



CS09

The Science of Human Happiness – Rocket Fuel for Employee Engagement and an Antidote for Burnout

The Science of Human Happiness

**ROCKET FUEL FOR
EMPLOYEE
ENGAGEMENT**

**KRYPTONITE FOR
BURNOUT**

BY ROB DUBIN





**OPTIMISM AFFECTS
ALL OUR THINKING
AND HOW WE SEE
THE WORLD**

**RESILIENCE IS
THE ANTIDOTE
TO BURNOUT**

The State of Employee Mental Health in 2024



51% of workers feel used up at the end of the workday.

45% of workers feel emotionally drained.

44% of workers feel burned out.

The State of Employee Mental Health in 2024



Burnout is a key driver of turnover.

ONLY 16% of non burned out workers are looking to leave.

45 % of burned out workers say they are actively looking for a new job.

The State of Employee Mental Health in 2024



75% of HR workers say working in HR is exhausting.

84% of hiring managers say the tight job market is leading to burnout.

The High Cost of Unhappy Employees

88% of managers overall are struggling to meet goals because of hiring.

It Costs 2 years salary to replace many employees.

The ROI of Happier Employees

37% Increase in Sales from Happier more Optimistic sales people.

34% increase in Customer Satisfaction.

43% More Revenue.

27% Less Absenteeism.

5X Less likely to Leave.



**HAPPY
EMPLOYEES**

ARE MORE ENGAGED

MORE PRODUCTIVE

MORE PROFITABLE

STAY LONGER

Right now I am:



My job makes me:



Compensation

Benefits

WFH

Recognition

Culture

Career Dev.

Communication

Compensation

Benefits

WFH

Recognition

Culture

Career Dev.

Communication

=

Engagement

Retention

Compensation

Benefits

WFH

Recognition

Culture

Career Dev.

