

The Happiness Connection

Building a Thriving Workforce Through Better Relationships



But Why Happiness?

Happy employees are more productive, safer, and less likely to leave.



Happier = More Productive

Research published in the Harvard Business Review found that happy employees are up to 31% more productive and have 37% higher sales and three times more creativity than their unhappy counterparts .



Happier = Greater Safety

A report by EHS Today, a leading publication for environment, health, and safety professionals, found that companies with strong employee engagement programs experience 48% fewer safety incidents and 41% lower absenteeism.



Happier = Greater Retention

According to a Gallup report, organizations with higher employee well-being see 41% lower absenteeism and 59% lower turnover in low-turnover organizations. Engaged and happy employees are less likely to leave

But How Do You Make Employees Happier?



Quality Relationships

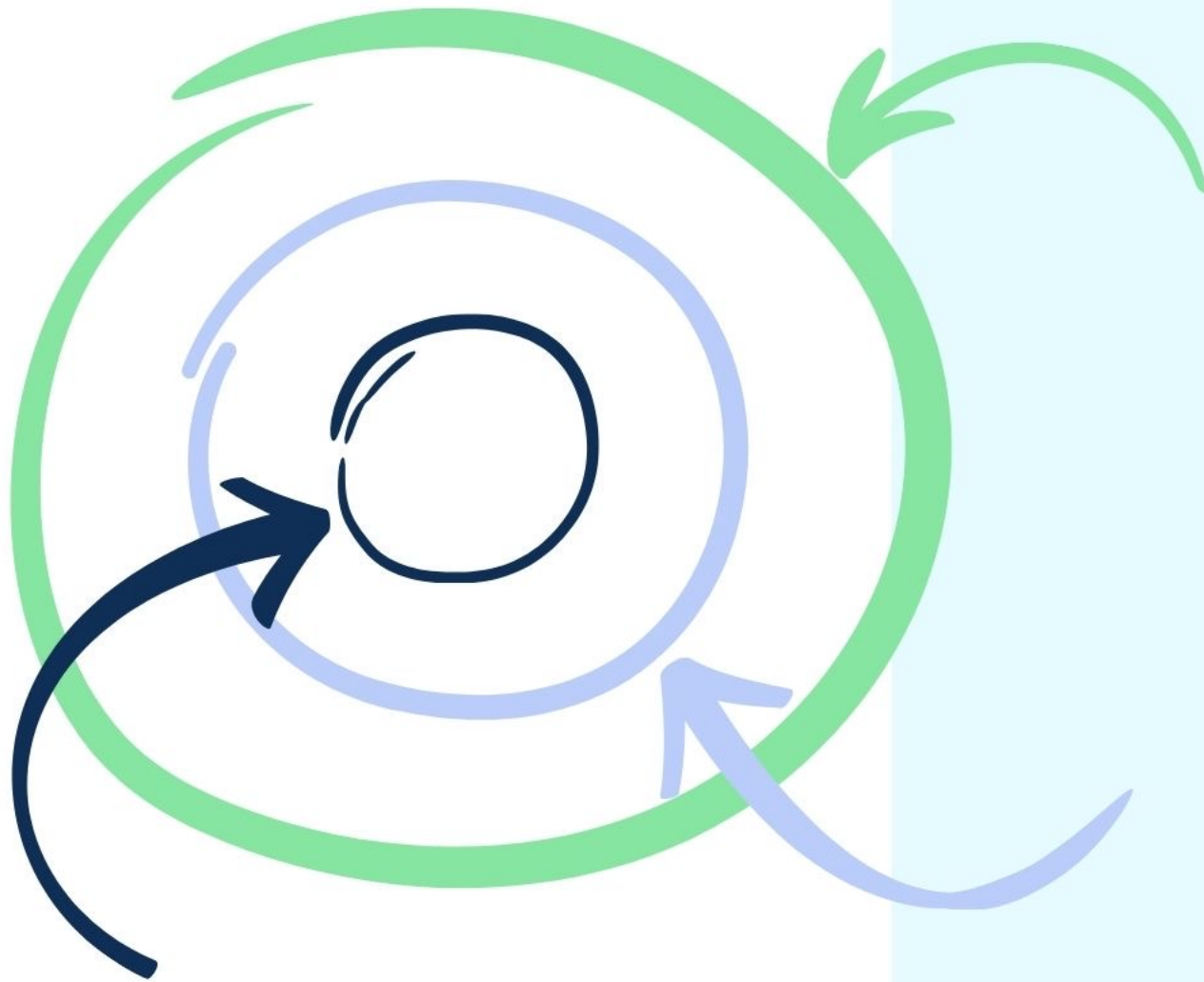
**Social Connections
Reduce Stress**

**Collaboration, Trust, &
Communication**

Sense of Belonging

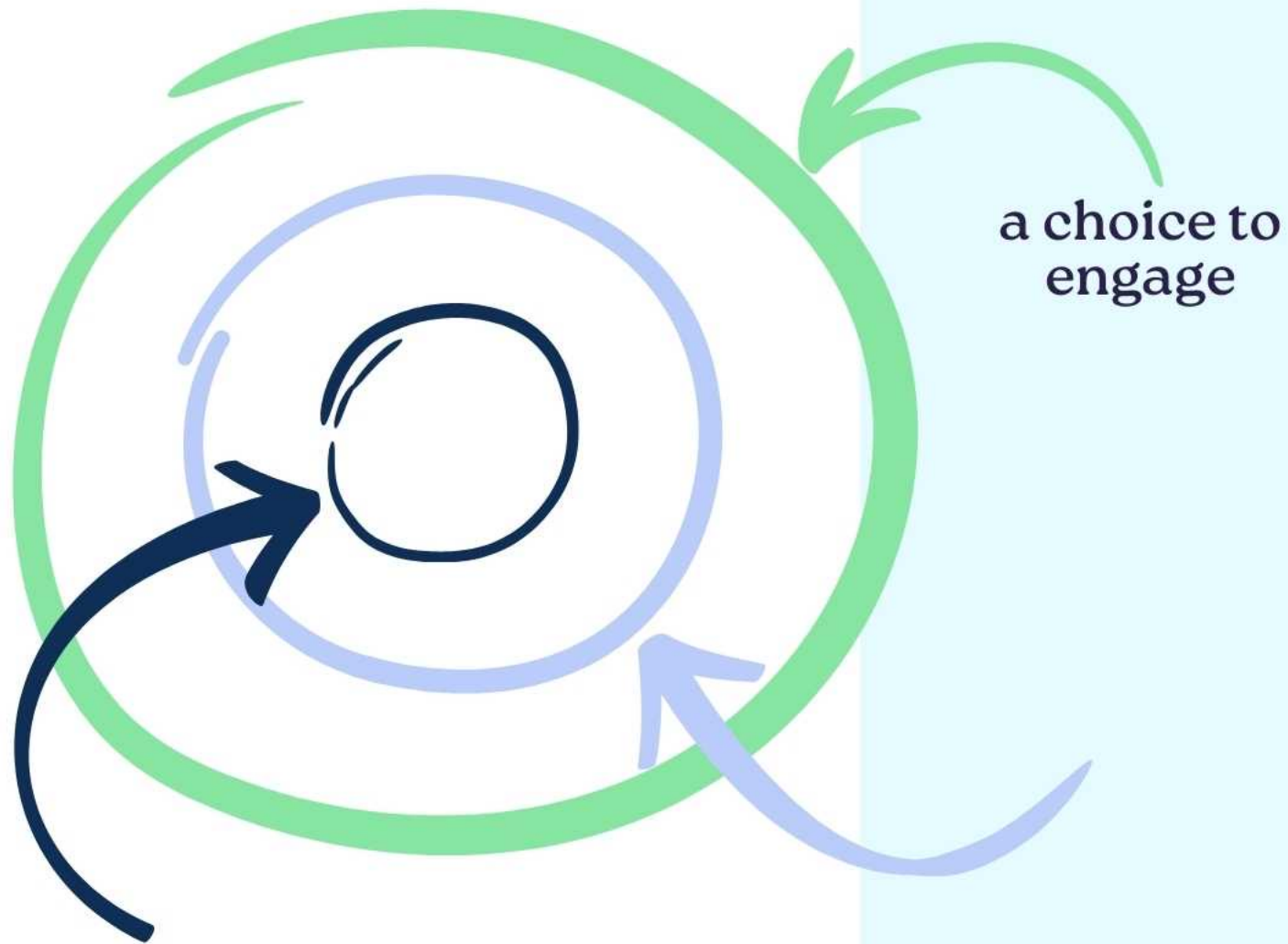
**Recognition and
Support**

