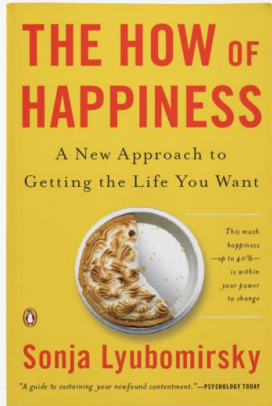




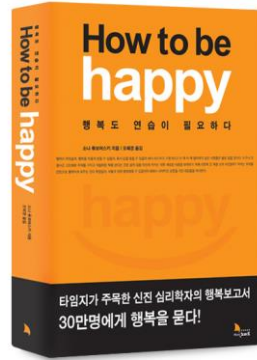
THE HOW, WHAT, AND WHY OF HAPPINESS AT HOME AND WORK



Sonja Lyubomirsky, Ph. D.
Department of Psychology

Lou-boe-MERE-ski

UNIVERSITY OF CALIFORNIA
UCRIVERSIDE

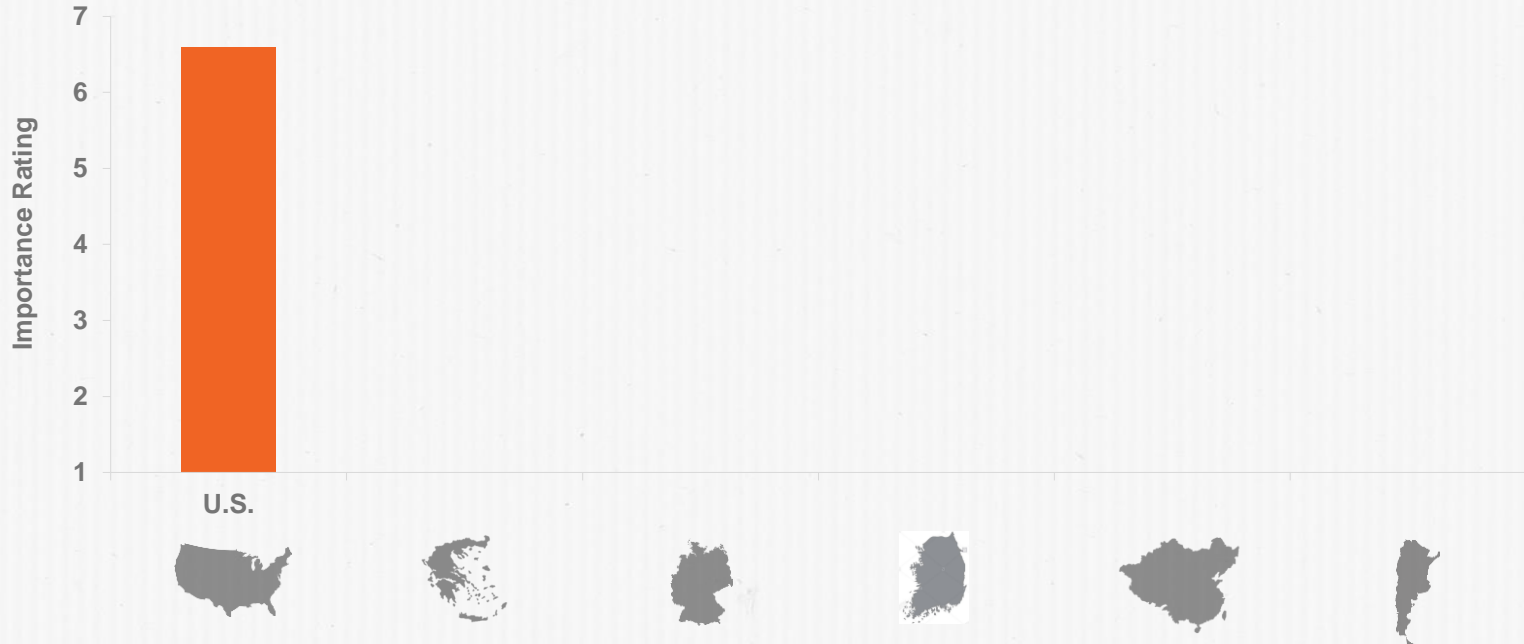




Primary Collaborators:

