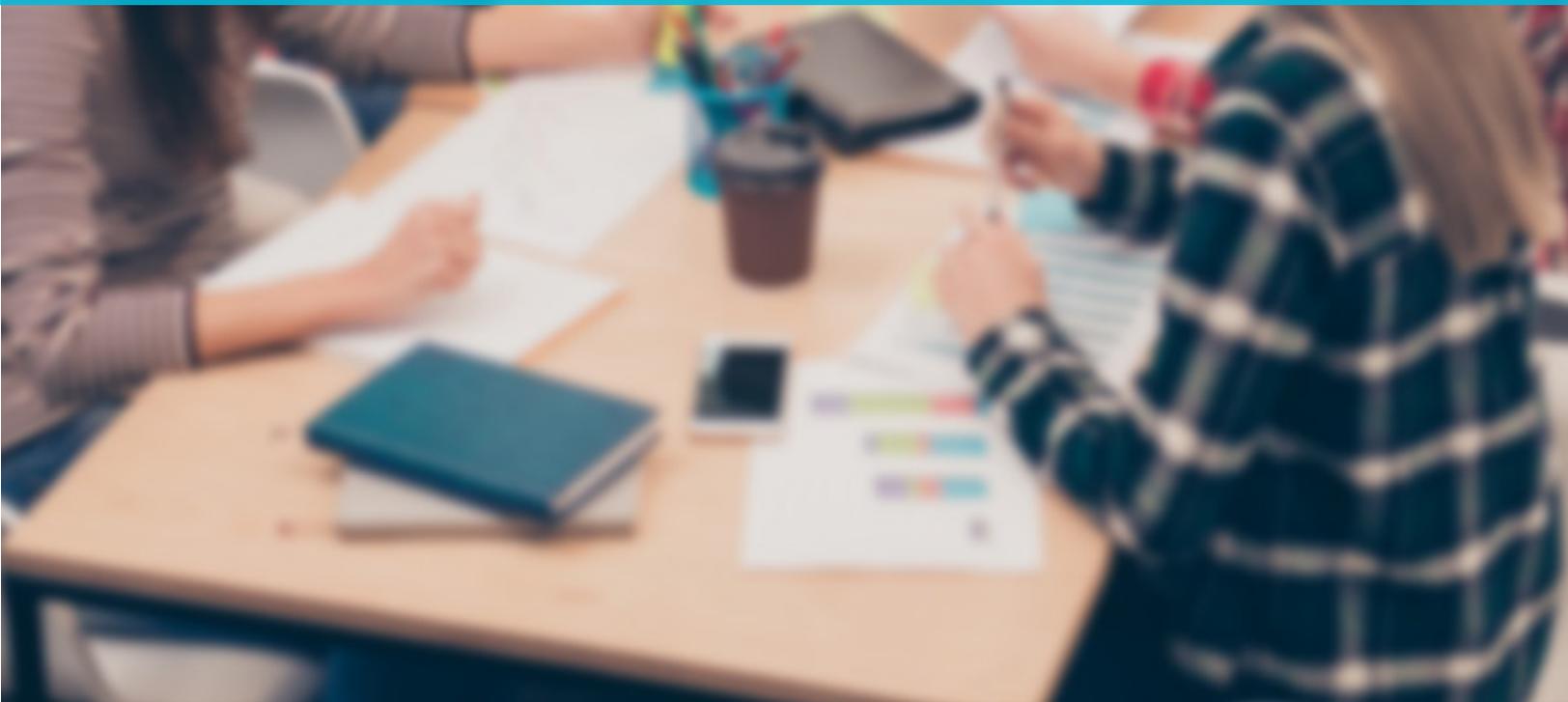




Employee Happiness

Why It Really Matters



:DAYS TO HAPPY

In the modern era of business, there is a powerful and exciting harmony taking place between three related fields of science: happiness, positive organizations, employee engagement.

First is the science of happiness.

Significant research and discoveries over the past decade have helped us better understand what true happiness is and how individuals can learn to be happier. There are different perspectives on what happiness is, but for simplicity, we define happiness as a general sense of joy and overall well-being--that life is filled with positive meaning and overall worth.

