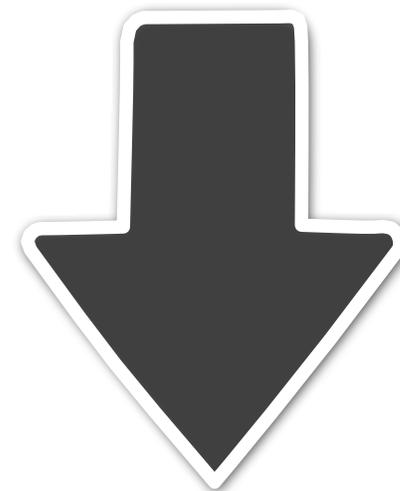
Productivity



Customer
satisfaction



Personnel
turnover



Work-related injuries



Profits

Benefits of Happiness

According to research by Sonja Lyubomirsky, Happy People:

- ✓ Make more money and are more productive at work
- ✓ Are smarter and more creative
- ✓ Are healthier and live longer
- ✓ Have stable and fulfilling marriages
- ✓ Have more friends
- ✓ Are more generous
- ✓ Cope better with stress and trauma
- ✓ More resilient and have stronger immune system





BOSWORTH LIBRARY



- The happier nuns lived 10 years longer than the less happy nuns
- By age 80, the happy group had lost only 25% of its population whereas the less happy group had lost 60%
- 54% of the happy nuns reached the age of 94 compared to only 15% of the less happy nuns

Does money bring
happiness?



KEY:

● Each dot represents one country

The line around the dot shows how satisfaction relates to income within that country:

↗ Higher-income people are more satisfied

↔ Higher-income and lower-income people are equally satisfied



To some extent — yes

Money and Happiness

- Research by Ed Diener: Money indeed increases the level of happiness when it helps **to lift people out of poverty!**
- **Earning up to \$75,000 (in the U.S.) makes people happier** but when that level is reached our happiness seems to be unaffected with more income!

Money could make
you **happier**, but if
It's **TOO**
important for you...



If you are **concerned** with money
you are more likely to be **unhappy**.



What makes us happy?

- Proven Facts: Good sleep patterns, regular exercise and achievements!
- Good Health
- Social connections
- Romantic relationships
- Family & friends
- Compassion & kindness
- Forgiveness
- Mindfulness



Four Keys to Unlock Happiness

S.O.A.P.

- ✓ Social Connections
- ✓ Optimism
- ✓ Appreciation (Gratitude)
- ✓ Purpose (greater than oneself)



Pleasures bring happiness (nothing new)



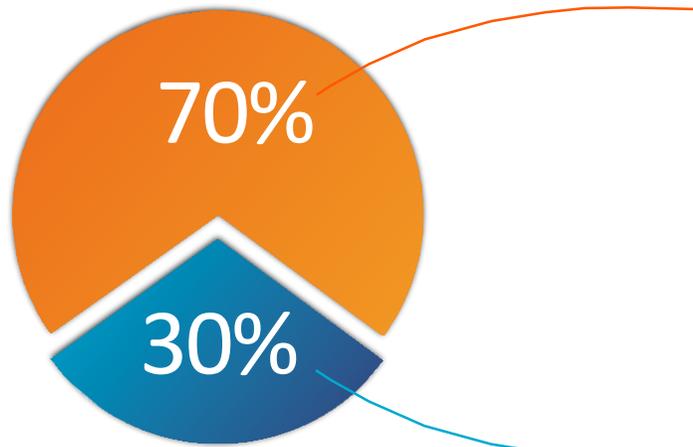


But not the purchases — **activities!**
(people adapt easily)

Does your life have meaning?