**Connections for Well-
Being**



Better Connections are the Result of a Series of Choices

There are a series of daily choices we can make to build better connections with our employees and among our employees to increase happiness, retention, productivity, creativity, and much more.



A Choice to Engage

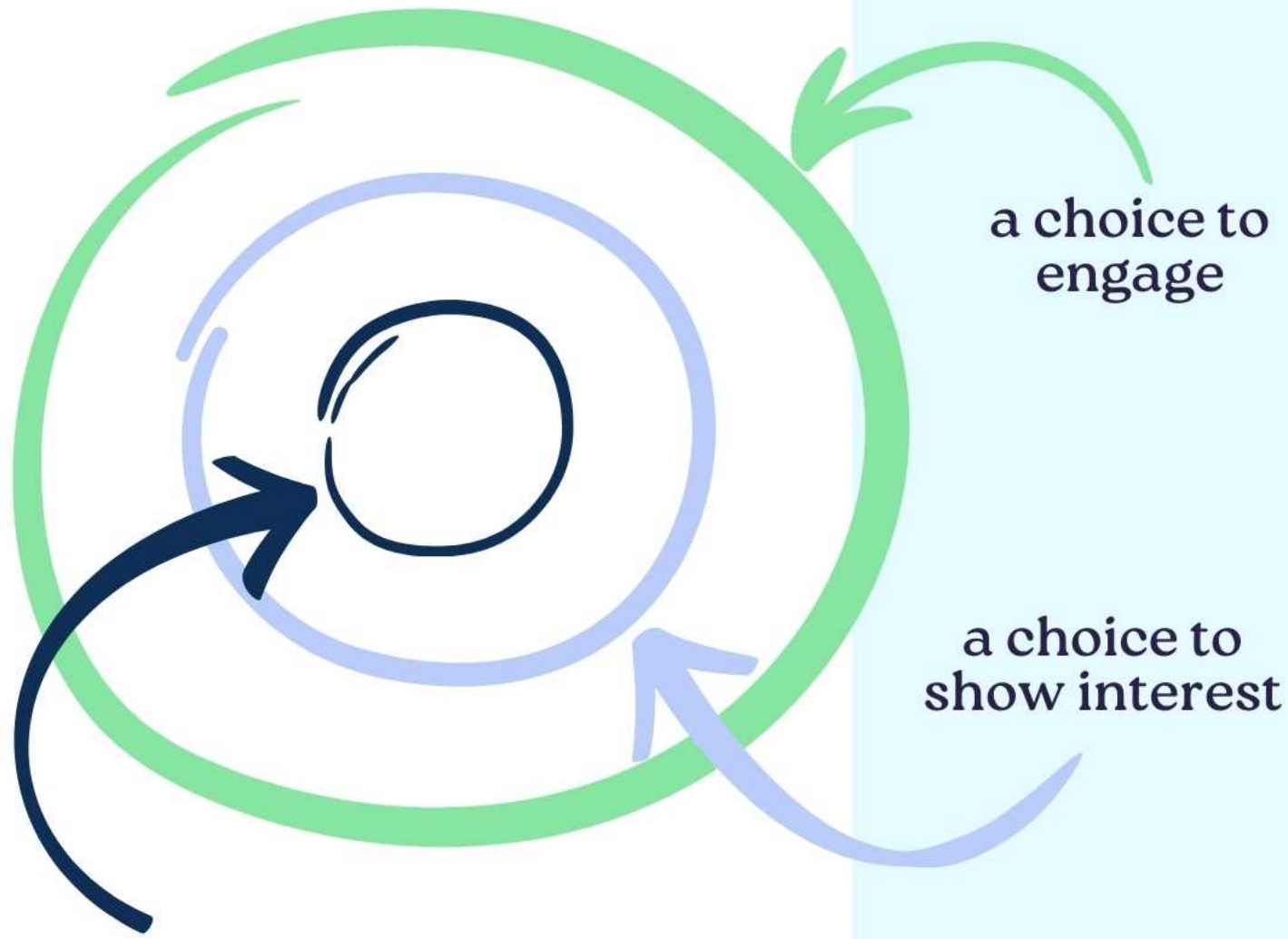
Often we ignore our own good sense or intuition. Perhaps we know someone is having a hard time fitting in or sense that something is bothering an employee, yet we choose not to engage, ignore or even avoid the individual.

