

360° Happiness

Personal & Organizational Sustainability for
Revenue Generation Professionals

CCAIE National Conference
June 2-5, 2007

If you are ever giving a speech, when you start out, act nervous and get mixed up a little bit. Then, as you go along, get better and better. Then, at the end, give off a white, glowing light and have rays shoot out of you.

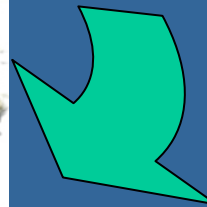
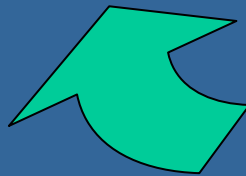
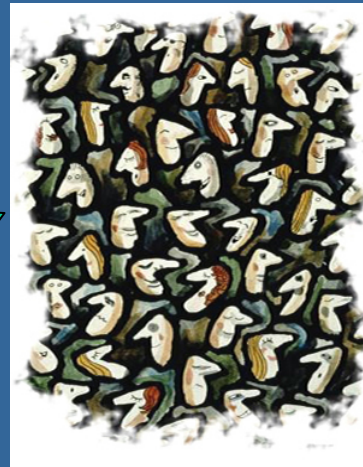
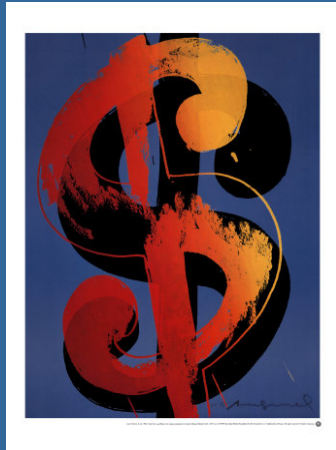
Jack Handey



Agenda

- Happiness & Personal Sustainability?
- Exciting/Depressing Research
- Work-Life Balance, Meaning & Purpose
- 360° Happiness

Profits, Planet, People

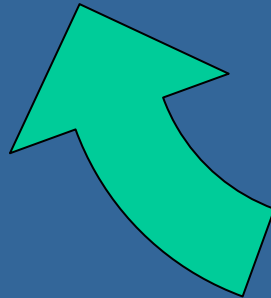
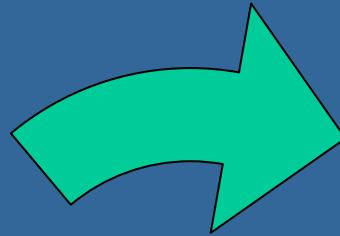


CSR

“Corporate social responsibility is the continuing commitment by business to behave ethically and contribute to economic development while **improving the quality of life of the workforce and their families** as well as of the local community and society at large”

World Business Council for Sustainable Development

Personal Sustainability



Happiness/Personal Sustainability Research

- Happiness accounts for 10-25% of the variance in job performance.
- Wellness programs decrease benefits claims.
- Most programs focus on what the company can do for the employee.

Happiness/Personal Sustainability Research

- Reduction in personal and on the job stress.
- Health benefits: reduces impact of cardiovascular & pulmonary disease, diabetes, hypertension, colds.
- Improved relationships with others.
- Increased levels of personal satisfaction & engagement.

Work-Life Balance, Purpose & Meaning

- Study: Increasing numbers of Canadians struggling to juggle everyday demands.
- Study: $\frac{3}{4}$ of working Canadians feel disengaged.
- WLB, purpose & meaning key to happiness.

360° of Outcomes



360° Happiness: 5 Steps

- Life as it is...
- 'What Matters Most' Profile
- Gaps, Valleys, Chasms
- What Stands in My Way?
- Be My Best

What Matters Most

- People
- Places
- Activities
- Self Care

360° Happiness

- Credo 1: _____ am responsible for my happiness.
- Credo 2: Chocolate promotes happiness.

About BHS Inc.

Brockway Human Services helps organizations create cultures of engagement where individuals & business leaders thrive across all aspects of their lives.