‘Oh, Happy Day!’

The upside of down?

Stephen Hawkings: Against all odds

Does workplace happiness matter?

Happy #InternationalDayOfHappiness (March 20)

from all of us at Leaderonomics!
The Good, The Bad, The Ugly

How negative emotions are beneficial for our well-being

By SANDY CLARKE
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WHENEVER we find ourselves feeling down, we will invariably encounter well-meaning people who are quick to offer up advice along the lines of, “Don’t worry – be happy!”

As we all strive diligently in the pursuit of happiness, there’s a tendency to dismiss or suppress unpleasant emotions as though they are unnatural glitches in the rich tapestry of the human experience.

Happiness, positivity and well-being are currently hot buzzwords. From the office space to our homes, everything should be geared towards the pleasant and the joyful.

As with any other social trend, many of us feel compelled to fit in with the current fad lest we be unfairly labelled.

But before we head to our “happy place”, it’s worth considering that there are benefits to our so-called negative emotions, and that trying to be happy when we feel anything but, can do more harm than good.

Is happiness overrated?

All of our emotions play a functional role in our lives. To deny unpleasant emotions by suppressing them is like sending them to the back of our minds to work out: they only come back stronger.

Researchers at the University of Melbourne suggested that, in countries that place a premium on happiness, depression rates are higher than in countries where happiness comes as a result of, for example, carrying out meaningful work or enjoying healthy relationships.

In an interview with the Daily Mail (United Kingdom), social psychologist, Dr Brock Bastian explained, “Rather than being the by-product of a life well-lived, feeling happy has become a goal in itself. Smiling faces beam at us from social media and happiness gurus flog their latest emotional quick fixes.”

“Rather than being the by-product of a life well-lived, feeling happy has become a goal in itself. Smiling faces beam at us from social media and happiness gurus flog their latest emotional quick fixes.”
The positivity of negative emotions

As part of a series of workshops I conducted with Dr Eugene Tee at HELP University, we explored the positivity of “negative” emotions and how they often function to serve in our best interests.

We looked at one study that found that individuals who suffer from seasonal affective disorder (SAD) made more conservative financial decisions during winter than non-SAD sufferers.

In other words, sadness and depression can lead us to make decisions that minimise potential losses and thus enhance self-preservation.

Another study showed that people who experience a “healthy level” of neuroticism (high sensitivity and reactivity to unpleasant emotions) along with high levels of conscientiousness were more likely to find illnesses and diseases earlier as a result of hypochondriac tendencies.

Anger – an emotion most of us strive to avoid – can actually make us appear more competent and self-assured compared to people who show fear or sadness.

It can also help us to gain the upper hand in negotiations and people are often compelled to offer larger concessions to angry opponents compared to those who are happy.

Don’t ignore your emotions

The point here is not that we should allow our unpleasant emotions to be in complete control. We certainly need to cultivate more positive emotions for our psychological well-being to thrive.

But we should also understand – and accept – the full range of our natural emotions, including those we deem to be unpleasant, and develop an awareness of when they serve a purpose and when they are destructive.

By attempting to inoculate ourselves against our negative emotions, we actually create more suffering.

It’s partly because we’re trying to ignore a very real part of who we are. It’s also because the societal pressure to always be happy means that we gain very little experience in engaging effectively with unpleasant feelings.

This unhelpful norm could arguably be part of the reason for the continuing work-related stress and low levels of employee engagement.

Pretending to be happy when we’re not is simply counter-productive, often to significant degrees.

Besides, trying to cultivate happiness on a superficial level has short-lived results, because we tend to look for happiness in all the wrong ways (e.g. “Once I get the new iPhone, then I’ll be happy!” or “I just need a holiday in Bali, then I’ll be fine.”).

Embrace all your emotions

As Russ Harris notes in his book, The Happiness Trap, “The more we try to avoid the basic reality that all human life involves pain, the more we are likely to struggle with that pain when it arises, thereby creating even more suffering.”

Authentic happiness then starts from the point of developing an awareness and acceptance of the full range of our emotions, and then being able to see them as functional rather than trying to box them up as “good” or “bad”.

Emotions are neither helpful nor unhelpful – it’s how we view and use them that determines how we feel.

All in all

The World Health Organisation has described health as “not merely the absence of disease or infirmity but a positive state of complete physical, mental and social well-being.”
If business leaders are to help tackle work-related stress, a good place to start would be to review any superficial programmes and practices geared towards well-being, and to instead look into ways of truly nurturing authentic happiness within their employees.

Sandy Clarke is a freelance writer from the UK with over 10 years of experience in journalism and PR. He is currently writing a book on mindfulness and emotions with Dr Eugene Tee, and they both conduct a series of workshops centred on mindfulness and well-being. To connect with Sandy, follow him on Twitter @RealSClarke or email the editorial team at editor@leaderonomics.com

Remember the animation Inside Out? The story threw up a number of thought-provoking questions about the way we process emotions, and how that changes during our journey from being a child to adulthood. To learn some lessons from the story, check out on Leaderonomics.com: bit.ly/AYinsideout

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Defying Time And Space

4 leadership lessons from the genius Stephen Hawking

By ROSHAN THIRAN
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“However bad life may seem, there is always something you can do, and succeed at. While there’s life, there is hope.” – Stephen Hawking

IN 1963, one of the world’s greatest scientists was told by doctors that, at the age of 21, he had just over two years to live after being diagnosed with a form of motor neurone disease.

As a student at University of Oxford, Stephen William Hawking began to experience spells of clumsiness, and his family noticed that his speech started to become slurred.

After medical investigations a few years later, doctors revealed that he had amyotrophic lateral sclerosis (ALS) and offered a bleak prognosis in terms of life expectancy.

As it turned out, the brilliant physicist – who made important contributions to the fields of gravitation, cosmology, quantum theory and thermodynamics – would defy medical opinion and live an extraordinary life for another 55 years.

Hawking (1942–2018) was born in Oxford, England, on Jan 8 – the 300th anniversary of Galileo’s death. He died on Mar 14, the same day Albert Einstein was born.

Although his father, a medical researcher, wanted his son to follow him into the medical profession, the young Hawking was preoccupied with the stars and the universe from an early age.

1. The lazy Hawking

At school, he was recognised as a bright student – but his lazy approach to his studies saw Hawking ranked third from bottom of his class.

Later, in 1979, he would become the sixth Lucasian Professor of Mathematics at Cambridge University – often regarded as “the most prestigious chair in science”. The first to hold the chair was Sir Isaac Newton.

