



Leading with Happiness

Self-Assessment

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Leading With Happiness: How happy are you at Work?

What was one of the happiest moments you've had at work?

What about that moment made it so good?

Your response to these questions likely brought about memories of being “in the zone,” tapping into your strengths, creativity and talents. You might have experienced a sense of flow and focus. Or, your happiest moments may have involved positive and fun collaboration with others. This collaboration made you feel energized, challenged and was personally rewarding.

Whether working solo or in a team, your happiest moments at work tap into your emotional intelligence skills. When you feel a sense of personal growth and accomplishment you're experiencing the EI skill of self-actualization. When you connect with others and share a mutually beneficial experience, you're forging stronger interpersonal relationships.



The three factors that have the greatest impact on workplace happiness are:

A sense of belonging, positive relationships, and a sense of purpose.

Without these emotional elements in place, work and life lose meaning and satisfaction.

Does happiness matter to leadership? A study conducted by the Center for Creative Leadership found that interpersonal relationships, stress tolerance, and optimism differentiated high-performing leaders from unsuccessful ones. These successful leaders rated highest in happiness, while the lowest-performing leaders ranked lowest in happiness, empathy, and interpersonal relationships.¹

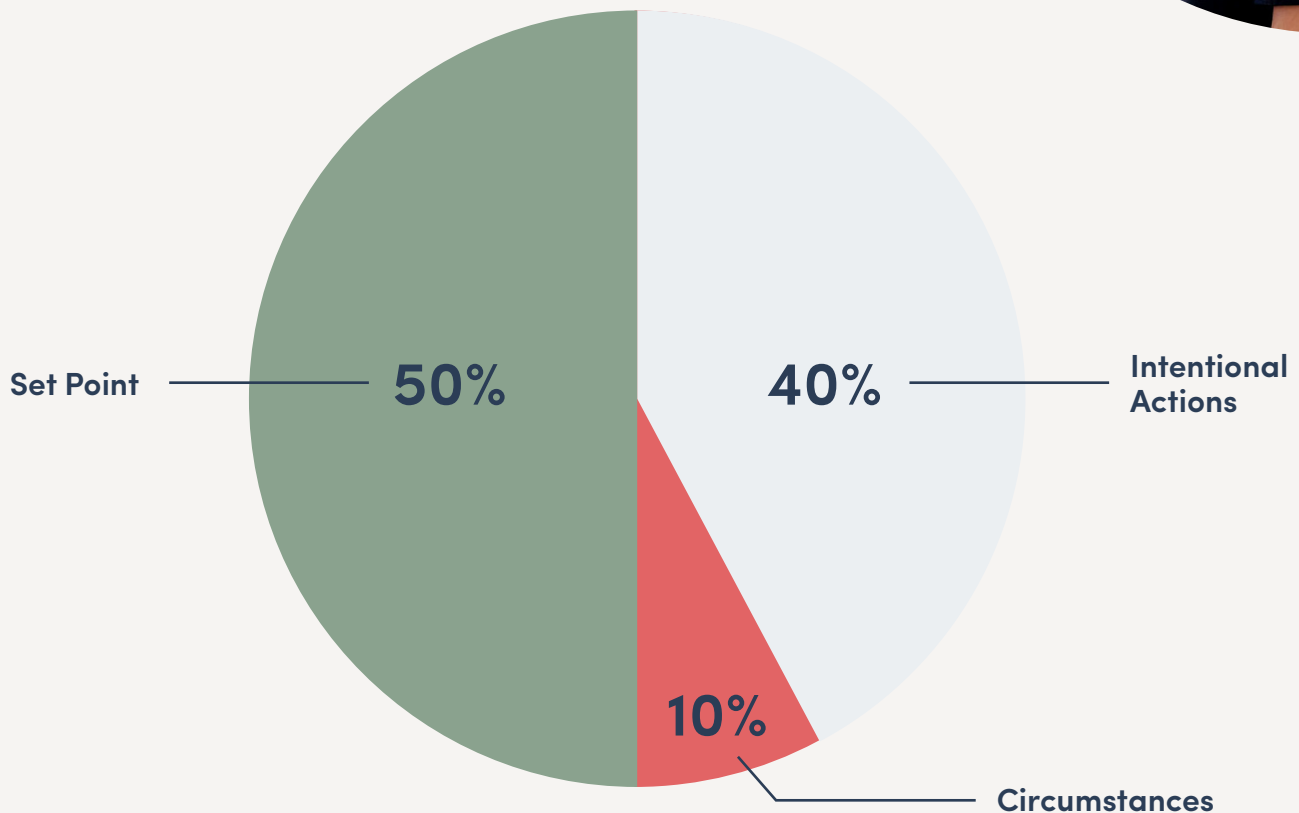
Neuroscience tells us emotions are contagious. Engaged, motivated employees “catch” optimism, stress tolerance and happiness from their leaders. The reverse is true as well. Unhappy leaders result in unhappy teams. McKinsey and Company put it another way; as a leader, are you contributing to dysfunction and disharmony?

Successful leaders take responsibility for their own happiness and those they lead. Research shows employees are 13% more productive when they are happy.

What Makes us Happy

Sonja Lyubomirsky Ph.D

Department of Psychology at the University of California



What makes us happy? We know from the research of Sonja Lyubomirsky and others, that we all have a 'set-point' of happiness. Yet, we can positively impact our overall happiness through our actions and emotional management skills.

Curious to know what your current level of happiness at work? Take this brief self-assessment based on Sonia Lyubomirsky's Subjective Happiness self-assessment.

Exploring Your Answers

Happiness at work includes feelings of self-actualization, optimism and the ability to enjoy your job and those you work with. You may further develop your happiness by exploring your answers to the following questions:

Self-Regard

Happiness is a by-product of believing in yourself and living your values.

- Reflect on your past accomplishments to identify skills that enabled you to be successful.
- If you could improve on facet of your work-life or job, what would it be? Why?

Optimism

The ability to recover from set-backs and regain a happy state is contingent on your level of optimism.

- When faced with a new challenge, how do you typically feel? List your emotions and think about why you feel this way and how “true” your perception is.
- What thoughts help you remain optimistic during more difficult times?

Interpersonal Relationships

Relationships enhance and sustain levels of happiness. Meaningful relationships are one of the greatest indicators of life-long happiness.

- Are there times when you struggle with your relationships at work? What causes the struggle?
- How do you remedy conflict and miscommunication? How flexible are you in your approach?

Self-Actualization

Happiness comes from a willingness to learn and grow.

- Are there areas of your work that you'd like to further develop? If so, how can these endeavors mesh with your leadership or career aspirations?
- Identify what you value most in life. Are you spending enough time on the activities at work that align with your deepest values? Are there areas that need better balance?



Next Steps

You've taken the first step toward happy leadership by raising your self-awareness.

Take the next step and complete the EQ-I Emotional Intelligence self-assessment. Learn your current Happiness index along with EI scores in self-perception, self-expression, interpersonal relationships, decision making and stress tolerance. **Contact The Ei Coach at susan@theicoach.com.**



Contact Susan Clarine

Great leaders score high in the dimensions of emotional intelligence. If you'd like to work with The Ei Coach to develop a customized coaching program for your top-performers, contact Susan.

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