

Happywork LLC
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Happywork is led by Travis Shumaker who has nearly 20 years of leadership in organizational development and change programs.

HAPPYWORK



What is happiness?

Why is happiness important at work?

How Happywork can help.

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The Science of Happiness

- Experientially, Happiness is many things for many people
- Scientifically, Happiness is about 4 main chemicals:
 - Dopamine
 - Serotonin
 - Oxytocin
 - Endorphin



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Science of Happiness – Brain Chemistry

Dopamine

The awesome feeling you experience from

- Achieving something
- Meeting your needs
- The expectation of getting or earning something you really love

Serotonin

The splendid feeling you experience from

- Feeling important
- Being recognized as an expert
- Others recognizing your social status

Oxytocin

The cool feeling you experience from

- Being trusted
- Being accepted and cherished in your groups
- Knowing there is certainty in your relationships

Endorphin

The momentary euphoria you experience from

- Laughter and joy
- Exercise and exuberance



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Brain Chemistry Examples

Dopamine

The motivation needed for the team to create and have the discipline to accomplish the action plan...and each action item achieved is a small boost and finishing a major effort is a big boost.

Serotonin

The pride felt and respect given when a great new level of workplace happiness is recognized and earns the team an award.

Oxytocin

Working in a group to brainstorm an action plan to create more workplace happiness opens trust and a feeling of belonging.

Endorphin

The team decides to walk to a coffee shop and have their meeting along the way...and keep it loose so everyone laughs and has a good time!



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The State of Workplace Happiness

- The vast majority of your time in your life will be at work
- A recent Gallup study shows that more than 70% of US employees are not engaged and are under achieving
 - Many are sleepwalking around their workplace
 - OR –
 - Running around in a ‘fight or flight’ state

No other environment has a better chance to impact your being happy or unhappy!



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Happier = Better Bottom Line Results

- 3X (300%!) more creative
 - *Journal of Personality and Social Psychology, 1987*
- 37% better sales
 - *The Happiness Advantage TED talk by Shawn Achor, 2011*
- 19% better operating income
- 5% points better operating margin
- 3% points better net profit margin
 - *19%, 5% and 3%: Towers Perrin's 2008 Global Workforce Report*



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Champion Happiness @ Work

- Create a happier life for yourself and others
 - Tap into what happiness means for you
 - Put that into action at work
- Discover your happiest and least happy areas
- Participate in a program focused on happiness

***Don't we all crave being totally engaged and
in a state of flow at work?!***



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Example Happywork Program

Kick Off (1-2 hours)

Introduce Happywork to the team, provide an overview of the program, explain survey and coaching, answer questions. Get 'opt-in' from team members.

Survey (Baseline, Follow-Up ~6 Months)

Set up the survey, send it out, track it, encourage completion, analyze and deliver results.

Survey Results Workshop (1-2 hours)

Working group with the survey on a big screen where the team can drill-down and explore what it reveals.

Action Planning Workshop (1-2 hours)

The team will react to some areas of the scores and it will create the desire for action. These actions are brainstormed and set up for regular follow-up.

Monthly Coaching (30 minutes)

Opt-In for those who want individual coaching on the team or their own personal action plans to be happier at work.

Follow-Up Workshop (1-2 hours)

Verify plans for sustainability and celebrate the wins!



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Happiness Works Survey



Travis Shumaker | Practitioner [Sign out](#)

[Organizations](#) [Transactions](#) [Resources](#)

(Jan 2014 survey) — Preview

1. How satisfied are you with...

... your overall job?

Extremely dissatisfied 1 2 3 4 5 6 7 Extremely satisfied

... the balance between the time you spend on your work and the time you spend on other aspects of your life?

Extremely dissatisfied 1 2 3 4 5 6 7 Extremely satisfied

2. How much of the time you spend at work...

... are you absorbed in what you are doing?

None of the time 1 2 3 4 5 6 7 All of the time

... do you enjoy what you are doing?

None of the time 1 2 3 4 5 6 7 All of the time



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Happiness Works Results

Highlight & lowlights

The happiness at work survey covers a broad range of factors that affect people's working lives. Here you can see which elements your organisation is doing best and worst on.