Yes

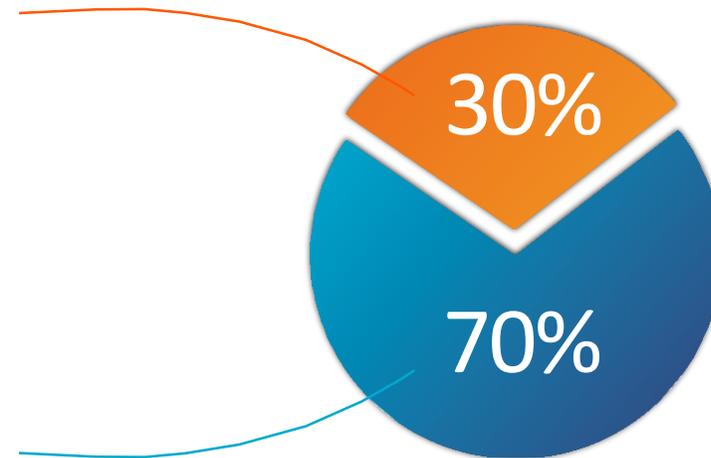


Happy

Unhappy



No



Social Connections

- Brene Brown: connection gives us **meaning and purpose in life.**
- Research by Ed Diener and Martin Seligman – social relationships form a necessary but not sufficient condition for high happiness
- Experiment: when people are actively excluded from a game, same regions of their brain light up when they're undergoing **physically painful experiences**





Friends are more reliable: if you can name 5 or more close friends you are 60 times more likely to be **very** happy.

Benefits of Touch

- Recent studies show many physical and emotional benefits of touch
- Touch activates the **feelings of reward and compassion**
- Appropriate touch by teachers resulted higher class participation among students



Touch Deprived?

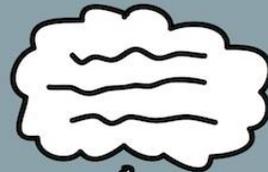
Psychologist Sydney Jourard observed friends having conversations in cafes & how many times they touched each other 1 hour:

- 180 times in Costa Rica
- 110 times in France
- 2 times in the USA
- 0 times in England

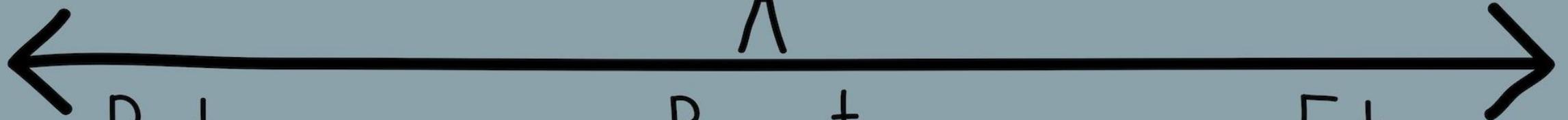


Mindfulness

Your body is present.



Is your mind?



Past

Present

Future

DOUG NEILL

Mindfulness



When we are **mindful**,
deeply in touch with the present moment, our
understanding of what is going on deepens, and
we begin to be filled with
acceptance,
joy, peace
and **love**.
— Thich Nhat Hanh

Mind wandering

Study of 15,000 people (Matt Killingsworth):

- 47% of the time we are **thinking something else** than what we are currently doing
- people are substantially less happy when their **minds are wandering** than when they're not
- strong relationship between **mind-wandering now and being unhappy** a short time later

Hedonic Adaptation

Hedonic adaptation: our ability to adapt to changes in our life circumstances

Humans beings are remarkable at getting used to changes in their lives. New things boost our happiness for a short while but then we go back to our **baseline (set point)**!