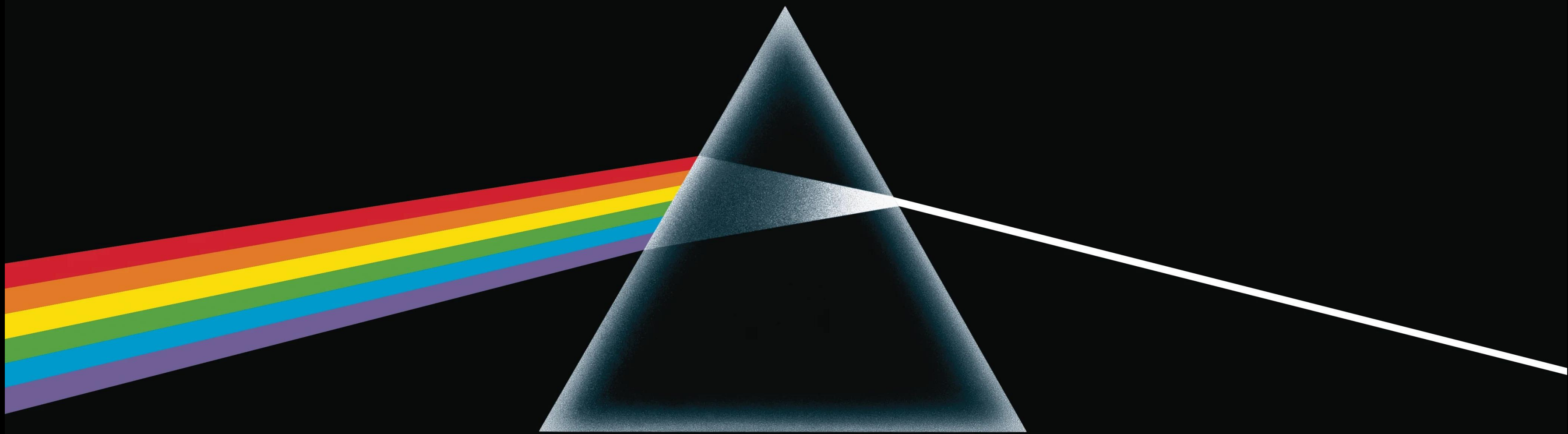
Communication

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Engagement
Retention



Compensation

Benefits

WFH

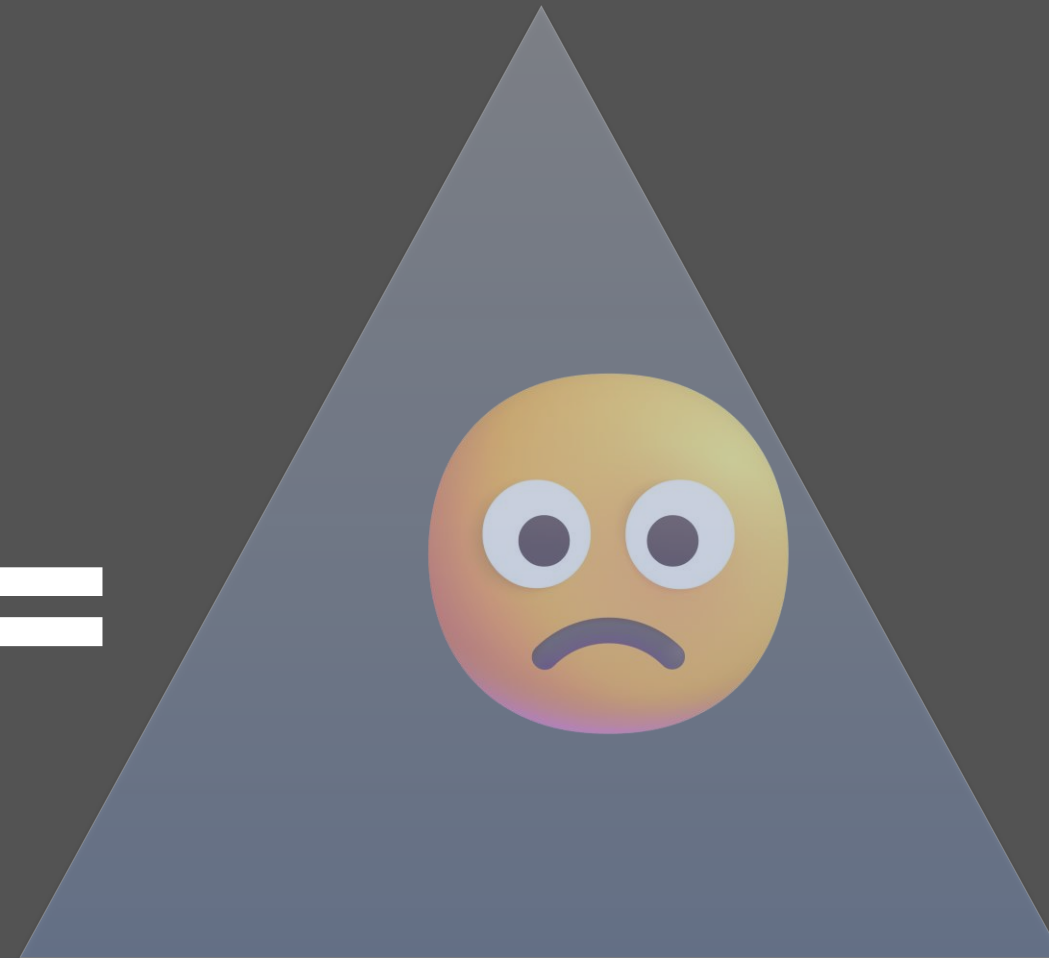
Recognition

Culture

Career Dev.

