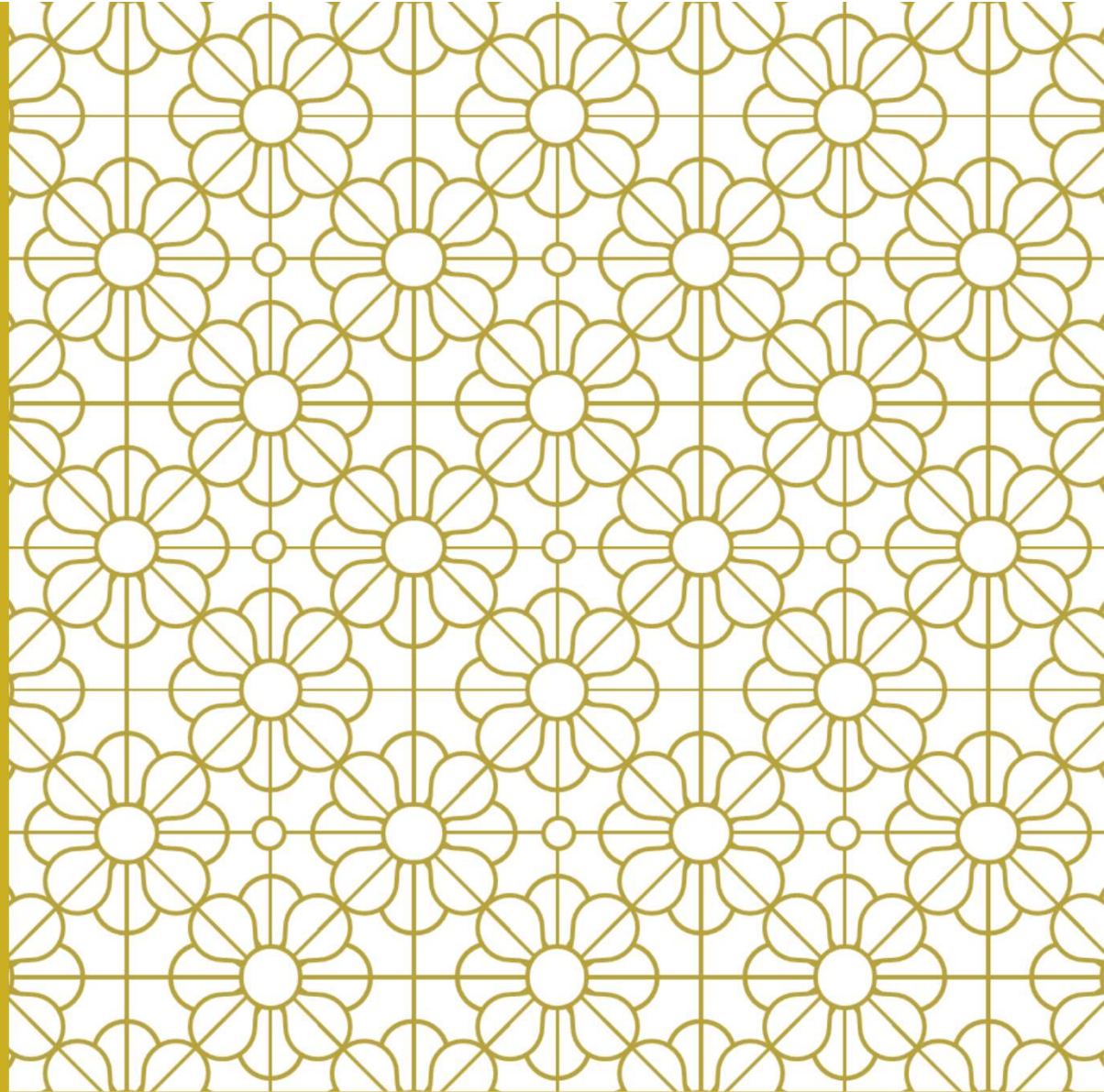
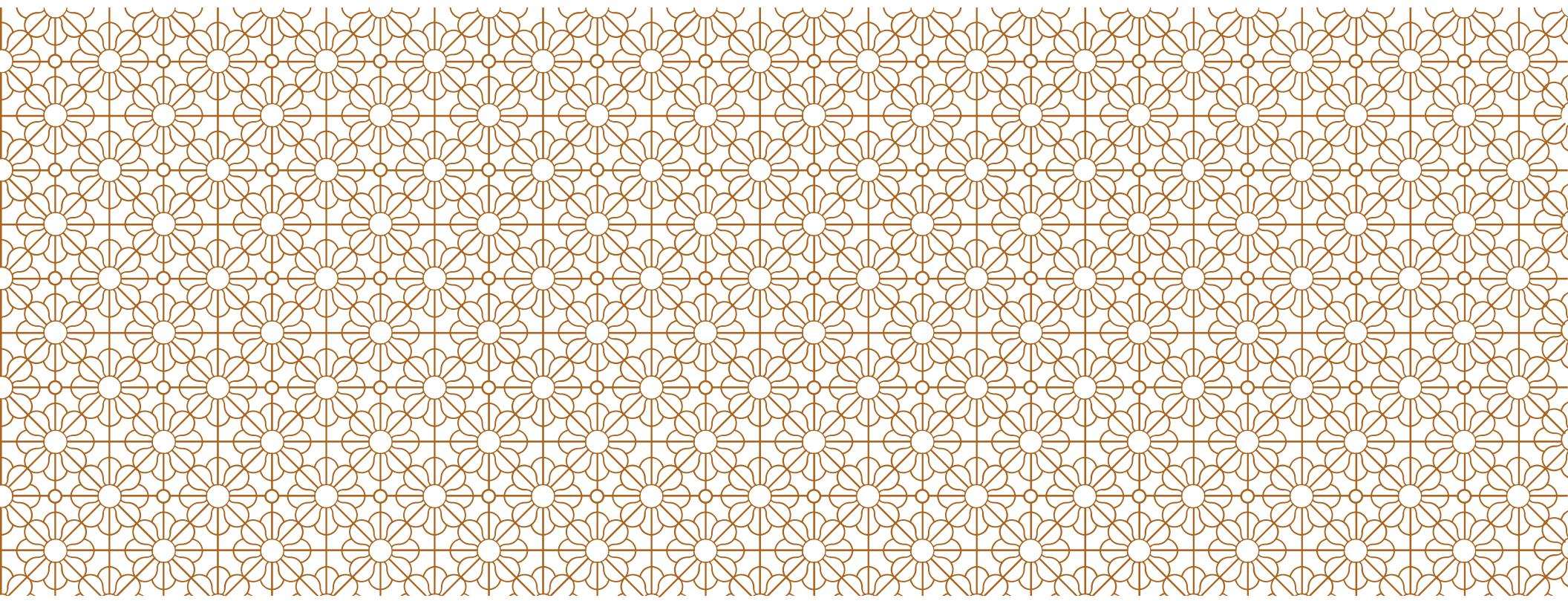


