



14TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop K

Employee Engagement
**The Science of Happiness ... How
Happiness Shapes Business Culture
& Performance**

1:30 p.m. to 2:45 p.m.

Biographical Information

Katy Tombaugh, Founder & CEO, Wellness Collective
1245 S. Sunbury Road, Suite 102, Westerville, OH 43081
Phone: 614-832-5662 Fax: 614-678-5696
katy@wellnesscollective.com

As founder of Wellness Collective, Katy contributes over 17 years of leadership and consulting experience to the workplace wellness field. She is both passionate and enthusiastic in her approach to leading organizations toward a culture of wellness.

Her work has taken her into Fortune 500 businesses, local organizations, non-profits, and schools both public and private. Katy is proud of her team's ability to design and deliver creative wellness strategies that positively impact adults, families and children.

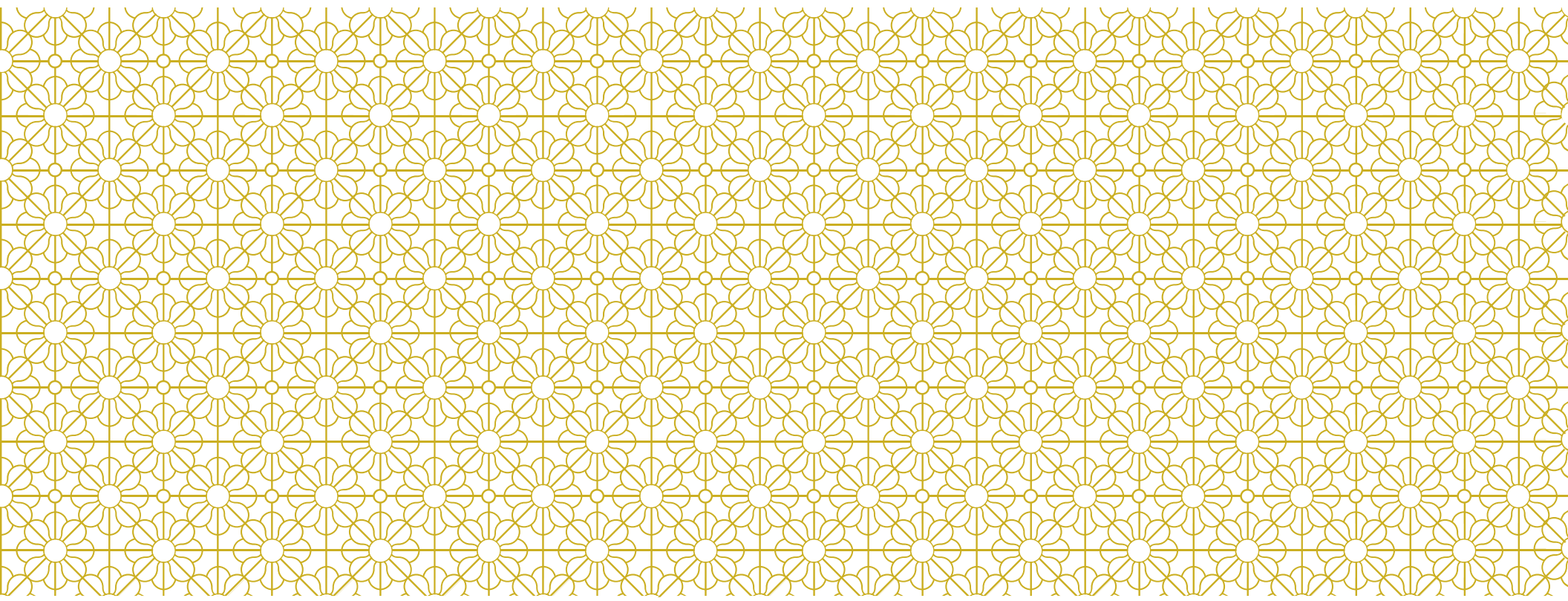
A driven entrepreneur, Katy values professional development and continuing education for herself and the Wellness Collective team. Most recently, Katy graduated from the Leadership Engagement and Development Program hosted by Marathon Petroleum. And as of this July, Katy serves on the Board of NAWBO Columbus.