Affective Forecasting

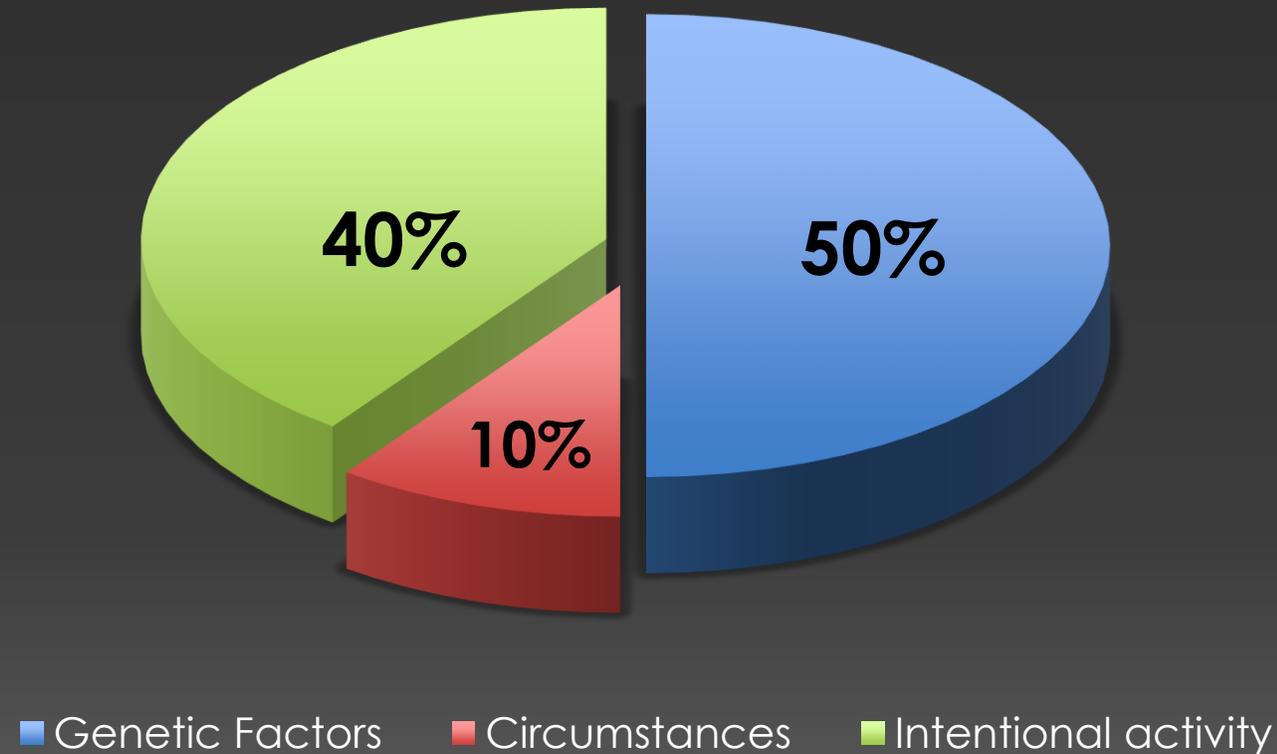
Affective forecasting: predicting how much a life event is likely to impact you

People think that really good events are going to make them happy and keep them happy for a very long time and that really bad events are going to crush them for the unforeseeable future

Impact Bias

- We often underestimate our **ability to recover** from difficult experiences - "psychological immune system".
- **Impact bias** is a major cause of mistakes in affective forecasting.
- It can lead us to avoid certain decisions or activities out of an inflated fear that they will harm our happiness or to covet certain outcomes (such as winning the lottery) that don't actually boost our happiness as much as we think they will.

Factors that affect happiness:





Can We Change Our Happiness?

We can re-train our brain through learning and experience to create higher levels of happiness and success.

neu·ro·plas·tic·i·ty

/,n(y)oorō ,pla'stisədē/

noun

the ability of the brain to form and reorganize synaptic connections, especially in response to learning or experience or following injury.

"neuroplasticity offers real hope to everyone from stroke victims to dyslexics"



Translations, word origin, and more definitions

So now what?

HAPPINESS INTERVENTIONS

Your brain grows like a muscle



Journaling

Conscious Acts
of Kindness

Meditation

Celebrating small wins

Exercise

Savoring
Happy

Memories

Gratitude

Surround yourself with 3 “P’s”
Photos, Plants, and Pets

Tips

- Do conscious **acts of kindness**
- **Volunteer** and help others
- Keep a **Gratitude** journal
- **Forgive** quickly
- Practice **Mindfulness**
- **Self compassion**
- **Exercise**
- **Savour Experiences**
- **Journaling**



Questions?

Now What?

- To receive a FREE digital copy of my...
- *"Happiness Hacks" ebook*
- Send us an email:
- info@devinchughes.com
- Subject: ATD Webcast



HAPPINESS HACKS

D. C. HUGHES

Devin C. Hughes



- **Website:** www.devinchughes.com
- **Linkedin:** <https://www.linkedin.com/in/devinchughes/>
- **Twitter:** @devinchughes
- **Instagram:** <https://www.instagram.com/devinchughes>
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STAY IN TOUCH!

Thank You, ATD!