Best scoring questions

Team relationships	8.0
Trusted by manager	7.8
Organisational pride	7.8
Relationship with manager	7.6
Job security	7.4
Good organisation to work for	7.1
Societal benefits	7.0
Boring work (absence of)	6.8
Pleasant environment	6.7
Team well managed	6.6
Satisfying job	6.5

Worst scoring questions

Achievable job	3.6
Personal resilience	4.6
Self confidence	4.6
Free to be self	4.6
Good friends at work	4.6
Stressful job (absence of)	4.7
Use strengths	4.8
Co-operation between teams	4.9
Customer/client benefits	5.1
Work-life balance	5.1
Absorbing work	5.2



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Happywork 'Big 5 Questions'

1. What do you want to change for the better...
and what are you doing about it?
2. Who will you work with?
3. Where will your support come from?
4. What does success look like?
5. Why will you or anyone care?

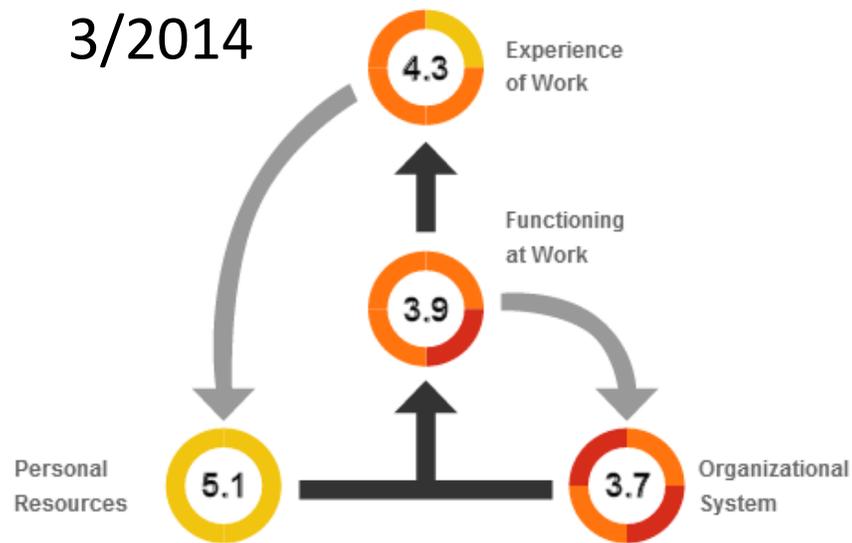


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Case Study: 19% Happier!

Dynamic model

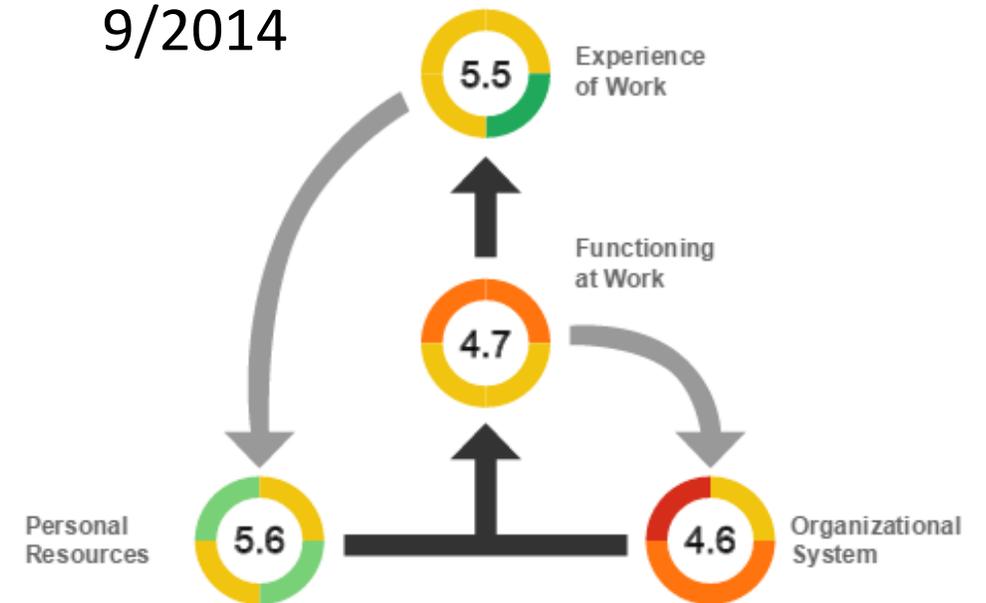
3/2014



Baseline: 4.2 Average

Dynamic model

9/2014



5.0 Average
After Happywork

**(7 point scale)*



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Next Steps

1. Learn more: <https://happyworkteam.com/>
2. Contact:
 - happyworkteam@gmail.com
 - (818) 308-4365
3. Create a customized program that can fit anyone or any team, virtually anywhere and almost any budget.

