



The “Why” & “What” of  
Happiness  
in the workplace



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# Why Happiness?

Study\* of the handwritten autobiographies of **Catholic nuns** at age 22



Strong association between positive emotional content and longevity

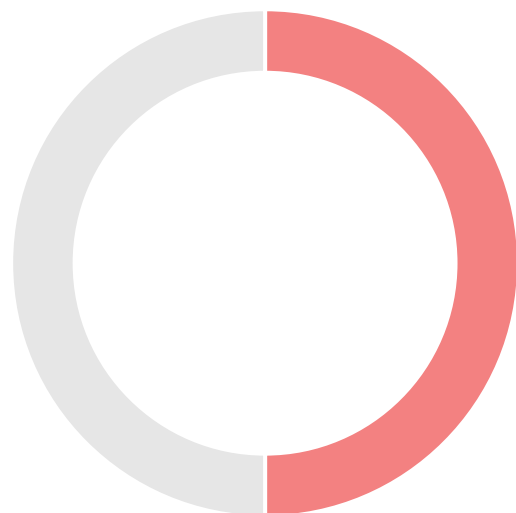
\*"Positive Emotions in Early Life and Longevity: Findings from the Nun Study", Deborah D. Danner, David A. Snowdon, and Wallace V. Friesen, 2001

# Happiness' impact in the workplace

Study<sup>1</sup> of 40 financial services business units

**Positive practices** (6 dimensions) were significantly associated with **financial performance** (6 KPIs), **work climate**, **turnover**, and senior executive evaluations of **performance**