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Engagement

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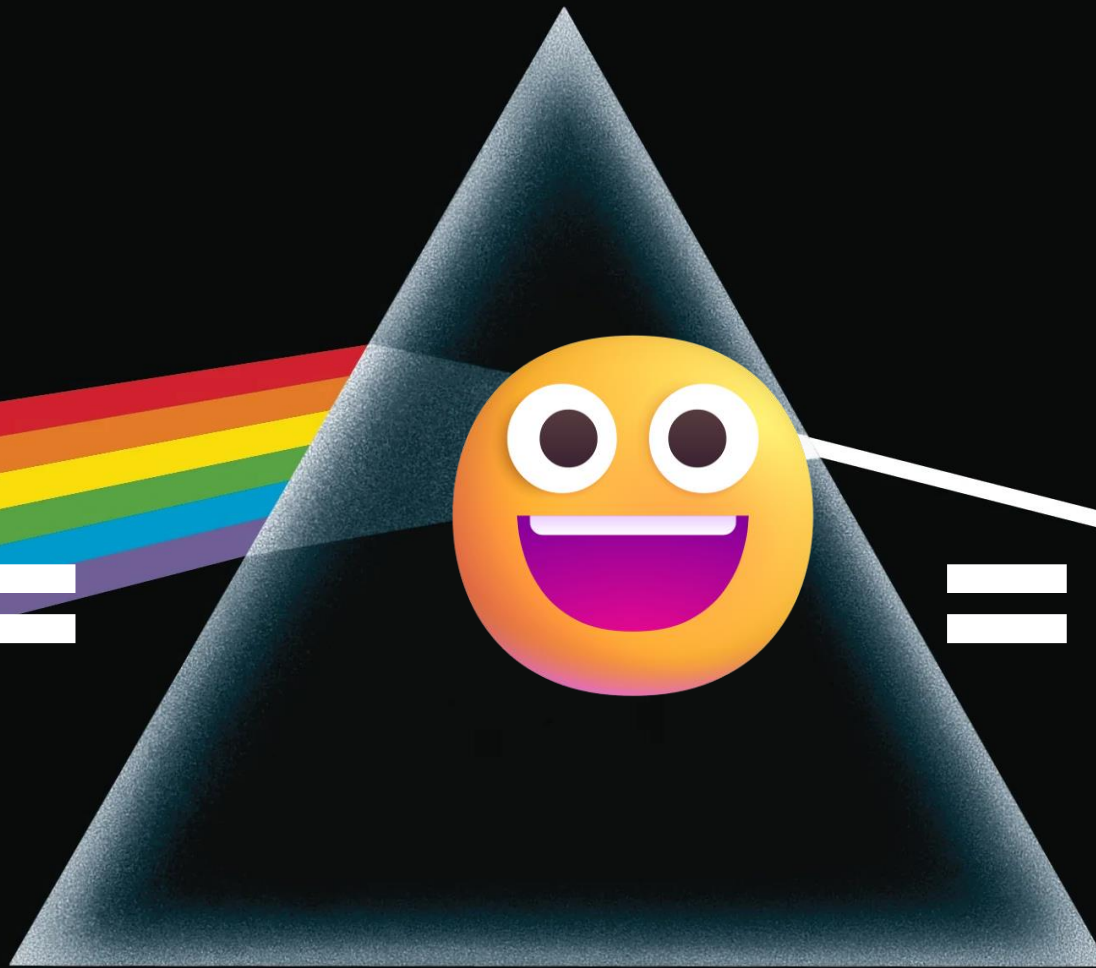
Recognition

Culture

Career Dev.

Communication

=



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Engagement

Retention

My job makes me:



PERSONAL UNHAPPINESS

is the cause of
burnout problems



Helping your employees to be truly
happy is the solution to
**ENGAGEMENT AND
RETENTION**

**HOW DO YOU MAKE
EMPLOYEES HAPPIER?**

YOU TEACH THEM.

**YOU TEACH THEM HOW TO BE BETTER AT BEING
HAPPY.**

The experience of our
lives is not
what happens to us,
but how we think
about what
happens to us

