10 Simple Practices to Help Your Employees Be Happier at Work

by Nataly Kogan, founder & CEO of **happier**

1 **Encourage a culture of gratitude with Gratitude Bookends at meetings.** Begin weekly team meetings by expressing gratitude towards someone, and make sure to be specific. End the meeting the same way by asking if someone else would like to express their gratitude. Gratitude improves teamwork, productivity, and communication.

2 **Regularly acknowledge the accomplishments and hard work of individuals and teams**. Make a list of all of the simple ways you can do this: face-to-face, email, meetings, sticky note, handwritten card, surprise treat. Keep this list handy and implement one every day. Make it a top priority until it becomes an easy habit.

3 **Elevate projects and tasks by connecting them to the Bigger Why.** Start project meetings by asking employees to share why this project they are working on is meaningful and who it helps. Consciously connecting the work of individuals and teams to something greater helps increase job satisfaction and productivity.

4 **Regularly ask for help from people who work with you.** Leaders who model this behavior cultivate a culture where asking for help and collaboration is viewed as a positive. The act doesn't have to be herculean -- what matters more is the frequency.

5 **Block off ½ hour of no-meeting time in the morning to support a mindset of having a good, productive day.** Put "Catch Your Breath Time" on everyone's calendar to allow your employees some time to settle down, get organized, and plan for a good day. How you begin your morning significantly impacts how you feel the rest of the day.
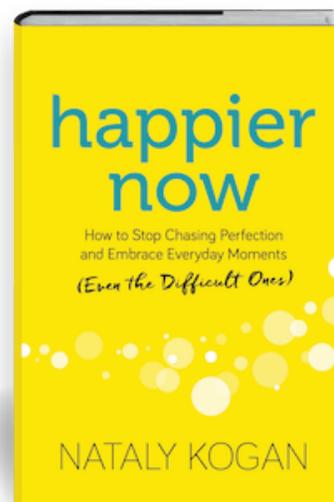
6 **Be honest when you feel stressed and share what you're doing to take care of yourself.** When leaders are honest about dealing with stress and are open about their personal well-being practices, employees are more likely to value and engage in those practices themselves.

7 **Structure regular, short breaks during the day.** Increase creativity and productivity by encouraging regular breaks for constructive rest, especially when your team is overwhelmed and has long to-do lists. Regular breaks dramatically increase focus and double employee sense of health and well-being.

8 **Celebrate small wins!** Regularly share and celebrate small steps of progress by sending a team email or mentioning in a meeting and ask others to share theirs. Recognizing progress fuels resilience and productivity on the way to the bigger goal.

9 **Make it a priority to remove obstacles so your team can make progress.** Every day, ask yourself: What can I do to remove an obstacle for my team today? Talk to your employees and find out what obstacles they are facing that you can help with.

10 **Encourage employees to share their personal interests.** Start by sharing something you did last weekend, like a fun project or book you're reading, and ask employees what they are up to. You can have a significant impact on the trust, safety, longevity, well-being, and health of your employees with this one simple act.

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How to Stop Chasing Perfection and Embrace Everyday Moments (Even the Difficult Ones)

NATALY KOGAN

To boost your employees' happier skills (and yours!) and elevate your team through meaningful leadership, grab a copy of **Happier Now** by Nataly Kogan.

www.happier.com

Why Happiness at Work Matters

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Happier Employees

Are super productive. Happiest employees spend 46% more time on their tasks and report being 65% more energized by their work. Studies show that employees have many more new ideas and get more done when they feel happier.

Help others more often and spread well-being on their teams. Employees who are happier help their colleagues 33% more often than their less happy counterparts. When someone on a team reports feeling more positive, they are 20% more likely to have other teammates who also feel happier.

Are more successful and make their companies more successful. Studies have shown that happier employees receive more positive reviews and get more promotions. They find creative solutions to problems and work better as part of a team. Happiness correlates with being engaged in their work and companies with more engaged employees have twice the earnings and three times the profit of their counterparts.

Are less stressed out and healthier. At companies where employees have high stress levels health care expenditures are 46% higher than in companies where the stress level is lower. Happier employees take 10 times less sick leave than those who aren't happy.

Give companies a competitive edge. A research study among mid-sized companies indicated that those who provided employees with happy workplaces had a 46% reduction in turnover, 19% reduction in the cost of sick leave, and 12% increase in performance and productivity.

At Happier, we're dedicated to sharing simple, scientifically-backed practices that can dramatically improve the well-being and happiness of your employees. To learn more about Happier @ Work resources and programs, please visit **www.happier.com**.