

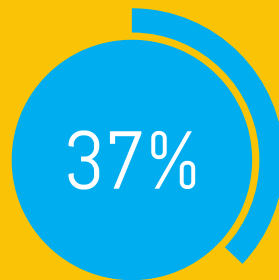
# Positive Psychology in the Workplace



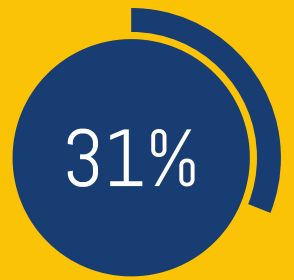
The Data is Clear. It Pays to Be Happy.

In his book *The Happiness Advantage*, Shawn Achor makes the case that “the single greatest advantage in the modern economy is a happy and engaged workforce.”

He pulled over a decade of research to show that having happy employees could increase sales by 37% and raise productivity by 31%.<sup>1</sup>



increase in sales



increase in productivity

P

E

R

M

A

Positive Emotion

Engagement

(Positive) Relationships

Meaning

Accomplishment



## Using the PERMA Model to bring Positive Psychology into your Workplace<sup>2</sup>

Martin Seligman, known as the “father of positive psychology”, outlines the five essential components of wellbeing. Here’s how to incorporate them into the workplace:

**Positive Emotion** - Encourage positive emotions at work by cultivating a culture of gratitude and positivity. Clearly define work parameters and expectations, frequently give kudos, make sure that everyone gets a chance to speak during meetings, and promote work-life balance.

**Engagement** - Keep employee engagement high by offering opportunities for development and letting employees work where their strengths most shine.

**Relationships** - Foster strong bonds between co-workers, peers, and, managers to increase communication and collaboration. An established system of support and communication should be a priority and team-building events should be regularly promoted.

**Meaning** - Every person in the organization should know and understand the mission, values, and purpose. Regularly sharing customer/client feedback with employees provides opportunities for teams to reflect.

**Accomplishment** - Set clear goals and celebrate when company goals and milestones are met. Recognize achievements and give thanks beyond employee performance reviews.

## References

1. <https://hbr.org/2011/06/the-happiness-dividend>

2. <https://positivepsychology.com/positive-psychology-workplace-labor-of-love/>