DON'T WORRY, BE HAPPY: *THE SCIENCE [AND PURSUIT] OF HAPPINESS*

Katy Tombaugh
Founder & CEO | Wellness Collective

Emma O'Keefe
Wellness Specialist | Wellness Collective





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

— Abraham Lincoln

ABOUT HAPPINESS

- If simplified, it can be described as a feeling of emotional contentment.
- Culturally, we also use “happiness” to communicate life satisfaction.
- Your “happiness set point” can fluctuate based on life events.
- This set point can be reset, or increased, over time.
- Happiness habits (or strategies) are personalized.
- Self-Assess with scaling (0-10).

Mental Health Moment: *It's healthy and “normal” to feel a wide variety of feelings; however, chronic feelings like sadness, for example, could indicate a need to explore professional treatment for mental/emotional support.*

FINDING HAPPINESS

Happiness tends to exist under four conditions:

1. Feeling content or satisfied.
2. Being an agent of one's happiness.
3. Maintaining a positive outlook on the future.
4. Emphasizing inner enrichment over material satisfaction.

Bottom Line:

Empirical researchers define happiness as the combination of life satisfaction plus subjective well-being.

Source & To Learn More: <https://www.scienceofpeople.com/happiness-statistics/>

HAPPINESS FACTORS

Which factors determine happiness?

50% genetics

40% behavior [choice]

10% circumstances

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



HEALTH & HAPPINESS

Examples of the relationship between health habits and happiness:

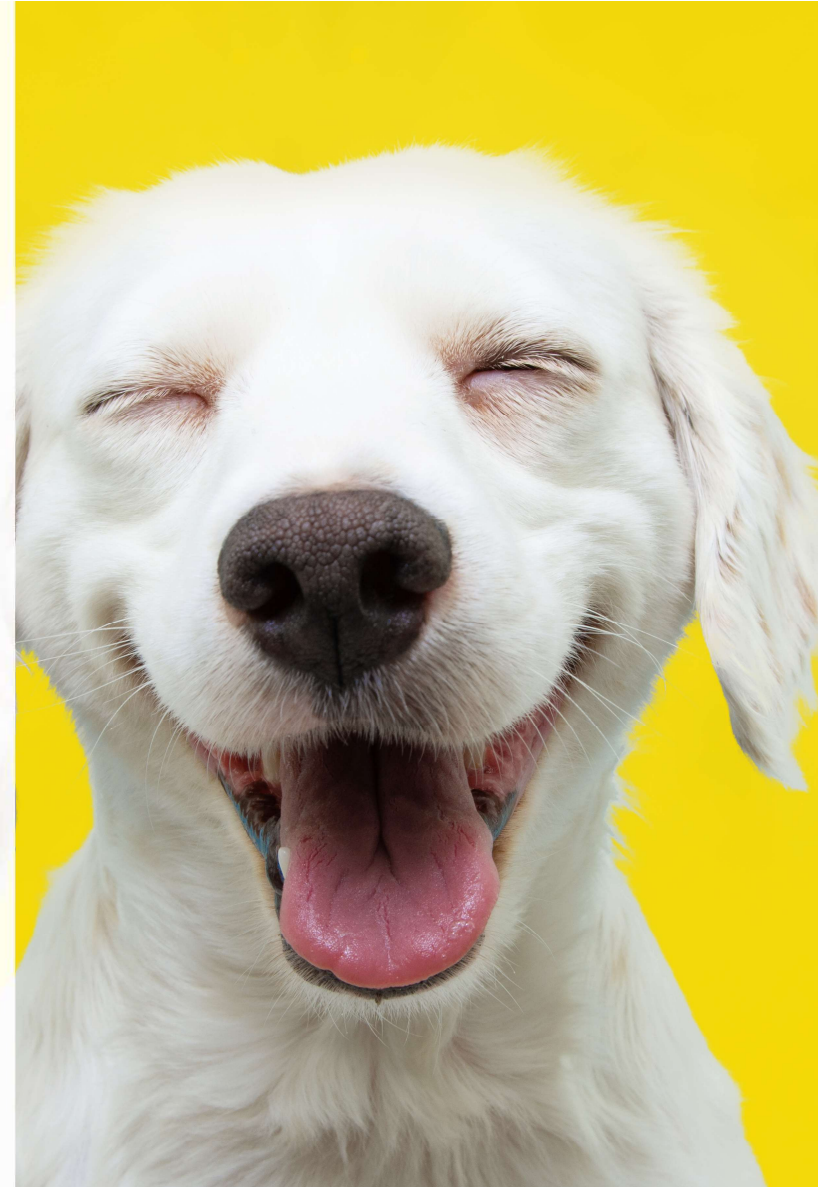
Sleep Hygiene	The happiest people average 8 hours per night.
Physical Activity	Movement boosts endorphins (natural mood enhancers).
Environment	Sunlight increases serotonin (neurotransmitter linked to mood).
Food & Mood	Increased consumption of processed foods is linked to increased incidence of anxiety and depression.
Foods & Gut Health	Omega-3 fatty acids are linked to decreased risk of mental disorders. The gut continues to be researched as “the second brain” and its own microbiome.
Body Language	Postures and poses impact breathing, strength and enthusiasm. Smiling sustains positive emotions.

THE PSYCHOLOGY OF HAPPINESS

In the article “Who Is Happy?” (*Psychological Science*, May 1996) Diener & Myers found four personal traits to be associated with high levels of happiness:

1. optimism
2. extroversion
3. high self-esteem
4. and the feeling that one was in control of one’s life (personal agency & autonomy)

Source: [The Psychology of Happiness | Psychology Today](#)





Positive psychology is the study of positive subjective experiences, positive individual traits, and positive institutions that are successful in supporting a well-lived and fulfilled life.



It's also described as the scientific study of strengths and virtues that enable individuals and communities to thrive, and also the study of human flourishing despite adversity.



Positive psychology focuses on research, learning and practices related to happiness, optimism, positivity and well-being (individual and societal).

