

Improving Productivity With Positivity

The Happiness Advantage



POSITIVE PERFORMANCE



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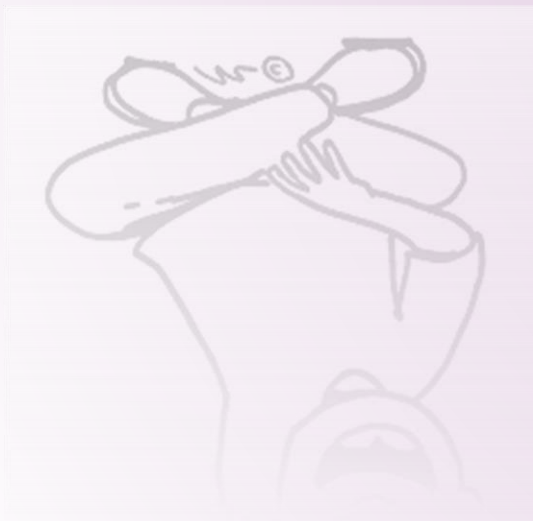


POSITIVE PERFORMANCE



Is happiness a personality trait -
something we are born with?

Are happy people luckier or richer?



Is happiness a skill that can be taught?

Why Should we Care?



Happy children and adults have been shown to experience the following:

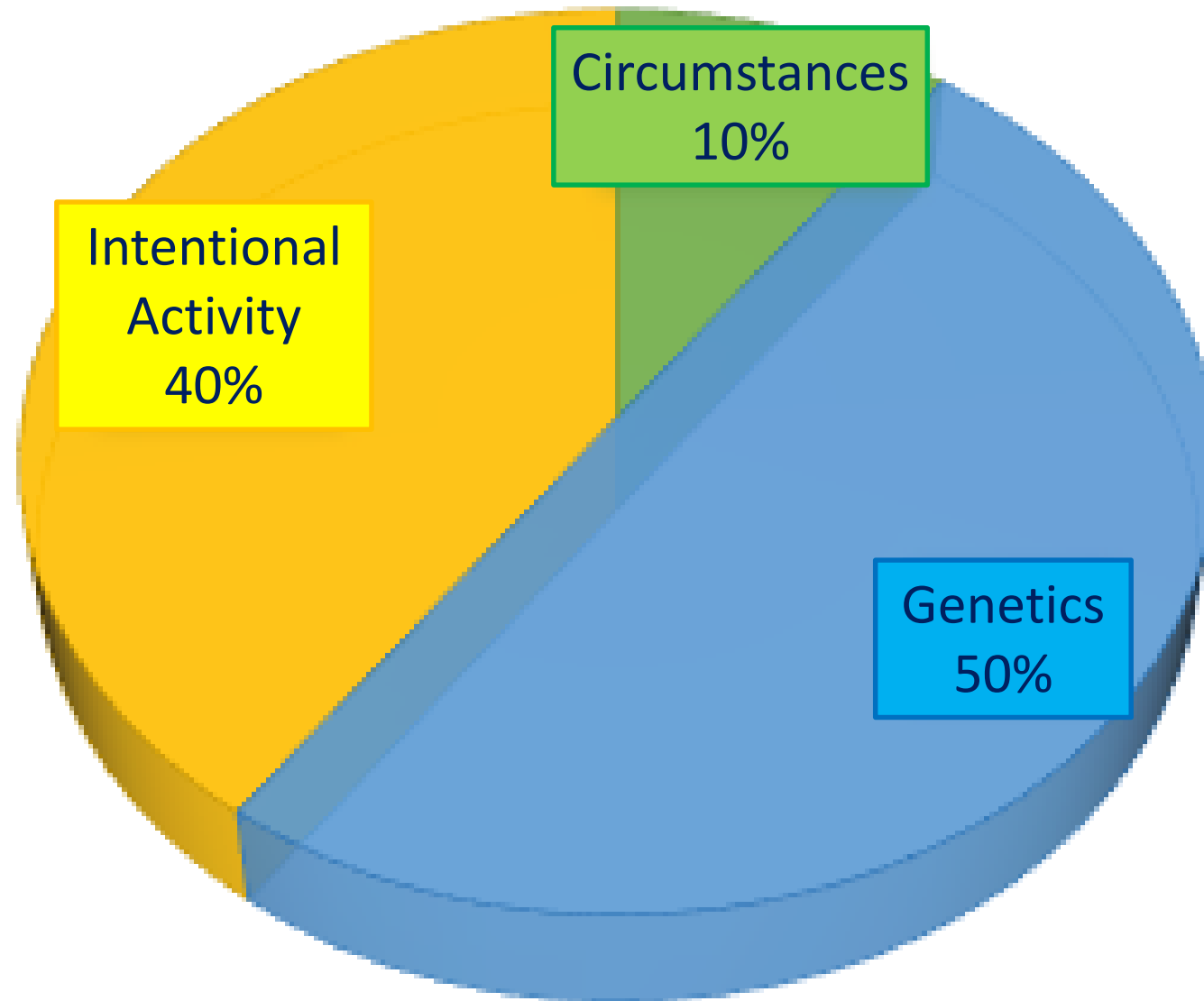
- ✓ Better performance at school
- ✓ Better performance at work
- ✓ Happier and healthier marriages
- ✓ Better physical health
- ✓ Better mental health