Credentials:

- Bachelor of Science, Human Ecology, The Ohio State University
- Certified Tobacco Treatment Specialist, The Breathing Association
- Behavior Change Specialist, American Council on Exercise
- Fitness Nutrition Specialist, American Council on Exercise
- Certified Personal Trainer, American Council on Exercise
- Certified Group Fitness Instructor, American Council on Exercise
- Certified Holistic Health Coach, Circle of Life
- Certified Mat & Reformer Pilates Instructor, Balanced Body University
- Registered Yoga Teacher, Yoga Alliance

Carrie Alampi, Business Development & Wellness Specialist, Wellness Collective
1245 S. Sunbury Road, Suite 102, Westerville, OH 43081
carrie@wellnesscollective.com

Carrie transitioned into Wellness after 15 years in Corporate Training & Development. Carrie is passionate about behavior change and helping others build new habits while having fun! She is a woman on a mission! Her ultimate goal is to partner with others to live healthier, more active lifestyles. She is an ACE certified Group Fitness Instructor and holds multiple fitness certifications. In addition to her work with Wellness Collective, Carrie works with Dr. Laura Houser as a Wellness Coach/Lifestyle Educator.



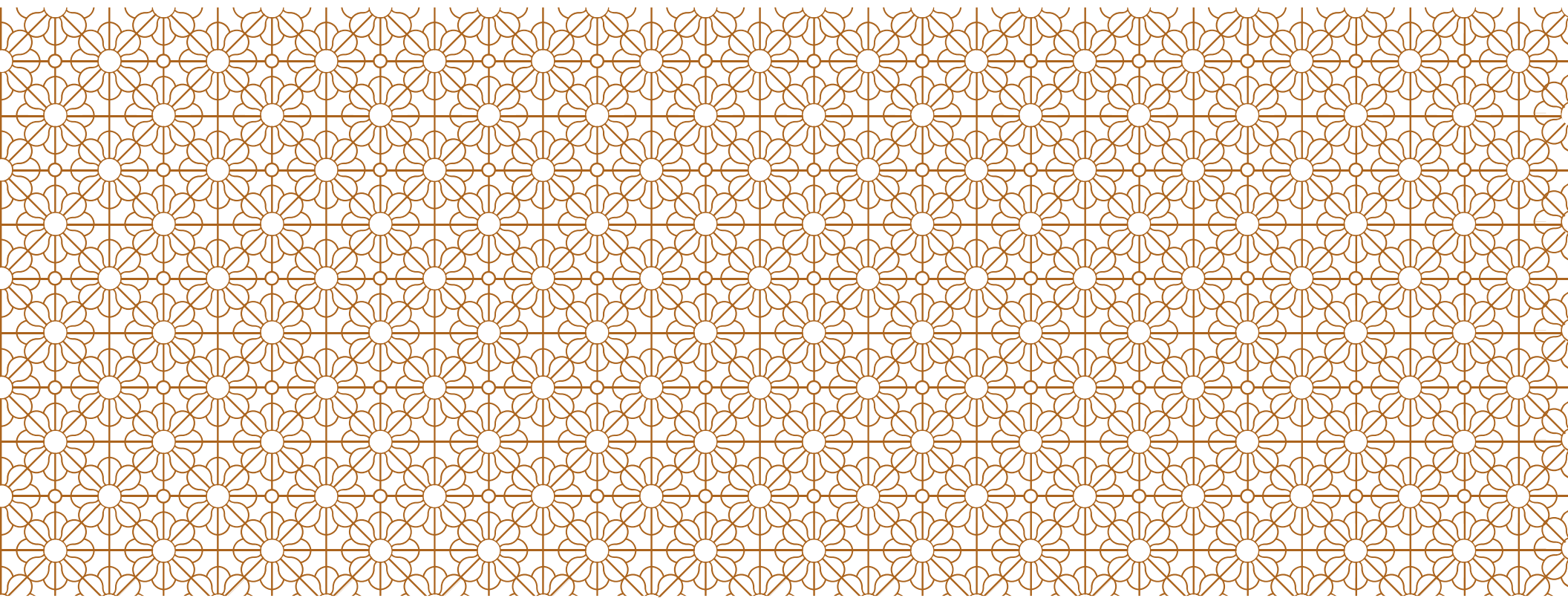
THE SCIENCE OF HAPPINESS:

DISCOVER HOW HAPPINESS SHAPES BUSINESS CULTURE & PERFORMANCE

Carrie Alampi &

Katy Tombaugh

Wellness Collective



**“MOST FOLKS ARE ABOUT AS HAPPY AS
THEY MAKE UP THEIR MINDS TO BE.”**

— Abraham Lincoln

ABOUT HAPPINESS

- If simplified, can be described as a feeling of emotional contentment
- “Happiness Set Point” fluctuates based on life events
- Can be reset, or increased, over time
- Happiness habits (or strategies) are personalized
- Self-Assess with scaling (0-10)

Note: Chronic sadness, however, would indicate a need to explore professional treatment for mental/emotional support.



