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**INTERNATIONAL
CONFERENCE**
ON HAPPINESS AT WORK
MAY 18+19
2017



Free fruit
Office gym
Fancy office design
Employee of the month
Office parties
Bonus schemes
Competitions
Teambuildings
Wellness programs
Massages
Laundry/dry cleaning
Legal counselling
Health insurance
Free breakfasts
Christmas presents
Stop smoking programs
Weight loss programs
Nap pods
Free drinks/coffee

Positive psychology



#1

Positive emotions have significant
positive effects





Job satisfaction
is what you think
about your job



Happiness at work
is what you **feel**
about your job

Known effects of positive emotions on job performance (so far):

- More productive
- More creative
- More helpful
- Better customer service
- More focused on quality
- Better team-players
- More open
- More likeable
- Show more empathy
- More resilient
- Sell more
- More optimistic
- More motivated
- More engaged
- More energetic
- Learn faster
- Better leaders





Happy companies
make more money
(satisfied companies don't)

A group of people holding hands in a circle, symbolizing unity and relationships. The image is overlaid with a semi-transparent grey filter. In the foreground, there is a clear plastic water bottle and a glass jar with a gold lid containing small items. The background shows a person's arm with a watch and another person's arm with a watch and a bracelet.

Results Relationships



LESS

Focus on job satisfaction - compensation, titles, perks.

MORE



Focus on positive emotions - results and relationships





#2

Appreciating the good
things we have
makes us happy



A close-up photograph of a woman's face, looking downwards with a sad or thoughtful expression. Her eyes are slightly closed, and her mouth is set in a neutral, downward-curving line. The lighting is soft and even. The background is a light, hazy grey with some faint, wispy white clouds. The text 'Negativity bias' is superimposed over the center of her face in a large, black, sans-serif font.

Negativity bias



LESS

Identifying
and fixing
problems

MORE



Helping
employees
appreciate what
makes them
happy







 **AVENGERS**

2013



nextjump



#3

Small actions
can have large effects





LESS

Few big
activities

MORE



Many small
activities

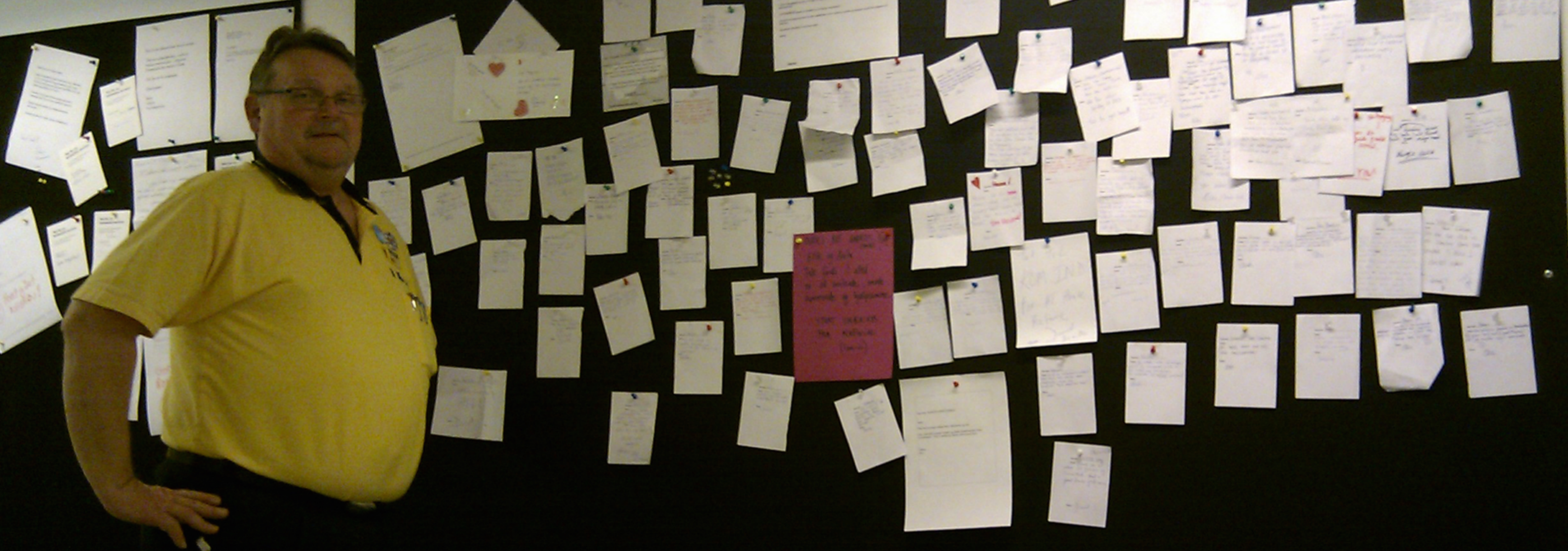


Smile & sell



Rosevæg

Other PLANET GLÄDJE...
Du har nu mulighed for at rose din kollega og samtidig vise resten af medarbejderne, at du værdsætter dem.
Vi glæder os til at se ROSEVÆGGEN fyldt af rosekort.