Happy people
think
differently



OPTIMISM SPREADS TO OTHERS

RESILIENCE PREVENTS BURNOUT

**OPTIMISM AND RESILIENCE BUILD TEAM
COHESION**

HAPPIER FUTURE



OPTIMISM

Optimism

See the glass as it is

Focus on the problem

Acknowledge it

Focus on the solution

Spend 3X more time

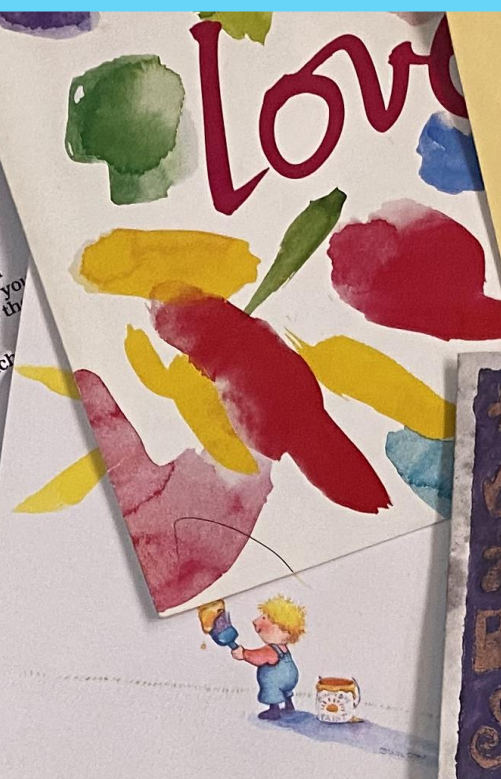
focused on the Solution



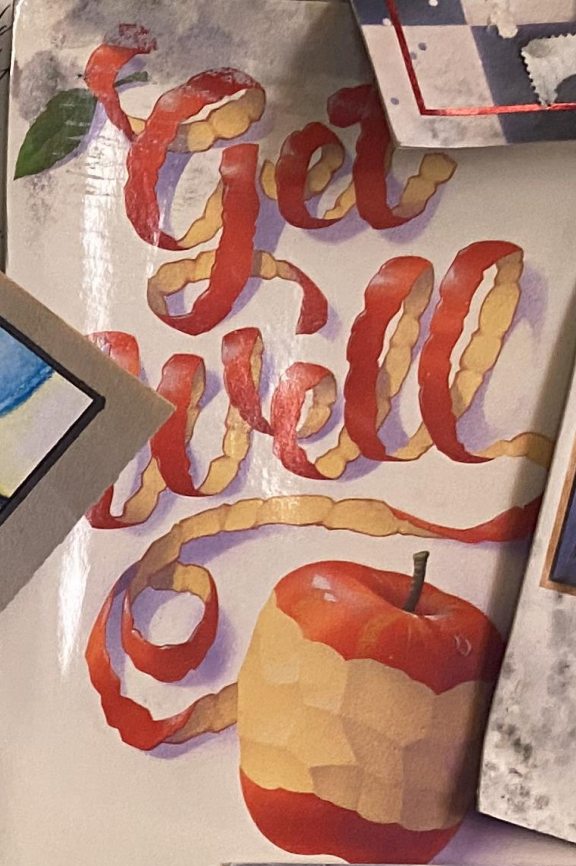
Maureen Dublin
Presb. St. Luke's Medical Ctr.
1719 E. 19th Ave
Denver, Colorado 80218

ROBBINS RESEARCH INTERNATIONAL

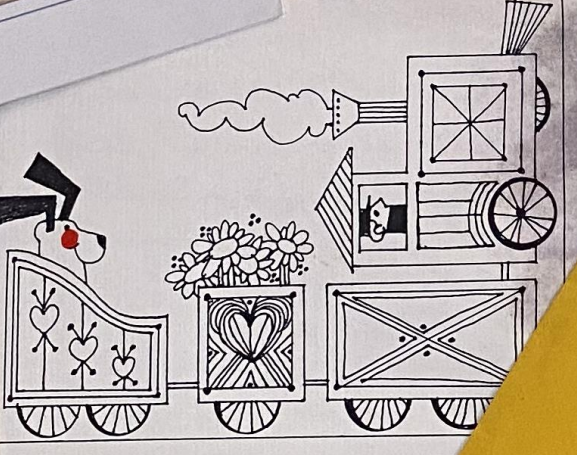
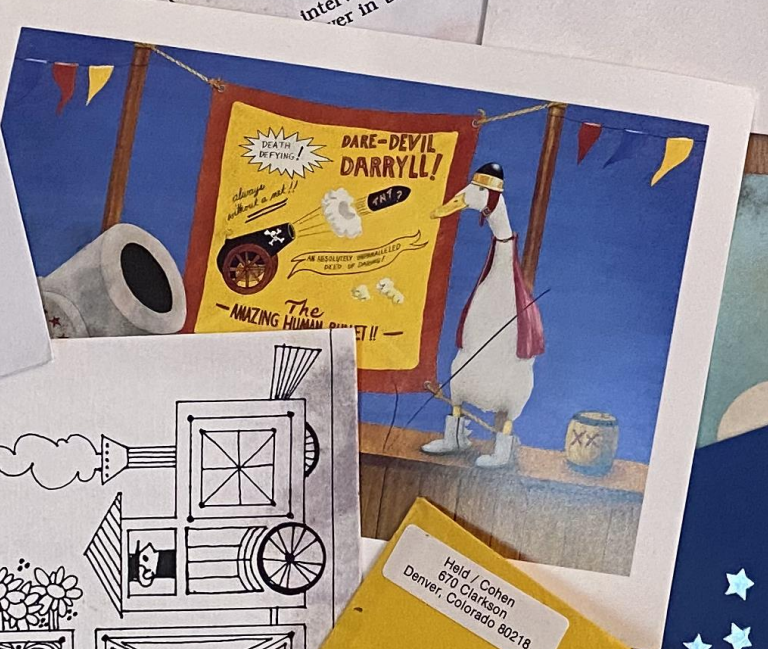
Dear Dee:
Tony asked me to forward the enclosed materials to you "post haste" to assist you in your recovery. He also asked me to convey his confidence in your ability to meet this challenge — with God's help, you are invincible; you must merely marshal your resources and attack this new situation with the same determination with which you bested your last.
Dec, please don't hesitate to call on us for further assistance. To reach Tony, call 619/535-9900, and ask for Jan Jones or Tiffani Taylor.
Best of luck to you!
Warm regards,
Anthony Robbins



we finally found
part of the world
found a place that
I'd heard of the
"do 5"
Hope



Hi, My name is... people call me... in the Boulder Co... the news and I had you... guys. I just want to say welcome... back home. They said you were... was in the area you were in. I told... myself that what happened... I didn't find any bodys. I told... couldn't find any bodys. when... day I almost gave up by the... then the two come in on you... they found you.
Well I'll lit you go and... me back home.