ABOUT HAPPINESS

Which factors determine happiness?

- 50% genetics
- 40% behavior
- 10% circumstances

Source: *The How of Happiness*, Sonja Lyubomirsky, 2007.

POSITIVE PSYCHOLOGY

Psychologist, Martin Seligman, has identified three domains that culminate in what he calls the **full life**:

- The pleasant life → emotional contentment
- The engaged life → connection in work, relationships and hobbies
- The meaningful life → living with a sense of purpose

Resource: www.authenichappiness.org

HEALTH & HAPPINESS

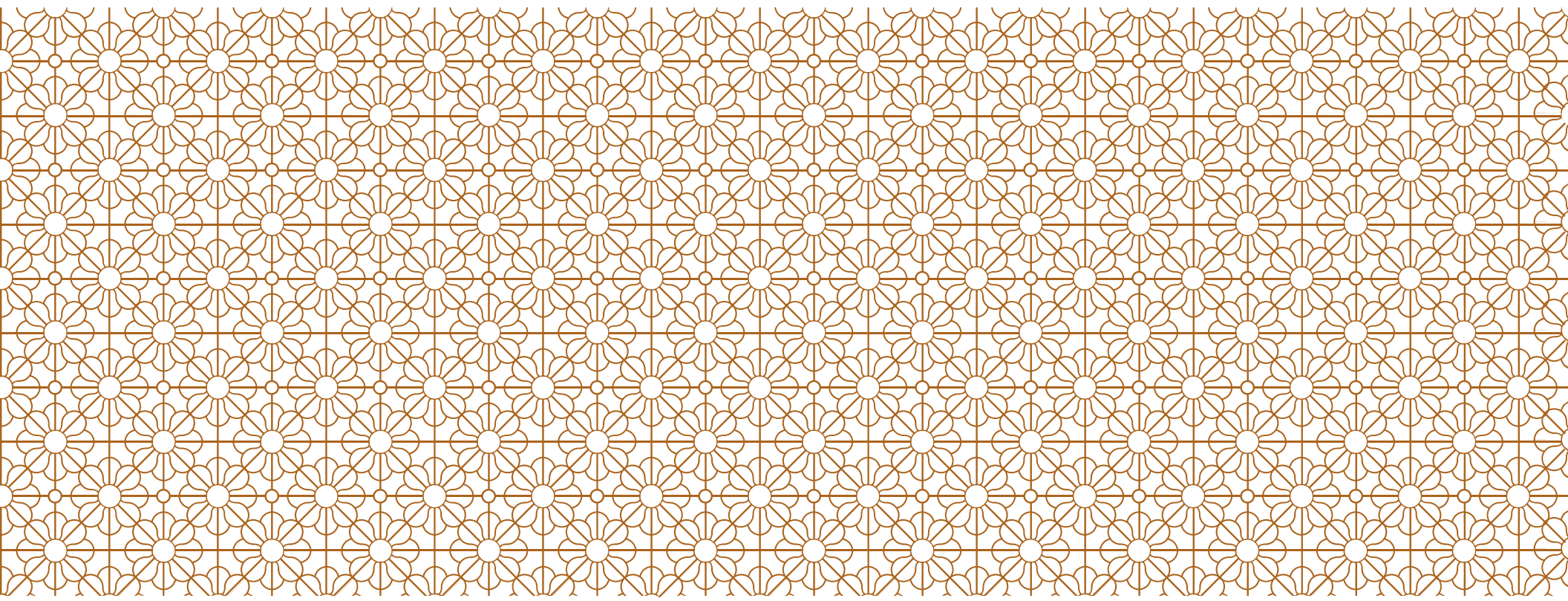
How Your Health Habits Impact Happiness:

Sleep Hygiene	The happiest people average 8 hours per night.
Physical Activity	Movement boosts endorphins (natural mood enhancers).
Environment	Sunlight increases serotonin (neurotransmitter linked to mood).
Foods	Omega-3 fatty acids are linked to decreased risk of mental disorders.
Body Language	Postures and poses impact breathing, strength and enthusiasm. Smiling sustains positive emotions.



