



14<sup>TH</sup> ANNUAL OHIO

*Employee  
Health &  
Wellness*  
CONFERENCE

# Workshop D

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*Employee Engagement*

**Engaging Employees  
through the Power of Joy**

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**9:45 a.m. to 11:00 a.m.**

## Biographical Information

**Angelee A. Richards**  
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A self-described personal development junkie, Angelee Richards is the Vice President of People and Culture at Alyfe Wellbeing Strategies and is committed to leading others through her authentic coaching and non-conforming management style. Driven by her personal mission of growing others, her goal is to push her team through inspiration and encouragement to strive not only for thinking “outside of the box” but maybe... “there is no box.”


Angelee is no stranger to the corporate wellness industry. Having spent over 20 years in human resources, benefit administration, operations, account management and business development, she has been intentional to incorporate her passion of the arts, exercise, nutrition and mental health into her career connecting the mind, body experience in a corporate environment. Angelee has been instrumental in the growth of several small businesses, start-ups, and has been recognized for 100% client retention while managing client accounts.

Angelee holds a Bachelor of Arts from Baldwin Wallace College in Human Development, a Certificate of Human Resource Management and a Master of Science from the University of Dayton in Education and Allied Professions/Clinical Counselling. She currently resides in Dublin, Ohio with her three children, the loves of her life.

A woman with curly hair, wearing sunglasses and a bright yellow t-shirt, is sitting on a sandy beach. She has her arms outstretched to the sides and is smiling, looking towards the sky. A laptop is open on her lap. The background shows the ocean and a rocky coastline under a bright sky.

Engaging  
Employees  
through  
the Power  
of Joy

Angelee A. Richards - VP People & Culture, Alyfe Wellbeing Strategies

A woman with long brown hair and glasses, wearing a white long-sleeved blouse, is sitting at a desk in a bright office. She is smiling and talking on a mobile phone held to her ear. On the desk in front of her are a laptop, a pen, and some papers. The background shows a blurred office environment with windows and plants.

Happy Employees  
vs.  
Engaged Employees

# Employee Engagement

Employee engagement is a property of the relationship between an organization and its employees. An "engaged employee" is one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests.

Source: Wikipedia



High  
workplace  
engagement  
leads to

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41% lower  
absenteeism

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58% fewer safety  
incidents

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40% fewer errors &  
defects

Source: Gallup "The Relationship Between Engagement at Work and Organizational Outcomes" 2016 Q12® Meta Analysis: Ninth Edition



# What is happiness?

- What is my definition of happiness?
- Does my definition of happiness limit where, when, and with whom I can experience joy, fun and real fulfillment?
- Is my way of viewing happiness serving me well? Why or why not?
- If I were to redefine what it takes to make me happy at work, what would my new definition be?



**Happy** workers are **12%**  
more productive than average



while **unhappy** workers are **10%**  
less productive than average  
(for a total spread of 22 percent!)

Source: Andrew Oswald, a Professor of  
Economics at Warwick Business School



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The productivity loss  
of one unhappy  
employee who makes  
\$65,000 is  
\$75 per week or  
\$3900 per year



Source: Thomas Wright, Jon Wefald Leadership  
Chair in Business Administration and Professor  
of Management at Kansas State University