His disability was a blessing in disguise for Hawking. Before the diagnosis, he invested little time in his studies (no more than an hour each day) and preferred to enjoy other pleasures in life.

As he put it, “Before my condition was diagnosed, I had been very bored with life. There had not seemed to be anything worth doing.”

Lessons

The diagnosis served as a wake-up call. Thinking he had only a short time to live, he put all his energies into his PhD and research.

Many times in life, like Hawking, we waste our life away. Only when something is about to be taken away, do we treasure it.
Life is precious and our time, which is limited on earth, should not be wasted. Hawking’s disease prompted him to work harder and push himself to his limits.

Are we pushing ourselves to the full extent of our capabilities? Or, are we awaiting for a trigger to awaken us?


Many times in life, like Hawking, we waste our life away. Only when something is about to be taken away, do we treasure it.


2. The undeterred Hawking

In 1985, Hawking caught pneumonia, which ultimately led to him receiving a life-saving tracheotomy procedure.

Unfortunately, it meant that he would never speak again. He subsequently made use of the Equalizer programme which, along with a voice synthesiser, allowed him to communicate through his distinctive computer-generated voice.

Undeterred by his physical limitations, Hawking used his new communication tool to finish a book he had been putting together.

In 1988, A Brief History of Time – an accessible explanation of the universe – was published and remained at the top of the bestseller lists in the United Kingdom and the United States for months and has since sold millions of copies worldwide.

Lessons

In our own lives, there is bound to be numerous obstacles.

While Hawking faced disability and communication issues, we may face our own set of challenges.

But are we, like Hawking, resolute in our purpose and mission? Do we relentlessly overcome these obstacles and succeed?

Hawking teaches us that everyone of us can succeed – if only we are undeterred to overcome our challenges and push on.

3. Hawking’s perfection equation

Among his significant contributions to our understanding of the universe, he worked with Sir Roger Penrose, a mathematical physicist, to show that Einstein’s general theory of relativity suggested space and time would have their beginning in the Big Bang and ultimately come to an end in black holes.

In 1974, in collaboration with theoretical physicist Jacob David Bekenstein, Hawking showed that black holes aren’t actually black, empty voids that simply retain all the information they collect.

Rather, they thermally create and emit sub-atomic particles (now known as Hawking radiation), which means that black holes aren’t forever constant – they eventually exhaust themselves and evaporate.

Lessons

As Hawking explored the universe, he made a profound statement that we can also leverage in business: One of the basic rules of the universe is that nothing is perfect. Perfection simply doesn’t exist. Without imperfection, neither you nor I would exist.
We know that in life, leadership and all of our business dealings, nothing is ever perfect. We live in a volatile, uncertain, complex and ambiguous (or VUCA) world, where there is no permanence of structure or business model.

Today’s business landscape requires flexibility, adaptability and constant change, not perfectionism. Are we striving for perfection instead of adapting around context? Hawking teaches us to accept imperfection and thrive in it.

4. Hawking’s curiosity

On his life purpose, Hawking said, “My goal is simple. It is a complete understanding of the universe, why it is as it is and why it exists at all.”

Despite his limitations (or perhaps because of them), Hawking pioneered new areas in physics and through his love of science and tireless curiosity, he shared his passion with countless people throughout the world outside academia.

In a 2015 lecture for the British Broadcasting Corporation, Hawking said, “I want to encourage people to imagine and explore the possibilities of science both the known and the, as yet, unknown,” highlighting his public activism to encourage people to be curious and keep asking questions.

Lessons

Are we curious? Do we constantly question the status quo? Do we seek a greater truth?

Hawking pushes us to explore possibilities by constantly pushing the status quo.

Great leaders are always questioning every assumption and development. Are we tenacious in finding answers to our questions?

Lust for life

The brilliance of Hawking, not only in his understanding of the universe but his lust for life is equally impressive.

Living with any kind of restriction or limitation isn’t easy, and living with ALS is an immense challenge that, thankfully, most of us will never have to encounter.

Nevertheless, Hawking was an enormously inspiring man who, for 55 years, lived the truth that our limitations can never fully restrict us. Even in the face of great adversity, there is so much we can give to and gain from life.

His story might be unique in terms of his place in history, but every one of us have the ability to achieve far more than we think ourselves capable of doing.

The journey starts by recognising that our potential and inner strength are far more powerful than any difficulties we can ever encounter.

We must be energised for life. Like Hawking, we must lust for living. We must desire to truly live life to the fullest.

Be a leader!
The Great Boss Traps

Perhaps you’ll recognise these career-derailing characters. Avoid these five common traps.

1. The Coat Tail Rider

On the surface, it feels like the perfect symbiotic relationship.

You’re her right hand guy. You work hard and always achieve results.

She gets promoted to a new department, and she brings you over. It’s comforting for her to have someone familiar she can rely on, and you get a promotion, or a new assignment.

Win-win, right? Then it happens again, and again. Sweet deal?

By KARIN HURT
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LIKE other good things in life, a great boss relationship, taken to extremes, can wreak havoc with your career.

I’ve seen smart and talented people lose credibility by over-aligning with a great boss.

Be sure to diversify your relationship investments.
Although it’s comfortable and feels like the fast track, beware of riding coat tails, particularly into more than one assignment.

Your identity will become enveloped within your more powerful, great boss. People will begin to see you as a package deal. If her career derails, so will yours.

Also, the best leadership growth comes from working with a variety of leaders.

Although the devil you know feels easy, you’re both limiting the growth you would get from working with a wider variety of leaders.

Better to let your relationship morph into a mentoring relationship, or friendship, while you each continue to pursue the next steps of your career.

2. The Mini Me

Your great boss is successful, so you work to emulate his every move.

You begin dressing more like him and picking up mannerisms. After all, it works for him, why not you?

In fact, you may not even notice you’re doing it. Trust me, others do.

No matter how great a leader your great boss is, resist the urge to lead like him. Your best leadership will come when you lead from a place of deep authenticity.

No one wants to follow a copy-cat.

3. The Tag Along

Your great boss is looking to develop you, and has your best interest at heart, so he brings you along a lot: to the big meetings, to the charity fundraiser, to happy hour.

When there’s a company function, there you are right by his side. You always find your way to his table at dinner. After all, powerful people hang out with other powerful people, right?

Be careful. Some level of such exposure is healthy but over-exposure will burn.

Give your peers a chance for the face time. Be deliberate in getting to know other people at those functions. It’s harder, sure, but the widened network will be invaluable.

4. The Name Dropper

When you’re trying to get stuff done, it’s tempting to just throw around your boss’ name, e.g. “Karin said this must be done by tomorrow at 5pm.”

