

Happiness works!

The functionality of happiness ...

Nic Marks

Founder of *centre for well-being*
nef (the new economics foundation)



economics
real wealth
means well-being



environment
lifestyles must
become sustainable



society
communities need
power and influence

The New Economics Foundation (nef)

- An independent UK think-and-do-tank.
- Inspired by 3 principles...
 - Sustainable development
 - Social justice
 - People's well-being
- ...and a belief that the right metrics are fundamental to driving change



Well-being @ nef

- We seek to act as a 'bridge' between researchers and policy-makers
- Well-being programme set up in 2001 to ask: *What would policy look like if it focused on improving well-being*
- ***Centre for Well-being*** created in 2006 and we are currently working with a number of bodies to advise on well-being measurement and policy, including UK Office for National Statistics, Eurostat, the Local Government Group, Department of Health, European Social Survey.

UK Policy Timeline

- 2000:** Local Government Act - Power of Well-being
- 2002:** Prime Minister's Strategy Unit Life Satisfaction Paper
- 2004:** Richard Layard's Happiness book & **nef's** w-b manifesto
- 2005:** Sustainable Development Strategy inc w-b indicators
- 2006:** **nef's** Happy Planet Index
- 2007:** Office for National Statistics 'Societal Well-being' paper
- 2008:** **Foresight Programme** on Mental Capital & Well-being
- 2009:** **nef's** National Accounts of Well-being
- 2010:** David Cameron announces UK government will create official Well-being indicators
- 2011:** ONS 'national debate' and Cabinet Office on-going work

International edition
Monday 15.11.10
guardian.com

the guardian

UK 'happiness' index to gauge national mood

Despite cuts gloom, Cameron wants well-being measure to steer policy

Allegre Stratton
Political correspondent

The UK government is poised to start measuring people's psychological and environmental wellbeing, bidding to be among the first countries to officially report on happiness.

Despite "a nervousness" in Downing street at the prospect of testing the national mood amid deep cuts and budget restrictions, meanwhile, the cabinet of national ministers will shortly be asked to produce a strategy to implement and monitor a long-stalled dream of gauging "national wellbeing".

Countries such as France and Canada already began to trial national government wellbeing surveys and ministers could pressure to put less stress on conventional economic measures of prosperity and on gross domestic product.

While officials say the new wellbeing survey will be a one-off trial over going ahead with the programme during such difficult economic times, but ministers will soon to place the new national wellbeing at the heart of future government policy.

wellness, to be published - and a sequence to be decided - that assesses the psychological and physical wellbeing of people around the UK, so that objectives are set, and progress is monitored, and a way of getting things around the UK, although it is not a subjective measure of psychology and health.

There are currently different views within the government on whether all indicators should be taken into account, or whether a single wellbeing indicator or simple happiness index.

The government already polls people on their life satisfaction, but experts say the innovation is that the new survey will ask as well as subjective questions, will be part of a large, complex, and the combined wellbeing measure, many will have a role in national policy making.

A Downing street source said: "If you want to know about the state of the nation, then you need to know what it is like to live. You need a large enough sample, and if you have a large sample, and have more than one year, then people can make progressively more of what they do with their life. And a lot of people have a very good idea of what they are doing with their life."

15th November
2010

Happiness & well-being as the goal of public policy?



***“We have to
recognise officially,
that economic
growth is a means
to an end”***

UK Prime Minister David Cameron November 2010

Measuring national well-being

**National well-being – what is it
and how do you measure it?**

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The 10 signs of happiness: How the Coalition plans to measure your well-being

By STEVE DOUGHTY

Last updated at 8:57 AM on 1st November 2011

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Do you get on well with your husband or wife? And how much do you trust your local council?

The answers to these questions are among the ten signs the Government believes best sum up Britain's happiness.

The list, published yesterday, will form David Cameron's 'happiness survey' upon which future Coalition policies could be based.