Is Happiness a Skill that can be Taught?



What Determines Happiness?



Improving Productivity with Positivity

1. Positive Psychology - The Science of Happiness
2. Global Trends in Happiness
3. Industry Trends in Happiness
4. Benefits of Happiness in the Workplace
5. How to Create a Positive Organisation



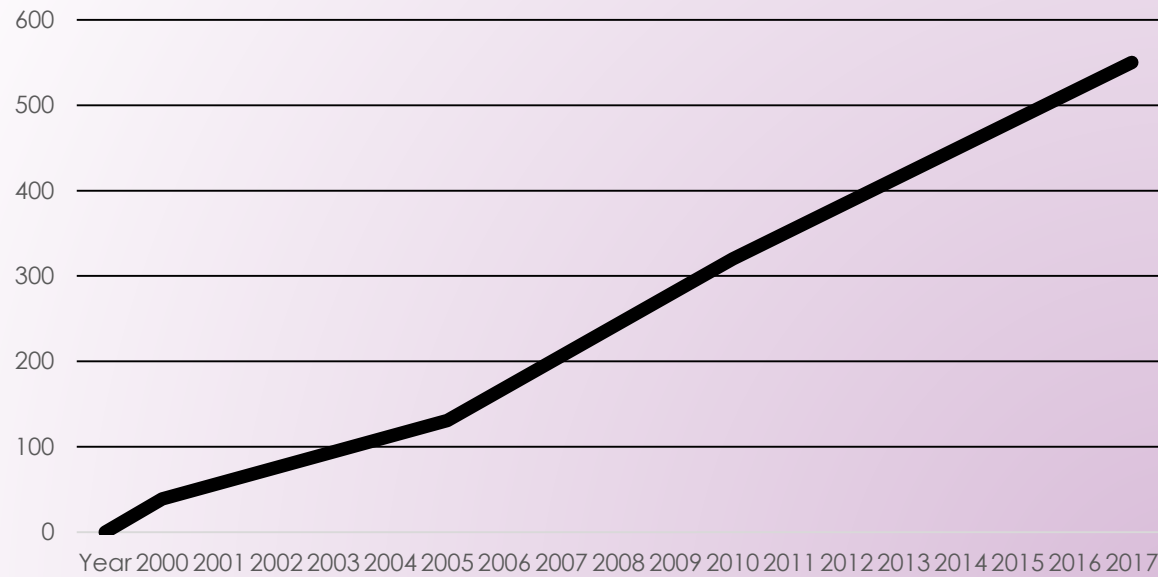
A shift in focus from human beings at their worst,
to human beings at their best.

Based on scientific research in the fields of
psychology, sociology, business, management, and neuroscience.