**FAST FACT: IN 2012, HAPPINESS LEVELS
OF AMERICANS HIT A 4-YEAR HIGH.**

Source: Gallup



**“EVERYTHING CAN BE TAKEN FROM A MAN BUT ONE THING:
THE LAST OF HUMAN FREEDOMS — TO CHOOSE ONE’S ATTITUDE IN ANY
GIVEN SET OF CIRCUMSTANCES, TO CHOOSE ONE’S OWN WAY.”**

— Viktor Frankl,
Man’s Search for Meaning

PURPOSE & MEANING

“...Frankl concluded that the difference between those who lived and those who died [as prisoners of war] came down to one thing:

meaning.

As he saw in the camps, those who found meaning in even the most horrendous circumstances were far more resilient to suffering than those who did not.”

– Emily Esfahani Smith, journalist

PURPOSE & MEANING

Research has linked **purpose** and **meaning** to:

- Increased overall well-being
- Increased life satisfaction
- Improved physical & mental health
- Enhanced resiliency
- Improved self-esteem
- Decreased risk of depression



FAST FACT: 4 IN 10 AMERICANS HAVE NOT DISCOVERED A SATISFYING LIFE PURPOSE, REGARDLESS OF HOW WELL THEIR IMMEDIATE NEEDS ARE BEING MET.

Source: Centers for Disease Control and Prevention



RELATED TOPICS

THE FOUR AGREEMENTS

1 BE IMPECCABLE WITH YOUR WORD

- A. SPEAK WITH INTEGRITY.
- B. SAY ONLY WHAT YOU MEAN.
- C. AVOID USING THE WORD TO SPEAK AGAINST YOURSELF OR TO GOSSIP ABOUT OTHERS.
- D. USE THE POWER OF YOUR WORD IN THE DIRECTION OF TRUTH AND LOVE.

DON'T TAKE ANYTHING PERSONALLY

- A. NOTHING OTHERS DO IS BECAUSE OF YOU.
- B. WHAT OTHERS SAY AND DO IS A PROJECTION OF THEIR OWN REALITY, THEIR OWN DREAM.
- C. WHEN YOU ARE IMMUNE TO THE OPINIONS AND ACTIONS OF OTHERS, YOU WON'T BE THE VICTIM OF NEEDLESS SUFFERING.

THE FOUR AGREEMENTS

BY DON MIGUEL RUIZ

2 DON'T MAKE ASSUMPTIONS

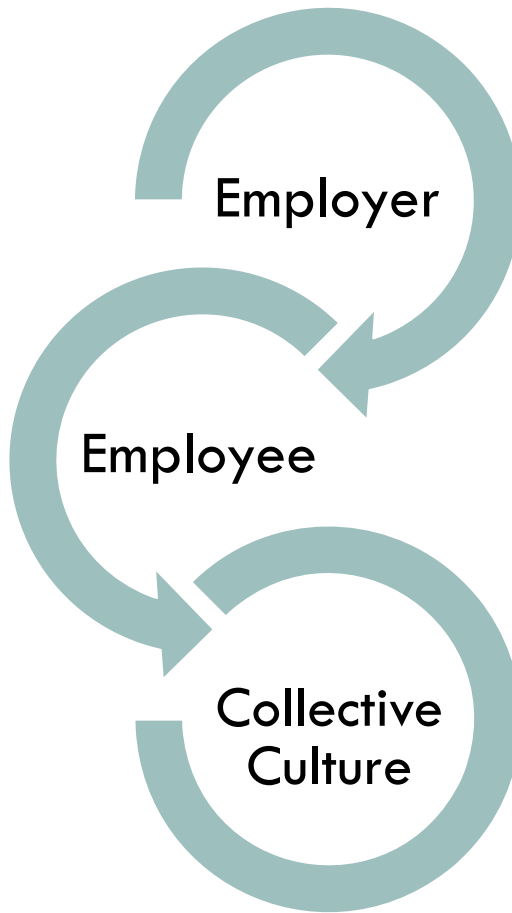
- A. FIND THE COURAGE TO ASK QUESTIONS AND TO EXPRESS WHAT YOU REALLY WANT.
- B. COMMUNICATE WITH OTHERS AS CLEARLY AS YOU CAN TO AVOID MISUNDERSTANDINGS, SADNESS AND DRAMA.
- C. WITH JUST THIS ONE AGREEMENT, YOU CAN COMPLETELY TRANSFORM YOUR LIFE.