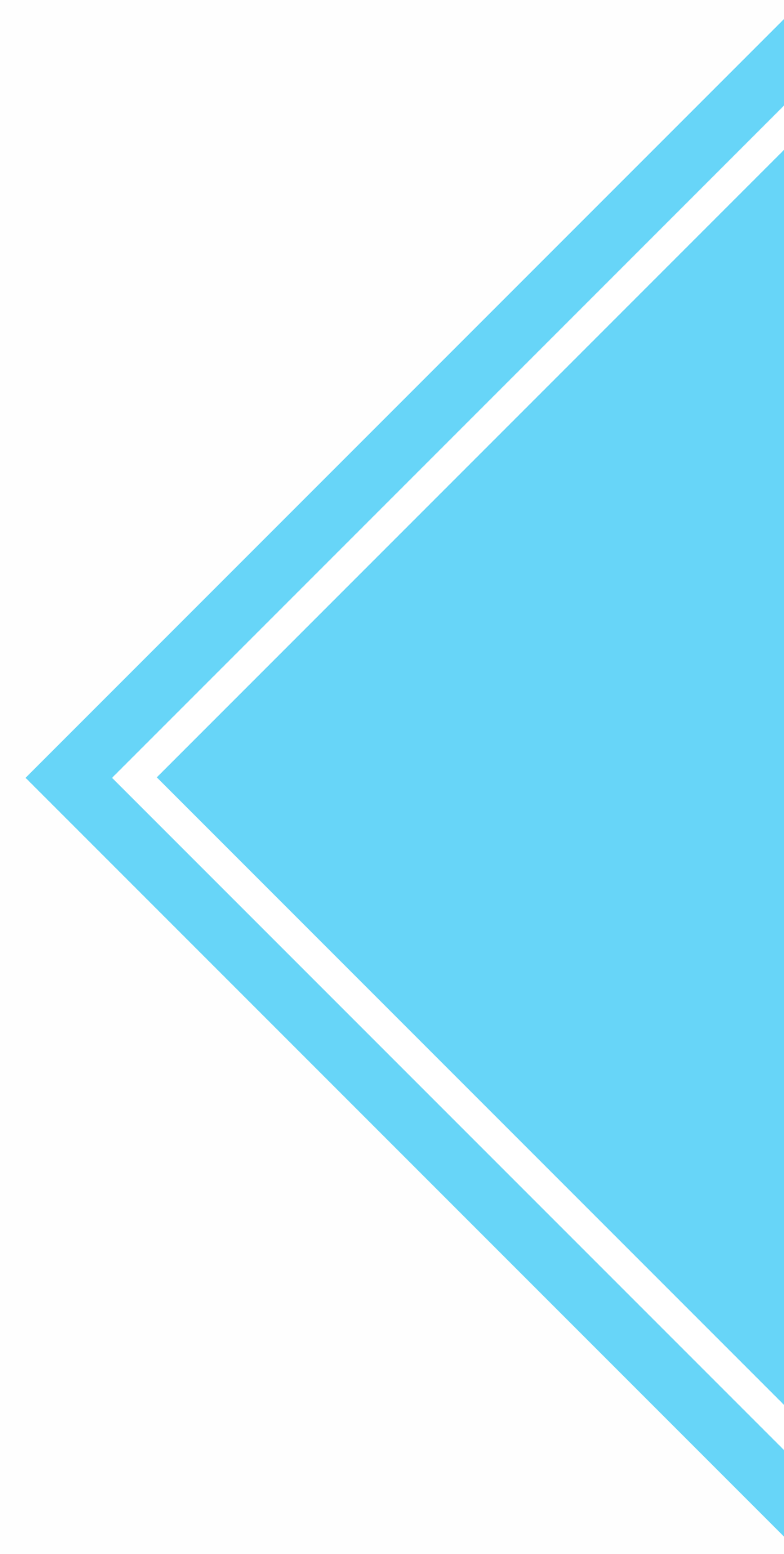
MIRACLE IN THE MOUNTAINS

AGAINST

ALL ODDS

Associated Press

The death-defying story of Rob Dubin, his wife, Dee, and friends who survived 5 days in a backcountry blizzard. Page 8





**"Happiness is the
meaning
and purpose of life,
the whole
aim and end of
human existence."**

- ARISTOTLE



“I believe that every human being has an innate desire for happiness...

