

Connect

Science shows us the greatest way to influence our happiness is to invest in our relationships. Evolution has ensured our survival is tied to our skills to connect with others. Our brains are literally wired to connect. These connections have the power to affect how we feel. In a recent survey by Virgin almost 40 percent of the respondents named their colleagues as the top reason they enjoy their work.

Help your staff come together and connect by organizing team building events that encourage people to work together and build genuine relationships. Make it clear to staff that socializing is not only tolerated, it is encouraged as long as it doesn't interfere with performance.

Engage

The formula for building staff engagement is to maximize the extent to which people are using and applying their strengths. When we are engaging in work, which uses our strengths in new and innovative ways, we experience higher levels of happiness and lower levels of depression.

Create Meaning

When people see how their efforts have a genuine impact on the lives of others, even mundane work becomes more rewarding.

Accomplish

Leaders can build achievement in their people by involving a person's strengths in future discussions about organizational goals.

Push Beyond Your Goals

Regularly setting goals at an individual, team and organizational level is critical for productivity and happiness. Goals can provide us with an intrinsic sense of engagement, motivation and connection.

But in order to achieve happiness we cannot rely on goal achievement alone. The sustainable source of happiness is enjoying each step that propels you towards the finish line. Research shows that whilst goal achievement creates an initial boost in positivity, the effects do not last long. The trick lies in learning to enjoy each aspect of the journey towards your goals.

Try to connect your goals with your values and strengths, as you are more likely to feel happier and perform better. As a manager keep this in mind when assigning projects to your staff.

Reward Yourself

Our ability to celebrate our own accomplishments, as well as those of our colleagues, is another important element that enables us to flourish in the workplace. Rewards activate the pleasure pathways in our brain, even when they are self-induced.

Whilst these strategies and ideas may sound like common sense in many ways they are too rarely acknowledged or practiced in today's workplaces. By offering positivity, engagement, connection, meaning and acknowledgement you can create an inspired and motivated workforce that are not only happy to be at work but are excited to contribute to the company at large.

✓ **Positive Organisational Behaviour (POB)**

Or Positive Organisational Scholarship

It is an area in OB research that studies how organisations:-

- Develop human strengths;
- Foster vitality and resilience; and
- Unlock people potential.

Need for POB:

- We all have things at which we are unusually good,
- yet too often we focus on addressing our limitations, and
- Too rarely think about how to exploit our strengths.

POB is targeted towards:

- Identifying what is **wrong** with organisations and their employees?
- Studying what is **good** among people?
- '**Reflected Best Self**' or asking employees to think about when they were at their personal best, in order to understand 'how to exploit their strengths'.

Key focus Areas of POB are: Engagement, Hope, Optimism, and Resilience all in the face of strain.