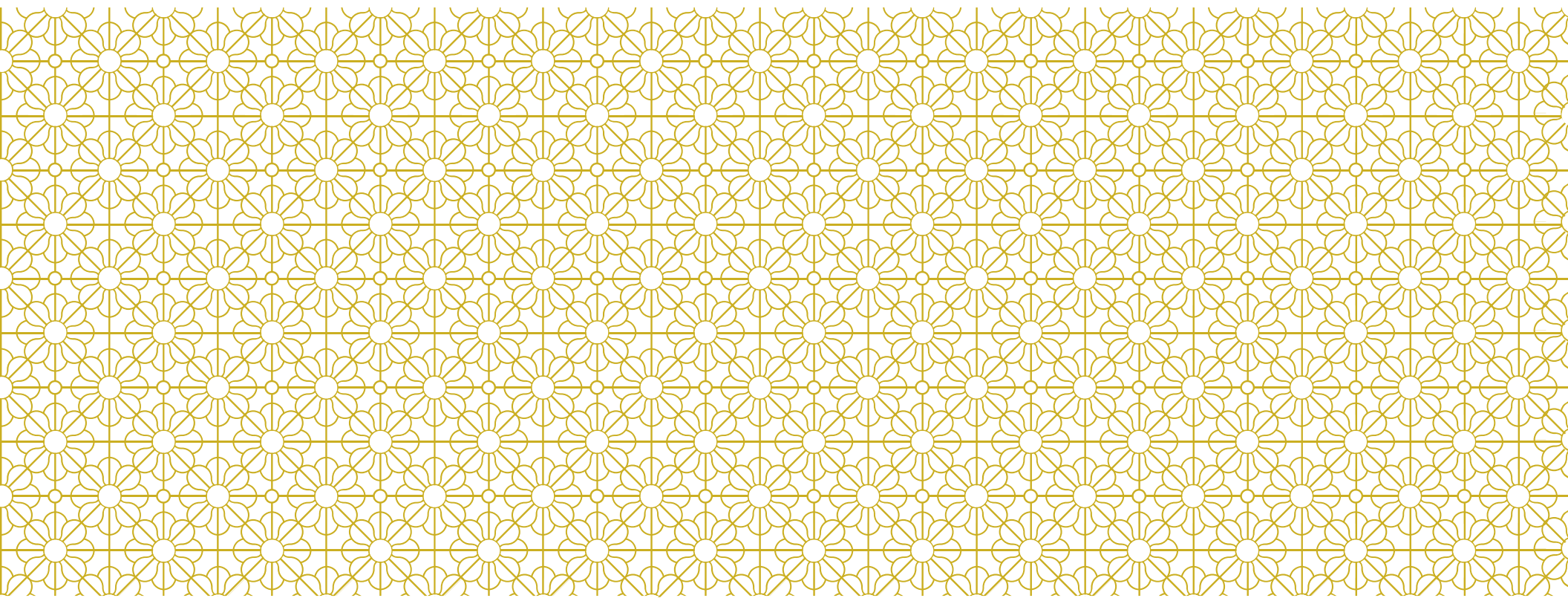
4 ALWAYS DO YOUR BEST

- A. YOUR BEST IS GOING TO CHANGE FROM MOMENT TO MOMENT; IT WILL BE DIFFERENT WHEN YOU ARE HEALTHY AS OPPOSED TO SICK.
- B. UNDER ANY CIRCUMSTANCE, SIMPLY DO YOUR BEST, AND YOU WILL AVOID SELF-JUDGMENT, SELF-ABUSE, AND REGRET.

