

The Complete Picture: Why Workplace Happiness Needs More Than Positive Emotions



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Culture & Organizational
Development
Focus on Happiness at
Work and Social Safety



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Today

- Happiness at work, definition
- Why important?
- What makes us happy at work?
- Emotions at work: exercise in small groups
- Reflections
- Practical tips

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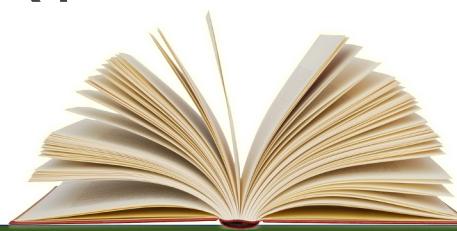
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Happiness at work

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What is happiness
at work?



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'Subjective Well-being'



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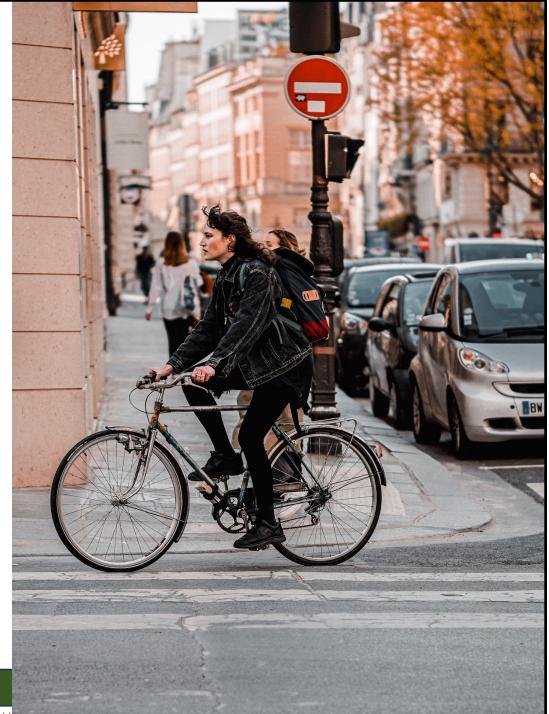
The feeling of
happiness you
get from work



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Whistling on your way to work and back home



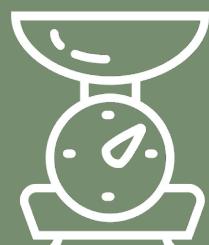
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Positive emotions
pleasure, peace, hope,
gratitude, interest, pride,
love, inspiration,
appreciation



Negative emotions

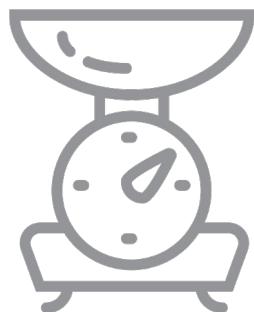
Anger, aversion, greed,
worry, fear, shame, hate,
shock, loneliness



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Positive emotions

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Negative emotions

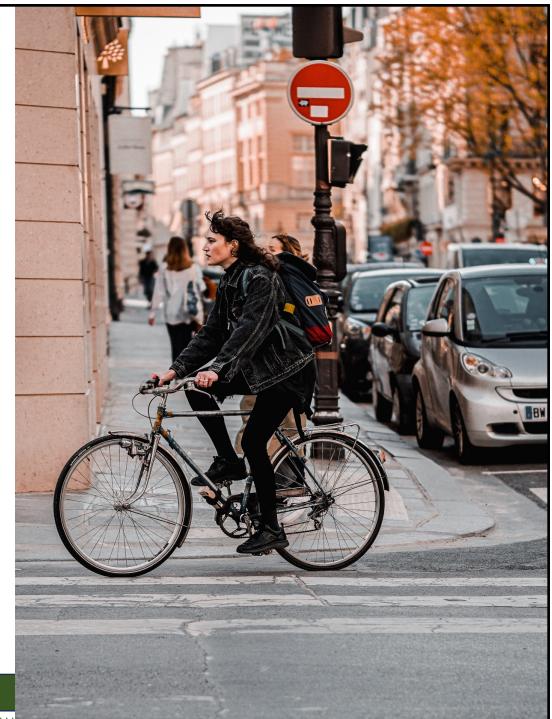
Anger, aversion,
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shock, loneliness



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Every day?

