

The Happy HR Professional

Happiness at Work – Creating the Ultimate Workplace

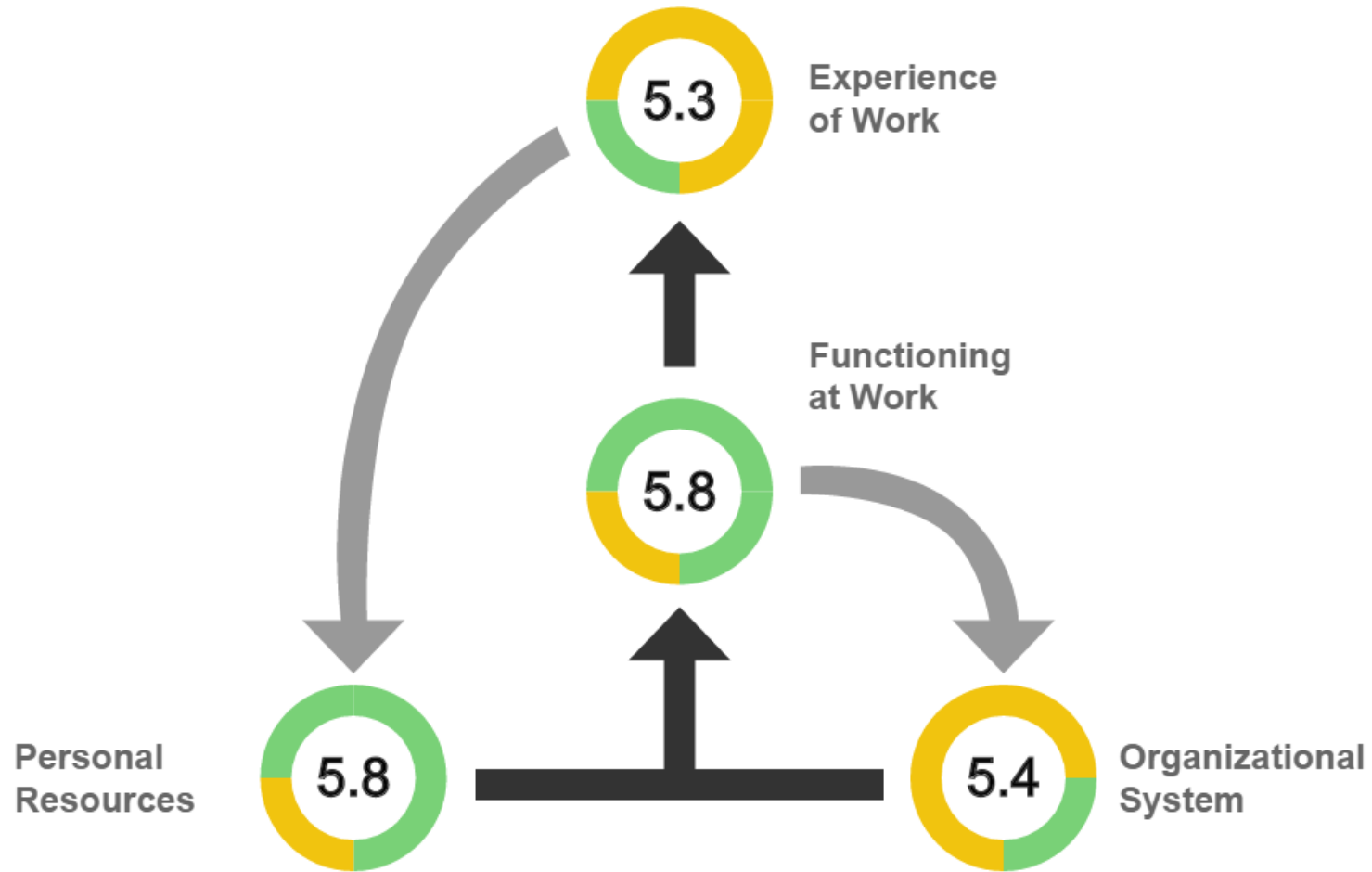
June 17, 2015

Happiness at Work = Strategic Advantage

Quick View of Results

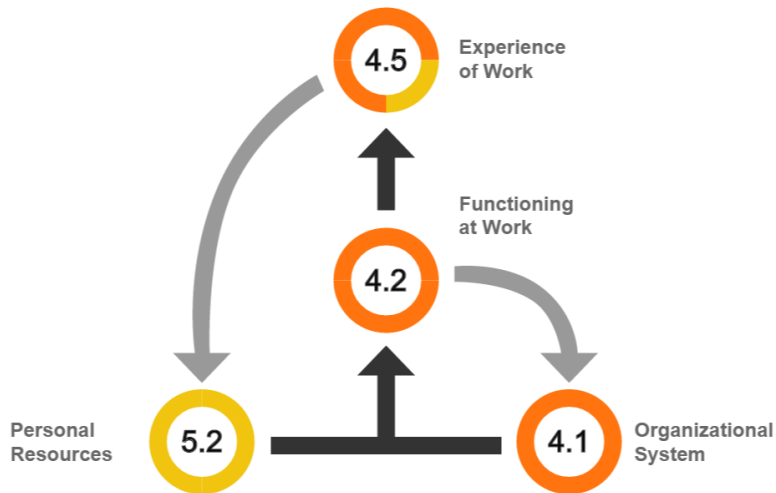
	June 2015	January 2013
Overall results	5.6/10.0	4.4/10.0
Good jobs?	48%	20%
Employment status	19 of 21 full-time	24 of 25 full-time
Gender	20 of 21 female	21 of 25 female
Sector	16 of 21 for profit	16 of 25 for profit
Organizational level	12 of 21 senior 9 of 21 staff	7 of 25 senior 18 of 25 staff