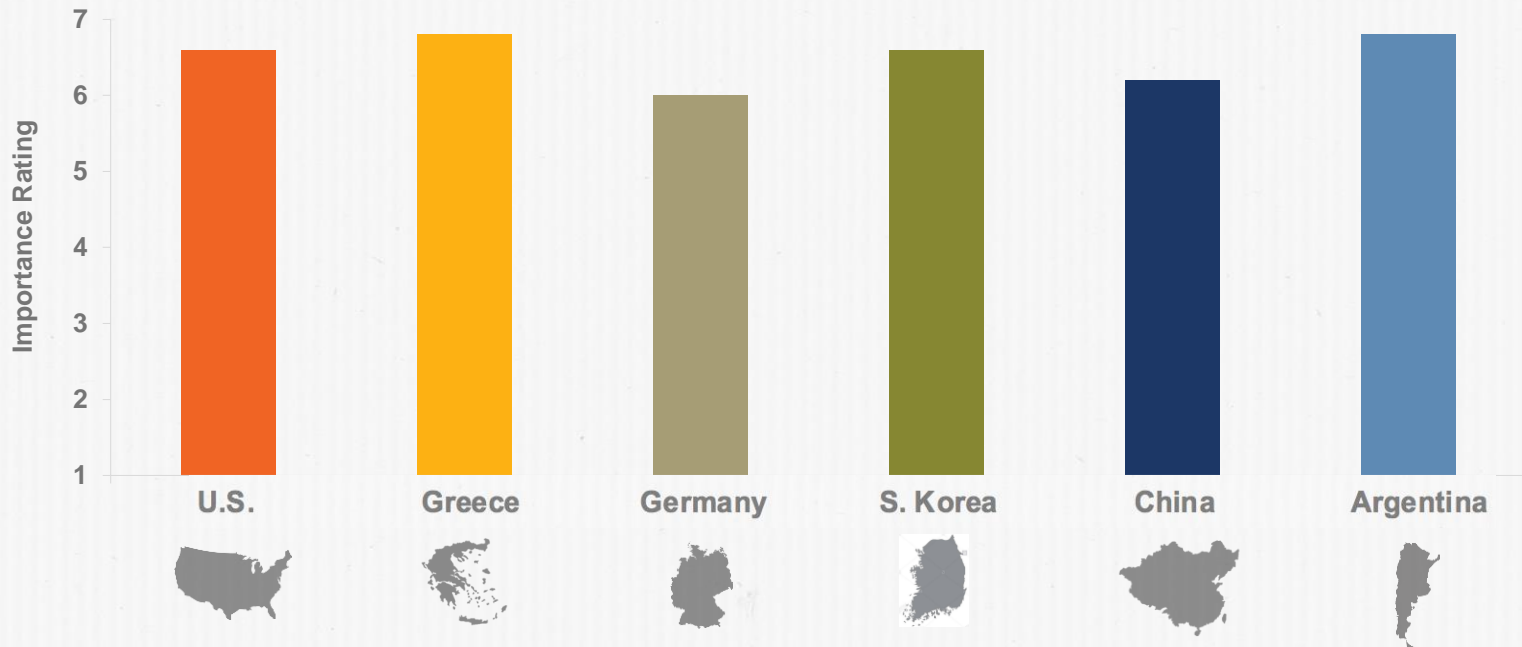
- Julia Boehm, (now at) Chapman University
- Joseph Chancellor, (now at) Facebook, Inc.
- Incheol Choi, Seoul National University
- Steve Cole, University of California, Los Angeles
- Rene Dickerhoof, (now at) Department of Defense
- Megan Fritz, (now at) University of Pittsburgh
- Kristin Layous, (now at) Cal State-East Bay
- Katie Nelson-Coffey, (now at) Sewanee: University of the South
- Ken Sheldon, University of Missouri-Columbia
- Lilian Shin, (now at) University of Texas MD Anderson Cancer Center
- **Current Lab:** Seth Margolis, Lisa Walsh, Annie Regan, Karynna Okabe-Miyamoto, & Ashley Stapley

HOW IMPORTANT IS HAPPINESS TO YOU?