Better Questions, Better Conversations



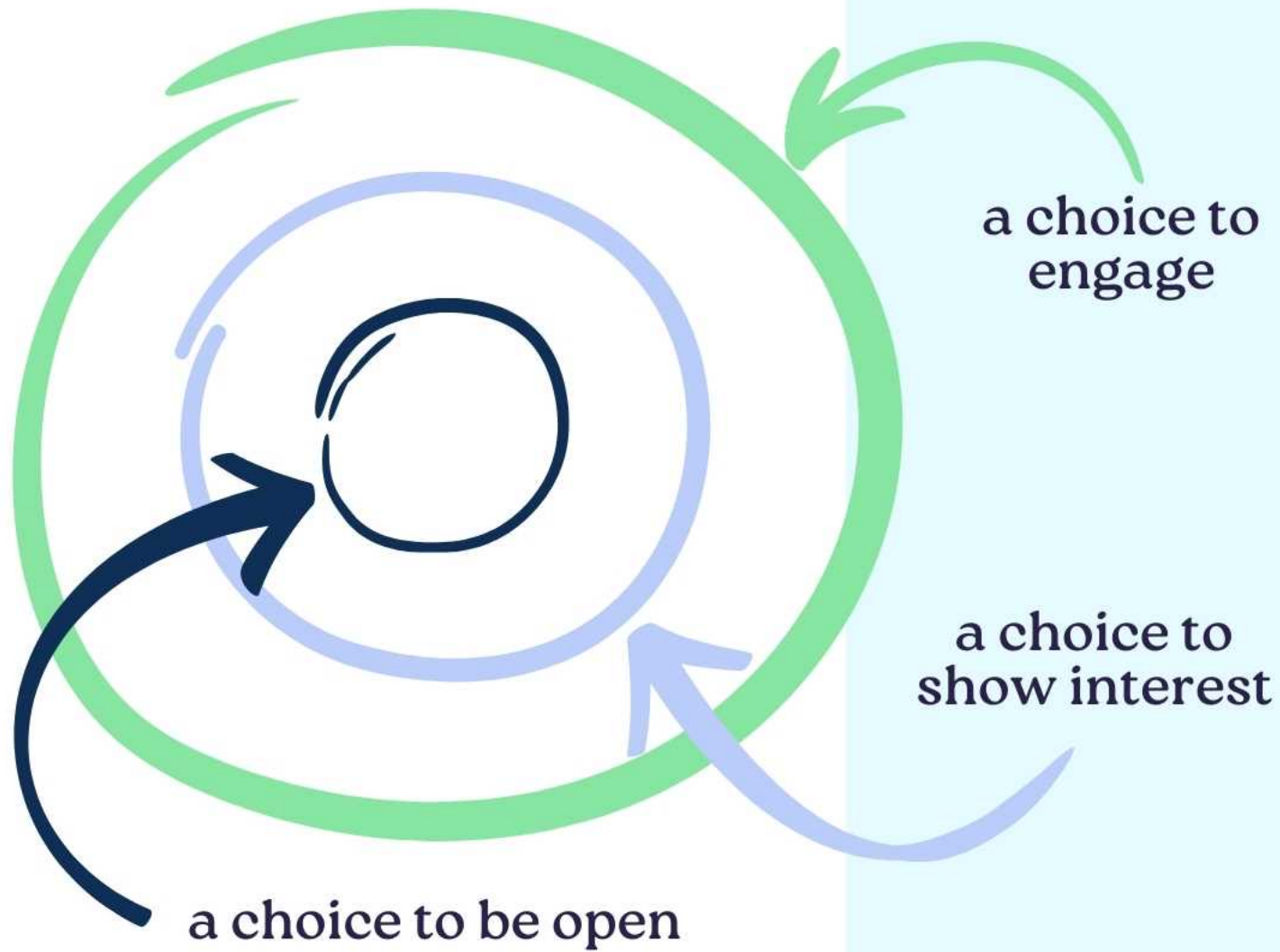
- Tell me about...
- I'm wondering...
- Help me understand...
- Talk to me about...
- I'm curious...
- Walk me through...





