



## 7 Steps to Creating and Leading a Happier Workplace



Your job is to be the best leader possible so your company can make a profit. Wouldn't it be great if you could generate both profits AND happy employees? Making employees happy to be at work is a big achievement for an organization and a reliable way to increase productivity.

Why worry about happiness at work?

Unhappy employees, estimates show, cost the American economy as much as \$400 billion per year in lost productivity.

### What Identifies a Happy Workplace?

CareerBliss released findings on the 40 happiest companies to work for in America. The results are based on reviews submitted by employees evaluating key happiness factors such as relationships, lifestyle, work pressure from coworkers and managers, available job resources, opportunities for growth, work culture, compensation, company reputation, daily tasks, and how much control employees have over their jobs. Innovative companies that rely on creativity are often known for encouraging flexible work schedules, inventive workspaces, and collaborative teamwork.

An ideal company has the perfect balance of all the workplace happiness factors. However, this does not mean that companies perceived to be innovative will consistently hold the top spot. Highly imaginative companies like Google and Apple dropped from being in the top 10 spots to numbers 18 and 42, while pharmaceutical company, Pfizer climbed to the #11 position.

### What Are Happy Workplaces Doing Differently?

## Mary's Updates

### Mary's Video of the Month ~ Are You Prepared? ~



Through one of my programs called "In Case of Emergency, Break Glass!" I teach people how to organize life's important documents. Should anything happen to you today, will your loved ones be able to find everything they need? Do you have a will? A letter of instruction? How about health care directives?

My goal is to get 10,000 families organized in 2014, and I would love your help! Watch [this video](#), and learn more [here](#).

## Mary's Book of the Month



### [Engaged! How Leaders Build Organizations Where Employees Love to Come to Work](#)

by Peter Barron Stark and Jane Flaherty

Organizations and companies looking to have happier, more productive employees should get this book for everyone in their organization.

Every chapter is a gold mine of great information with titles such as Eleven Stupid Things Managers Do to Mess Up Workplace Excellence, The 10 Keys to Workplace Excellence, Twelve-Step Recovery from Stupid Behaviors, and my favorite chapter, The 76 Strategies, which are 76 elements identified by the Peter Barron Stark Best-of-the-Best Benchmarks of top companies.

1. **Employee development.** A happy workplace is one that is committed to continuous employee development. Pfizer supports workers who want to take risks by allowing them try, occasionally fail, and learn from the process.
2. **Flexibility and understanding.** Smart employees need flexibility as well as work challenges to stimulate new ideas. Research by the Wharton School of Business finds what great leaders already know – that employees are happier when they are allowed latitude in their jobs and flexibility from their supervisors. Employees also appreciate companies that are more willing to take risks and be lenient in allowing their employees to learn from their mistakes. Most employees are more inclined to be creative, explore more solutions, and work harder when they have more freedom.
3. **Avoiding work burnout.** A common complaint of work burnout is not just about too many hours employees spend at work, but how they feel while they are on the job. If they feel are valued and appreciated, they do not mind spending more time and energy on a project or a task. Conversely, if people feel as though what they do does not matter, they resent that time, especially the extra time spent at work.
4. **Getting rid obstacles.** Great companies survey their workers to find out if there are obstacles that get in the way of productivity and the resulting job satisfaction. The company does not wait for an exit interview to find problems, but acts proactively to analyze and assess their workers.
5. **Resolving conflict.** A happy workplace isn't necessarily free from conflict, but in productive companies, management works to constructively resolve conflict. Using differences to find new solutions is what imaginative companies do best.
6. **Meaningful work.** Cultivating an ambience of mindfulness and meaning at work is an important factor in encouraging a happy workplace. According to research conducted by Stanford Graduate School of Business, there is a huge relation between happiness and meaning, and feeling as though our work contributes to a greater cause

Using data from over 200,000 employee surveys, Stark and Flaherty know what gets employees engaged and motivated at work and they make it easy for managers to identify what will work for their employees. Stark and Flaherty also show what managers are doing that create roadblocks to employee success.

You may not think you need the chapter, *Eleven Stupid Things Managers Do to Mess Up Workplace Excellence*, so if you think you are a good boss, then give your people the *Stupid Behaviors of Managers Pop Quiz* on page 75 and see how you do. Worried about the results? Get the book.

I love this book. If you read no other book on how to lead and engage the people around you, this is the one must read of the year.

Highly recommended for every leader at every level of every organization that employs more than two people. Really. *Engaged!* is fabulous.

## Twitter and Social Media

From Sierra Modro at *MobileMusings.com*: Using Facebook on the iPhone and iPad just got better with Paper. "This app is simply beautiful. It gives a full "lean back and drink some coffee" experience for browsing your Facebook feed. Oh, and it adds feeds for many other interest areas, so you can keep up on news, fashion, tech, and cute kittens all from within one app."

## Pet Tip

Towel dry or blow-dry your dog if it gets wet in cold temperatures. It is important to also dry and clean paws to help avoid tiny cuts and cracked pads. A little petroleum jelly may soften the pads and prevent further cracking.



## Thank You for Reading this Newsletter



Know anyone planning a conference who needs a motivational leadership speaker, or a business that needs a push forward? Please [contact me](#). I greatly appreciate your referrals!

*Mary C. Kelly*

is extremely gratifying.

7. **Being appreciated.** Few people confess to feeling over appreciated at work. Globoforce, a software manufacturing company found out that 80% of their employees said that being appropriately recognized makes them feel more satisfied with their job. A workplace is likely to be a much happier place when there are policies and practices to make sure that people are regularly appreciated and acknowledged for the job they do. When employees feel that their happiness matters at their workplace, they tend to be more productive.

We spend a lot of our time at work, so let's work happy!

*Please share your feedback on this article on [my blog](#).*

## Connect with Mary



## How Can We Help?

We don't assume, so here is a brief list of what Productive Leaders does:

1. Motivational business keynote and breakout speaking for conferences, convention, banquets and events
2. Emcee corporate events and fundraisers
3. One-on-one business consulting
4. Strategic business planning

Call Mary at 719-357-7360 for a free initial consultation.

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*Would you like to use any of these articles in your newsletter or website? You can, as long as you include this at the end: With over twenty years of leadership experience and a diverse background leading teams in the U.S. and abroad, Dr. Mary Kelly makes leadership a reality for all levels of an organization. Register for her free newsletters at [www.ProductiveLeaders.com](http://www.ProductiveLeaders.com)*

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