FROM: (1) Diener, E., Suh, E. M., Smith, H., & Shao, L. (1995). National differences in reported subjective well-being: Why do they occur? *Social Indicators Research*, 34, 7-32; (2) Diener, E. (2000). Subjective well-being: The science of happiness and a proposal for a national index. *American Psychologist*, 55, 34-43.

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225 STUDIES ON THE BENEFITS OF HAPPINESS

Happy people...

- Are more productive at work and more creative
- Make more money and have superior jobs
- Are better leaders and negotiators
- Are more likely to marry and to have fulfilling marriages, and less likely to divorce
- Have more friends and social support
- Have stronger immune systems, are physically healthier, and even live longer
- Are more helpful and philanthropic
- Show more resilience to stress and trauma

FROM: Lyubomirsky, S., King, L. A., & Diener, E. (2005). The benefits of frequent positive affect: Does happiness lead to success? *Psychological Bulletin*, 131, 803-855. **SEE ALSO:** Walsh, L. C., Boehm, J. K., & Lyubomirsky, S. (2018). Does happiness promote career success? Revisiting the evidence. *Journal of Career Assessment*, 26, 199-219. Diener, E., Pressman, S., Hunter, J., & Delgadillo-Chase, D. (2017). If, why, and when subjective well-being influences health, and future needed research. *Applied Psychology: Health and Well-Being*, 9, 133-167.



DEFINING HAPPINESS

- **Cognitive and affective component:** Experience of frequent positive emotions AND a sense that one's life is good
- In other words, being happy **in** your life AND being happy **with** your life

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WORK PERFORMANCE



- **STEP 1:** Measure how happy employees are (average 45 years old, on job 17 years)
- **STEP 2:** 3.5 years later, their department managers rate them on overall work performance and on these dimensions:
 - ✓ Offers useful ideas
 - ✓ Has high goals for performance
 - ✓ Pays attention to my instructions & feedback
 - ✓ Works well with others
- **RESULTS:** Happier employees are rated by supervisors as superior on all dimensions.

CREATIVITY



- **STEP 1:**
Induce happy mood
- **STEP 2:**
Complete a test of creativity



CRAB SAUCE PINE _____

- **RESULTS:**
Those in a happy mood are more creative than those in a neutral mood.



TO SUMMARIZE SO FAR:

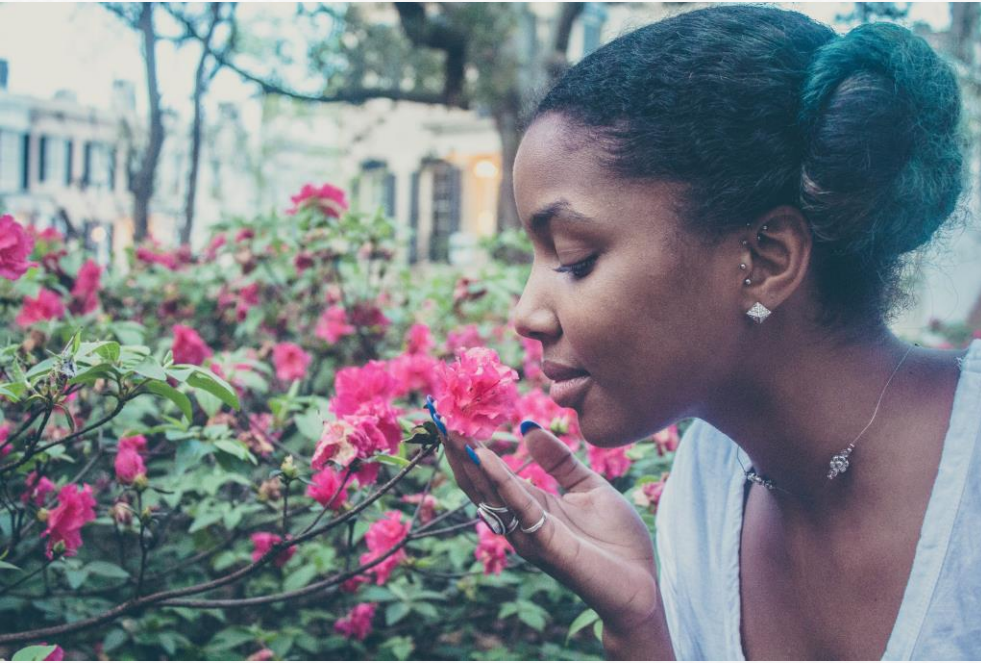
Happy workers...