I also believe the very purpose of life is to experience this happiness.”

- DALI LAMA



**WHEN YOU DECIDE
TO BE HAPPY YOU GAIN**



Joy, Love, Happiness &
Gratitude

WHEN YOU DECIDE TO BE HAPPY YOU LOSE

Anxiety

Worry

Anger

Self Recrimination



Positive Psychology

The Science of Human Happiness



**HAPPINESS IS
A DECISION**



HEDONIC HAPPINESS

Pleasure and Enjoyment



EUDAEMONIC HAPPINESS

Purpose and
Meaning



**HAPPINESS
HAPPENS WHEN WE
CHECK ALL THE
RIGHT BOXES.**



WHAT WILL

MAKE ME

HAPPY?



**The tragedy of
Miswanting.**

QUIET QUITTING. A RECIPE FOR UNHAPPINESS





SET REASONABLE BOUNDARIES.

GET CLARITY ON WHAT PARTS OF YOUR JOB ARE MEANINGFUL.

DO MORE OF WHAT YOU LOVE.

DON'T PROCRASTINATE

BE PRESENT AND GRATEFUL

**HAPPINESS IS
A DECISION**





INVENT YOUR NEW STORY

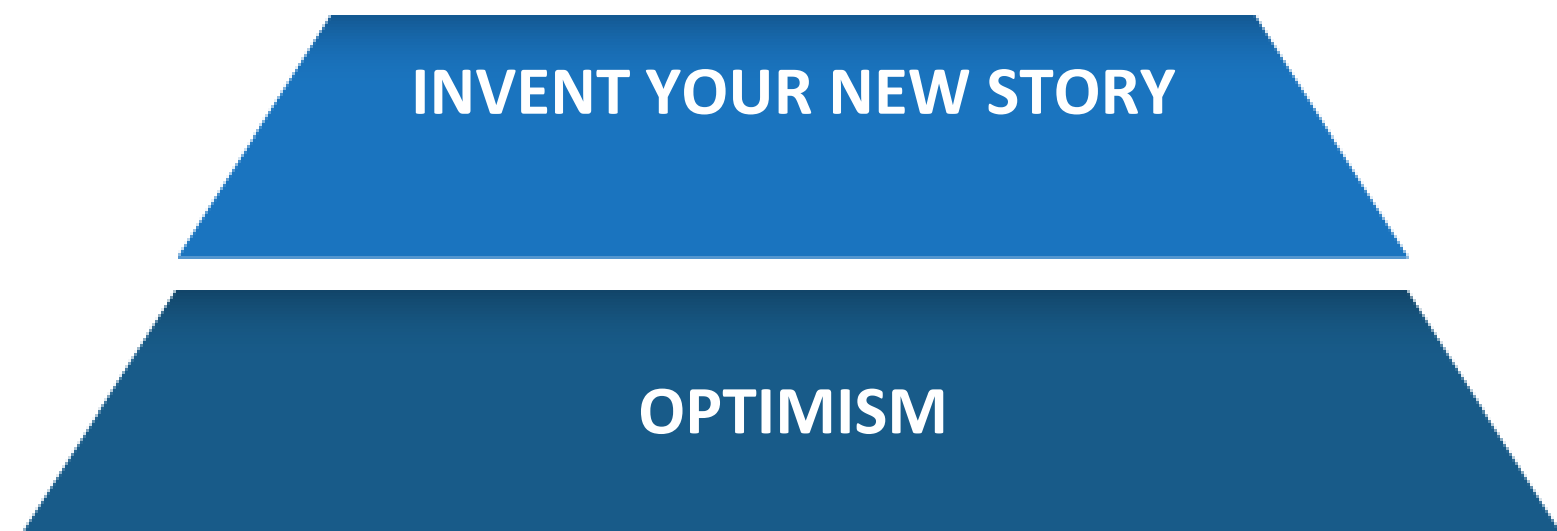


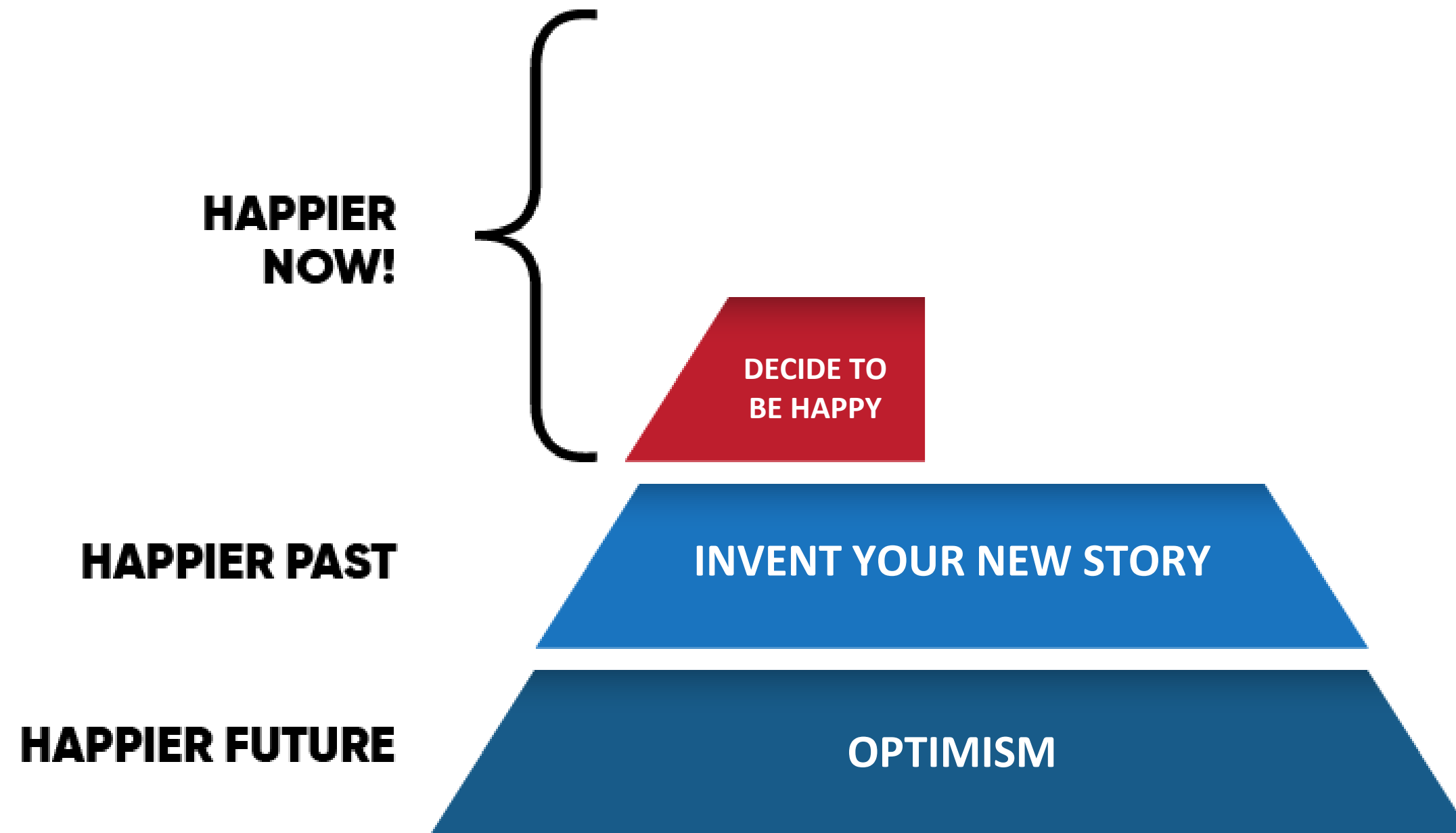
HAPPIER PAST

INVENT YOUR NEW STORY

HAPPIER FUTURE

OPTIMISM





**Happiness in 11
minutes a day.**



One 3 Minute Happiness Booster
Break Mid- Morning

One 3 Minute Happiness Booster
Break Mid- Afternoon

Five Minutes Gratitude Practice in the
Evening

3 Minute Happiness Boosters

- **Stop work. Put in your earbuds and take 3 minutes to play a favorite song from your phone.**
- **Take 3 minutes to walk outside of your office- breathe deeply and look up at the sky.**
- **Call a family member - tell them you have 3 minutes to check in and find out how their day is going.**

3 Minute Happiness Boosters

- **Spend 3 minutes looking at pictures of your family.**
- **Close your eyes and spend 3 minutes deep breathing and focusing on your breathing.**
- **Spend 3 minutes looking at pictures of your last vacation.**
- **Spend 3 minutes looking at pictures of where you want to go on your next vacation.**