Weak leaders hide behind the power of other leaders. Even if your boss is the one asking for something to be done, resist the urge to use that muscle.

In the long run, you’ll have much more credibility when you own your asks.

5. The Good Soldier

Your great boss says jump, you say how high... every time. You trust him.

Now of course, there’s a time and a place for good soldiering, but real leaders know when to question and put on the brakes.

Sure, your boss may reward you for your consistent execution of her directives, but she’ll be amazed when you challenge her with innovation and suggest creative, and better alternatives.
Conclusion

Work to build a fantastic relationship with your great boss, but beware of such co-dependencies.

What feels easy and comfortable could damage your career in the long run.

Karin Hurt is a keynote speaker, leadership consultant, and MBA professor. She has decades of experience in sales, customer service, and HR which she uses to help clients turn around results through deeper engagement. If you want more opportunities to Win Well, email us at editor@leaderonomics.com.

The success of an organisation and its leaders typically depends on how managers and staff understand psychological influences and thought processes. Leaderonomics has suitable workshops for those in managerial roles to learn the right techniques for critical, analytical and creative thinking for self and organisational improvement. In this workshop, participants will also learn to understand and empower employees to drive organisational change. Contact info@leaderonomics.com for more details.

Are You Happy At Work?

Why a happy career can still feel unfulfilling

By MARK C. CROWLEY
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FOR as long as human beings have existed, they’ve yearned to know what makes life worth living.

Plato described man as a “being in search of meaning”, and the first great work of literature – the 4,000-year-old Epic of Gilgamesh – is a hero’s quest to live a meaningful life in the face of mortality.

Today, many of us are no less interested in creating a life that matters. The question is how, and it’s one that author Emily Esfahani Smith takes up in her deeply-researched new book, The Power of Meaning, where she finds that many of us may be chasing the wrong thing.

So much of the self-help and career advice out there is geared towards helping people pursue happiness, but Smith believes our needs go far deeper than that.
A meaningful life, she argues, isn’t quite identical to a happy one. The good news is that fulfilment and purpose may be closer within reach than perfect happiness is – and ultimately more satisfying anyway.

**Trying to be happier might be making you miserable**

Smith traces our obsession with happiness to the positive psychology movement that began in the late 1990s.

Today, “happy” workplaces are heralded in business, and thousands of studies published annually describe all the ways we can supposedly make our lives happier. All of this, she says, has driven us off course.

“What the research shows,” Smith told me, “is that this pursuit of happiness tends to make people feel unhappy.”

We think that career success will make us happy, or that being wealthy or in positions of power will get us there.

“But when they pursue those things,” Smith says, “people are not finding what they expected.”

In a study Smith cites, one group of participants was told to spend the next 10 days doing things that made them feel happy (like sleeping in, playing games, and going out to eat).

A second group was told to use the same 10 days to do things that felt inherently meaningful (like helping out a friend or colleague or performing small acts of generosity and kindness).

But when these same people were brought back three months later, those in the first group admitted to feeling no better off: their feelings of happiness proved ephemeral.

Those in the second group found that the things they did in those 10 days produced a sustained “well-being boost”.

“Comfort and ease are the words psychologists use to define a happy life,” Smith explains, but a truly meaningful life is going to be hard and stressful at times.

“The truth is that it’s life’s struggles that create meaning, so it’s time we acknowledge that a meaningful life is inherently a good life even if we’re not feeling ‘happy’ all the time.”

And ironically, enough, when we pursue meaning, true happiness tends to follow.

**Serving others gives life meaning**

“A primary goal of people who’ve found meaning,” Smith says, “is to make life better for others. Their objective is to do good in the world, add value, and adopt a service mindset.”

Nodding to the work of Wharton professor Adam Grant, Smith says that a meaningful life requires being a “giver”.

When we reframe our day-to-day tasks as opportunities to contribute to the advancement of others, our own lives feel more significant.

In his own book, *Give and Take*, Grant makes the very same point: “People who consistently rank their jobs as being meaningful have something in common. They see their jobs as a way to help others.”

**Work has become a major source of meaning**

“With traditional forms of meaning like community, religion, family, and tradition no longer in many people’s lives, they’ve come to look at work as much more than a place to secure a paycheck,” says Smith.

Indeed, there’s no shortage of research claiming that “purpose” is at a premium these days, with many employers failing to deliver it. This shouldn’t come as a surprise.

After all, humans have a fundamental need to grow, contribute to a compelling mission, feel valued, and to know that their work matters.
Gallup’s long-running “engagement” research is in many ways an ongoing reiteration of one essential point: These deep needs for meaning need to be met somehow, and people feel great distress when they aren’t.

One way to satisfy such cravings in the workplace, Smith points out, is through team affiliations.

Smith cites the work of University of Michigan researcher Jane Dutton, who believes that this need for community grows more acute the less time we spend with friends and family – and the more time we spend with our devices.

“Our connections with colleagues have a significant effect on our experience at work,” Dutton says, “but also in our lives as a whole. If we don’t feel a sense of belonging on the job, both our jobs and our lives will feel meaningless.”

**Pondering death makes us evaluate our lives**

When Indian-American neurosurgeon Paul Sudhir Arul Kalanithi learnt that he had stage-four lung cancer, he could have enjoyed his final days in Hawaii with his wife.

Instead, Kalanithi chose to maintain a brutal work schedule, father a child, and document his last year of life in what later became the best-selling book, *When Breath Becomes Air*.

Fully knowing that he would soon die, Kalanithi wanted to be of service, to leave behind a legacy – and to know that his brief life truly had meaning.

And that’s the final lesson worth taking to heart right now.

Dr William Breitbart, chairman of Psychiatry at Sloan Kettering’s Cancer Center, says in Smith’s book, “No matter how far off death may be in our lives, thinking about death forces us to re-evaluate our choices and consider what we would change to make them more meaningful.”

Reflecting on our lives so far, we can ask:

- ‘Am I satisfied?’
- ‘Did I live a good and fulfilling life?’
- ‘Is there anything I’d do differently?’

The answers to those questions may not be things that make you happy.

But when all is said and done, it might not matter as long as it makes life meaningful.

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Mark spent over 25 years as a senior executive in financial services, and now is a leadership speaker and consultant. His book, *Lead From The Heart*, is now being taught at four American universities. To engage with him, email us at editor@leaderonomics.com

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Create Your Own Happiness

16 ways to be happier at work

By DR TRAVIS BRADBERRY
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LET’S face it, happiness and work don’t usually go hand in hand. A 2013 Gallup study, which reported data from more than 180 million people, found that only 13% of us consider ourselves to be “happily engaged at work”.