- Are physically healthier
- Accomplish more
- Offer creative ideas
- Help their colleagues

QUESTION:

Is it possible to become happier?

And, if yes, **how**?



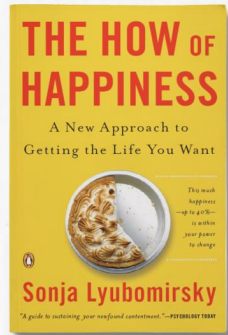
OUR ARGUMENT:

Despite the finding that our happiness is partially genetically influenced and despite the finding that our life situations have a surprisingly small impact on how happy we are, still **a very large portion** of happiness is in our power to change.

FROM: (1) Lyubomirsky, S., Sheldon, K. M., & Schkade, D. (2005). Pursuing happiness: The architecture of sustainable change. *Review of General Psychology*, 9, 111-131. (2) Lyubomirsky, S. (2008). *The how of happiness: A scientific approach to getting the life you want*. New York: Penguin Press.

HAPPINESS-INCREASING STRATEGIES

- Expressing gratitude and appreciation
- Practicing acts of kindness
- Coping well with adversity
- Nurturing optimistic thinking
- Learning to forgive
- Savoring the moment
- Investing in relationships
- Committing to significant life goals
- Practicing your religion
- Meditating regularly
- And engaging in physical activity or exercise



POSITIVE INTERVENTION:

An experiment in which people are instructed to change themselves in some way that has a **positive outcome**.



HAPPINESS INTERVENTIONS WE HAVE CONDUCTED:



Over the course of 1-3 months, participants are asked to do the following on a regular basis:

- Commit acts of kindness
- Count their blessings
- Live their life like it's their "last month"
- Act more extraverted or open
- Write gratitude letters
- Visualize their best possible future
- Affirm their most important values
- Savor and replay happy days

FOR RECENT REVIEWS, SEE: (1) Layous, K., & Lyubomirsky, S. (2014). The how, why, what, when, and who of happiness. In J. Gruber & J. Moskowitz (Eds.), *Positive emotion: Integrating the light and dark sides* (pp. 473-495). New York: Oxford University Press. (2) Boehm, J. K., Ruberton, P. M., & Lyubomirsky, S. (in press). The promise of fostering greater happiness. In S. J. Lopez, Edwards, L., & Marques, S. (Eds.), *Oxford handbook of positive psychology* (3rd ed.). New York: Oxford University Press.

MY LAB'S FOCUS

QUESTION: How and why do happiness-enhancing strategies work?

That is, what are the factors that underlie their effectiveness?

INSTRUCTIONS FOR 6-WEEK “COUNT YOUR BLESSINGS” INTERVENTION:



There are many things in our lives, both large and small, that we might be grateful about. Think back over the events of the past week and write down on the lines below up to five things that happened for which you are grateful or thankful.