A Choice to Show Genuine Interest

To transition from a casual conversation to a good conversation where you build a connection requires you to care about the conversation and show a genuine interest in the person you are talking to and the conversation you are having with them.



A Choice to be Open

Sharing and being open and vulnerable are critical to building meaningful connections. They are key to creating a sense of belonging and connection at work. That does not require you to tell deep, dark secrets to someone, though.

Vulnerability at Work?



Talk about the lessons you've learned from failure

Admit when you're wrong.

Highlight other people's strengths, openly.

Share about your life outside of work.

Avoid the difficult, personal stuff.

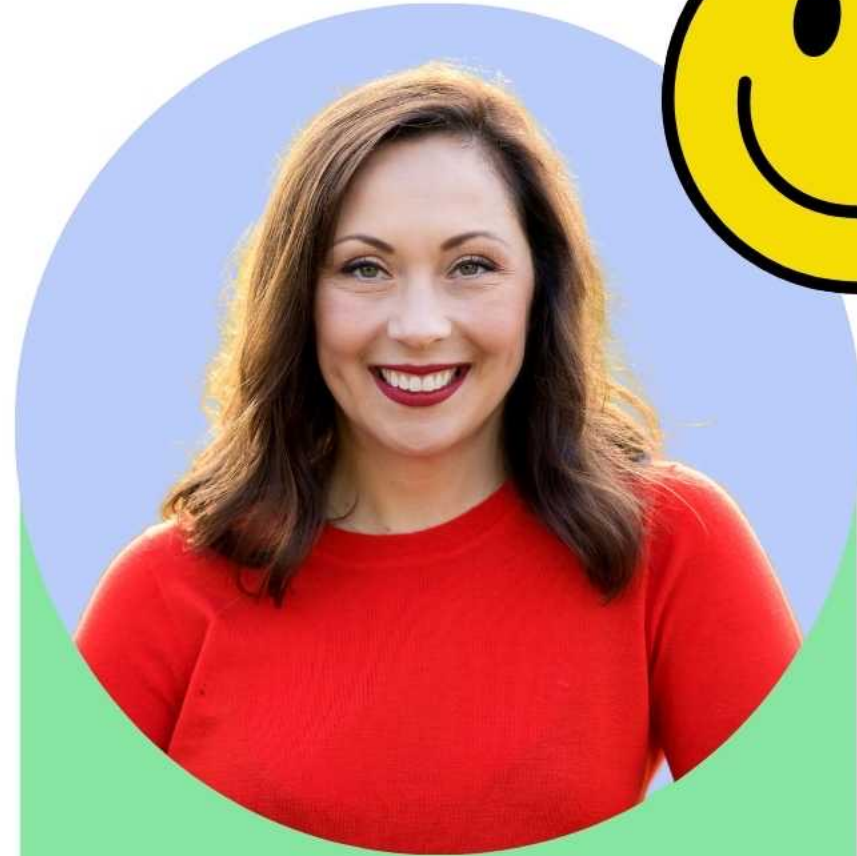
Making Time for Connection



Making time for relationships may feel like less important or even challenging in the day to day work, but the benefits are massive.

- Morning Huddle: Focus on tactical and relational elements at the start of the day or shift.
- Walk-and-Talks: Use time walking around the building, site, or office to connect with employees. Ask open-ended questions.
- Public Shout-outs: Actively recognize contributions of employees or significant milestones.

- One-on-Ones: If you're meeting individually with employees, take a few minutes to check in on them personally.
- Leverage micro-moments: Use brief moments throughout the day, such as during shift changes, coffee breaks, or waiting for a machine to start, to encourage small interactions.



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