No!



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Why are happiness at work and a positive work culture important?



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First and foremost, for yourself



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Happy people perform better



More engaged



More creative



Less stressed



Better teamwork



More productive



Happier clients



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So...

Being happy at work
has a lot of advantages



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EXERCISE
2 + 2 minuten



Tell me about the best working experience
you ever had, that made you feel really
happy. Be specific!

(what, when, with whom?)



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What contributes
most to your happiness at work?



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4 Pillars of Happiness at Work



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Purpose - meaning

- Contributing to something bigger than yourself
- Making a difference for someone else
- Doing meaningful, useful work, work you actually CARE about



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People - Connection

- Working together on shared goals
- Social and psychological safety
- 'Social support'
- Giving and receiving appreciation
- Engagement

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Progress

- Making progress in meaningful work
- Experiencing satisfaction
- Being productive
- Achieving goals
- Celebrating successes

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Positivity - plezier

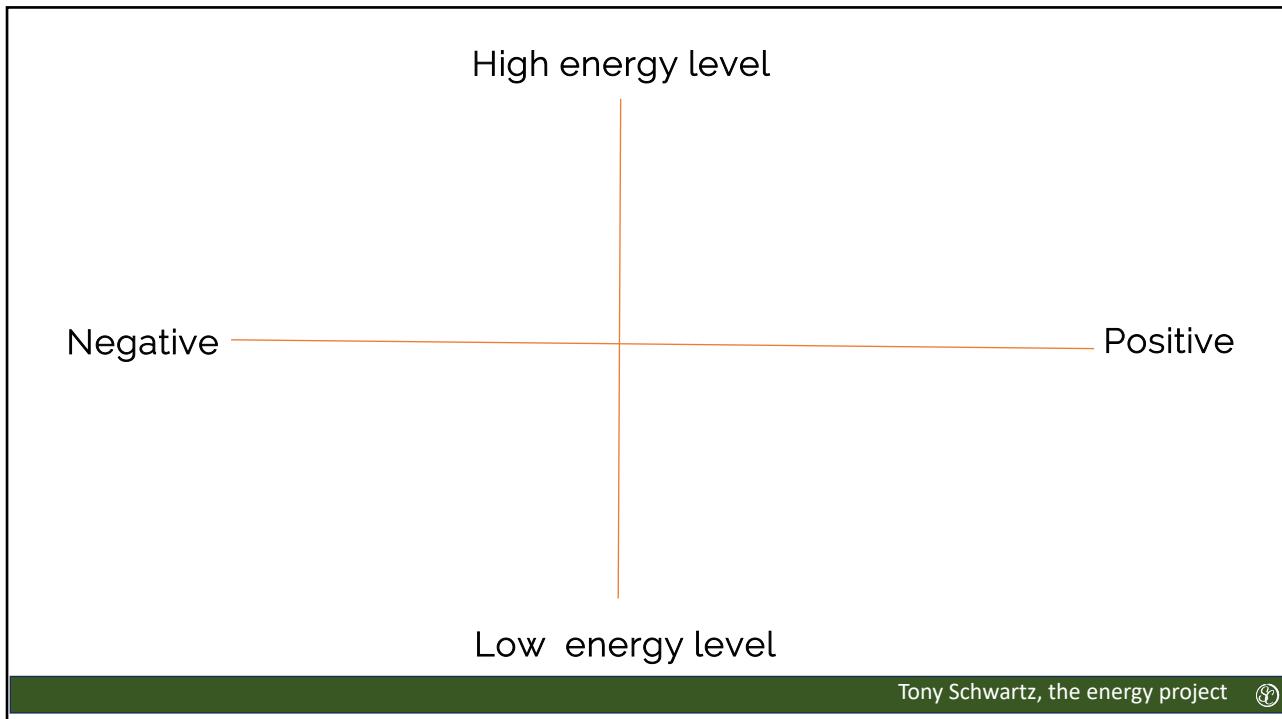
- Fun and good atmosphere
- Health: exercise, nutrition
- Recharging vs. losing energy
- Note: not about superficialities