Those who do rate themselves as happy are 36% more motivated, six times more energised, and twice as productive as their unhappy counterparts.

The good news is that just 50% of happiness is influenced by genetics – the rest is up to you.

When it comes to making yourself happy, you need to learn what works for you. Once you discover this, everything else tends to fall into place. And making yourself happy
doesn’t just improve your performance, it’s also good for your health.

A critical skill set that happy people tend to have in common is emotional intelligence (EQ). We’ve tested the EQs of more than a million people to know what makes high EQ people tick.

So, we went digging until we found 16 great ways that emotionally intelligent people create their own happiness at work.

1. Remember that you are in charge of your own happiness

You have two choices in any dead-end job: find another one or make the most of the one you have.

Either way, your happiness is up to you and no one else. Remind yourself of this anytime you’re feeling stuck.

2. Don’t obsess over things you can’t control

It’s good to know how Greece’s economic troubles might affect the United States markets or that your company could merge with its largest competitor, but there’s a big difference between understanding these larger forces and worrying about them.

Happy people are ready and informed, but they don’t allow themselves to fret over things that are beyond their pay grades.

3. Don’t compare yourself to other people

When your sense of satisfaction are derived from comparing yourself to others, you are no longer the master of your own happiness.

When you feel good about something that you’ve done, don’t allow anyone’s opinions or accomplishments to take that away from you.

While it’s impossible to turn off your reactions to what others think of you, you don’t have to compare yourself to others, and you can always take people’s opinions with a grain of salt.

That way, no matter what other people are thinking or doing, your self-worth comes from within.

Regardless of what people think of you at any particular moment, one thing is certain—you’re never as good or bad as they say you are.

4. Reward yourself

Working hard is important, but never allowing yourself to take a break is detrimental to your happiness.

A study of radiologists found that they made more accurate diagnoses when they received small rewards prior to reviewing patients’ charts.

A Cornell study found that small rewards make people more generous, friendly, and happy. These small “thrills” also made people more productive and accurate in their work.

Rewards activate the pleasure pathway in your brain, even if they are self-induced. Effective rewards can be small things such as taking a walk down the hall or eating a snack.

5. Exercise during the work week

Getting your body moving for as little as 10 minutes releases GABA (gamma-amino butyric acid), a soothing neurotransmitter that also limits impulsivity.

A University of Bristol study showed that people who exercised on workdays reported improvements in time management, mood, and performance.

The benefits of exercise always outweigh the time lost in its pursuit.

6. Don’t judge and gossip

Judging others and speaking poorly of them is a lot like overindulging in a decadent dessert; it feels good while you’re doing it, but afterwards, you feel guilty and sick.
When you’re tempted to speak of someone else in a way that might be negative, just ask yourself if you’d want someone saying the same about you.

7. Choose your battles wisely

Emotionally intelligent people know how important it is to live to fight another day.

In conflict, unchecked emotions make you dig your heels in and fight the kind of battle that can leave you severely damaged and unhappy for some time to come.

When you read and respond to your emotions, you’re able to choose your battles wisely and stand your ground when the time is right.

8. Stay true to yourself

Crossing moral boundaries in the name of success is a sure-fire path to unhappiness. Violating your personal standards creates feelings of regret, dissatisfaction, and demotivation.

Know when to stand your ground and express dissent when someone wants you to do something that you know you shouldn’t.

When you’re feeling confused, take some time to review your values and write them down. This will help you to locate your moral compass.

9. Clear the clutter

Take a good look at your workspace. You should create a space that’s soothing and uplifting.

Whether it’s a picture of your family, a plant, or an award that you’re proud of, display them prominently to keep them on your mind.

Get rid of the junk and clutter that hold no significance and do nothing positive for your mental state.

10. Lend a hand

Taking the time to help your colleagues not only makes them happy, but it also makes you happy.

Helping other people gives you a surge of oxytocin, serotonin, and dopamine, all of which create good feelings.

In a Harvard study, employees who helped others were 10 times more likely to be focused at work and 40% more likely to get a promotion.

The same study showed that people who consistently provided social support were the most likely to be happy during times of high stress.

As long as you make certain that you aren’t overcommitting yourself, helping others is sure to have a positive influence on your happiness.

11. Let your strengths flow

A University of Chicago study of peak performance found that people who were able to reach an intense state of focus, called flow, reaped massive benefits.

Flow is the state of mind in which you find yourself completely engrossed in a project or task, and you lose awareness of the passage of time and other external distractions.

Flow is often described as an exhilarating state in which you feel euphoria and mastery simultaneously.

The result is not just happiness and productivity but also the development of new skills through a heightened state of learning.

The key to reaching flow lies in organising your tasks such that you have immediate and clear goals to pursue that play to your strengths.
As you begin working on these tasks, your focus increases along with your feelings of adequacy.

In time, you reach a flow state, in which productivity and happiness flourish.

Set clear goals each day and experiment with task order until you find the secret formula that gets you flowing.

**12. Smile and laugh more**

A study at Mannheim University in Germany demonstrated that we can actually manipulate our emotions by changing our facial expressions.

One group of participants held a pen in their mouth horizontally, which forces a smile.

When asked to rate how funny a cartoon was, the participants holding pens in their mouths found the cartoons much funnier than participants without pens.

As the study shows, it doesn’t matter if your smile is genuine because your facial expression can precede the feeling.

If you find yourself in a negative spiral at work, slow down and smile or watch a funny video on YouTube. This mood boost can turn your day around.

**13. Stay away from negative people**

Complainers and negative people are bad news because they wallow in their problems and fail to focus on solutions.

People often feel pressured to listen to complainers because they don’t want to be seen as callous or rude, but there’s a fine line between lending a sympathetic ear and getting sucked into their negative emotional spirals.

You can avoid getting drawn in only by setting limits and distancing yourself when necessary.

Think of it this way: If a person were smoking, would you sit there all afternoon inhaling the second-hand smoke? You’d distance yourself, and you should do the same with negative people.

A great way to set limits is to ask them how they intend to fix their problems. The complainer will then either quiet down or redirect the conversation in a productive direction.

**14. Laugh at yourself**

When you take yourself too seriously at work, your happiness and performance suffer. Don’t be afraid to show a little vulnerability.

Something as simple as laughing at yourself draws people to you because it shows them that you’re humble and grounded (it also keeps them from laughing behind your back).

Happy people balance their self-confidence with a good sense of humour and humility.

**15. Cultivate an attitude of gratitude**

It’s all too easy to get caught up in things that could have been different or didn’t turn out the way you wanted them to.