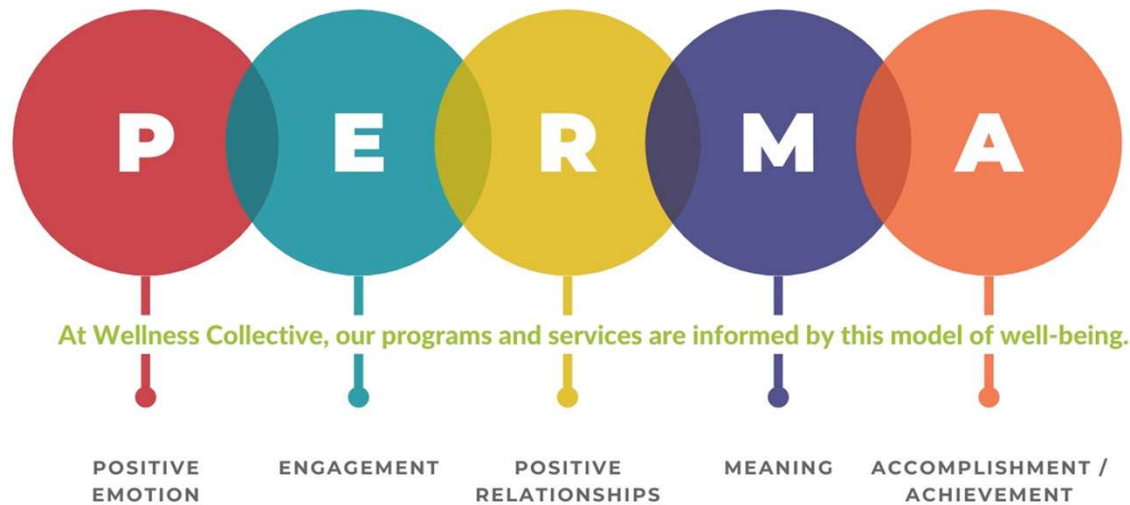
POSITIVE PSYCHOLOGY — WHAT IS IT?

POSITIVE PSYCHOLOGY – HAPPINESS THEORY

Originally, psychologist Martin Seligman, identified three domains that culminate in what he called the **full life**:

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

POSITIVE PSYCHOLOGY THEORY

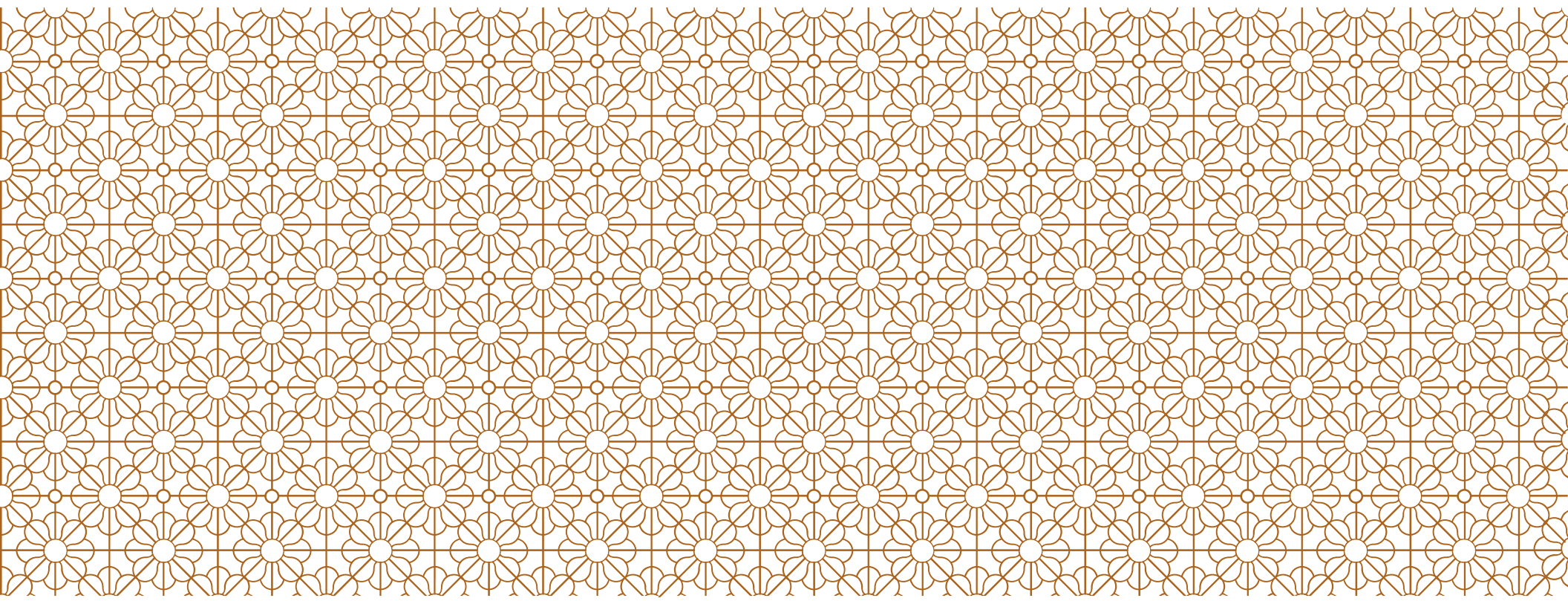


EVOLUTION OF THE THEORIES

	Authentic Happiness Theory	Well-Being Theory
Topic	Happiness	Well-being
Measure	Life satisfaction	Positive emotion, engagement, positive relationships, meaning and accomplishment
Goal	Increase life satisfaction	Increase flourishing by increasing positive emotion, engagement, positive relationships, meaning and accomplishment