Start Your Gratitude Journal



Gratitude Journal

**Spend 5 minutes each day and write down
5 things you are grateful for.**

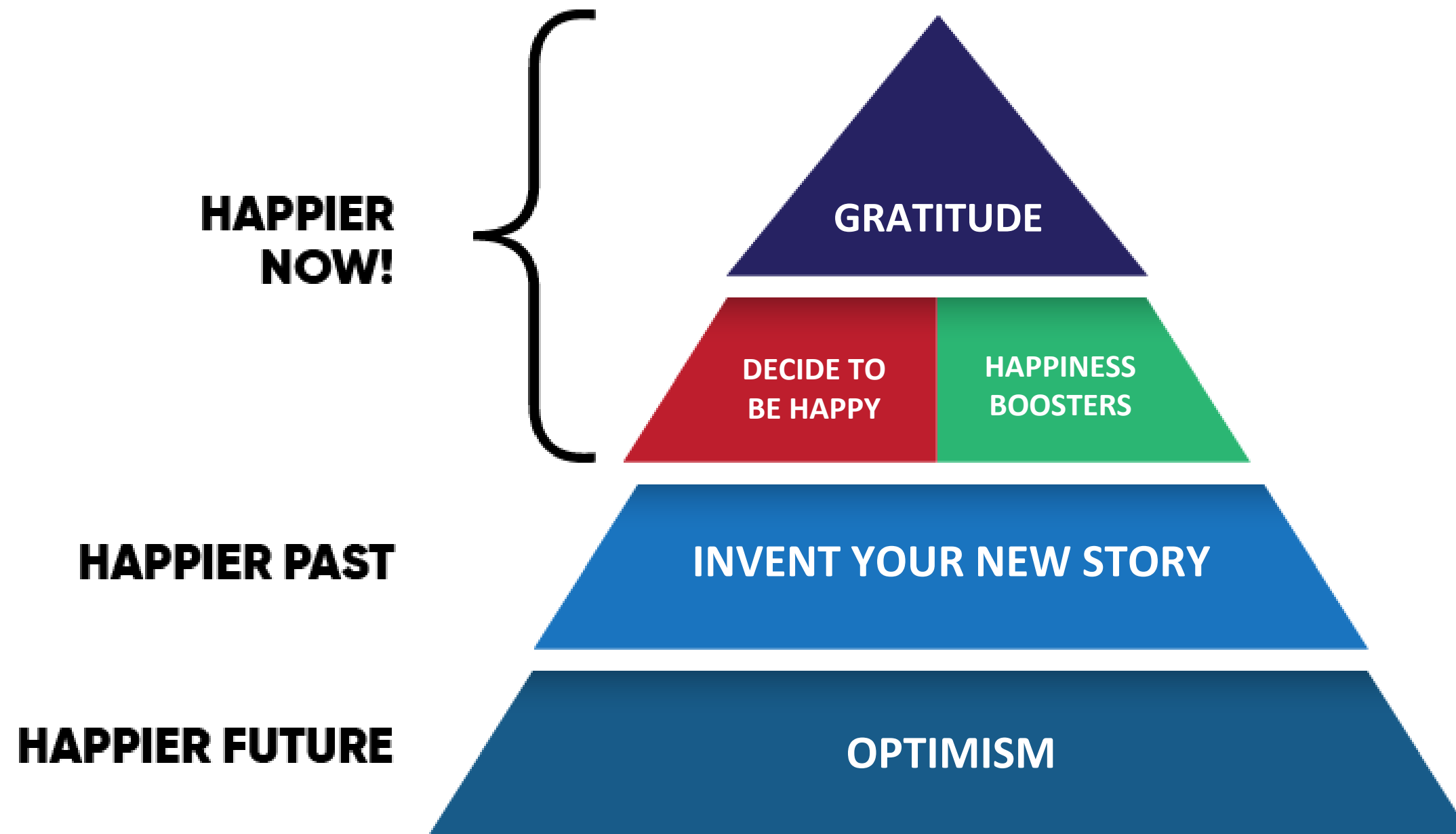
I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause



PERSONAL UNHAPPINESS

is the cause of
retention problems



Helping your employees to be truly
happy is the solution to
**ENGAGEMENT AND
RETENTION**

HAPPINESS SKILLS

CAN BE TAUGHT

AND LEARNED

**EUDAEMONIC
HAPPINESS IS LONG
LASTING AND
DEEPER HAPPINESS**



Three strategies you are
taking with you

Optimism

Invent Your New Story

Happiness in 11 Minutes
a Day



**Happiness in 11
minutes a day**

Happiness Boosters

Gratitude Journal



**HAPPINESS
IS PROFITABLE**



Give feedback to Rob

Scan this QR code



Or go to

<https://talk.ac/robdubin>

and enter this code when prompted

NHRMA24