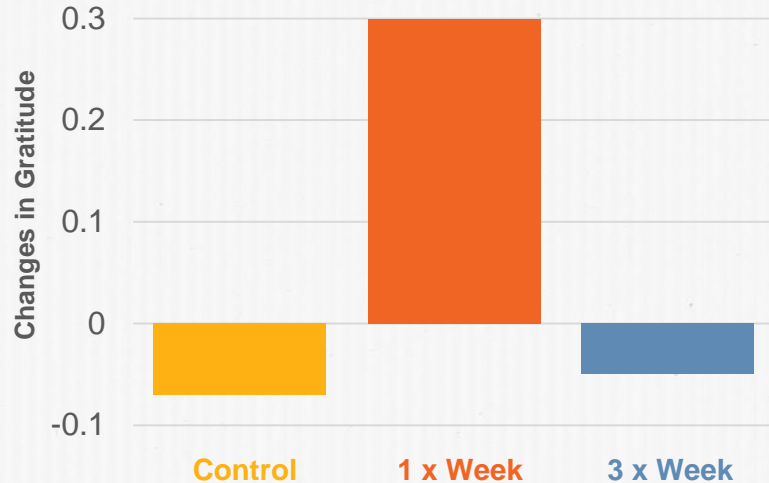
This week I am grateful for:

6-WEEK “COUNT YOUR BLESSINGS” INTERVENTION:

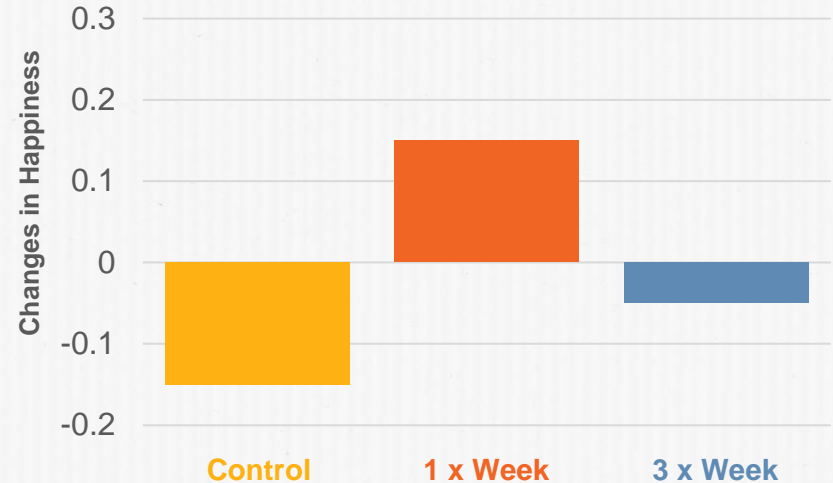
THE IMPORTANCE OF DOSAGE

(N = 125)

Changes in Gratitude

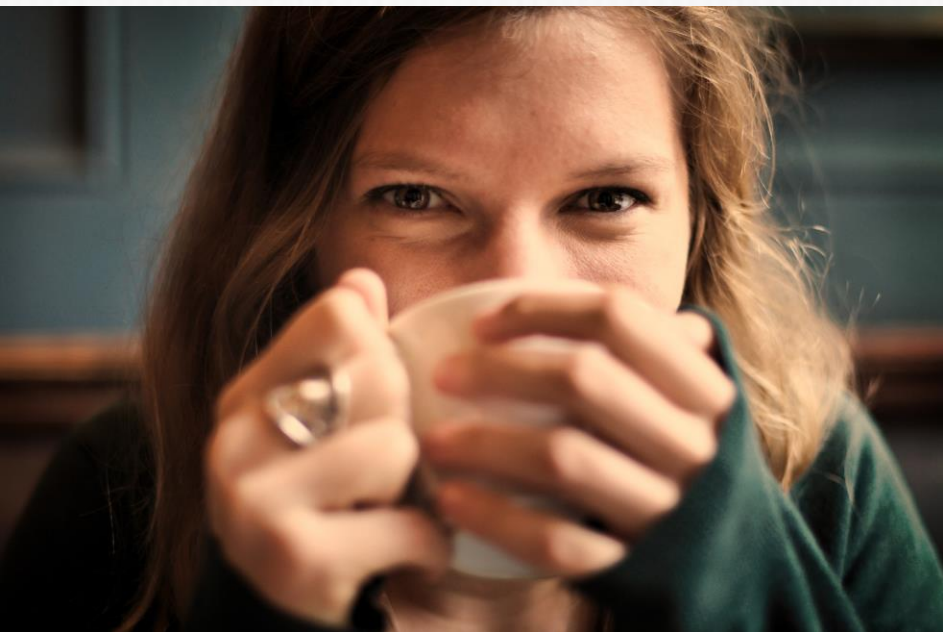


Changes in Happiness



Which factors
are important for
pursuing happiness in
the **most optimal**
ways?