Sometimes the best way to pull your mind away from negativity is to step back and contemplate what you’re grateful for.

Taking time to reflect on the good in your life improves your mood because it reduces the stress hormone, cortisol, by 23%.

Research conducted at the University of California found that people who worked daily to cultivate an attitude of gratitude experienced improved mood, energy, and physical wellbeing.

**16. Believe the best is yet to come**

Don’t just tell yourself that the best is yet to come – believe it.
Having a positive, optimistic outlook on the future doesn’t just make you happier; it also improves your performance by increasing your sense of self-efficacy.

The mind has a tendency to magnify past pleasures to such a great degree that the present pales in comparison.

This phenomenon can make you lose faith in the power of the future to outdo what you’ve already experienced. Don’t be fooled.

Believe in the great things the future has in store.

**Bringing it all together**

Applying these strategies won’t just improve your happiness at work; most of them will also improve your emotional intelligence.

Pick those that resonate with you and have fun with them!

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Dr Travis Bradberry is the award-winning co-author of the #1 bestselling book, *Emotional Intelligence 2.0*, and the cofounder of TalentSmart, the world’s leading provider of emotional intelligence tests and training, serving more than 75% of Fortune 500 companies. His bestselling books have been translated into 25 languages and are available in more than 150 countries. Dr. Bradberry has written for, or been covered by, Newsweek, BusinessWeek, Fortune, Forbes, Fast Company, Inc., USA Today, The Wall Street Journal, The Washington Post, and The Harvard Business Review.

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Do you find yourself dreading to go to work on Monday mornings? Or, are you currently experiencing low-level energy at work? Here are our Top 10 ways to prepare yourself for a great day at work. Check out this infographic at: [bit.ly/igTop10greatday](bit.ly/igTop10greatday)
Positive Leadership

6 habits of positive thinkers

By JON GORDON
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It takes a lot of work to create a world-class organisation. It’s hard to develop a successful team. It’s not easy to build a great culture.

It’s challenging to work toward a vision and create a positive future. It’s difficult to change the world.

As a leader, you will face all kinds of challenges, adversity, negativity, and tests.

There will be times when it seems as if everything in the world is conspiring against you. There will be moments you’ll want to give up.

There will be days when your vision seems more like a fantasy than a reality. That’s why positive leadership is so essential.

Real vs fake positivity

When some people hear the term positive leadership, they roll their eyes because they think I’m talking about positivity that is superficial, where life is full of unicorns and rainbows.

But the truth is that we are not positive because life is easy. We are positive because life can be hard.

Positive leadership is not about fake positivity. It is the real stuff that makes great leaders great.

Pessimists don’t change the world. Critics write words but they don’t write the future.

Naysayers talk about problems but they don’t solve them. Throughout history, we see that it’s the optimists, the believers, the dreamers, the doers, and the positive leaders who change the world.

The future belongs to those who believe in it and have the belief, resilience, positivity, and optimism to overcome all the challenges in order to create it.

If you want to get control of your negative thoughts and stop the spiral into fear and pessimism, it’s simpler than you think and it’s a valuable skill for any leader to know.

1. First, be aware of your thoughts.

Observe your thoughts.

Bear in mind that complaints, self-doubt, fear, and negativity lead to unhappiness, failure, and unfulfilled goals over time.

When you notice these thoughts, it’s high time for an intervention.
2. Talk yourself through the fear.

Understand that fear is a liar.

If you believe the fear-based thoughts you think (I'm not good enough, I'm not smart enough, the world is falling apart, etc.), everything around you will validate what you think to the point where you eventually start to believe it.

But know this: Just because you have a negative thought doesn’t mean you have to believe it. Don’t believe the lie.

3. Speak truth to the lies.

Choose to feed yourself with the positive truth.

Speak truth to the lies and fuel up with words, thoughts, phrases, and beliefs that give you the strength and power to overcome challenges and create an extraordinary life, career, and team.

The truth is that no matter what is happening around you and regardless of what negative thoughts pop into your head, you possess the capability and power to take positive action.

4. Try feeling grateful instead of stressed.

Research shows that we can’t be stressed and thankful at the same time.

If you feel blessed, you won’t be stressed.

5. Talk to yourself instead of listening to yourself.

Dr. James P Gills is the only person to complete six Double Ironman triathlons – and the last time he did it, he was 59 years old.

When asked how he did it, he said, “I’ve learnt to talk to myself instead of listen to myself. If I listen to myself, I hear all the doubts, fears, and complaints of why I can’t finish the race. If I talk to myself, I can feed myself with the words I need to keep moving forward.”


At the end of the day, instead of thinking about all the things that went wrong, write down the best thing that happened to you that day – the one thing that made you feel great.

This is a great exercise to do with children as well. When you look for the good and focus on it, you will start seeing more of it. And you’ll teach your children to view their life this way, too.

In conclusion

Positive leaders invest their time and energy in driving a positive culture.

They create a shared vision for the road ahead. They lead with optimism and belief, and address and transform the negativity that too often sabotages teams and organisations.

Attitude Of Gratitude

The cure to fear, anger and worry

By IWIN TAN
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FEAR, anger and worry: these are the names of the biggest tyrants in our world today. Some would refer to them as deadly “viruses” of mankind.

Whatever you want to call them, these emotions have buried dreams, weakened our free will, destroyed our creative minds, ruined beautiful relationships, and put an end to careers, hopes and dreams.

The tainted innocence

As infants, all the way through till we are maybe five or seven years old (depending on our parents and upbringing), these emotions did not have a hold on us.

We were fearless, always happy, and had not a care in the world since everything was provided to us when we needed it.

But what happened to this carefree “immunity”? It was slowly compromised by periodic injections of negativity.

“You wouldn’t want to be begging for money and food, would you?”

“Are you sure you want to be a singer? It’s a lot of hard work!”

“You can’t possibly be the top violinist in the world. You’re Asian!”

“You will never stake up to your big brother/sister!”
These are examples of how self-doubt, limiting beliefs and fear of failure were slowly fed into our minds.

Fortunately, there is a way to block them out.

**Emotions are fickle**

Have you ever felt sad over something tragic, but ended up laughing when you watched a comedy on the television?

Did the event that caused your sadness go away? It didn’t. What changed was just your emotions.

Could it also be possible to be so sad, that even the funniest stand-up comedian would not be able to make you laugh? It is possible.

Could it be possible to cry tears of sadness and laugh at the same time?

Well, you might be crying before laughing or vice versa, but it is *physiologically impossible to feel sad and happy at the same time*.

