



Happiness Causes, Yes CAUSES, Success, Good Relationships, Creativity and Well-Being

A meta-analysis is a study of studies. They are especially valued in the scientific community because combining results of many studies serves to eliminate errors from single studies. When a large number of studies are analyzed and the results combined it reflects the work of many scientists.

This particular meta-analysis tells an especially convincing tale about the value of increased happiness and positive emotions on many aspects of life including increased/improved health, better relationships and more successful careers. It supports the broaden-and-build theory developed by Barbara Fredrickson, Ph.D. although she was did not participate in the meta-analysis.

A meta-analysis of happiness studies conducted on over 275,000 people worldwide in more than 200 studies revealed that happiness was causation not result of success at work, in relationships, in sociability, in creativity, in having good energy, in marriage, in health and well-being, in community involvement, in careers and businesses.

The studies analyzed show repeatedly that happy sales people are more successful, happy workers are more productive, receive both higher performance ratings pay. Perhaps because happier workers are less likely to take sick days, they enjoy more job security. The happier worker is less likely to feel burned out or to quit for greener pastures. Happier leaders seem to infuse their teams with better health and higher levels of happiness resulting in a climate that is favorable to higher performance.

This study also debunks what many have been taught, that success leads to happiness.

Happiness is causative (not correlated) to success and well-being.

Citations:

Lyubomirsky, S., L. King, and E. Diener (2005), "The benefits of frequent positive affect: Does happiness lead to success?" *Psychological Bulletin* 131: 803-55

<http://www.faculty.ucr.edu/~sonja/papers/LKD2005.pdf>

Staw, B., Sutton, R. & Pelled, L., (1994) Employee positive emotion and favorable outcomes at the workplace. *Organization Science*, 5: 51- 71

Diener, E., Nickerson, C., Lucas, R. E. & Sandvik, E. (2002), "Dispositional affect and job outcomes," *Social Indicators Research*, 229 - 259

Tags: Meta-analysis, Broaden-and-build theory, better relationships, higher income, better health, higher sales, improved health, higher income

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