- Dosage
- Person-activity fit
- Motivation
- “Other” orientation



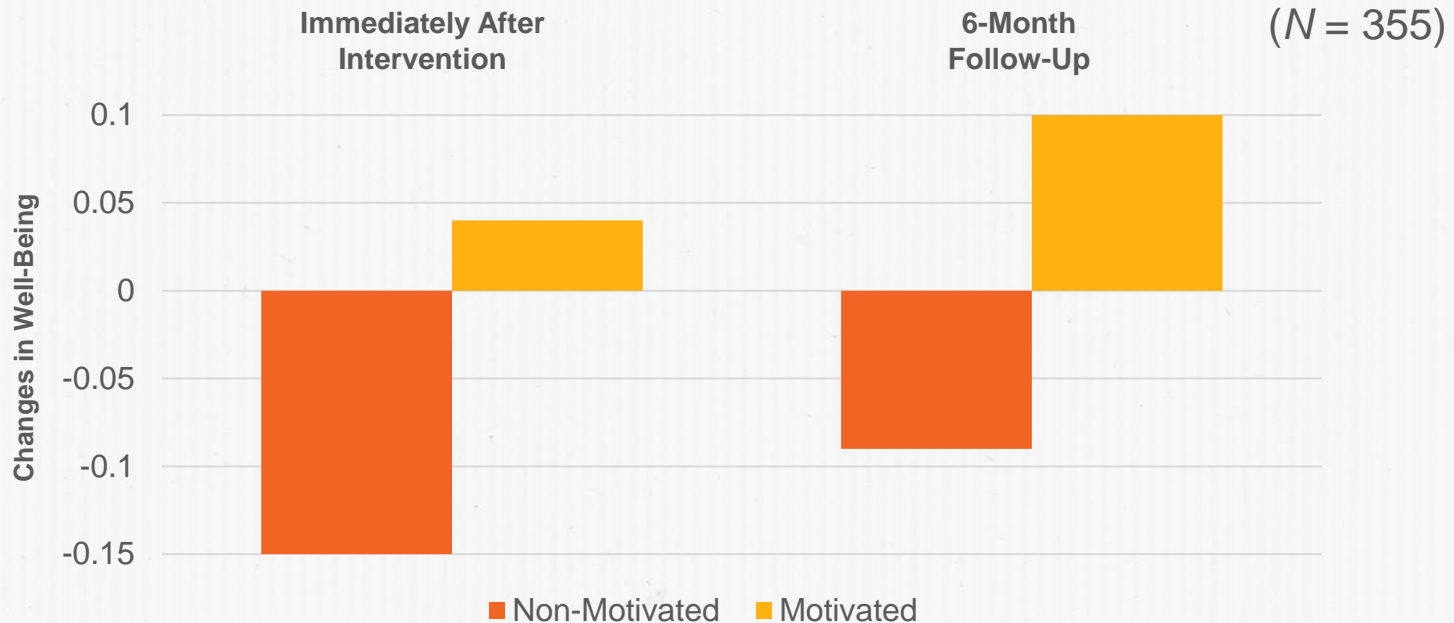
THEME OF MY RESEARCH:

“FIT” IS CRITICAL

- Fit with your personality
- Fit with your goals
- Fit with your strengths
- Fit with your culture
- Fit with the source of your unhappiness

8-WEEK GRATITUDE & OPTIMISM INTERVENTION:

THE IMPORTANCE OF MOTIVATION



FROM: Lyubomirsky, S., Dickerhoof, R., Boehm, J. K., & Sheldon, K. M. (2011). Becoming happier takes both a will and a proper way: An experimental longitudinal intervention to boost well-being. *Emotion*, 11, 391-402.

