

## **Add Soul To Your Goals and Thrive In The Change Zone - with THE DESIRE MAP and Jenny Xenos The Science of Happiness**

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Drawing on the latest scientific research on happiness, resilience, willpower, compassion, positive stress, creativity and mindfulness....

**Being happy is the most productive thing we can do to thrive – whether at work or at home.** Studies show that happiness makes people 12 - 31% more productive.

**Happiness** – defined as a state of heightened positive emotions – has a profound positive effect on our professional and personal lives. It increases our emotional and social intelligence, boosts our productivity, and heightens our influence over peers and colleagues. These are the very ingredients that allow us to be successful without sacrificing our health and psychological well-being.

Decades of research has shown that happiness is not the *outcome* of success but rather its *precursor*.  
**Happiness leads to success – not the other way around!**

Let's stop falling for out-dated theories of success and burning ourselves out!

Even if we don't study or hear about the connection between happiness and success, we know intuitively the powerful impact our emotions have on us.

*For data driven folks who want to start with facts and figures about the cost of negative emotions and benefits of happiness...*

- Only 13% of the global workforce is “highly engaged”.
- Anxiety is the leading cause for mental health treatment in the USA, costing the nation over \$42 billion per year.
- The use of anti-depressants among Americans of all ages has risen by 400% in the last decade.
- 2014 Gallup study:
  - 50% employees are unengaged (present but uninspired)
  - 20% are actively disengaged (very unhappy at work)
  - costing the US economy > \$450 billion per year

*(+ve = positive; -ve = negative)*

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Barbara Fredrickson (from U of North Carolina + other researchers who study the impact of +ve emotions) has found that happiness brings out our best potential in 4 concrete ways: “

1. **Intellectually**. Helps you learn faster, think more creatively + resolve challenging situations. Eg. You’ll have an easier time solving a puzzle after watching a short comedy. Fun (by easing tension and activating pleasure centres in the brain) helps spark neural connections that facilitate greater mental flexibility and creativity. Multiple studies have shown that happiness makes people 12% more productive.
2. **Psychologically**. Your mood, not external factors, determines how your day will go. Eg. You can feel miserable because you are upset with a family member while sitting on a beautiful beach. Research shows that +ve emotions help you bounce back from stress much more quickly. By helping you rapidly recuperate from –ve emotions, they effectively shorten the time you feel stressed, angry or depressed and make you generally optimistic. Your optimism will provide a psychological and physiological buffer against stress. You can maintain your productivity and peace of mind more easily.
3. **Socially**. There’s no doubt that relationships at work are essential to success. Positive emotions strengthen relationships. Eg. Shared laughter makes people more open and willing to cooperate. A number of studies show that happy employees make for a more congenial workplace. In particular, happy, friendly, and supportive colleagues tend to:
  - a. Build higher-quality relationships with others at work
  - b. Boost colleague’s productivity levels
  - c. Increase colleagues feeling of social connection
  - d. Improve commitment to the workplace
  - e. Increase levels of engagement with their job
  - f. Provide superior customer service even if they don’t stand to benefit

Research suggests that happiness tends to spread up to 3 degrees of separation from you to those close to you, colleagues and acquaintances, and even strangers you will never know.”

**This is how you create a culture of happiness in your work-place, home or community. Be happy and the rest will follow!**

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4. **Physically.** Research has found that +ve emotions improve physical well-being by increasing strength and cardiovascular health as well as by improving coordination, sleep and immune function. Also, +ve emotions are associated with reduced inflammation. (Many disease comes from inflammation of some kind.) In other words, being happier helps to keep you healthier, even if you work in high intensity or stress inducing environments. In fact, +ve emotions speed up recovery from the cardiovascular impact of stress. Studies have also shown that lightening up with laughter normalizes levels of the stress hormone cortisol, boosts immune function and reduces inflammation. **Keep the cost of your healthcare down!**

All this (happiness) leads to maximizing your resilience, creativity, productivity, presence and many other critical skills for success. Ie. How to be productive without chronic stress, how to achieve more without burning out – how to maximize your professional potential and personal fulfillment.

