



躍動

卓越領航 共建企業健康

LEAP



FOUR DIMENSIONS
富達盟信顧問有限公司 Consulting Limited

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Happiness at Work

“Harvard Business Review” discovered happy employees are more conducive to the sustainable performance of organizations. Studies show that these employees are not only healthier, more creative, perform better, but also willing to take an extra step to contribute. Moreover, happiness can be contagious and will create a virtuous organization, result in further positive engagement.

What is the meaning of “Happiness”? Psychologist concluded that happiness has three dimensions: a pleasant life (full of positive experience, such as contentment, hope and sensory enjoyment); good life (one can use own unique virtues and strengths); and meaningful life (one has a purpose to contribute to the greater organization).

So, how to create a happy workforce and go towards an excellent organization with sustainable growth?

As business leaders, it can achieve the three dimensions of employees’ happiness

- Are my staff enjoying the deployed work environment and their relationship at work ?
- Do my employees laugh?
- Whether my staff is in appropriate positions?
- Can they apply their strengths and virtues at work?
- Do they understand the purposes of organizations and are willing to contribute to them?

Despite increase the link between salaries and benefits to improvement in staff performance, it is not the only way to employees’ happiness. In fact, providing staff with a pleasant work environment, creating mutually beneficial harmonious, helping team, appreciating and developing employees’ strengths and helping employees to find the meaning of work to facilitate employees to love their work is the key to creating happy staff.

LEAP 是指：

L eading Personal Effectiveness
發展人才

E nhancing Family Cohesiveness
凝聚家庭

A chieving Team Success
卓越團隊

P romoting Corporate Wellness
促進企業健康

Office Joke

Tom stepped into the counselling room with a grave and gloomy face. After further inquiries, Tom doubted: "Am I really look so difficult to get close? You are not the only one say I look so serious. My subordinates and family also turn away from me and I really do not know where the problem is." Tom sighed.

After in-depth conversation, I knew that Tom came from Disciplinary Force, and now works as a security manager in a large company. Because of the working nature, he often stays in an extreme state of tension. He has already forgotten when the last time he laughed in true happiness took place.

After the interview, Tom was willing to change himself in different aspects, such as smiling more, reading humorous comedy / book / website / pictures and trying to make some innocuous jokes with people. Gradually, Tom transformed from a perfectionist into a person self-deprecating oneself shortcomings and weaknesses. That made people felt Tom was more easy-going and became intimate. After a few weeks, through continuous attempts and efforts, Tom's family and colleagues' attitude toward him seemed to be better since they were more willing to talk and shared ideas with him.

Positive Psychology states that "Laugh is the shortest distance between two people". Humor is a lubricant of interpersonal communication, which can enhance the affinity, thereby building team's morale. Moreover, a sense of humor is infectious. Positive energy will be stirred up when employees work in that atmosphere and thus clash more sparks within the team. Positive Psychology also points out that a sense of humor in the workplace can improve the team's ability to confront with adversity and increase compressive resilience, thereby boosting up overall productivity.

When the workplace is under such a joyful and relaxed atmosphere, staff can reduce unnecessary psychological defenses and spare more effort on generating new ideas and thoughts. The relaxed atmosphere also conducive to raising employees confidence to express their ideas. As the example of Tom, after Tom had developed a sense of humor, his tense state of nature was gradually unleashed and let people easier get into his life to understand his ideas and express their own thought.

When you encounter problems in life or at work, you might follow Tom to laugh at yourself, and after that, you may find a new angle to deal with the challenges.



Happiness never leaves

One day, a cute puppy asked her mother: "Mummy, what is happiness?" Mom gently said "Happiness is your tail." Puppy thought: "Oh so happiness is my tail!" Then she tried to bite her tail every day, desperately wanted to chase her happiness. But no matter how hard she has been chasing, it kept fail. she asked her mother with frustration: "Mommy, why am I always not getting happy?" Mom answered her: "Happiness cannot be chased intentionally. When you pay attention to the wonderful things around you then you will find out that happiness is already behind you."

In the workplace, it is often hearing complaints about excessive workload, mean and demanding bosses, inconsiderate colleagues and the suchlikes. But we might neglect a lot of things that can make us feel contented and joyful, such as stable job and income, team spirit, customer recognition and so on. Therefore, if we treasure everything with gratitude and heart, we will find happiness always follows behind us, and never leaves.