UPLIFT

SHIFT HAPPENS





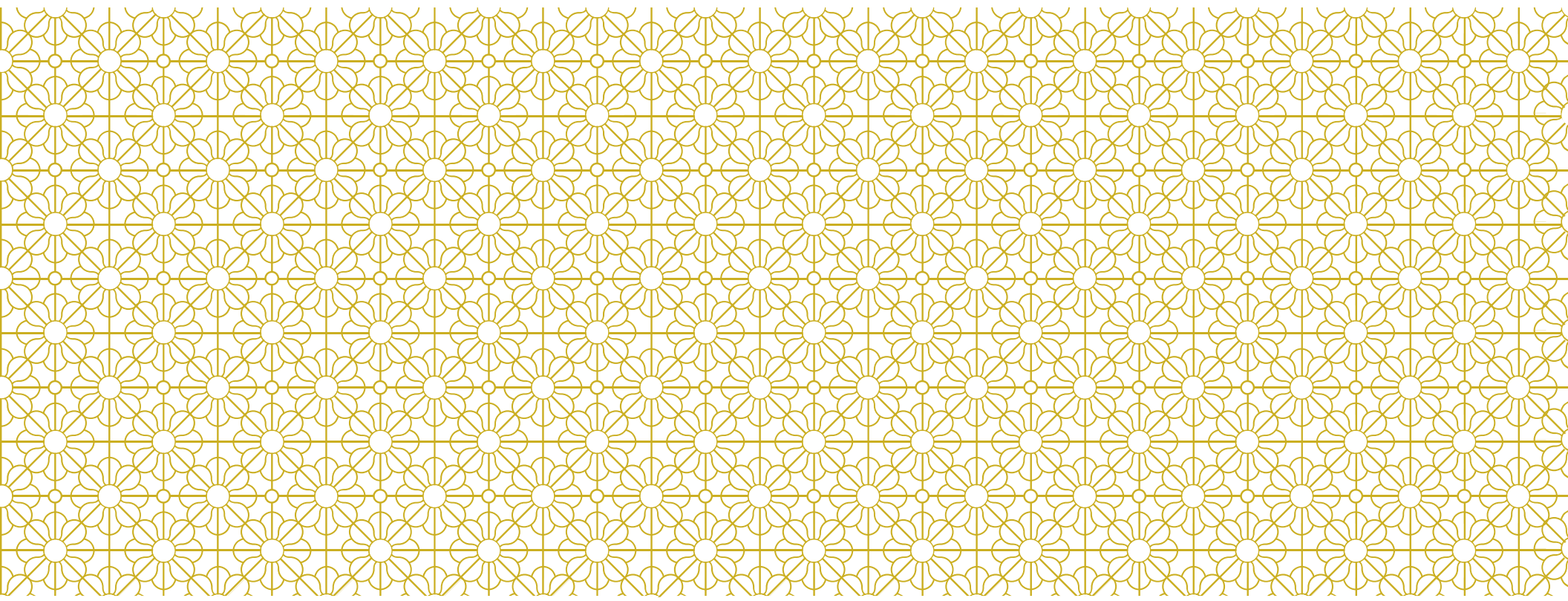
DEVELOP VISION, MEANING & PURPOSE.

SOLUTION 1



DEVELOP VISION, MEANING & PURPOSE


- It's leadership's responsibility to cast the vision – this reflects the mission of the organization and where it is headed for the greater good.
- From there, employees can better understand their role and how it has meaning in the bigger picture.
- Simultaneously, supporting employees in exploring their own visions and plans for creating impact is powerful, too.



