The Science of Happiness
Let me tell you a story...
About me

- from Verona, Italy
- software dev & continuous improvement
- Kanban, Lean, Agile “helper”
- Sky

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Positive Psychology

“Positive Psychology is the scientific study of the strengths that enable individuals and communities to thrive”

Martin Seligman
Father of Positive Psychology
The Happiness Advantage

Shawn Achor

The happy secret to better work
TEDxBloomington - 12:20 - Filmed May 2011
I’ll be happy when...
Happiness in Life

Live Longer

Health

Reduced stress & anxiety
Happiness at Work

- Brain performs 31% better
- Faster recovery from stress
- More Learning
- Org. Citizenship
- More Creative & Attention to details
- High EI, Better Team
Companies should care.

Happiness is a competitive advantage.
Our mind shapes reality
IN PRACTICE

Things you can do with your team
Journaling
THE HAPPINESS JOURNAL

- Open up a random page.
- Write down 3 things you’re grateful for that occurred over the last 24 hours.
- Items don’t have to be profound, but be specific. E.g., “instead of ‘I’m grateful for my son’ say ‘I’m grateful for my son because he hugged me today, which made me feel loved.’” Or “I loved the ice cream flavor I had.”
- Recall as many details as you can from those meaningful experiences.
- If someone is responsible for one of those things, this could be the time to thank them (write them a note or send them a nice message).

WHY IT WORKS

- This exercise trains your brain to scan the world for the positive first.
- Our brain can’t tell the difference between visualization and actual experience. By doing this exercise, you’re making your brain experience meaningful moments, focusing on their positive effect.
- Several studies have shown that doing it for 21 days results in dramatic happiness improvement.

RULES

- Don’t intentionally read the thoughts of another person.
- The content of this book will NEVER be made public.
- What you write is entirely in your control. You decide.
- Be as creative as you want. You can draw, paste a picture, use colors, etc.

Happiness is not a mystery. It is a work ethic. You have to train your brain to be positive just like you work out your body. We not only need to work happy, we need to work at being happy.

BE GENTLE WITH YOURSELF. YOU’RE DOING THE BEST YOU CAN.
Celebrate Learning
Relationships
Active Listening
Job vs Calling
Job vs Calling

HIGH RETRAINS - OBJECTIVES

PROJECT: MORE PROFILE OPTIONS TO AVOID LINE RETRAINS

NIM: 1) APPLY INTENDED CONFIGURATION

2) KEEP SHOWING ACCURATE INFO IN LAMA
   ➔ TO BE ABLE TO TROUBLESHOOT PROBLEM
   ➔ TO MAKE CUSTOMERS' LIVES BETTER

WE ❤️ SKY!
Pygmalion Effect
Happiness is contagious
Happiness is contagious

Video: https://www.youtube.com/watch?v=1veWbLpGa78
What I’ve learnt

- Happiness leads to success, not the other way around

- Happiness has a massive impact at work, for yourself and the whole team

- Train your mind to be happy(er), change the lens through which you see the world
“We're finding that it's not necessarily the reality that shapes us, but the lens through which your brain views the world that shapes your reality. And if we can change the lens, not only can we change your happiness, we can change every single educational and business outcome at the same time.”

Shawn Achor
Author of “The Happiness Advantage”
THANK YOU!

really, really appreciated! Help me improve

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Resources

The Happiness Advantage

- The Happiness Advantage - Shawn Achor (Book)
- The happy secret to better work - Shawn Achor (Ted Talk)

Positive Psychology

- Positive Psychology (Wikipedia)
- Positive Psychology 101 (introductory articles)
- The new era of positive psychology - Martin Seligman (Ted Talk)

Effects of Happiness in life

- Happiness leads to success in nearly every domain of our lives: "The Benefits of Frequent Positive Affect: Does Happiness Lead to Success?" (meta-study of 200 studies on happiness)
- Happy people live longer: "Positive Emotions in Early Life and Longevity: Findings from the Nun Study" (Study)
- Happy people are healthier: "Emotional Style and Susceptibility to the Common Cold" (Study)
- Happy people are healthier: "Loneliness Is a Unique Predictor of Age-Related Differences in Systolic Blood Pressure" (Study)
- Reduced stress and anxiety in happy people: "The Undoing Effect of Positive Emotions" (Study)
Effects of Happiness at Work

- Happiness leads to 31% increased performance at work: "Employee Positive Emotion and Favorable Outcomes at the Workplace" (Study)
- More learning: "Broaden and build theory" (Wikipedia)
- More creative: "Positive Affect Facilitates Integration of Information and Decreases Anchoring in Reasoning among Physicians" (Study)
- Less sick days: "Unhappy workers take more sick leave" (Article)
- Higher Organisational Citizenship: "The Benefits of Frequent Positive Affect: Does Happiness Lead to Success?" (Study)
- Only 13% employees are engaged (Article)

Emotional Intelligence & Successful Teams

- What makes successful teams: "Evidence of a Collective Intelligence Factor in the Performance of Human Groups" (Study)
- What makes successful teams: "Collective Intelligence in Human Groups" (Video)
- Google’s research on team effectiveness (Articles)

Our mind shapes reality

- Old people living like in 1959 became younger: "A radical experiment tried to make old people young again" (Article)
- Our mind shapes reality: "Mind-set Matters: Exercise and the Placebo Effect" (Study)
Resources

**Journaling**
- Journaling for practicing happiness: "Positive Intelligence" (Article)
- Journaling rules in my team
- Why Journaling Works: "Inattentional Blindness" (Video)

**Kudo Cards**
- Expressing gratitude: "Kudo Cards"

**Social Relationships**
- Biggest predictor of happy life is relationships: "Happiness is love: full stop" (Study)
- Employees with better relationships are more productive: "How Much is that Email Contact Worth? $948, Say Researchers" (Article)
- Happiness is contagious: "Million Dollar Smile" (Article)
- The importance of relationships at work: "Learning Behaviours in the Workplace: The Role of High-quality Interpersonal Relationships and Psychological Safety" (Study)
- Happy people have more relationships: "Very Happy People" (Study)

**Active Listening**
- Supportive responses: "Will You Be There for Me When Things Go Right? Supportive Responses to Positive Event Disclosures" (Study)
Resources

Pygmalion effect
- Believing in the students turned them into super-smart kids: "Pygmalion in the classroom" (Study)
- Growth mindset (Ted Talk)
- Obama Effect as Lifting Black Test-Takers (Article)

Celebrate Learning
- Learning Cake

Prime for positivity
- People make their own good and bad fortune: "The luck factor" (Study)
- Recognise opportunities: "Life Decisions & Career Paths — Leave It All to Chance?" (Article)

Mindfulness
- Mindfulness (Wikipedia)
- Knee-jerk reactions: "The Vulcanization of the Human Brain: A Neural Perspective on Interactions Between Cognition and Emotion" (Study)
Resources

Job as a calling

- [Job as a calling: "Which Will Make You Happiest -- A Job Or A Calling?" (Article)](#)

Happiness is contagious

- [Million Dollar Smile - 10/5 rule (Article)](#)
- [Coca-Cola: Happiness starts with a smile (Video)](#)
- [Coca-Cola Belgium Shows Smiles are Contagious (Article)](#)