Dynamic model



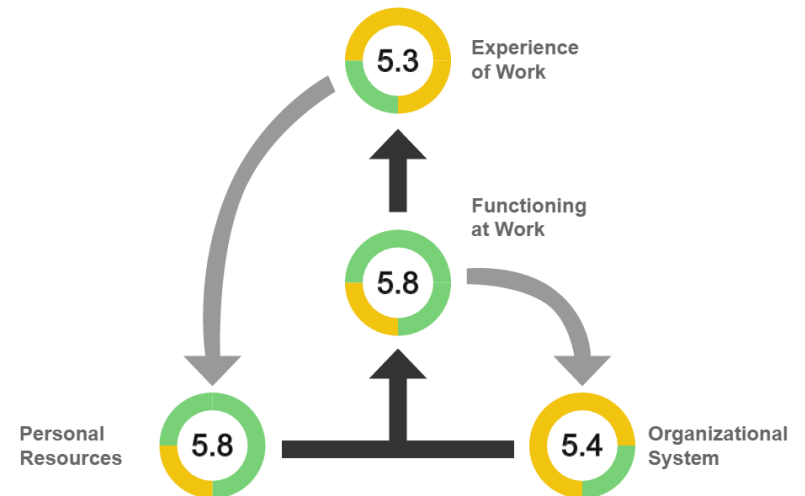
Dulles SHRM, 2013

Dynamic model



Dulles SHRM, 2015

Dynamic model



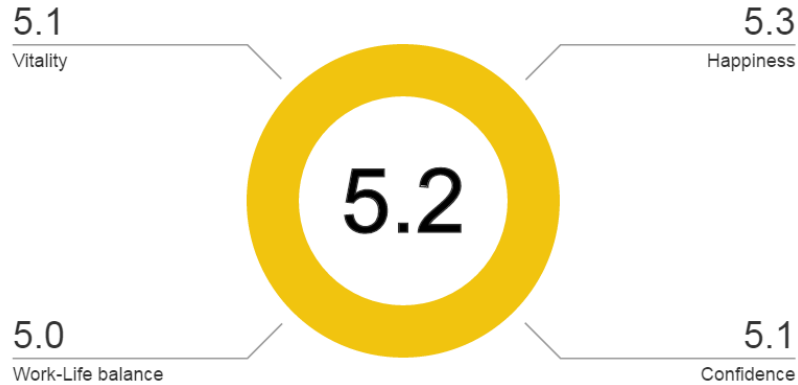
Personal Resources

Vitality

Personal resources



Personal resources



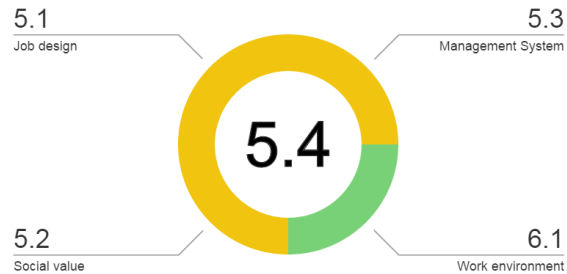
Personal resources



Organizational system



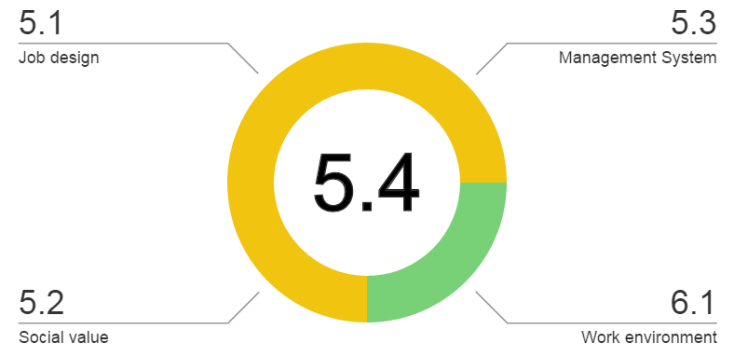
Organizational system



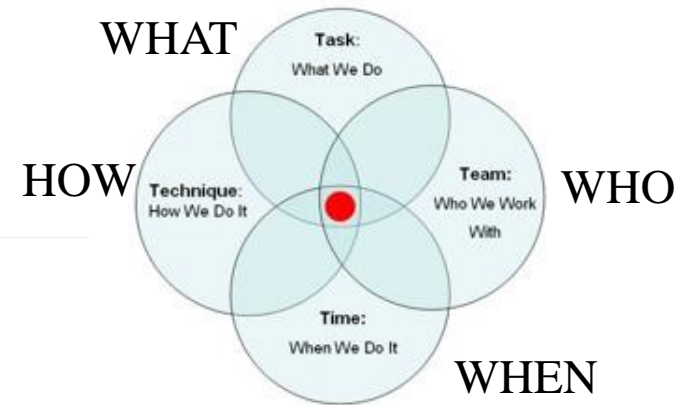
Organizational system



Organizational system



Functioning at work



Functioning at work



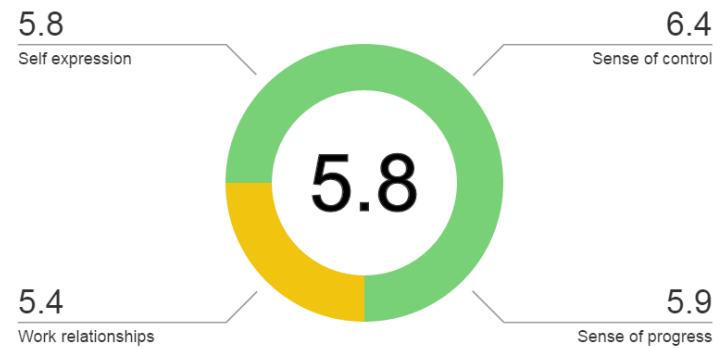
PROGRESS



Functioning at work



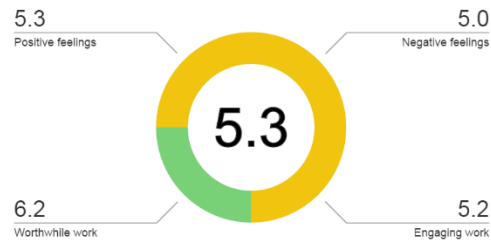
Functioning at work



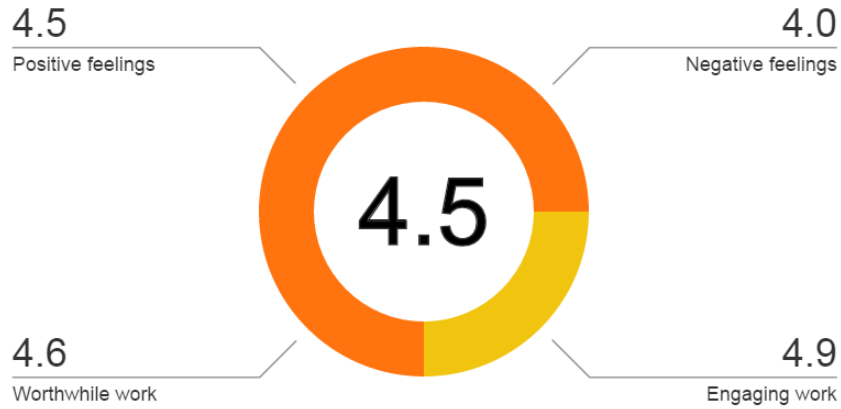
Experience of work



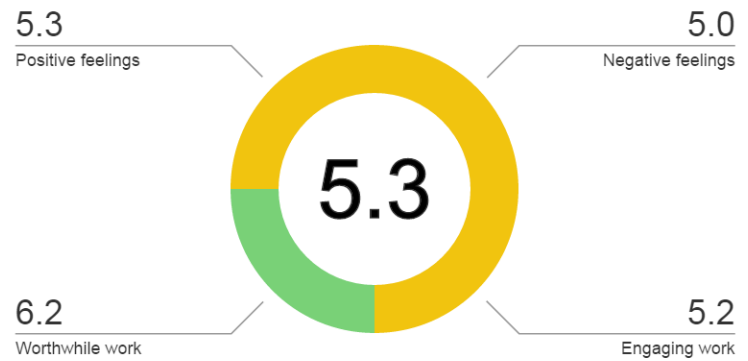
Experience of work



Experience of work



Experience of work



Making the case...in summary

Subjective well-being or happiness

- all encompassing
- robust research
- complement to GDP and organization KPI's
- Sustainable competitive strategy

Assess people, teams, organizations...

40 questions, standard

Customize

Online

Individual, team, organization

Immediacy

Confidential

Cost effective

Actionable

Implement effective interventions

- Distributed
- Progress
- Personal resources: purpose, relationships, PFE
- Org systems: feedback, achievable, purpose
- Functioning: friends, strengths, authenticity, autonomy, learn & grow
- Experience: stress, frustration

For more information

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How we use surveys...

- **Do we use surveys?**
 - 45% currently conduct
 - 29% don't
 - 24% considering it
- **How often do we survey?**
 - 50% annually
 - 39% biannual
- **Success of surveys?**
 - 44% very helpful, helpful
 - 39% neither
 - 17% unhelpful, very unhelpful