Source & To Learn More:

[What is Well-Being? | Authentic Happiness \(upenn.edu\)](#)



**“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



CHOICE THEORY

Choice Theory® is based on the simple premise that every individual only has the power to control themselves and has limited power to control others.

It sees all behavior as purposeful in satisfying one of the following five, basic, genetic needs:

1. Survival
2. Love & Belonging
3. Power
4. Freedom
5. Fun

Source: [Quickstart Guide to Choice Theory | GIFCT \(wglasser.com\)](#)

5 BASIC NEEDS



SURVIVAL

What you need to sustain life, as well as a sense of safety and security.

LOVE & BELONGING



The need to be connected to others. The desire to belong, to love and be loved.



POWER

The need to be your best, to matter, to leave a legacy, to have an impact, to be competent.

FREEDOM



The ability to do what you want when you want without restrictions.



FUN

Play, relaxation and meaningful, relevant learning describe how to meet this need.



GLASSER INSTITUTE
for CHOICE THEORY

www.wglasser.com



**DO SHARE!
WHAT BRINGS YOU HAPPINESS?**



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

PURPOSE & MEANING

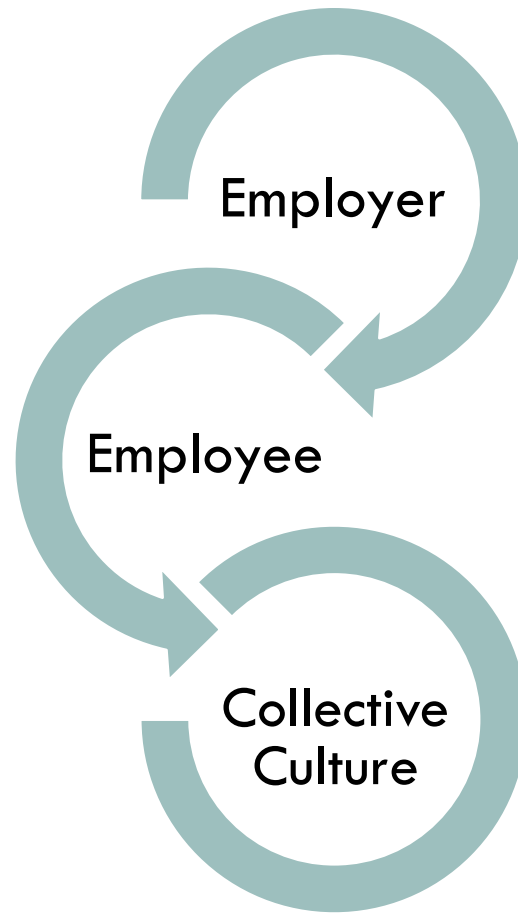
Research has linked **purpose** and **meaning** to:

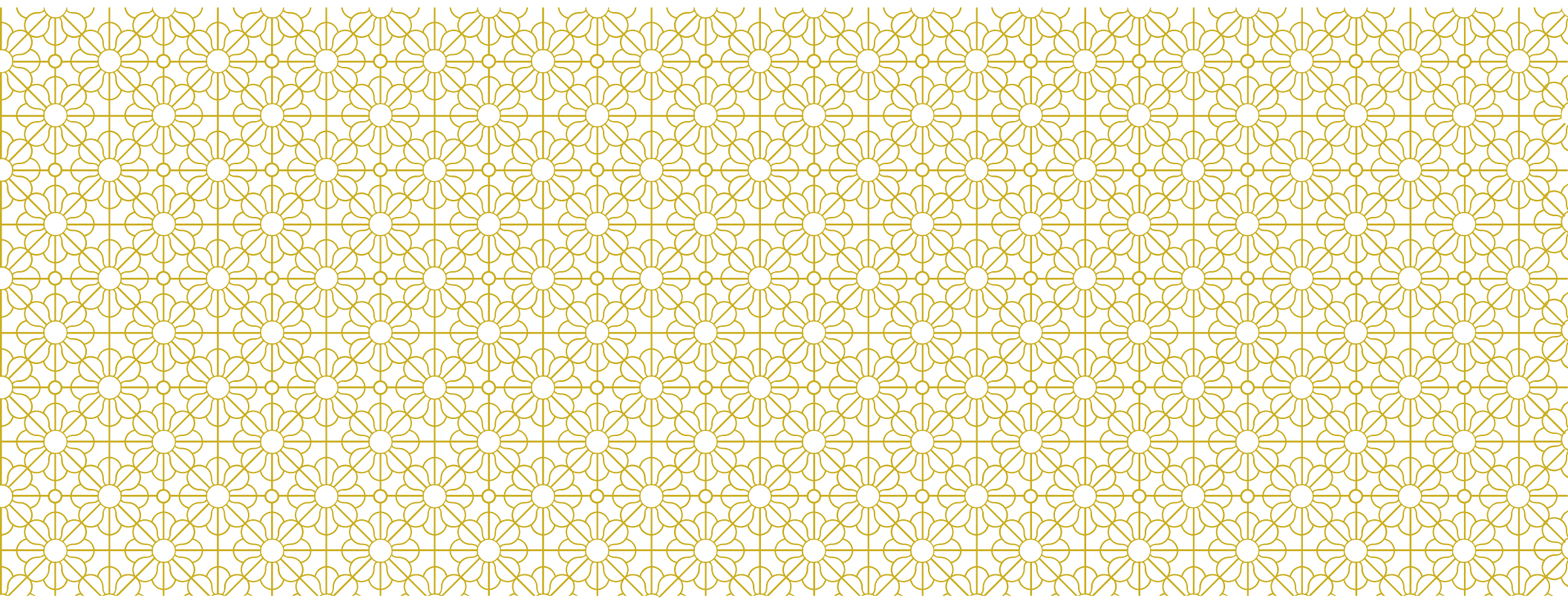
- Enhanced resiliency
- Improved self-esteem
- Increased life satisfaction
- Increased overall well-being
- Decreased risk of depression
- Improved physical & mental health



RELATED TOPICS

SHIFT HAPPENS





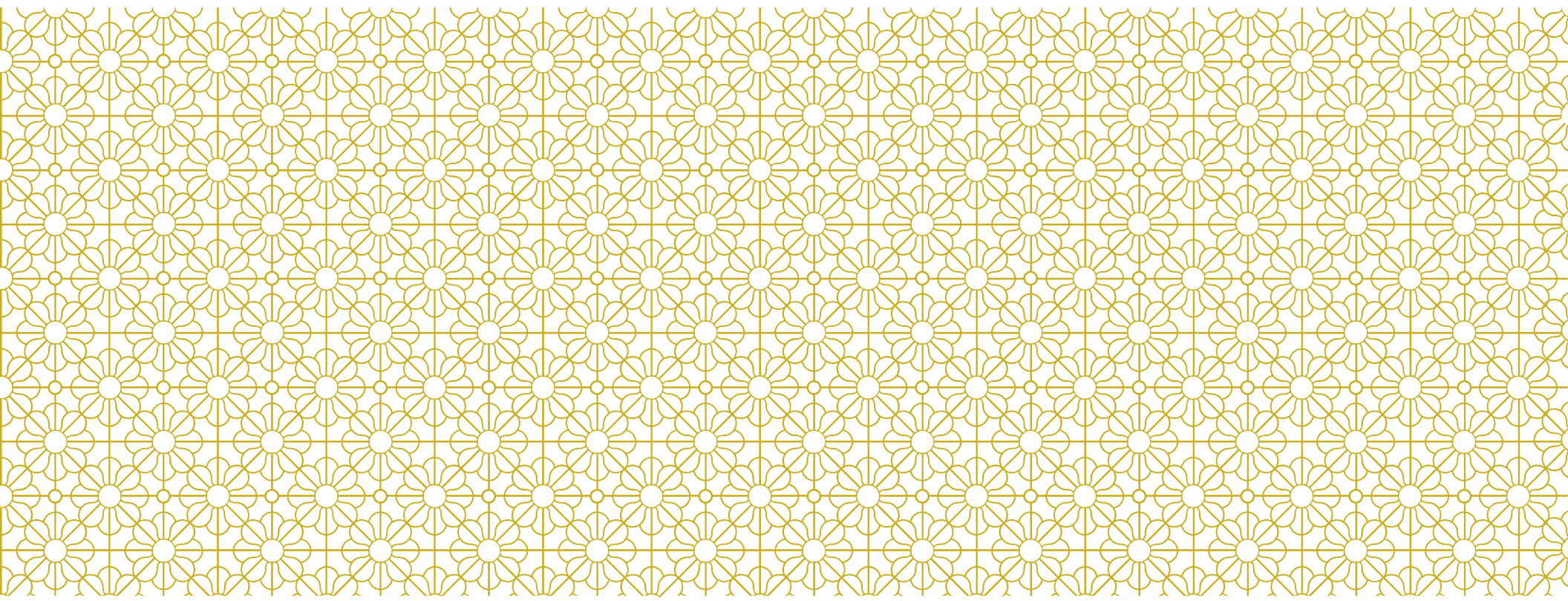
DEVELOP VISION, MEANING & PURPOSE.