# Best Practices



Create a culture of happiness & joy



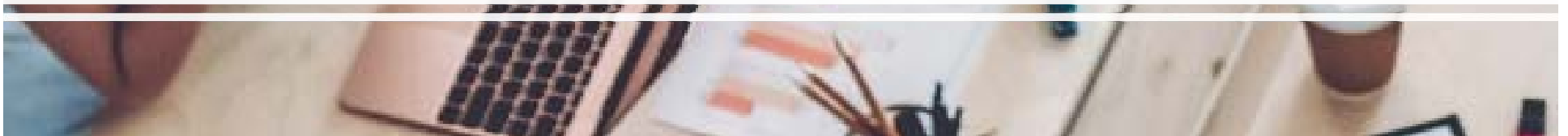
Increase productivity & company success

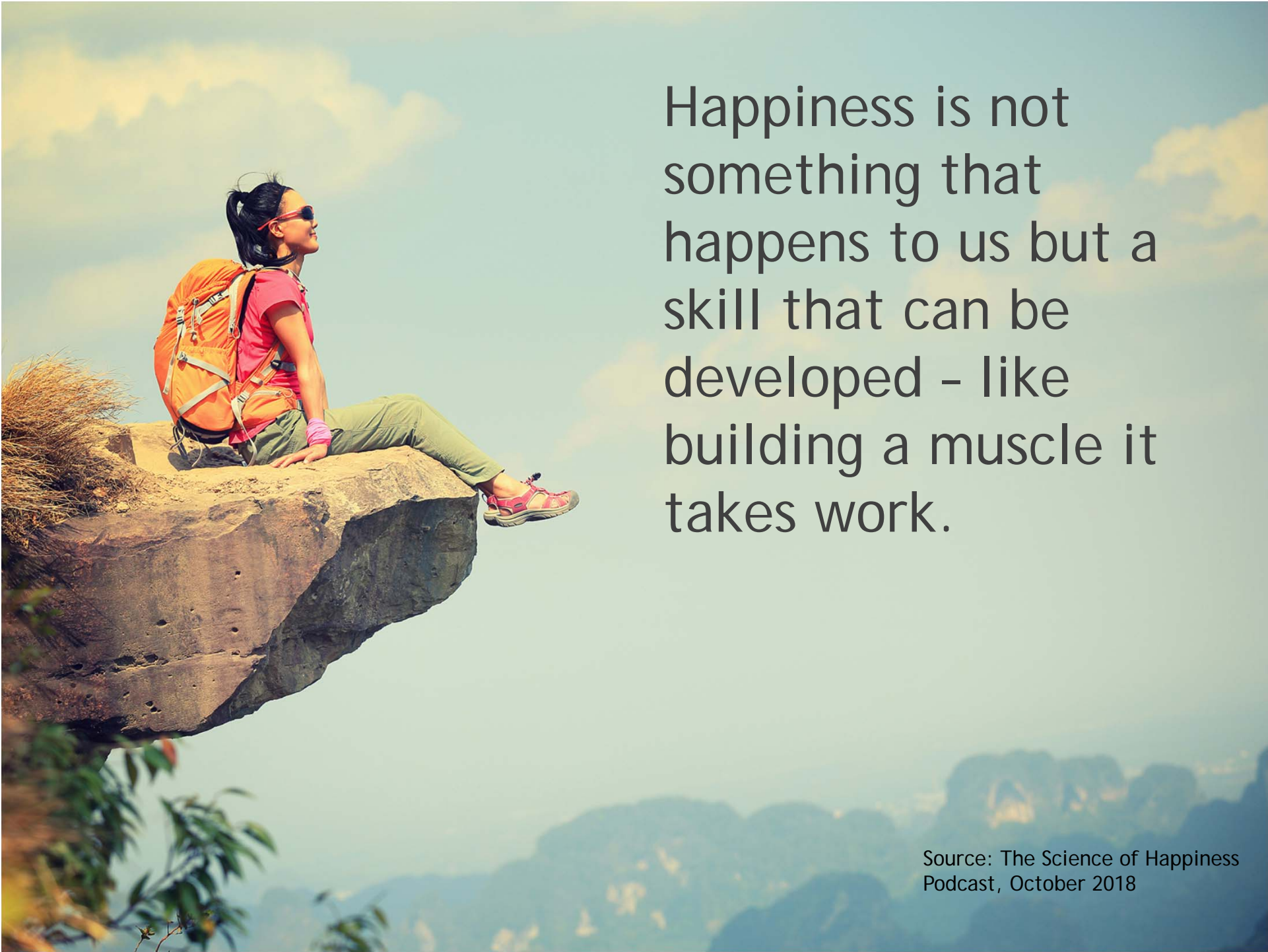


Improve quality of life



What is happiness at work? A deep and abiding enjoyment of daily activities fueled by passion for a meaningful purpose, a hopeful view of the future and true friendships.



