The Happiness Advantage

Book Club

Project Management Institute. New Jersey

Empowering Women in Leadership
LCI

Meet Shawn Achor

Empowering Women in Leadership LCI

"HAPPINESS IS THE JOY YOU FEEL MOVING TOWARDS YOUR POTENTIAL."

-Shawn Achor

Shawn Achor is the *NY Times* bestselling author of *The Happiness Advantage* and *Big Potential*.

Shawn is a global speaker and researcher who has worked in 50 countries.

Shawn's TED talk, *The Happy Secret to Better Work*, has over 25 million views.

Happiness Fuels Success

Empowering Women in Leadership LCI

Conventional Formula

Hard Work -> Success = Happiness

Positive Psychology Formula

Happiness -> Better Performance = Success

Think About It:

What is your definition of success?

Human Potential Based Approach

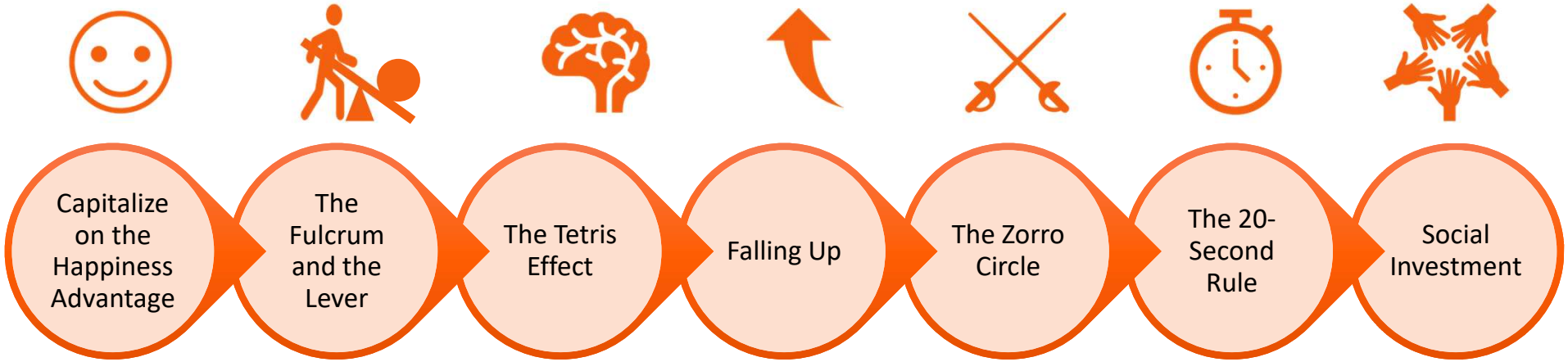
Empowering Women in Leadership LCI

Shawn notes that most psychological research is based on looking at average or below average situations

Shawn's research emphasizes studying outliers and high performers to understand the factors that contribute to success and human potential.

7 Principles

Empowering Women in Leadership LCI



1.) Capitalize on the Competitive Edge

Empowering Women in Leadership LCI

You can train your brain to be more positive.

Meditate	Anticipate	Commit conscious acts of kindness	Exercise	Infuse positivity into your surroundings	Invest in experiences and activities	Exercise a signature strength

Positive emotions flood our brain with dopamine and serotonin which engage the learning centers of our brains to higher levels. We can organize and keep more info and retrieve it later. Think more creatively and quickly.

The Fulcrum and the Lever

Empowering Women in Leadership LCI

"Give me a leaver long enough and a fulcrum on which to place it and I shall move the world." - Archimedes

1. Length of the Lever = our power / potential
2. Position of the fulcrum = our mindset
   - The grumpy effect: negativity brings negative consequences
   - Believing that something is possible can bring about a change in mindset increasing our motivation.

The Tetris Effect

Empowering Women in Leadership LCI

When we spend so much time and attention on something that it changes our thoughts, mental images, and behaviors.

Negative Effect

Brain is trained to look for what will hurt our success

Positive Effect

Brain is trained to look for what will help our success

Gratitude journals can help train your brain to look for positive patterns.

Falling Up

Empowering Women in Leadership LCI

How do you respond to failure?

Three Mental Paths:

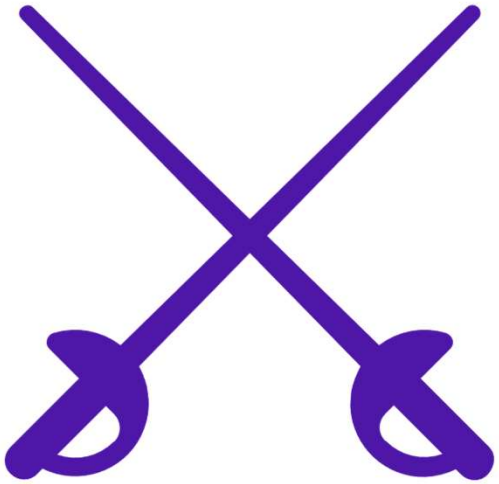
- Dwell on the present = no change
- Imagine the worst = more bad things
- Learn from the mistakes = makes us stronger

Think About It:

Was there at time in your life where a failure lead to a success?

The Zorro Circle

Empowering Women in Leadership LCI



Zorro is the renown masked expert swordsman from TV and movies. He was known for his heroism and Robin Hood like ability to fight for justice in the SouthWest.