**Count your blessings**

Here is a simple remedy for all your fears, anger, and worries: it’s called gratitude or gratefulness.

Our mind can only focus on one thing at a time and this is especially true about emotions.

So, focusing on what you are grateful for at that moment in time will help you overcome any negative emotions you might have at that point in time.

Does it make all your troubles go away? Of course not, but you will be in a different state of mind to solve whatever it is that is causing you to have these emotions in the first place.

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**Be intentional about it**

Like any remedy for any disease, it takes time for us to see its results.

There is no miracle drug available now, and gratitude is no different. My prescription for the first dose would be to spend three minutes each morning focusing on things that you are grateful for.

You can start out with the clothes on your back, the roof over your head and so on.

Then increase the dosage to five minutes each morning. And continue to do this every day until being grateful is second nature to blocking out fear, anger and worry.

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*Iwin Tan* is a certified Canfield trainer and a successful performance coach. He is also a Leaderonomics Club coach with Leaderonomics Youth. He helps individuals live their lives to their best potential while gaining back their power to create their own future. To find out more about Leaderonomics Clubs in schools across Malaysia spearheaded by Leaderonomics Youth, email us at youth@leaderonomics.com.

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If you have been part of any of our previous DIODE camps as a camper and/or facilitator, and would like to share some of your most memorable camp stories or highlights with us, please email us at *editor@leaderonomics.com*.

Submissions from parents or guardians who see significant transformation in their children as a result of these camps are strongly encouraged to write in too!
A Changed Life

My experience with Leaderonomics Club

By SADHNA THRUKKUMAR
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MY truly unforgettable experience with Leaderonomics began when I was 13, when I first entered secondary school.

I was a probationary prefect and at the time, it was mandatory for all prefects to attend Leaderonomics Club (also sometimes known as LEAD Club) sessions as a form of leadership enrichment.

When I first heard about it, I was confused as I had never heard the word “Leaderonomics” in my entire life and to be frank, the word itself sounded a little wacky to me – something I would never associate with being a prefect.

A change of heart

However, I started to enjoy being a part of the club when I attended the SPARK Leadership Programme in 2014. I was in Form One then.

The auditions were held early in the year. I really didn’t know what I was signing up for when I auditioned to attend the programme since Leaderonomics sessions in my school hadn’t started yet.

After a few sessions of discovering what Leaderonomics was all about, I started to enjoy the sessions more and more. I even enjoyed staying back after school for these sessions (unlike if I had to stay back for extra classes!).

SPARK has been one of my best experiences in Leaderonomics.

There were lessons to be learnt behind the fun games. Many friends were made, and the M.A.D. (Make A Difference) project was carried out as well.

We were divided into groups to carry out a project to help the underprivileged. It definitely was a one-of-a-kind experience for me and unlike any other camps that I had been to.

Making a difference today

In 2016, Leaderonomics Clubs in schools became a co-curricular activity approved by the Education Ministry.

It was like any other school clubs, but with a twist to it: it was one of the only clubs where we learnt about leadership and how to make a difference in the community.
We brought in M.A.D. projects and carried them out together as a club. These projects were then presented during the annual LEAD Convention, where Leaderonomics Clubs from different schools would meet up for a day.

This convention gives us a chance to exchange ideas as well as to meet inspiring people who have made a difference: a few community heroes are invited each time the convention is held.

Be a part of it!

Throughout these years, I would never exchange my experience with Leaderonomics for anything else.

The lessons that I have learnt and all the memorable moments have made me a better person. I am sure these experiences will help me in the future to become a better leader and contributor to society.

I can assure you that if you join the Leaderonomics Club, you will only reap the benefits and have opportunities thrown your way.

So, if your school doesn’t have a Leaderonomics Club, go ahead and make a difference by requesting or petitioning for the club to be established in your school!

Sadhna loves jamming to songs of various genres and watching the newest blockbusters in town! However, when not relishing in entertainment, you would catch her indulging in a photo-worthy meal while reading a good book. To find out more about Leaderonomics Clubs in schools across Malaysia or how you can partner with us in our various youth initiatives, email us at youth@leaderonomics.com.
Your Feelings Or Your Money

Which would you follow?

By MITCH DITKOFF
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FOR the life of me, I cannot remember the name of the financial services company that left me an urgent voice mail message asking that I call them back immediately about my availability to lead their annual leadership retreat on an island off the coast of Florida.

All I can recall is how generic sounding their name was – something like National Investment Services... or Consolidated Financial Brokers... or The American Banking Alliance – kind of like the corporate equivalent of John Doe.

Somehow, they had heard of me, and with their big company ‘pow-wow’ coming up, they were looking for someone with a track record to help them “become more innovative.”

Never having heard of them before, I googled their name and, 1.73 seconds later, found myself on their website, slickly designed, I imagined, by someone with a special fondness for iStock photos of earnest-looking models impersonating business people.

Models who must have just moved to Los Angeles to pursue acting careers, but found themselves, at 24 or 35, working part-time as waiters and jumping at the chance to pick up some easy money wearing a suit and a smile for a day.

Easy for me to say – me being the proverbial pot calling the proverbial kettle black with my big mortgage, family to feed, and young entrepreneur’s dream of making it big so I’d actually have enough moolah, one day, to invest with a financial services firm.

Not to mention all the time in the world to write my best-selling book.

Deal or no deal?

My first call with the client was pleasant enough. They talked. I listened, choosing not to interrupt every time they made their point with an acronym I probably should have known if only I hadn’t spent my formative years living as a hippie, poet, and monk.

Okay, so they weren’t a solar energy company. So they weren’t asking me to help them end AIDS. I got it. This was business. The money business. The big money business – and I was in it, no matter how much Rilke and Rumi I read on the side.

Money. This was about money. Money and the VP (vice president) of something or other inviting me to meet up with him and his team the following week on the 57th floor of a building on Wall Street. There would be a badge waiting for me at the security desk, he explained. All I needed to do was show my ID.
Thrilled? Was I thrilled? Not exactly. But this was a possible gig and I needed the bread, so I went.

The VP and his team on the 57th floor looked nothing like the iStock photos on their company’s homepage, although they did have a real nice view of Manhattan and a large mahogany conference table.

Our conversation went well enough. I asked all the right questions. They gave all the right answers. They sprinkled the conversation with football metaphors. I nodded. They gave me their business cards. I gave them mine.

But on the way home, I began to feel a creeping sense of dislocation and dread – like I was auditioning for a movie I wasn’t quite sure I wanted to be in – a movie being produced by a very fat man, sitting poolside, cell phone and martini in hand.