A woman with a large orange backpack is sitting on the edge of a dark, jagged rock formation. She is wearing a pink shirt, green pants, and pink sandals. She is looking out over a vast, hazy mountain range under a blue sky with light clouds. The scene is captured from a side profile, emphasizing her contemplative posture.

Happiness is not something that happens to us but a skill that can be developed - like building a muscle it takes work.

Source: The Science of Happiness Podcast, October 2018

# Happiness is a Choice. Life is too short to be unhappy at work.

The average person spends 90,000 hours at work over their lifetime.

Is it unreasonable to expect that the majority of those should be happy ones?

Source: Thomas Wright, Jon Wefald Leadership Chair in Business Administration and Professor of Management at Kansas State University





# Americans and Happiness

In a survey of 45 countries, 84% of Americans ranked themselves "very happy" by either grading themselves on the following scales:

7 in a scale of 1 -10

75 in a scale of 1 - 100

Source: Gretchen Rubin - The Happiness Project





**PROVEN TACTICS TO BE HAPPY AT WORK**

# Bring the Joy



- Opportunity to use skills and abilities in the work itself
- Create a "work nest" and be organized
- Practice gratitude
- Relationships with coworkers & immediate supervisor
- Create meaning
- Hire happy people
- Encourage workplace wellness
- Contribution of work to the organizations business goals
- Share the company mission and vision
- Overall corporate culture
- Praise and recognition
- Work life priorities
- Refrain from micromanaging
- Individual development plan (personal and professional goals)
- Get out of your normal work routine
- Have meaningful conversations
- Foster social connections
- Show empathy
- Go out of your way to help
- Encourage people to talk





## Clear the Clutter Create an Office Nest

A clean desk makes the work environment seem less hectic and stressful.

Make your space your own, decorate your area as much as your company policy permits, and make yourself as comfortable and relaxed as you can be in your office.

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# Gratitude

Gratitude expands your happiness, develops respect, trust and mutual appreciation among peers and helps see the positive qualities in others.

# Develop meaningful relationships

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Fostering healthy work relationships with both co-workers and supervisors is essential for a positive work environment. Social gatherings and regular work check-ins are great ways to develop these relationships.





# Meaningful

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To be truly happy at work, we need to see how our workplace responsibilities and opportunities fit with a personal vision of our future. When we see our jobs through a positive lens, we are more likely to learn from challenges and even failures, rather than be destroyed by them.







Smile  
laugh &  
have fun

Smiling is contagious.

Something as simple as smiling can improve your happiness at work because it tells your brain to be happier – thanks to the release of neuropeptides.

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# Show Empathy

Leaders who demonstrate compassion toward employees foster individual and collective resilience in challenging times.

As a leader, you have a huge impact on how your employees feel.

Source: Jane Dutton - CompassionLab  
at the University of Michigan



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# Encourage Workplace Wellness

Maintaining a good diet and keeping yourself properly hydrated throughout your workday can really make a big difference in your energy level and attitude.

Eating foods that keep your blood sugar within a normal range will stop headaches and fatigue, as well as help you concentrate better.

Find time for movement. Walk, run, stretch and moving throughout the workday has several beneficial effects.

# Go out of your way to help

When leaders are not just fair but self-sacrificing, their employees are inspired to become more loyal and committed and likely to go out of their way to be helpful to their coworkers creating a self-reinforcing cycle.

Source: Jonathan Haidt, New York University's Stern School of Business



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# Reflect on the Day

*Why are you working so hard?*

You can answer that question by reflecting on the day and recalling something that was positive. When you record these moments in your notebook, smartphone, tablet, etc., you'll have a reminder of why your work matters to you. You can refer to these statements of positive reflection whenever you need a boost.

## Celebrate the little wins

It's easy to celebrate a major milestone but remembering to celebrate the steps along the way can be forgotten. Appreciate the little wins and give recognition to those who are working "behind the scenes".





A scenic landscape featuring a winding asphalt road that curves through a green, rocky hillside. The sky is a vibrant blue with wispy white clouds, and the sun is setting on the right side, casting a warm golden glow. Several birds are seen flying in the sky. In the distance, a town or village is visible on a hillside. The overall mood is peaceful and inspiring.

THANK YOU!

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