Second is the science of positive organizations.

Organizations have cultures that are viewed as more or less positive by team members and other stakeholders. Over the past decade, the field of positive organizational scholarship has provided tremendous insight into what companies can do to create a more positive culture and environment for their employees. A positive climate is simply defined as “a work environment in which positive emotions predominate over negative emotions.” (Cameron, Positive Leadership)

Third is the science of employee engagement bringing the person and the organization together.

Employee engagement refers to the degree that team members are emotionally invested in the organization and committed to doing the work that helps the organization succeed. Highly engaged team members are positively connected (both rationally and emotionally) to their companies, their leaders, their co-workers, and the actual work they do. They are happier and more positive at work and produce significant benefits for their organizations.

These three fields of science have seen significant advancements and focus over the last two decades. From a business perspective, the intersection of these three sciences opens up some powerful opportunities for organizations prepared to take advantage of them. The table below shows just a sample of the benefits organizations can gain when effectively applying the principles of happiness, positivity, and engagement.

Benefits of Happiness

- 10% higher productivity
- 3x more creative
- 37% increase in sales
- 47% increase in profitability
- 40% fewer employee injuries

Benefits of Positive Organizations

- 49% fewer safety incidents
- 38% Improvement in management support
- 38% improvement in employee participation
- 8% improvement in voluntary turnover
- 26% improvement in willingness to recommend the company

Benefits of Engagement

- 2x revenue growth
- 4x average profit
- 25% higher productivity
- 2x higher customer satisfaction
- 40% higher retention

Organizations are in a unique position to capitalize in all of these areas because of the common thread that experience plays in each area. Experiences; true, meaningful, human experiences are critical in each of these areas to drive positive change in people.

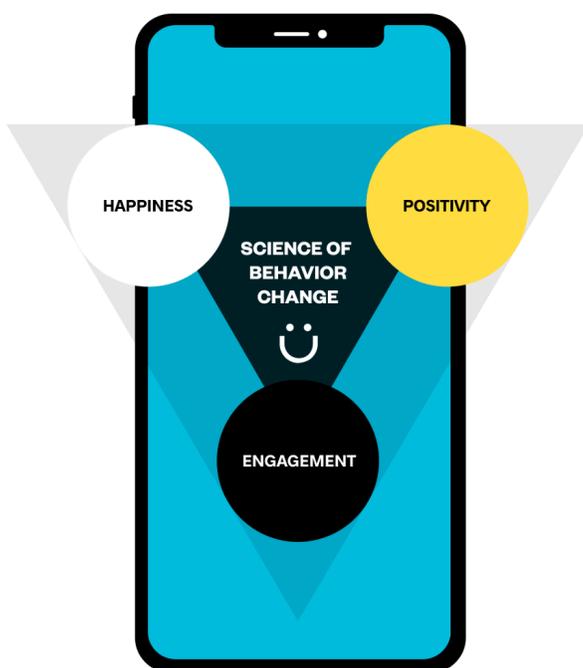
Businesses who want these benefits have a tremendous opportunity to create more holistic human experiences in the workplace. Our experience and research demonstrate that carefully designed and orchestrated experiences can improve the outcomes in all three of these areas simultaneously.

Organizations that help create these experiences for their team members will reap the benefits of improvements in happiness, positivity, and engagement. More importantly, these experiences have a much more powerful impact on the individuals themselves.

It's a virtuous cycle that benefits individuals and organizations. Organizations that are early adopters of creating powerful human experiences that improve individual happiness, organizational positivity, and employee engagement will have significant advantages in the marketplace compared to the organizations that choose not to make these investments.

At DaysToHappy, it's our goal to inspire the world and help one billion people be happy at work, at home, and in all other aspects of their lives. Our all-in-one, done-for-you employee experience platform increases engagement throughout your organization. You can motivate, connect, train, and inspire your employees every day so you can boost productivity and ensure that your company thrives.

Click the button below to schedule a live, personalized demo of our software that is designed to create positive change across your organization & engage employees.



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