So, when they called me back for a third meeting, I was betwixt and between. Do I simply trust my instincts and tell them I’m not their man? Or do I let go of my all-too-obvious self-righteous judgments and focus on the possibility that I might actually be able to help them get to higher ground?

Eternally the optimist, I chose the latter and decided to meet with them for the third time – a meeting, sad to say, which only confirmed the fact that I didn’t like them very much and didn’t like myself for sitting in a room with them and enabling their collective hallucination of themselves as a service organisation, when all they really wanted to do was make more money. Lots more money.

More chit-chat. More coffee. More “run it up the flagpole” platitudes that littered our conversation like hidden charges on a credit card bill.

**The moment of truth**

My client-to-be, apparently satisfied with what was about to become his decision to engage my services, cut to the chase and asked me to quote him a fee.

The honourable thing to have done, at that time, would have sounded like, “John, I wish you the best of luck at your offsite, but after deep consideration, I don’t think I’m the best possible fit for your company’s needs.”

But since I hadn’t yet mastered the art of speaking my truth I took the easy way out and doubled my fees, thinking that they would now be so ridiculously high it would be the client’s decision to end the relationship, not mine.

“That sounds about right,” the client exclaimed, extending his right hand to seal the deal.

Fast forward six weeks later.

It’s 8:30 a.m. and I’m on stage, in the Oakwood Room, on a beautiful island off the coast of Florida. Looking out at the audience, I notice that four of the gathered troops are sleeping, heads on the table. Someone in the front row explains to me that last night had been a “late one” and they’d all stayed up, drinking, until 4:00 a.m.

I tap the microphone and begin speaking, trusting that the sound of my amplified voice would wake the dead.

Two of them snap to attention. The other two didn’t, still snoring lightly.

I signal the people sitting next to their sleep-deprived peers to poke them, which they did, shooting glances at me as if I am a substitute algebra teacher.

I could tell that this was not a leadership offsite at all, but a college fraternity weekend – big men on campus with stock options, golf shirts, and a very high opinion of themselves.

Only one thing is clear – I am the highly paid warm-up act before another night of drinking – a small typographic box they can check off next quarter to prove they have done “the innovation thing.”

I may have missed the moment of truth back at my client’s office six weeks ago, but I wasn’t going to miss it today.

“Gentlemen and ladies,” I announce.

“It’s obvious that some of you don’t want to be here. It seems you’d rather be golfing, napping, or checking your emails. I have no problem with that. So, we’re going to take a 20-minute break. Only return if you really want to be here. Otherwise, you’ll just be dead weight, spoiling it for the rest of us.”

Twenty minutes pass. Everyone returns. Every single one of them.

And while the rest of the day didn’t exactly qualify as one of the greatest moments in the history of innovative leadership offsites, at least it wasn’t a total loss. Some good stuff actually happened. People woke up. People shaped up. People stepped up.

And I learnt a valuable lesson that would serve me for the rest of my life: Follow my feelings, not the money trail.

So what?

Every day, every single one of us has a choice – how to play the “world game” with as much integrity as possible. On one hand, we all have “mouths to feed” (including our own), sometimes requiring a compromise, a “looking-the-other-way, a “soft-pedalling” of what we think or believe.

(As an exercise, my Idea Champions colleagues and I sat down, one day, and reviewed all our clients. There was not a single one who did not have some kind of flaw – leading us to believe our only “high integrity” choice was to move to Vermont and become potters.)

Ultimately, only you can decide on what is the right move to make, “rightness” being highly subjective. If your values are defined and your mind is clear, this choice will not be difficult.

Now what?

Consider the choices available before you these days – projects you’ve been invited into, prospective clients who have enquired about your services, opportunities before you.

If any of them feel questionable, pause for a moment and reflect. You do not have to say ‘Yes.’

You could say ‘No.’ Saying ‘No’ is not the same thing as negativity. Saying ‘No’ may simply be the best path forward for you and everyone involved.

Mitch Ditkoff is the president of Idea Champions, an innovation consulting and training company and the author of Storytelling at Work. The above story is excerpted from the book. He is also the author of the very popular Heart of Innovation blog, the award-winning business fable, Awake at the Wheel and is a regular contributor to the Huffington Post. He is a much sought-after keynote speaker on a variety of innovation-themed topics. To connect with him, write to editor@leaderonomics.com.
Are You Influential Or Invisible?

How to find your VOICE as a leader

By PAUL N LARSEN
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How do you use your leadership voice to influence to get the outcomes you want?

To get the results you desire? To make your vision come alive? To realise your purpose?

What does being influential look like? How do you get people to follow you? To listen to you? To believe in you? To trust you?


You don’t need a title to influence. You need confidence in your ability to set a vision and rally your tribe around that vision.

Influence is not about speaking louder or shouting your opinions. That only makes you look weak, not persuasive.

Many times, the people who have the most influence are not the people in power. The successful influencers have a quiet voice which is used as a persuasive force not only for their needs but for the needs of others as well.

Becoming a captivating leader who can influence means having a calm yet strong and confident tone so that your impact is understood and respected.
If you’ve been following *Finding Your VOICE as a Leader* series, you know that defining your values and establishing your outcomes are essential parts of becoming an effective leader.

However, discovering your values while aligning your outcomes aren’t enough to find your VOICE as a leader.

You need to be able to inspire your team to achieve your vision.

In other words, you need to develop and flex your persuasive muscle to engage your followers so that you are influential, not invisible.

**How do you build your influence?**

Once you have identified your **Values** and created your **Outcomes** as a leader, how do you **Influence** and align yourself and your team to maximise your opportunities and garner the needed results?

Recognising and developing your spheres of influence is key to being successful in finding and using your leadership VOICE.

To do this, follow these three steps.

1. **You need to cultivate a trustworthy network.**

   Networking may be a catch-phrase from the 1980s, but the concept is as relevant today as it was 30 years ago. No one person has all of the answers or all of the ideas.

   The larger you build your community as a leader, the more opportunity you will have to influence and be influenced.

   In addition, becoming a successful influencer means that you focus on what you can influence versus what you cannot.

   In other words, you need to determine your “spheres of influence” so you can focus your values and your outcomes on what you can change and influence.

2. **You need to sell your ideas.**

   Even the best ideas will languish if you’re the only one who supports them.

   A good leader needs to also be a good salesperson – to garner support from your peers, leaders, investors, clients, team members and your community.

   Although considerable effort goes into the creation of your leadership vision, the harder part may be selling and advocating your vision so that people get onboard because they want to get onboard, not because they have no choice.

   It’s not “telling”, it’s “selling”.

   So don’t shy away from being a salesperson. It’s a key role that leaders play to realise their vision and build their influence.