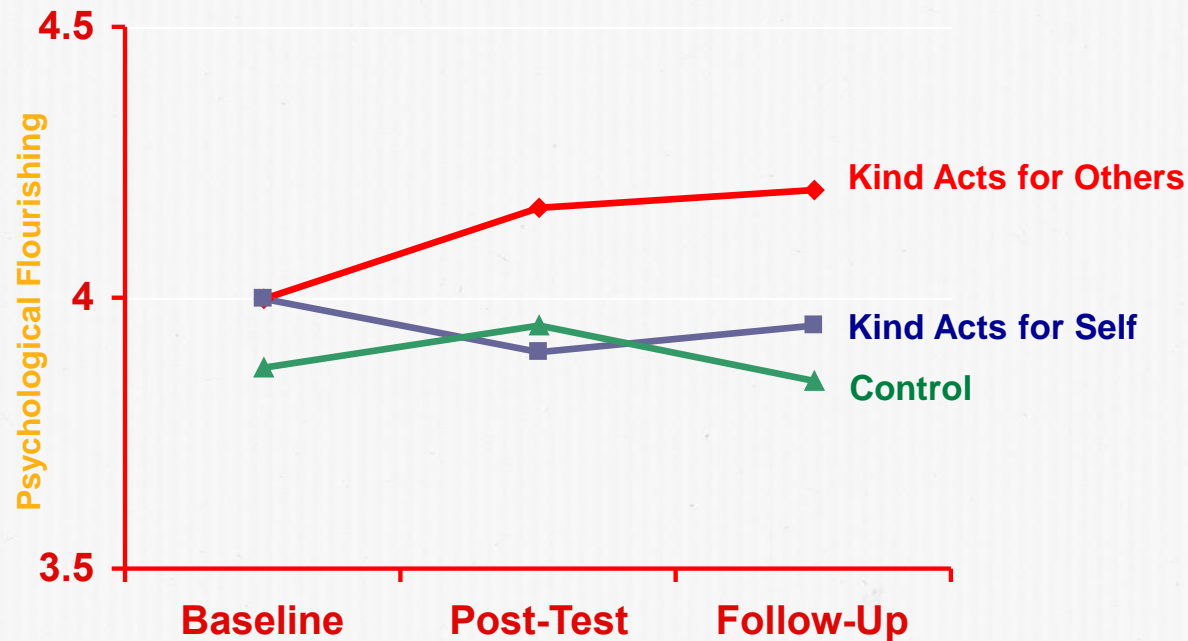
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- “Other” orientation

4-WEEK “KIND ACTS FOR SELF VS. OTHERS” INTERVENTION:

“OTHER” ORIENTATION AS MODERATOR

($N = 473$)



FROM: Nelson, S. K., Layous, K., Cole, S., & Lyubomirsky, S. (2016). Do unto others or treat yourself?: The effects of prosocial and self-focused behavior on psychological flourishing. *Emotion*, 16, 850-861.

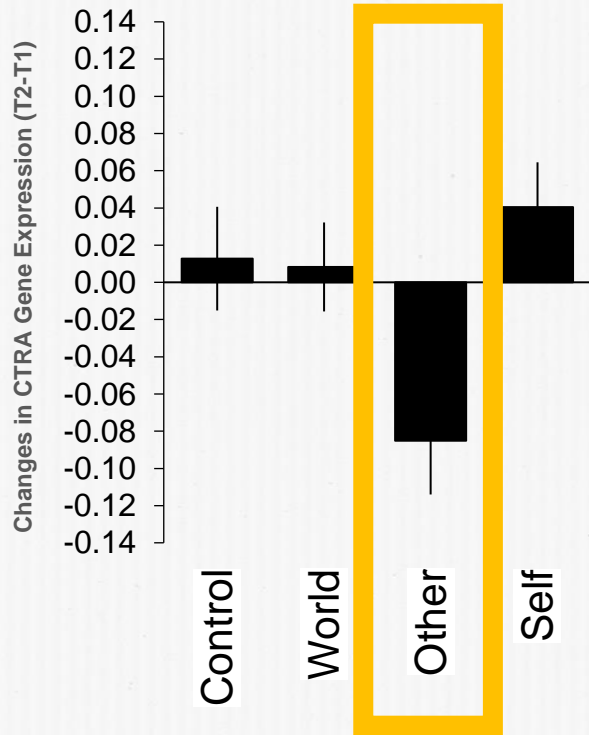
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- Person-activity fit
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A top-down photograph of two hands holding white coffee cups with latte art on a wooden table. The hand on the left is wearing a red sweater and has red nail polish. The hand on the right is wearing a light pink sweater and has light-colored nail polish. The text 'QUESTION: CAN BEING GENEROUS IMPROVE HEALTH?' is overlaid in white, bold, sans-serif font in the center of the image.