APPLICATION:
SOLUTION 1



DEVELOP VISION, MEANING & PURPOSE AT WORK [& BEYOND]

- Casting vision reflects what's possible for any organization, reinforces the mission and where is it headed for the greater good.
- From there, teams can better understand their role and how it has meaning in the bigger picture.
- Simultaneously, supporting people in exploring their own visions and plans for creating impact is powerful, too.



CULTIVATE CONNECTION.

APPLICATION:
SOLUTION 2

Consider how to nurture authentic relationships. In other words, we need to move beyond the “ice breakers”....



Invest resources around improved communication, stellar systems, team building, strengths finding and emotional intelligence.

PEOPLE NEED PEOPLE...
JUST IN DIFFERENT WAYS & DOSES ;-)

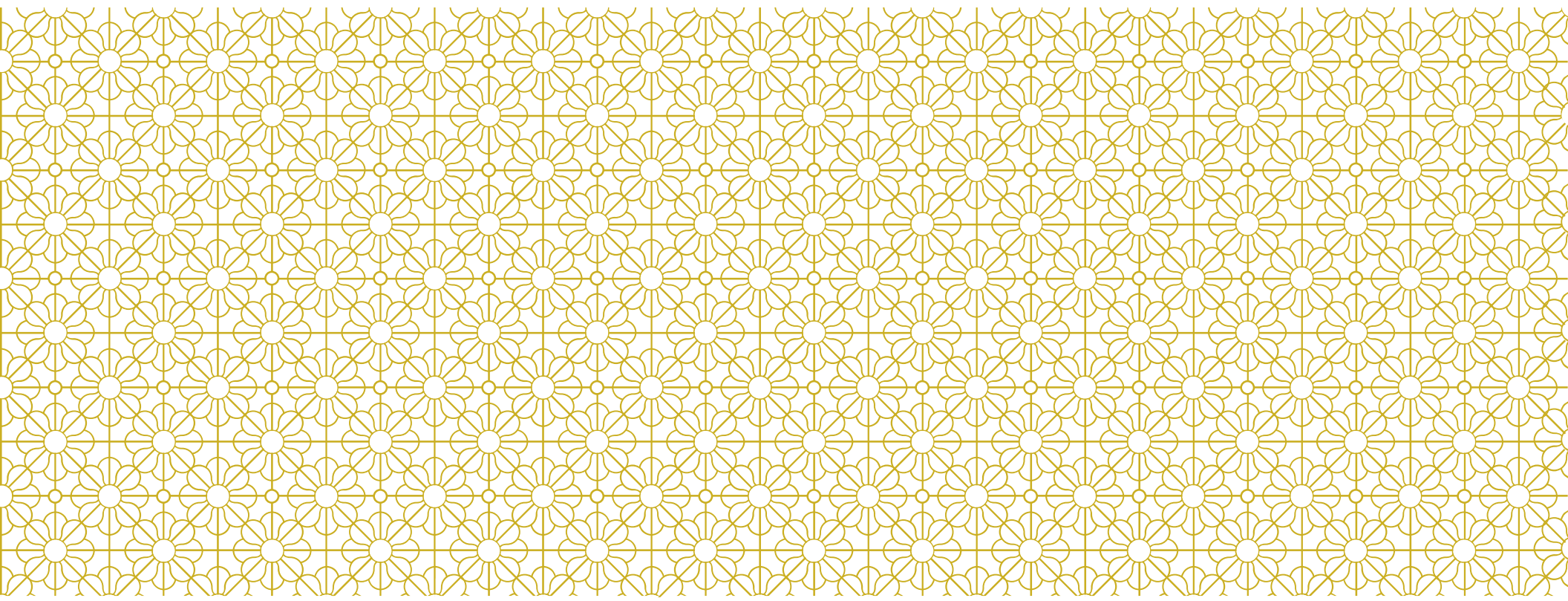
NON-NEGOTIABLES FOR OUTSTANDING CULTURE & CONNECTION

Much Less...