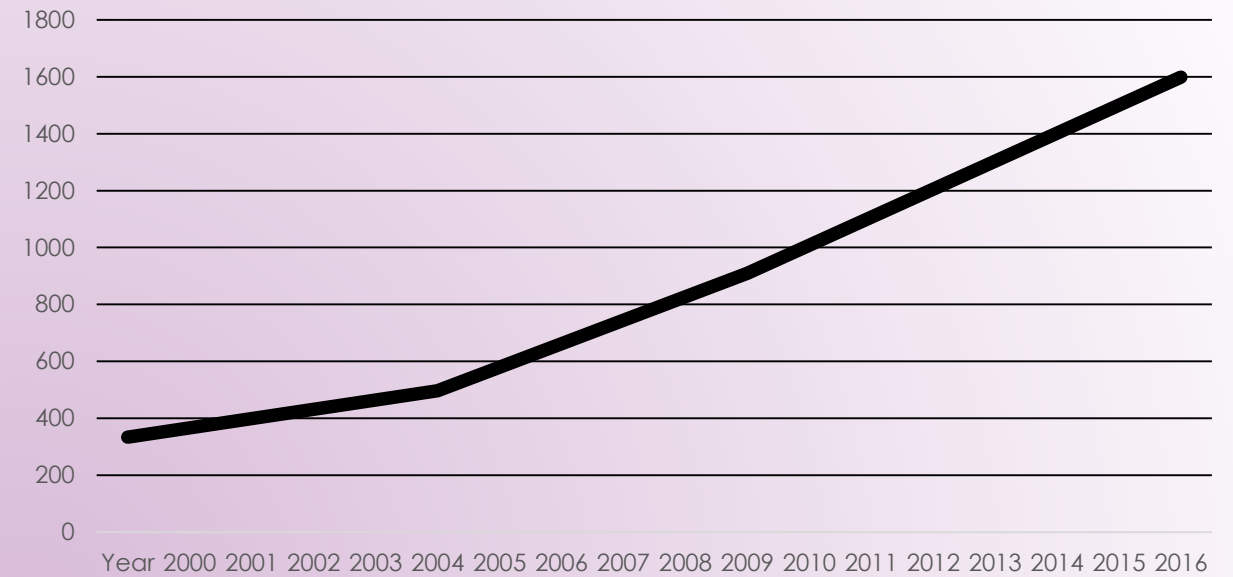
The Science of Positive Psychology



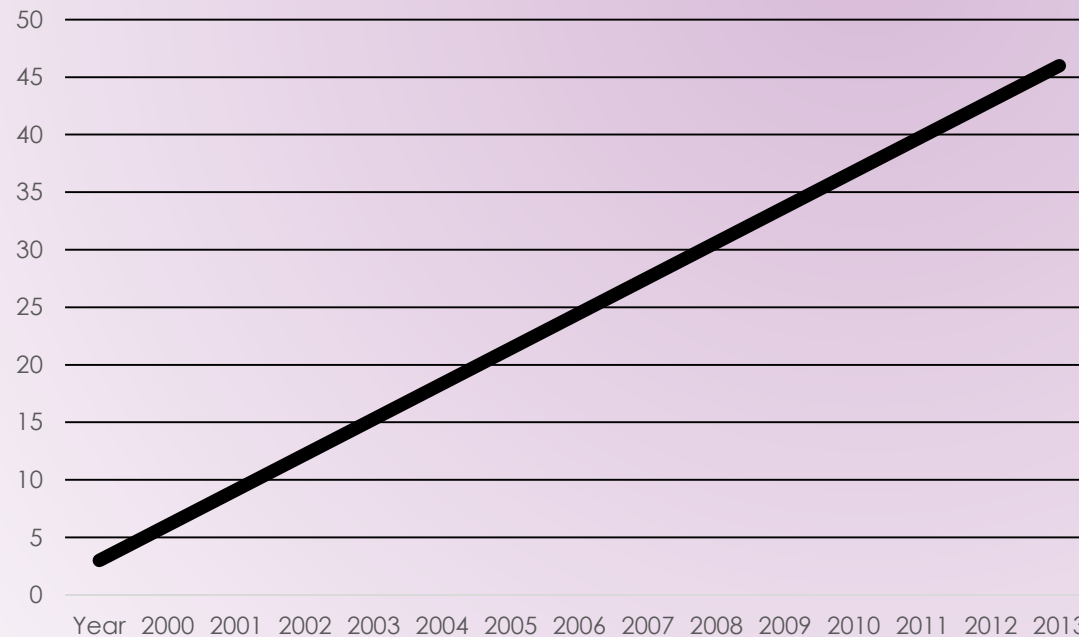
Number of 'Positive Psychology' Scientific Papers Published



Number of 'Well-Being' Scientific Papers Published



Countries Conducting Research



Growth in
Scientific
Research

2008, the Kingdom of Bhutan stops measuring national development through GDP, and starts using a new measure called the Gross National Happiness Index.