**QUESTION:
CAN BEING GENEROUS
IMPROVE HEALTH?**

KINDNESS OVER 4 WEEKS LEADS TO SHIFTS IN IMMUNE GENE EXPRESSION (N = 159)



CONDITIONS:

- ✓ Control—Keep track of daily activities
- ✓ World—Do acts of kindness for the world
- ✓ **Other—Do acts of kindness for others**
- ✓ Self—Do acts of kindness for yourself

FROM: Nelson-Coffey, S. K., Fritz, M., Cole, S., & Lyubomirsky, S. (2016). Kindness in the blood: A randomized controlled trial of the gene regulatory impact of prosocial behavior. *Psychoneuroendocrinology*, 81, 8-13.

INSTRUCTIONS FOR:

6-WEEK “THREE GOOD THINGS” INTERVENTION AT JAPANESE FIRM



Please write down three things that went well this week at work and explain why they went well. The things you list can be relatively small in importance (e.g., “*my coworker made the coffee today*”) or relatively large in importance (e.g., “*I earned a position with greater responsibility*”).

GOOD THING #1: _____

GOOD THING #2: _____

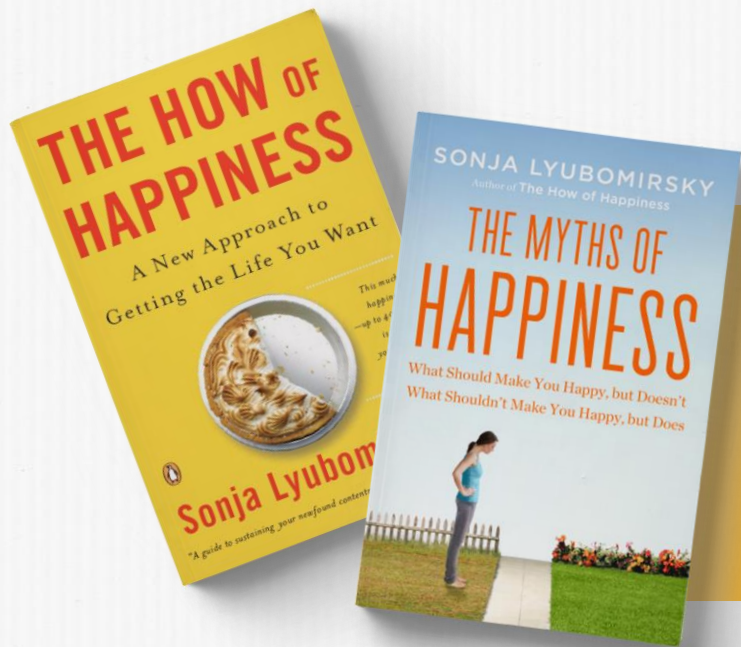
GOOD THING #3: _____

FROM: Chancellor, J., Layous, K., & Lyubomirsky, S. (2015). Recalling positive events at work makes employees feel happier, move more, but interact less: A 6-week randomized controlled intervention at a Japanese workplace. *Journal of Happiness Studies*, 16, 871-887.



LEADERS MATTER

- Research shows that the happiness of leaders is contagious
- Leaders model strengths like gratitude and generosity



**“Happiness depends
upon ourselves.”**

– Aristotle