

ENGAGE with Happiness System

Energize from your core.

Think about what it feels like to feel energized. You are ready to handle what is in front of you. You feel **synchronized** and ready to spring into action. Mindfulness synchronizes your mind and emotions with your body.

Coming back from mental rumination, fear, doubt and general distraction, you are plugging back into your core being - to your authentic self which is already and always there to be reconnected with.

The practice of coming back to that core of your being is creating new neuronal connections in your brain and making it easier to repeat and stay plugged into to yourself and the moment longer and longer.

That is an energy that can be counted on to get the job done, and which radiates to others, inspiring them to ask, “how do you do that, how do you get so much done?”

Notice the opportunities.

“Life is what happens to you when you’re busy making other plans”. (John Lennon)
So often life is presenting opportunities and hints that we frankly miss because we are not present. **Auspicious coincidence....** connecting with what is happening is magical!

Notice opportunities for gratitude and extending appreciation. This increases joy and connection to others.

Grow through curiosity.

Adopt an attitude of curiosity about your current situation. Allow time for reconnecting with your reasons for being at your workplace in the first place.

With openness and curiosity, you are much more likely to tune in to what needs to be done for success to occur in any endeavor.

If you can stop, breathe, and become present, there is some open space and room for curiosity to arise. When we are so absorbed with our own rumination on what we did wrong in the past or anticipating and worrying about what is coming, it is hard to truly look or listen to what is happening in front of us and within us.

As a genuinely curious listener, you open the space for real exchange, you empower the speaker to fully express their views. You **create an environment for learning and creativity to spark.**

Act with purpose.

We can aim to make a greater connection between our self and the work we do. You can do a personal assessment of your interests and strengths which can be a trigger for a conversation to be able to engage in work that inspires you.

If you are a leader, you can be open to these conversations from team members, and try to connect workers with their areas of interest.

When individuals are truly curious about a subject, they find greater meaning and purpose in pursuing knowledge and excellence around that topic.

When work feels meaningful, that can lead to more engagement and happiness in the performance of daily tasks.

Having purpose in your life is a key to resilience. having purpose in your life helps you to be able to “**reframe stressful situations more positively.**”

Give with compassion.

Giving compassion starts with yourself. You can learn to extend to yourself the warmth, curiosity, and care that you would like to receive from others. Self-care leads to care and communication with others in a wonderful cascade of good will.

When we take care of ourselves in a compassionate way, we are triggering the release of higher levels of the hormone oxytocin. We have the power to alter our own emotional state with a gesture of kindness to ourselves!

Your ability to influence your happiness through practicing kindness points to why your efforts to be kinder and more compassionate with yourself will have a ripple effect at work.

When you are in tune with your own emotions, you realize that you are more sensitive to others, and you can reach out to connect and create bonds that are important for collaborative work and for workplace happiness and engagement.

Give the gift of listening with full attention to others. This empowering and energizing to your colleagues, and a way to improve both engagement and happiness.

Enjoy high performance

You can create the conditions for Flow to occur at work. (Mihaly Csikszentmihalyi)
When you do, your actions and decisions are seamless, and you enjoy intense focus which stays on the task at hand.

“In a 10-year study conducted by McKinsey, top executives reported being five times more productive in flow. If we could increase the time we spend in flow by 15-20%, overall workplace productivity would almost double.” (*Harvard Business Review* article “Create a Work Environment That Fosters Flow,” Stephen Kotler, author of *The Rise of Superman*)

Flow science is in its early research stages, yet is already being applied at Facebook, Google, Toyota, and Patagonia, among other companies.

- **To enter a flow state, you start by establishing a sense of calm** - you need to know how to let go of thoughts and reactive emotions.
- **Practicing a few moments of balancing yourself with focus on your breathing (mindfulness)** can provide an opportunity to get present, or to reset.
- **Then you need a task that is a “stretch”**- that creates a bit of positive stress along with the focus.

By Gayle Van Gils, author of *Happier at Work: The Power of Love to Transform the Workplace*. Visit Gayle’s website www.TransformYourCulture.com for audio versions of practices in the book. Mindfulness opens the heart and mind and is the basis for greater connection to one’s life, work and relationships. Contact Gayle for information on how to integrate mindfulness into your workplace with the **“ENGAGE with Happiness”** training - available live or online.