

How to put happiness first in the workplace

A crucial area where business leaders are lacking.

People tend to spend a lot of their time at work, too much time. More than enough time that leaders are given a unique opportunity to impact their employees' lives. You know, the important stuff rather than the normal daily grind of reporting and results.

I believe some leaders in the workplace today lack the desire to inspire happiness in others. You don't have to be a leader to do this, just a good human. With the amount of time we spend at work daily, if we focused on building a happy workplace space, our reach would be exponential. When we champion happiness in the workplace, it has the potential to impact families, friends, and those customers we care so much about.

This potential alone should be enough to compel people to pursue ways to promote happiness in the workplace. If you take a quick search on Google, you'll find tons of research supporting the idea that happy employees are better for business.

Below I will go more in-depth on why happiness should be championed at work, and I will also share real-world examples of how a previous company I used to work for championed happiness in the workplace.

The many benefits of happiness at work

Let's get this out of the way; no one wants to be at work miserable. It leads to poor production, low morale, and wasted time. But a happy person in the workplace, well, the benefits are countless.

Higher employee engagement

At my previous company, they believed engagement and employee happiness are inseparable and that leaders who create happier work environments will essentially create more engaged employees.

Happiness expert Jennifer Moss in her book, *Unlocking Happiness at Work*, disproves the myth that pursuing happiness is a waste of time and shows how it contributes to an engaged and productive employee. I don't know how someone could think pursuing happiness at work is a waste of time. I guess it's an inhumane thing to do. But that's another topic for another day.

Productivity improvements

Productivity in the workplace is inexplicably linked to employee happiness. Take it from a previous [Forbes finding](#) happy employees are as much as 20% more productive in the workplace than unhappy employees.

We've all seen the benefits of higher productivity when we are happy. Some of our highest-quality work comes from a place where we are happy. If this is true and researched, why aren't we honing in on championing happiness in the workplace? Even if it leads to higher productivity and higher profits?

Higher profitability

Another study by [Forbes](#) showed that companies with highly engaged employees outperform their competitors by 147%. Simply put, engaged employees lead to happy customers, which leads to higher profitability.

A boost in employee creativity

According to Shawn Achor, author of the Happiness Advantage, the human brain functions much better when feeling positive. While researching at Harvard and studying human potential, success, and happiness, he discovered that a positive brain leads to higher productivity. This leads to promotion, longer life expectancy, and increased creativity.

Put it in action — Champion happiness at work

If you look at the world today inside and outside the workplace, happiness is vital for the employee and the business. At my previous company, I learned five ways on how happiness can be championed and cultivated in the workplace. Use these as ideas and inspiration:

1. **Connect work to the company mission.** All initiatives should be anchored to the company's mission. To increase happiness, this should be something employees can get behind and feel passionate about.
2. **Keep transparency and collaboration at the forefront.** When employees are in the know and have the appropriate information in front of them, they have a greater chance of succeeding. Which leads to what? You guessed it, happiness.

3. **Embed your core values into daily work.** Creating core values is one thing. Every company creates core values and throws them on their wall or website. Are they embedded in your team culture? Are they completely understood from the jump at the interview process? And are they believable?
4. **Build a sense of belonging.** People want to feel a part of something great. They want to be a part of a team. Are you building an inclusive workplace?
5. **Invest in additional training for career growth.** Keep your employees hungry and driven. Offer meaningful training to ensure employees feel fulfilled professionally.
6. **Offer impactful benefits that matter.** Free snacks and coffee are cool, but how about parental leave, mental wellness, and flexible days with no meetings? These are impactful.

Championing happiness should be imperative inside and outside of the workplace. The leaders that actively seek new strategies to ensure they are cultivating an environment like that are the places people truly want to work. By implementing some of these strategies and creating your own ideas, you'll be much closer to creating a sustainable environment that champions happiness in the workplace.