

# Happiness 1st Institute



## An open letter to Employers regarding Happiness

### Note:

This is an excellent informative piece but if time only permits you to read a brief description please see our half page Executive Teaser.

The benefits of happiness to an employer seem too good to be true but the scientific evidence backing up the information is sound, tested and re tested by well known and respected leaders in their fields.

It basically amounts to the way life has been viewed in the past being very flawed and now science has uncovered information that will benefit all of us.

Many of the scientific studies are cited in the Scientific section of our website together with brief descriptions of the findings.

We truly do not understand why this information is not being highlighted in the nightly news on a daily basis. It is such good news!

Everything employers have hoped to accomplish with corporate wellness programs and more, a lot more, can be accomplished by helping employees become happier.

This is not about walking around giving false compliments. In fact, we strongly advise against insincerity of any sort. It is not good for the person who is not being authentic and the person they are communicating with sees through it, often on many levels of consciousness.

This is about teaching Management and Employees information about how their own brains work and how to 'program' their brains in a way that helps them become happier and more optimistic.

The term 'program their own brains' may feel a bit frightening but the really frightening truth is that everyone's brain has been programmed but almost everyone's has been done by default through their life experiences with no conscious thought given to the consequences of the programs accepted as truths.

It is normal and natural for brains to come to conclusions based on experiences. We would not be able to function without this automatic and natural process because without it we would have to stop and evaluate everything from beginning to end each time we were faced with similar situations. That would not be efficient!

But the way our brains are programmed on auto pilot may or may not be serving us; may or may not be contributing to a high level of function and well being.

For example, there is a Family Circus cartoon where PJ is shown eating worms, eating dirt, eating cookies, and many other things. Then, in the larger caption his Mother, when he refuses to eat (because he is full of worms and other things) says "PJ is such a picky eater". We know from the cartoon that this is not true which makes it humorous to us, however, what is there at a deeper level is that once the Mother decides he is a picky eater her brain begins looking for evidence to support this belief and shining a spot light on evidence and, this is really important, her brain begins ignoring information (inputs) that contradict this belief. Have you ever wondered how two intelligent people can have completely opposing views on the same situation or topic? Their filters are set differently! It is not about one being right or wrong, based on the information the filters in their brains allow into their conscious mind, they are probably both making the best conclusion they can based on the information consciously available to them.

These filters are critical to our ability to be happy. Set in a way that does not serve us and we have little chance of happiness. Set in a way that serves us and we will probably be happy in a wide variety of circumstances.

Why do we care if we are happy?

Oh My Gosh, the scientifically proven benefits of happiness include:

1. Better health
2. Increased longevity
3. Better relationships of all types
4. Smarter (yes, the same person is literally smarter when happier)
5. More Creative
6. Better immune system function
7. Higher levels of success (happiness is causative)
8. More productive
9. Better choices (including lifestyle such as not smoking)
10. Increased Emotional Intelligence (EQ)

As an employer what could your business do with smarter and more creative employees who are there more often (healthier) and who have better relationships (in and out of the work place)?

Think about the following benefits:

Reduced absenteeism  
Reduced health care costs  
Reduced interpersonal conflicts at work  
Reduced turnover  
Reduced personal conflicts intruding on work effectiveness  
Increased employee driven decisions to make better lifestyle choices  
Increased emotional intelligence  
Greater productivity of all types at all levels

Deciding to change the programming of our brains to better serve our well being is easy when you begin to understand that many of the automatically programmed thought paths may be hindering you and your employees in the accomplishment of their goals.

This may seem like a daunting task but it is actually easy and fun when you understand how it all fits together. At Happiness 1st Institute we have taken the best of Positive Psychology, Neuroscience, Emotional Intelligence, Quantum Physics and ancient philosophies and combined the wisdom from these disciplines to create a course that is effective, fun and easy. Anyone who puts in some effort and is somewhat open to the concepts and ideas can improve their level of happiness; very substantial improvements are possible. Using the skills and techniques we teach the increases in happiness level are not only sustainable, they can continue to increase over time even after the course has been completed.

The business investment will pay dividends over and over again. Some benefits will be quantifiable such as decreased absenteeism and health care costs. Other benefits will be felt such as a more harmonious and productive work environment. Together the benefits will provide an extraordinary competitive edge.

The program lasts for 12 weeks because time is needed to develop new habits of thought.

Classes can be delivered in person, on line or a combination of the two. We prefer that, at a minimum, management receive some face to face time although a combination of face to face time (classroom setting) and on line is fine for management. Employees can receive the class on line only although we believe the receptivity is better if the first class is face to face. We strongly suggest a top down approach with management receiving training ahead of the employees. Over lapping courses, with management a month ahead of employees, are fine.

Employees will sense positive changes in management as a result of the program which will help them be receptive and increase their commitment to the training.

We can do combination management and employee classes.

We can also customize courses in response to feedback you may have received in employee surveys. Knowledge of issues that may be present will be helpful to us in structuring the course to maximize the benefits.

Smaller employers may opt to join public course offerings in order to reduce the expense.

Make your business and your life better. Call today.

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