3. **You need to be self-aware.**

   The best and the most effective leaders know how to adjust their style to fit the diverse individuals and different types of teams they work with.

   To be successful in influencing your outcomes is to really believe in your values and your beliefs.

   How can you expect people to believe in what you say if you don’t really believe it yourself? How can you expect to influence people, if you are not clear on the values that influence you?

   Knowing who you are as a leader – your strengths, your weaknesses, your ethics your judgments, your preferences, your reactions, your insights – provides you the mirror and reflection so that you establish trust, credibility and influence within all of your relationships, and not remain invisible.

   Let go of your ego.
In summary

By integrating the Emergenetics Profile into my executive coaching practice, I am able to guide leaders into greater insight and awareness of what is important to them in their life, and, thus, how creating their vision with aligned outcomes impact their leadership brand and create the vision they desire.

Finding your VOICE as a leader does not mean shouting to make an impact. It means using the Emergenetics Profile to reveal your brilliance as a leader by:

- Discovering your critical leadership Values.
- Creating a compelling vision to obtain the Outcomes you need.
- Influencing your relationships with trust and credibility.
- Making decisions that reveal your Courage and confidence to take a stand.
- Communicating your overall Expression for lasting impact.

Paul Larsen will be speaking at the Leadership In The Age Of Disruption Conference on May 8, 2018. To hear him speak, email info@leaderonomics.com for more information and to book your seat. Tickets for this event is HRDF claimable. Larsen is a certified executive coach and an engaging leadership consultant, speaker and author of the book, ‘Find Your VOICE as a Leader’.
Stop Doubting Yourself
3 steps to a more confident you

Doubt kills more new ideas than anything else.

Here are three practical techniques to help you counter self-doubts.

1. Use words of affirmations

Doubt is a silent, negative expression but you can train yourself to focus on its opposite – positive affirmations.

These are simple but powerful statements you tell yourself regularly. Write them down on a small card and carry it with you.

Repeat these affirmations to yourself, silently or loudly, as often as possible.

It is important to craft these affirmations carefully. They state what you want in the present tense.

For instance:

- I am strong.
- I can do anything.
- Good things are coming to me.
- I am getting healthier every day.
- I have wealth and success.

2. Visualisation

This is a powerful technique that will help reframe your mind. Sit down for 5–10 minutes in a quiet place. Close your eyes, and concentrate on your breath.

See with your mind’s eye that which you want the most – a happy family, wealth, a great job, success.

Focus on the feelings you are getting and immerse yourself in the feeling of joy. Once you can visualise it in your mind, it’s time for you to strive to make it a reality.

Stop Doubting Yourself

3 steps to a more confident you

By ASEEM PURI
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“Destroy therefore with the sword of wisdom doubt born of ignorance that lies in thy heart.”

– Lord Krishna

SUPPOSEDLY, those were the words of Krishna, taken from The Bhagavad Gita, to the wavering and worrying warrior, Arjuna.

Self-doubt is like corrosive rust. It grows slowly but inevitably weakens the iron within, eventually hollowing out all the strength there once was.

It serves no purpose apart from ensuring the failure of every plan ever made.
3. Do what you fear

Start confronting your fears. Whether it is to apologise to someone, to give up a bad habit, to try an adventure sport, or whatever it may be, just do it.

Make a list of your fears and start breaking their stronghold on you.

Take note of the soaring confidence you get from each experience, and how doubt and fear will begin to have less control in your life.

Conclusion

The greatest favour you can do yourself is to destroy your doubts.

It serves no purpose apart from weakening you. You have the power to greatness hidden within you. Unleash it.

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A Happy Workforce

3 simple ways to cultivate workplace happiness

By ROHINI RAJARATNAM
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WHAT does happiness mean to an employee? Why does it matter to the success of a business?

To some, it means job security and minimal office politics, or the level of motivation one has that pushes him/her to work every day.

To others, it could mean job satisfaction, the ability to feel like one has contributed to a bigger purpose at work.

If this is how employees define happiness, how then does that correlate with the success of a business?

When employees are happy, they are motivated to work harder – resulting in higher productivity, which in turn profits the company.

A study by economists at the University of Warwick found that happy workers led to a 12% spike in productivity, while 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.”
How then can you build a happier workforce?

Here are three ways.

1. Show your employees that you care

Employees feel happier when employers take the time to ask them about their lives or even remember details about their families and activities.

That doesn’t mean one has to spend hours at the pantry making conversation. Rather, a simple “How are you?” or “How are the kids?” would suffice in making the employee feel cared for and remembered.

2. Be flexible

Today’s workforce generations are big on the need for flexibility. This actually allows employees to have more control over their work-life balance.

Based on a study conducted on the Fortune 500 companies, it also ensures employees are less prone to burnout.

It is unfair to expect employees to perform better if they are unable to spend quality time with their families or refresh their minds after long hours of work.

Hence, to create greater productivity among employees, it’s essential to allow them to maintain a positive work-life balance.

3. Show gratitude

The main reason most employees quit their jobs is because they feel unappreciated.

Simple gestures, such as saying thank you or even giving credit where it is due, will go a long way in creating a workforce that feels valued.

As American writer William Arthur Ward once said, “Gratitude can transform common days into Thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.”

Conclusion

Maybe it’s time to reassess priorities and ensure that employee happiness is taken into account for the benefit of all shareholders and stakeholders.

How bad can it be if there’s a possibility of business success and profitability?

Rohini is a law graduate and freelance writer. Her areas of interest are personal development, social rights, and reflective writing. Share your thoughts with us at editor@leaderonomics.com.

Studies show that socially-intelligent leaders do more than just make people happier at work. In a survey of employees from 700 companies, the majority said that a supportive boss mattered more than the amount of money they earned. Check out this article here: bit.ly/DGintelligentleader
The #MeToo campaign which has evolved globally now promotes solidarity and gave a voice to the new movement. Nancy SY Sim-Lim discusses how power and culture allow sexism and sexual coercion to thrive at work, and what HR can do about it.

Read the article here: bit.ly/sexualcoercionatwork

Have you ever reacted poorly to a difficult situation? More often than not, our bad reactions beget bad reactions from others. Dr Stan Amaladas talks to Leaderonomics CEO, Roshan Thiran regarding intentional leadership and how it can end damaging cycles.

Watch here: bit.ly/SCintentional

“Happiness is when what you think, what you say, and what you do are in harmony.”

Mahatma Gandhi
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We can help tell your organisational story to the world. For more information, please contact us at editor@leaderonomics.com or call us at +603 7957 5809/5804