2012, the first The World Happiness Report, studying happiness levels of 156 countries.

2013, Finland takes the decision to “move beyond the achievement of test scores to the development of happy and well-adjusted children and adults”

2016, the United Arab Emirates creates a Ministry of Happiness and Well-Being and introduces a national Positivity Programme.

2016, Bhutan introduces a Gross National Happiness for Business index.

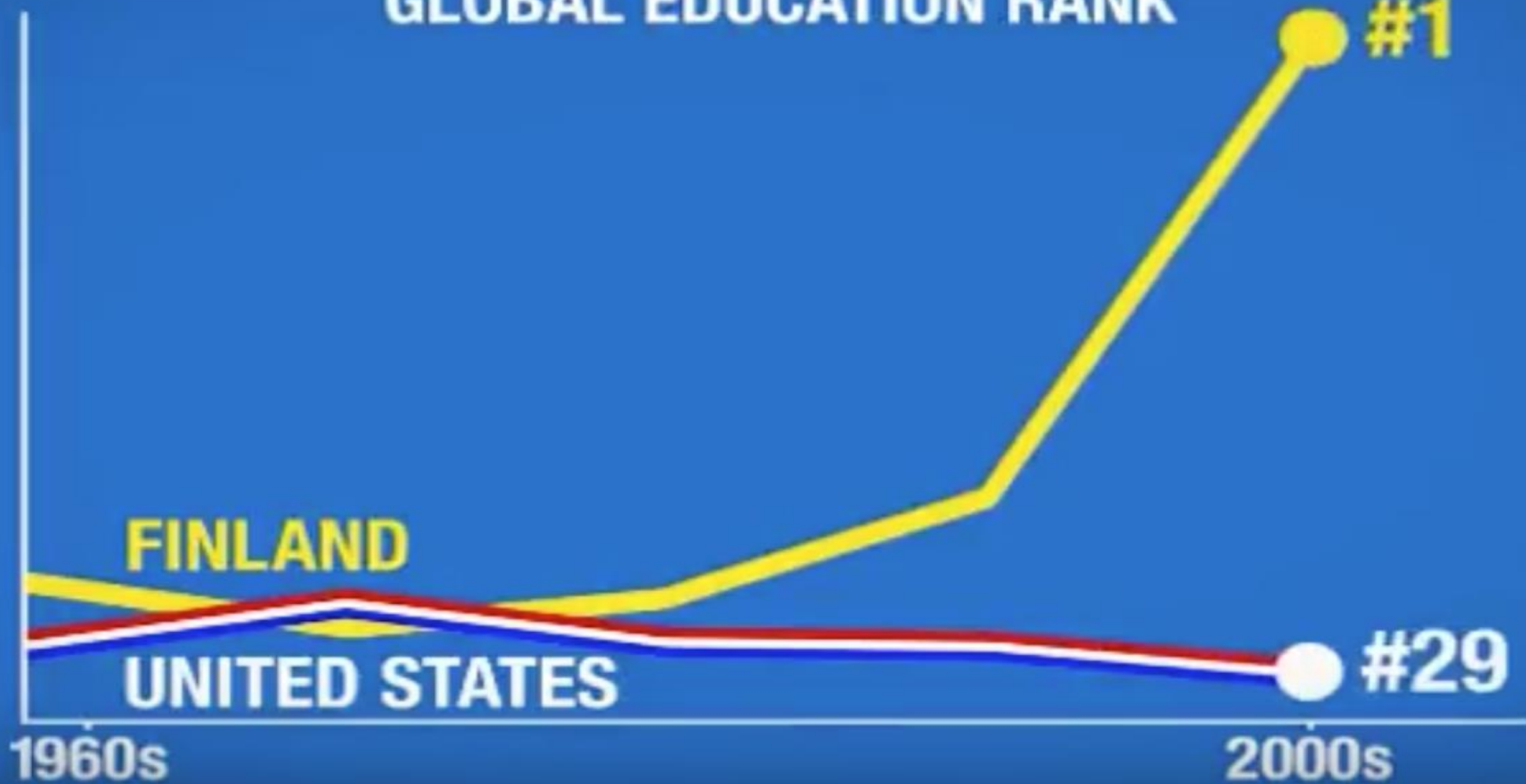
2018 and 2019, Finland ranks the happiest country in the world.