1. Gossip
2. Blaming
3. Criticism
4. Confusion
5. Avoidance
6. Complaining

Much More...

1. Caring
2. Responsibility
3. Direct Feedback
4. Clarification & Transparency
5. Willingness to Get Uncomfortable & Grow
6. Improvement: IDS – Identify, Discuss & Solve



**ENCOURAGE SELF-DIRECTED
OPPORTUNITIES WITHIN THE WORKDAY.**

APPLICATION:
SOLUTION 3

•

PUT PEOPLE IN DRIVE

1. Lead with trust.
2. Model consistent self-care.
3. Matchmake challenges and skills. #flow
4. Put opportunities on the table for pickup.
5. Shine a light on inspiring people and their stories.
6. Encourage health care & self-care as part of the day.



DOMAINS TO EXPLORE

- Mind
- Body
- Spirit
- Environment
- Community (Connection, Service & Philanthropy)
- Leadership – Reframe this title in your organization.

Back to Basics Tip: *People who are hungry, angry, lonely or tired don't always show up at their personal or professional best.*



QUESTIONS, COMMENTS & CHALLENGES

1. What are your questions or takeaways from today?
2. What do you find contributes to your teams' happiness and satisfaction?
3. What is one challenge you are working to overcome as an organization?



RESOURCES

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

EXPLORE + SOURCES:

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

CONTINUE THE
CONVERSATION

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Health & Happiness



Podcast

Biographical Information

Katy Tombaugh, Founder & CEO, Wellness Collective
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614-523-3213 katy@wellnesscollective.com

Katy is the Founder & CEO of Wellness Collective, a certified woman-owned business headquartered in Westerville, Ohio celebrating 15 years of service to clients nationwide.

Wellness Collective is a learning and development partner focused on health and happiness with mission to transform culture and lives. The Wellness Collective team supports a wide variety of workplaces (across industries) to develop strategies and customized programs for improving organizational and individual wellness. This mission-driven business is built on the foundation of five core values: people first, positive impact, passion, responsibility and mastery.

Katy is passionate about staying inspired and evoking that in others so that everyone wins – the business, the culture and most importantly, the people. She finds joy in ideation and exploring what's possible. This manifests in an ability to consult and lead organizations toward positive, sustainable shifts in their approach to employee health and well-being.

Her work has taken her into Fortune 500 businesses, non-profits, and schools both public and private. Katy speaks and teaches weekly to a global audience and loves every moment of it.

With a Bachelor of Science in Human Ecology from the Ohio State University, Katy's primary areas of interest and professional development have been focused on positive psychology, motivation, behavior modification, spirituality and neuroscience related to mind/body connection. She's also earned numerous certifications in tobacco treatment, behavior change, nutrition, fitness, yoga, and health coaching.

Katy serves in various board and committee roles and focuses much of her volunteering on fundraising to benefit innovative and inclusive educational initiatives, family fitness and feeding families at Thanksgiving.

She's also active with NAWBO (National Association of Women Business Owners) and is a past board member committed to advocating for women in business to have visibility and equal opportunities.

Outside of community and professional passions, you'll always find Katy on the dance floor or perhaps competing in the ballroom. She's the proud mom of two beautiful girls and six entertaining cats.

Achievement Highlights

- National Association of Women Business Owners - Member of the Year (2022)
- Author – Health & Happiness at Work (in process of publication)
- Podcast Host – Health & Happiness at Work (2021 - present)
- Master Trainer, LaBlast Fitness (2019 – present)
- Microentrepreneur of the Year in Health & Wellness (2015)

Biographical Information

**Emma O'Keefe, Wellness Specialist, Wellness Collective
1245 S. Sunbury Rd. Ste. 102, Westerville, OH 43081
emma@wellnesscollective.com**

Emma O'Keefe graduated with a Health and Human Kinetics and Education degree from Ohio Wesleyan University. She is also a certified Health and Intuitive Eating coach, yoga teacher and personal trainer. In her current role as Wellness Specialist (with Wellness Collective), Emma works with a variety of organizations to create and implement impactful health and wellness programs for their employees. Emma enjoys developing and facilitating education sessions, writing content, providing group/individual health coaching and finding creative ways to engage and meet the needs of employees withing their workday.