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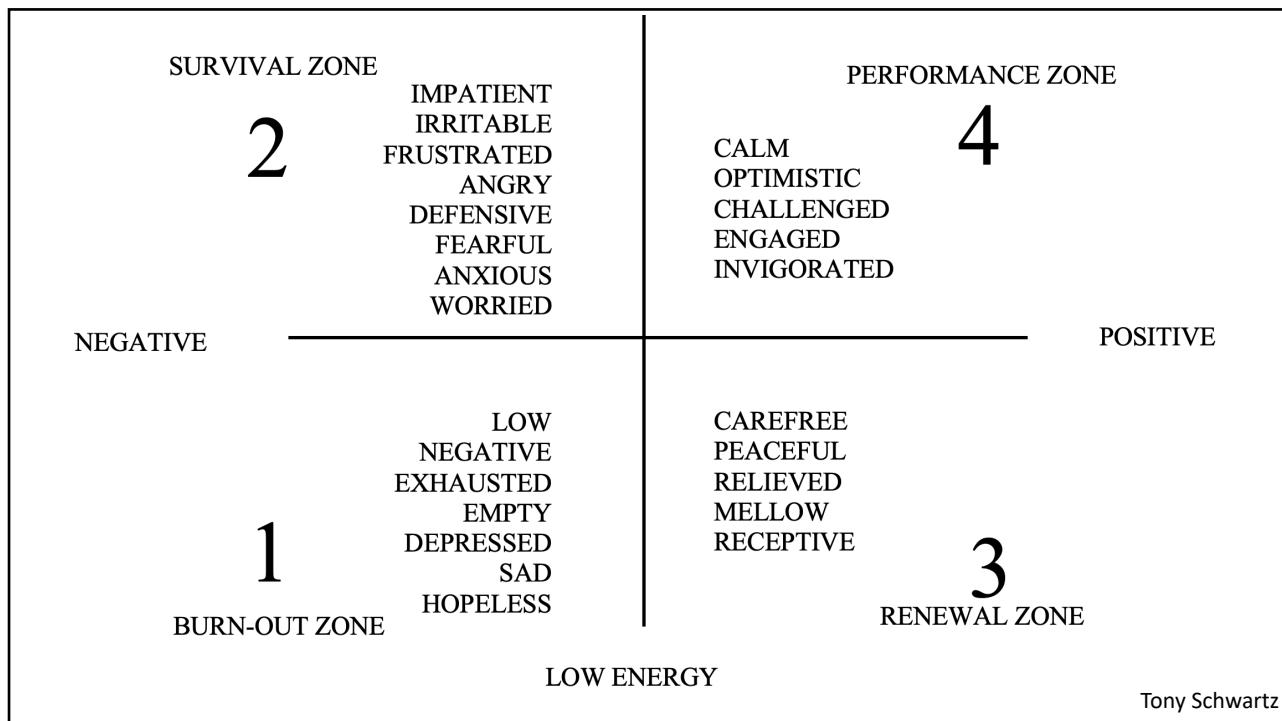
Exercise

Form groups of max 6 people
Find a table/ place to sit
Take your journal&pen
Get the assignment (1/group)
Get to work ;-)
See you back here at 14.50!



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What have we learned?

- All quadrants are useful
- We perform best if we experience positive – high energy emotions, but this is not the only quadrant we need for happiness
- If we know our emotions and what causes them, we can manage them!

Ethan Kross 

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“The goal is not to run from negative emotions, or pursue only the feel-good ones, but to be able to *shift*: experience all of them, learn from them, and, when needed, move easily from one emotional state into another”

Ethan Kross, shift 

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What can you do to manage your emotions?

- Reframe the experience
- Change your focus
- Change your location
- Use your senses (music, flowers)



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THE
JOURNEY
IS ON

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