2019, Finnish children post the highest scores in the OECD's PISA education rankings - again.

2020, India scheduled to open its first school which only measures students' happiness.

Global Trends

GLOBAL EDUCATION RANK



“Every organisation is an open system that depends on its human capital to bring its vision and purpose to life.

An organisation will cease to exist without a human system to lead and support it.”

David
Cooperrider



POSITIVE PERFORMANCE

“It’s all about people.”

Richard
Branson



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Top Influencers of Today's Labour Pool

1. Workplace Flexibility
2. Working with a Purpose
3. Commitment to Health and Well-Being

50% employees want a greater focus on well-being at work, including physical, psychological and financial wellness

Only **13%** of surveyed companies offer an employee value proposition differentiated by a purpose-driven mission

84% working parents ranked workplace flexibility ahead of salary

Industry Insights



POSITIVE PERFORMANCE

accenture



Deloitte.



ESTÉE LAUDER



Group 4 Securicor

Google



i n v e n t



Zappos.com



MAERSK



Microsoft

ORACLE



ORIFLAME
SWEDEN



Southwest



PHILIP MORRIS INTERNATIONAL



Why?



Happiness at Work Reduces...

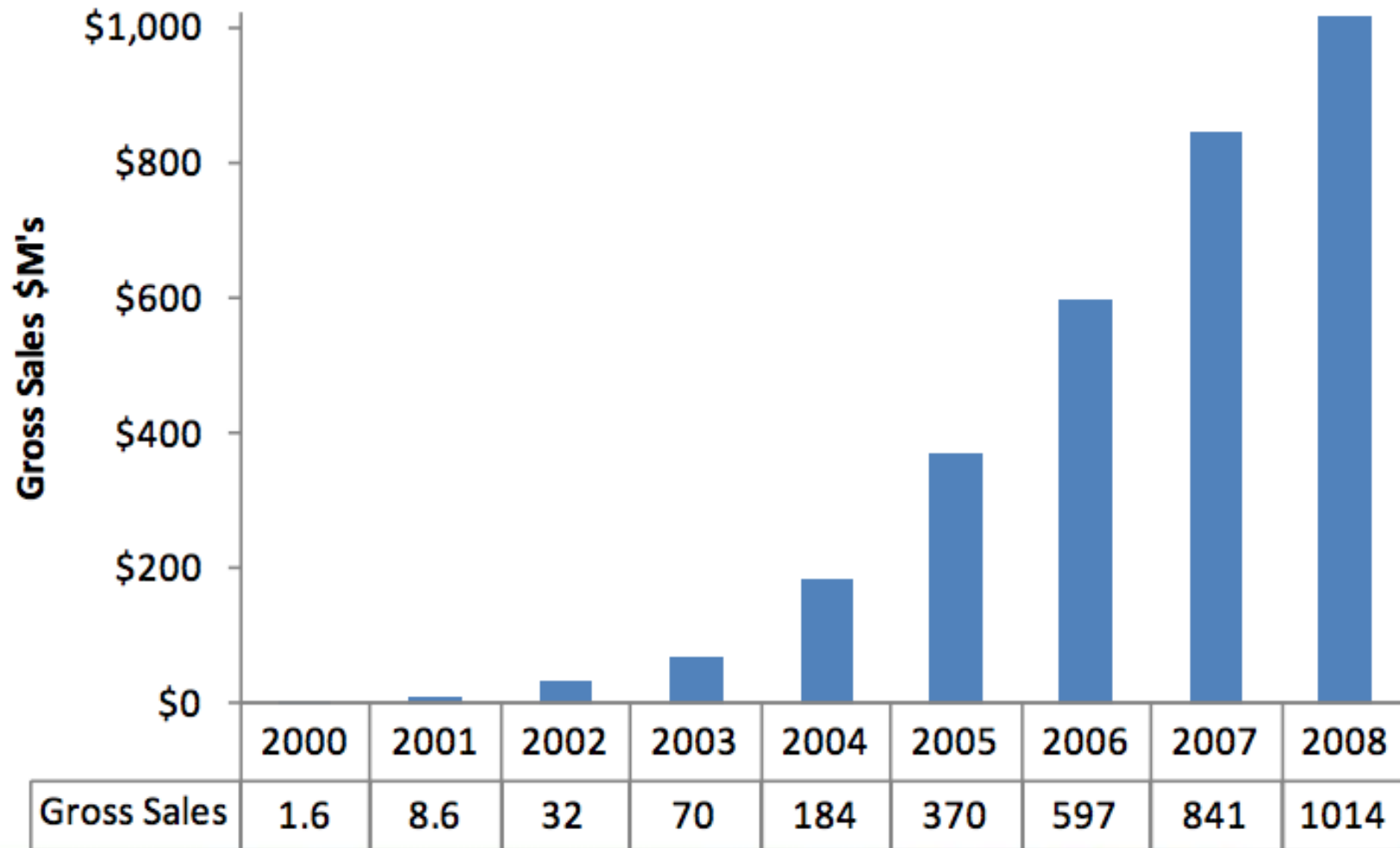
1. Stress and burnout
2. Physical and mental health challenges
3. Withdrawal and disengagement
4. Boredom and distraction
5. Excessive self-criticism
6. Incivility in the workplace
7. Mishaps and mistakes on the job