**Only 13% of the global workforce is highly engaged.**

**-> Engagement is about inspiration.**

**-> Inspiration is an INSIDE job.**

**This isn't just an employer problem to solve. It's very much an employee problem to address. Employers can help employees make their work meaningful.**

- Culture and engagement are now business issues. In 2015 it became the #1 challenge around the world.
- Employees are now like customers; companies have to consider them as volunteers, not just workers.
- Millennials want meaningful work. (greater purpose in their work)
- Accelerating economy + rapid changes in the workforce have created even more urgency in the need to adapt HR + people practises around the world.
- Without strong engagement and a +ve meaningful work environment people disengage and look elsewhere.
- Growth, volatility, change + disruptive tech, drive companies to shift their underlying business models. Now more than ever!

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### **Do you want to recreate the past or thrive in the present as you build the future?**

- *If millennials (and Gen X) are “like” customers then doesn’t it make more sense to get to know them very well – particularly their passions, what truly lights them up?*
- Research shows that a person’s best performance comes when they are given meaningful work that leverages their strengths and aspirations. (Use The Desire Map with Strengths 2.0, Myers Briggs, Disc etc)
- Develop inclusive leaders at all levels. #selfleadership
- Deloitte’s advice for HR: Jump in to the fray with enthusiasm. Seize ownership of these challenges and show leadership in addressing them. Make this the year of bold leadership in helping your organization thrive in this new world of work.
- Organizations that create a culture defined by meaningful work, deep employee engagement, job + organizational fit and strong leadership are outperforming their peers.

### **To help people engage - it’s time for creativity and bold leadership!**

#### **The Desire Map Workshop for Teams**

When we come together and work in concert as a team, we can focus upon the best attributes of each of us, and evoke that in each other...that’s what the essence of a team is. We’re all different, we have different strengths, we have different points of clarity, we each bring so much to the team and **if each of us focused upon the positive aspects of the other, then the best of all us is what’s present in every moment**, and that, I promise you, will be a satisfying game! Together, we’re going to discover who we really are, at a deeper level, and how we really want to feel: our Core Desired Feelings.

#### **Notes about Performance Management and “coaching cultures” in organizations:**

- Performance Management is being reinvented to be forward thinking.
- **Intel** uses a transparent agile goal management process. (OKR – Objectives + key results)
- **Adobe, Microsoft + Juniper** have revamped to reduce the impact of ratings. (Reflects that ratings based PM negatively impacts culture + engagement.)

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- **Adobe** introduced The Desire Map and Core Desired Feelings to proactively redefine their goal setting.

*“Focusing on how we want to feel vs what we have to do was a big frame shift, and helpful in getting clearer about setting goals that release our full power to succeed.”*

– Ellie Gates, Director of Management Effectiveness.

*Source: Danielle LaPorte, The Art of Leadership for Women, Vancouver 2016.*

- **Adobe** abolished performance scores in 2012. Have “check-ins” instead. Developed a series of resources focusing on coaching and growth to equip managers to be better coaches + ask powerful questions.
- Adobe’s **program is also focused on training employees to coach themselves and drive their own growth.** #selfleadership
- **Joey Restaurant Group** has implemented a coaching culture at all levels of the organization since 2008 and won the International Coaching Federation’s PRISM award in 2012 and made Canada’s Best Workplaces list in 2010 and 2011. #selfleadership

### Sources with supporting data and recommended reading for further details:

Deloitte’s 2015 Global Human Capital Trends Report

Culture Amp’s 2015 People Analytics from New Tech Companies Benchmark Report

2014 Gallup Study

The Happiness Track –How To Apply The Science of Happiness To Accelerate Your Success, by Dr Emma Seppala, Science Director at Stanford University, 2016.

Learned Optimism: How To Change Your Mind and Your Life by Martin E P Seligman, 2006.

Presence – Bringing Your Boldest Self to Your Biggest Challenges, by Dr Amy Cuddy

Harvard Business Review

Psychology Today

**Jenny Xenos** – I’m an ICF credentialed professional coach and change-agent whose forte is desire and stepping into your full power - what I call Self-Leadership. Before I started my own company in 2014, I took a sabbatical from work to explore life and the meaning of joy and fulfillment. Prior to that I was in the fast-paced dynamic tech industry for 20+ yrs, predominantly working at SAP, enjoying success in roles from strategic alliances, to sales and technical pre-sales, in multiple regions across the globe. I invite you to connect with me on social media @jennyxenos to find out more about who I am, my personal vision and philosophy, credentials, and testimonials from peers and clients, at [LinkedIn](#) and [jennyxenos.com](http://jennyxenos.com). And please give me a call or drop me an email if you think I might be able to help you with The Desire Map Workshop or coaching!