Set up a praise wall

#4

Unexpected activities
can have large effects





LESS

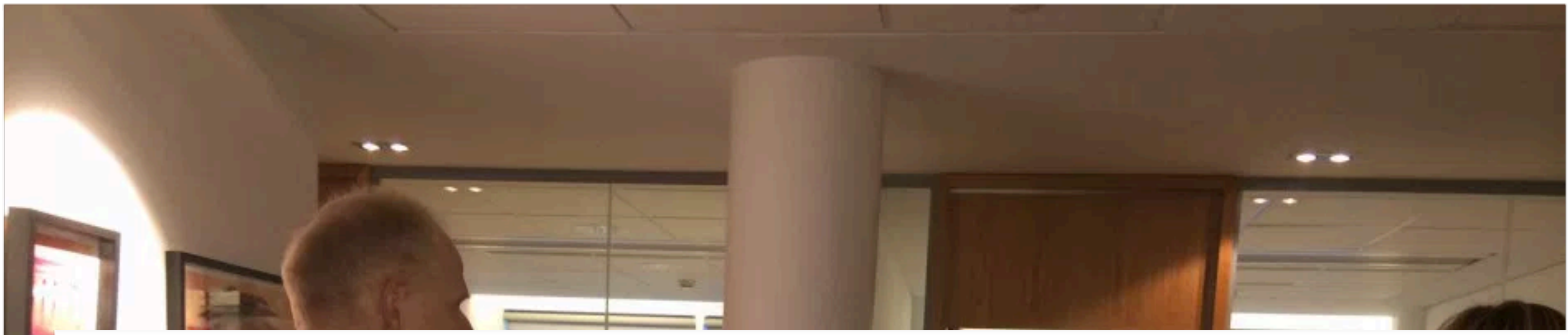
Scheduled,
recurring,
familiar
activities.

MORE



Surprising,
unplanned,
novel activities.





#5

Making others happy
makes us happier







LESS

Doing things
for employees

MORE



Helping
employees do
things for others



Wishiez

Want...Imagine...Share...Hope...Engage...Zeliver



[Wishiez Home](#)

[Make a Wish](#)

[View/ Grant Wishiez](#)

[My Wishiez](#)

[How To's](#)



Today's Date _____

Packages

- Step 1**
- ___ **Package #1 - \$6.00*** (Balloon #1: _____) #7-#46
 (1) Mylar, (4) Latex, (1) Weight, & (1) small celebration card (# _____) #1-36
- ___ **Package #2 - \$11.00*** (Balloon #1: _____, Balloon #2: _____) #7-#46
 (2) Mylar, (6) Latex, (1) Weight, & (1) small celebration card (# _____) #1-36
 (1) Candy Bar (CIRCLE ONE: Hershey's or Snickers)
- ___ **Package #3 - \$15.00*** (Balloon #1: _____, Balloon #2: _____, Balloon #3 _____) #7-#46
 (3) Mylar, (8) Latex, (1) Weight, & (1) small celebration card (# _____) #1-36
 (1) Animal (CIRCLE ONE: stuffed -Bear, Moose, Penguin or inflatable: monkey, lion, tiger, elephant, giraffe, zebra)
- ___ *Optional +\$3 Add Graduation Candy Mug (Graduation Orders Only)
 ___ *Optional +\$3 (save \$1.50): replace the animal in package #3 with a medium confetti cannon
 ___ *Optional +\$3 (save \$1.50): replace one mylar in your package with a jumbo balloon: _____ (A-J)

Add on Items

- Step 2**
- ___ \$1.00 - Latex Balloon (Various Colors)
 ___ \$2.00 - Mylar Balloon (# _____) #7-46
 ___ \$3.00 - Deck _____ \$ 50



Hello Daphne,

You are what makes our company extraordinary!!! I am so glad I was able to help you with your order today. I hope your new high heels are serving you well. I am sure you looked amazing at your sister's wedding. I wanted to personally say a big THANK YOU for being our customer!!

Isabella ☺





Less

Satisfaction

Fixing problems

Few big activities

Scheduled activities

Doing things for employees



More

Happiness
(Results & relationships)

Appreciating the good

Frequent small activities

Surprising activities

Helping employees do
things for others