"Limiting your focus to small, manageable goals can expand your sphere of power."

- Shawn Achor

1. Small successes can add up to major achievements
   - Create a small circle of focus and become a master at it
   - Gradually expand the circle of control
2. When our control is threatened regain control one circle at a time
   - Start with self awareness
   - Assess what you can really control and start there

The 20-Second Rule

Empowering Women in Leadership LCI

1. To form healthy habits, removing even the smallest barriers
2. To stop unhealthy habits, add the smallest barrier

Activation energy is required to start something new

The smallest changes taking only 3-20 seconds significantly increase success rates

Think About It:

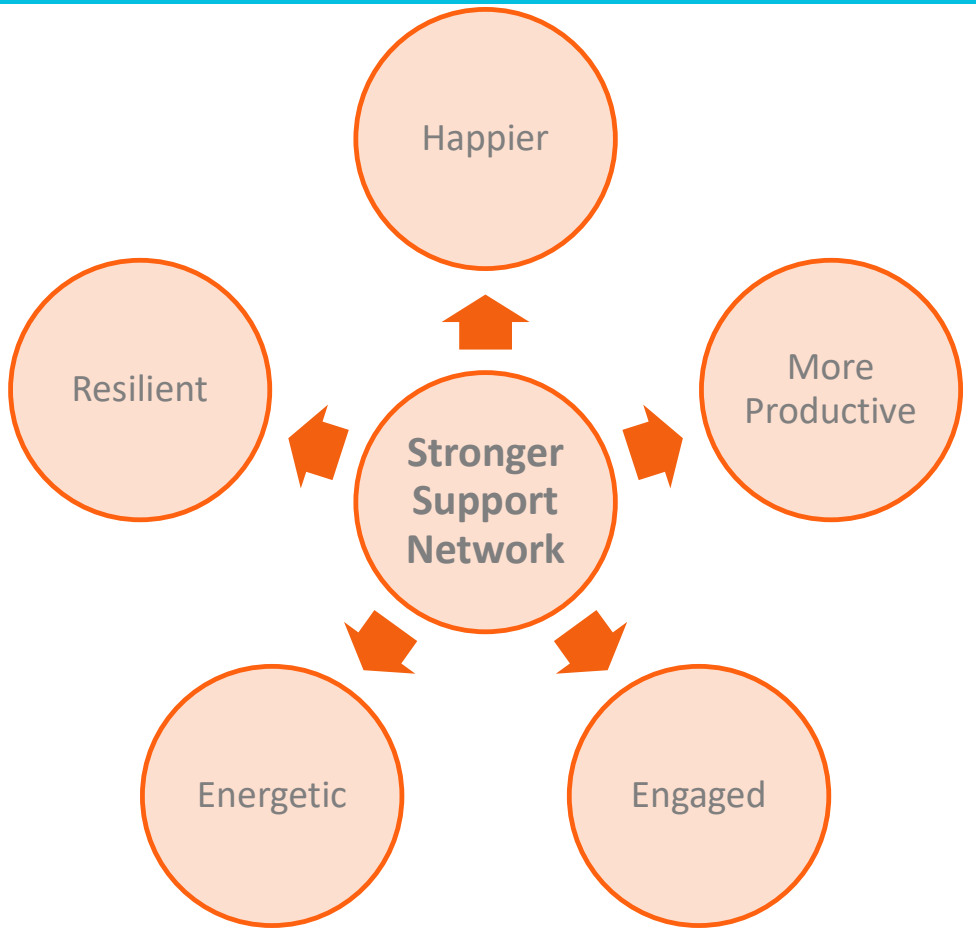
What is a small barrier that you need to remove?

Social Investment

Empowering Women in Leadership LCI

"Our social support can prove the difference between succumbing to the cult of the average and achieving our fullest potential." - Shawn Achor

We need social support in times of difficulty and stress, yet this is when we tend to withdraw from others.



Happiness Advantage Applied

Empowering Women in Leadership LCI

"Happiness is not the belief that we don't need to change; it's the realization that we can" – Shawn Achor

Ask yourself:

- Am I enjoying the journey?
- Do I feel connected or excited about what I spend my time on?
- Am I working toward something bigger?

Write down your tasks and the purpose behind them.
Keep going until you find what is meaningful to you.

Discussion Questions

Empowering Women in Leadership LCI

- What are three quick things you could do to prime your brain to be positive before attempting a difficult task during your daily routine?
- Do you practice "frequent praise and recognition" with your employees (or family)? And when you do praise someone, do you focus only on the outcome, or on the process as well?
- Does your work (in the home or out of the home) allow you the time and energy to cultivate meaningful relationships? What is one (small) thing you could in your daily life to strengthen one of these relationships?
- Which of the 7 principles resonated the most with you? (And which didn't?)

Sources

Empowering Women in Leadership LCI

- Ali Abdaal - The Happiness Advantage (Shawn Achor) - Book Summary
- https://readingraphics.com/book-summary-the-happiness-advantage/
- https://thekoolsource.net/3-takeaways-from-the-happiness-advantage/
- https://www.aliem.com/the-happiness-advantage/
- https://www.shawnachor.com/wp-content/uploads/2018/02/BookClub.pdf
- **https://www.shawnachor.com/**