Happiness at Work Improves...

- Productivity
- Performance
- Communication
- Creativity & Innovation
- Employee loyalty
- Employee relationships
- Employee goal setting
- Customer service levels
- Customer loyalty

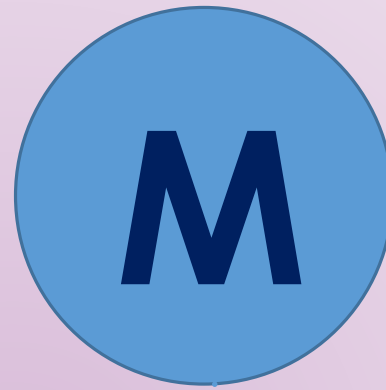
Power of Leading with Happiness



Case Study: Zappos



Case Study: Success of Best Places to Work



**Positive
Emotions**

Engagement

**Positive
Relationships**

Meaning

Achievement

**Health &
Vitality**

The right balance of heartfelt positivity to build our resilience

The regular development of our strengths – those things we are good at and enjoy doing

The creation of authentic, energising and supportive relationships

A sense of being connected to something bigger than ourselves

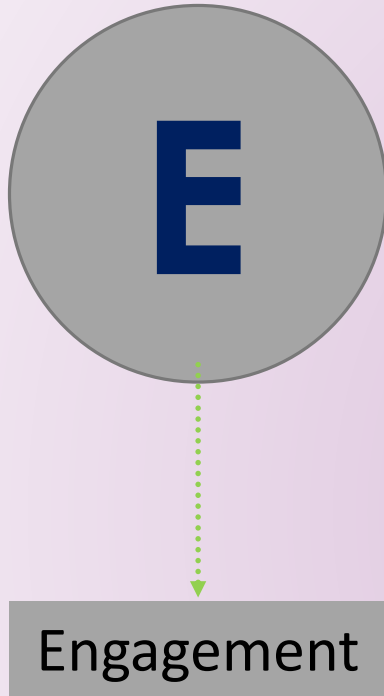
The self belief and ability to pursue and accomplish goals

Eating well, moving regularly and sleeping deeply



Positive
Emotions

The right
balance of
heartfelt
positivity to
build our
resilience



The regular
development of
our strengths –
those things we
are good at and
enjoy doing



Positive
Relationships

The creation
of authentic,
energising and
supportive
relationships



Meaning

A sense of
being
connected to
something
bigger than
ourselves



Achievement

The self
belief and
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Health &
Vitality

Eating well,
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THANK YOU

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