Building Resilience & Boosting Happiness
Key Learning Summary

Presented by:

Dr. Gillian Mandich
Senior Facilitator

May 5, 2020

CSPN
Session Leader

• Speaker: Dr. Gillian Mandich

• Dr. Gillian Mandich has a PhD from Western University in Health Science, and her primary areas of research are happiness and health.

• She is the founder of The International Happiness Institute of Health Science Research; co-lead investigator of The Canadian Happiness At Work Study; is a part of the Meant2Prevent research team at SickKids; appears regularly in the media on shows such as The Social, Marilyn Denis, Breakfast Television, The Morning Show, and CBC; and is a top-rated keynote and TEDx speaker.
ABOUT CSPN
We **Design** Memorable Learning Experiences and **Empower** People to Deliver Them

Our webinars focus on leveraging learning insights and development strategies in key areas of organizational behaviour:

- Leadership Development
- Management Strategies
- Communication & Productive Teams Personal Excellence
Webinar Agenda

• The Science of Happiness & Why it Matters
• The Science of Resilience & Why it Matters
• Scientifically Proven Tools & Strategies
Almost half of Canadians are feeling isolated (47%) and anxious (45%).

Only 9% feel happy.

Source: The Canadian Mental Health Association & Maru/Matchbox, April 4, 2020
The Canadian Happiness at Work Study

There's a gap. Respondents self-report as being happier than they actually are. They feel good, but not great.

Is being happy at work important to Canadians? 73% report it’s very important, 88.5% report it impacts productivity.

Are Canadians happy at work? 15% are really happy, 13.1% are neither happy or unhappy at work.

Are Canadians coming, staying, or going? 35.5% think about leaving their organization every day or at least a few times a week.

Less than half (46%) of respondents feel physically and mentally healthy.

What's causing stress at work?

83% I experience stress at least once a week. Agree or Strongly Agree.

“Poor communication, poor role description & expectations, lack of teamwork and mentorship, micromanagement, not utilizing my skills or knowledge. Feeling powerless and undervalued.”

“Scarce time and resources.”

“Frequent state of emergency or panic.”

“Distractions, inefficiency, mental health concerns of others, communication problems, leadership issues.”

“Not being heard. Not being given clear direction.”

“Bullying.”

What's happening at work?

Less than half of respondents feel:

A sense of belonging at work: 48.6%

Workload is manageable: 45.7%

Appreciated at work: 43.6%

...and there’s often a problem with the Board of Directors. 76.5% don’t feel supported by their Board. 39.1% don’t feel psychologically safe.

Communication is key.

33.1% received direct and clear information regarding performance.

24.9% feel there is effective communication within the organization.

What can organizations do?

Respondents were loud and clear:

“Provide good equipment to use, provide wellness and mental health strategies, and more fun to the company culture.”

“Treat employees with respect and appreciation.”

“Listen to them. Period.”

“Believe in who you hired.”

“Strong leadership, supportive environment, meaningful work.”

“Communicate, early and often.”

“Support mental health.”

Contact Dr. Rumeet Billan & Dr. Gillian Mandich at hello@happyandresilient.com. Visit happyandresilient.com for more information.

Source: The Canadian Happiness at Work Study, a joint research project between Dr. Rumeet Billan & Dr. Gillian Mandich, in partnership with the Canadian Mental Health Association. More than 1,150 respondents completed the survey in January & February 2020.
Mental Health
Happiness

Google search results for "how to be happy".
“The experience of joy, contentment, or positive well-being, combined with a sense that one’s life is good, meaningful, and worthwhile.”

~Sonja Lyubomirsky, PhD
Happiness is not an end point or a destination.

It is a means to a life well-lived.
The Science of Happiness
Number of scientific publications on happiness by 5-year periods

(Myers & Diener, 2018)
The Importance of Happiness

The effect of happiness on longevity in healthy populations is remarkably strong. The effect size is comparable to that of smoking or not.

Happy people are healthier.

Happy people perform better at work.

Happiness has numerous positive by-products, which benefit not only individuals, but families, communities, & society at large.

(Diener & Chan, 2011; Haller & Hadler, 2006; Koopmans, Geleijnse, Zitman, & Giltay, 2010; Lyubomirsky, King, & Diener, 2005; Veenhoven, 2008)
I wish I had the courage to live a life true to myself, not the life others expected of me.

I wish I hadn’t worked so hard.

I wish I’d had the courage to express my feelings.

I wish I had stayed in touch with my friends.

I wish I had let myself be happier.
Can We Actually Change This?

“I’m just not a very happy person.”

50% genetically determined; 10% life circumstances; 40%: thoughts, actions, & behaviours.

Research shows that happiness & resilience skills can be taught and can have positive implications for mental & physical well-being.

(Lyubomirsky, Sheldon, & Schkade, 2008)
Resilience Defined

1. The capacity to recover quickly from difficulties; toughness.

2. The ability of a substance or object to spring back into shape; elasticity.
The Importance of Resilience

1. Life happens & changing landscape (jobs & challenges)
2. Problem-solving ability
3. Self-regulation
4. Adaptability to stress
5. Positive self-image
Social connection = #1 predictor of long-term health & happiness.

Physical vs social distancing.

You don’t have to be close to feel close.

Get creative!
Gratitude: What Matters

- **BE**: specific
- **WRITE**: it down - the more detailed the better
- **MIX**: it up
- **MAKE**: it sensory
- **CREATE**: a routine
- **USE**: a gratitude tool
Gratitude Questions

1. What amazing thing has happened to you today?
2. List 3 body parts that you are grateful for and why.
3. Write about a person in your life that you’re especially grateful for and why.
4. What skills or abilities are you thankful to have?
5. What is something you’re grateful to have learned this week?
Even a small amount of physical activity makes a difference in happiness.

As little as 10 minutes physical activity may greatly increase the odds of being happy.

(Zhang & Chen, 2018)
Happiness rarely keeps company with an empty stomach.

~ Japanese Proverb
Self care suggestions

- Read for an hour
- Sit on the front porch. Just. Sit.
- Take a bubble bath
- Pick a bouquet of fresh flowers
- Take a leisurely walk
- Put on a homemade face mask
- Take a nap
- Order in dinner
- Sew something
- Go to the library
- Colour
- Watch funny YouTube videos
- Go to the farmer’s market
- Do yoga
- Watch the sunrise or set
- Get a massage
Delete
Webinar Recap

- What is Happiness & Why It Matters
- What is Resilience & Why It Matters
- Scientifically Proven Tools & Strategies
  1. Connect
  2. Embrace a spectrum of emotions
  3. Practice gratitude
  4. Spend time in nature
  5. Take care of your body
  6. Self-care
  7. Delete
Thank you for your time and participation!