**PRIORITIZE EMOTIONAL INTELLIGENCE
TRAINING & COACHING.**

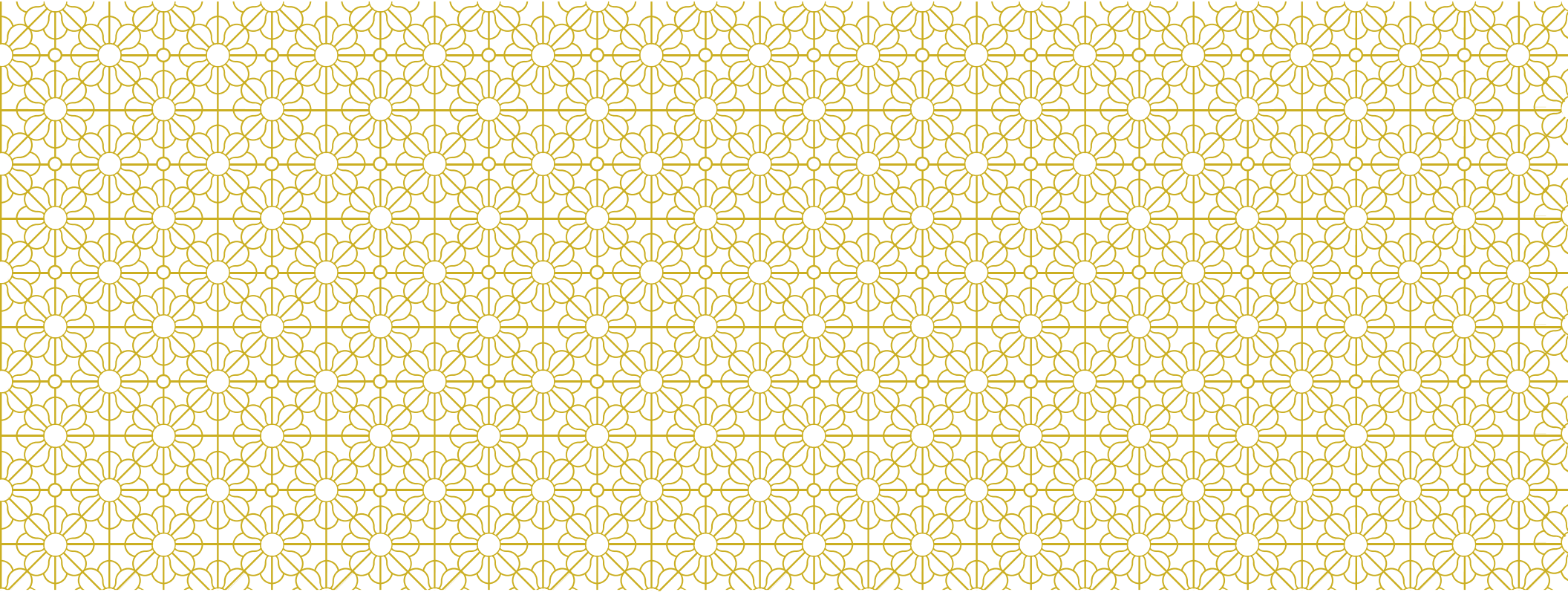
SOLUTION 2

It's eye opening, and life-altering, when individuals realize they get to take responsibility for the energy and attitude brought into a room (i.e. self-regulation).



The same holds true when the skills are in place to be empathetic toward others while not taking feedback personally.

PRIORITIZE EQ TRAINING & COACHING



**SUPPORT EMPLOYEE
HEALTH & WELL-BEING DAILY.**

SOLUTION 3

•



SUPPORT EMPLOYEE HEALTH & WELL BEING DAILY

- Finally, creating an environment in which people are encouraged to practice self-care **regularly** will support the mission of each employee showing up as the best version of themselves.
- People who are hungry, angry, lonely or tired do not show up at their personal or professional best.
- This, of course, takes time, commitment and leadership who model the same healthy behaviors. #thewellleader

EXPLORE:

- How Full Is Your Bucket? Positive Strategies for Work and Life by Tom Rath and Donald O. Clifton, Ph.D.
- Flow: The Psychology of Optimal Experience by Mihaly Csikszentmihalyi
- The Happiness Project by Gretchen Rubin
- The Art of Happiness by Dalai Lama and Howard C. Cutler
- The Four Agreements: A Practical Guide to Personal Freedom by Don Miguel Ruiz
- Authentic Happiness by Martin Seligman
- The How of Happiness: A Scientific Approach to Getting the Life You Want by Sonja Lyubomirsky
- The Happiness Advantage: The Seven Principles of Positive Psychology That Fuel Success and Performance at Work by Shawn Achor

SOURCES:

- *Happiness: It's Not All It's Cracked Up to Be* by Emily Esfahani Smith, Reader's Digest, April 2015.
- *The Science of Happiness: New Discoveries for a More Joyful Life*, TIME Magazine, 2016.
- *Coaching Behavior Change*, American Council on Exercise, 2014.
- *The How of Happiness: A Scientific Approach to Getting the Life You Want* by Sonja Lyubomirsky, 2007.

ADDITIONAL RESOURCES:

carrie@wellnesscollective.com

katy@wellnesscollective.com

wellnesscollective.com

Your Organization's
EAP Program



wellnesscollective