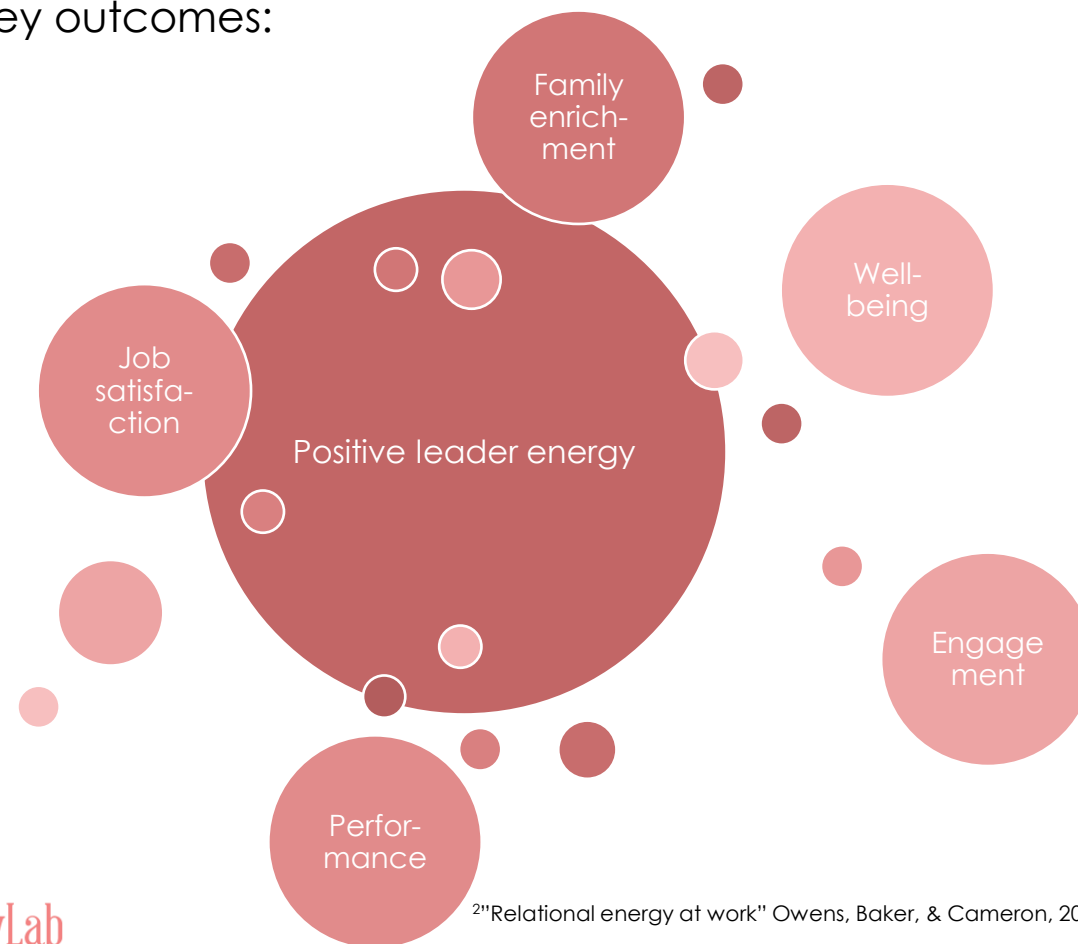
Financial performance



■ Positive practices ■ Other factors

Study<sup>2</sup> of 90 organizations' Leaders

**Positive energizers (Leaders)** significantly affect key outcomes:



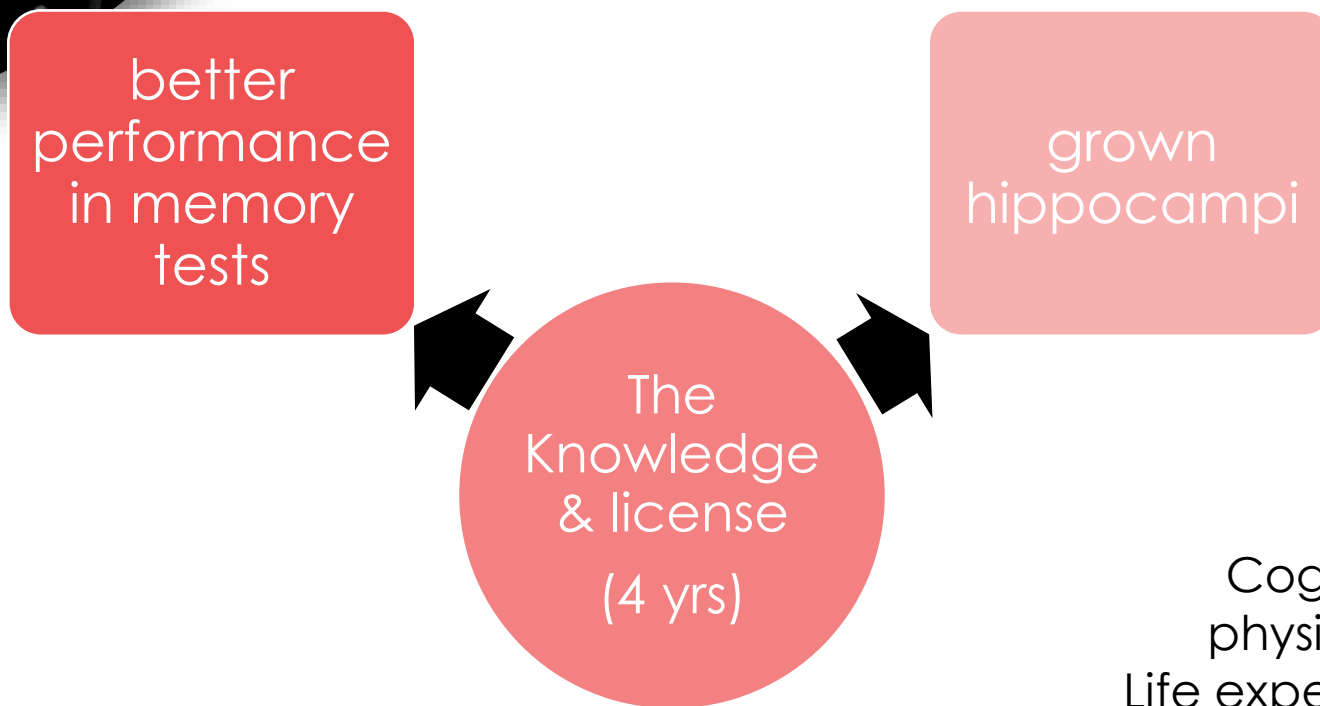
<sup>1</sup>"Effects of Positive Practices on Organizational Effectiveness", Cameron, Mora, Leutscher, Calarco, 2011

<sup>2</sup>"Relational energy at work" Owens, Baker, & Cameron, 2016



# *About human potential*

Study of **aspiring taxi drivers**, by researchers at U.C.L.



## **Neuroplasticity**

Cognitive exercise produces physical changes in the brain  
Life experiences re-wire our brain



# *Pillars of Happiness*

Positive Emotions

Engagement

Relationships

Meaning

Accomplishment

Health



# *A great approach*

Scientific | Evidence-based

Holistic | Human psychology

Consistent over time

Multi-layered: Employees, Teams, Leaders, Practices

Engaging | Ownership

Personalised: motivation, person-activity fit



***Thank you***

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[www.theHappyLab.gr](http://www.theHappyLab.gr)