Other measures include how much people worry about crime, whether they think people get on well in their neighbourhood and how



1st November
2011



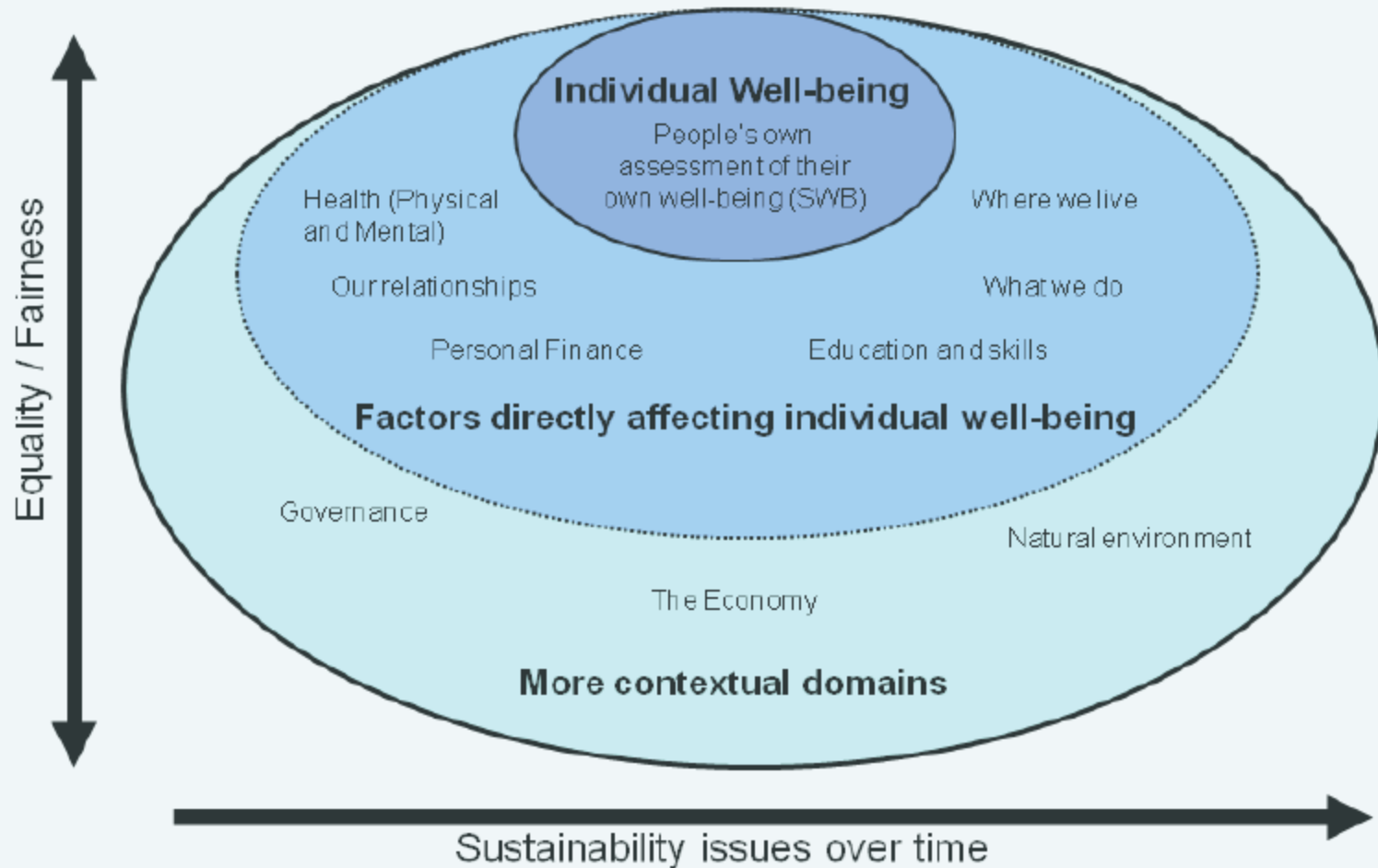
Measuring National Well-being - Discussion paper on domains and measures

Author Name(s): **Jen Beaumont, Office for National Statistics**

Abstract

This paper discusses proposals for domains and headline measures of national well-being and is published in order to obtain your views. These proposals build on the responses to the national debate on measuring national well-being in 2010-11, research into well-being and related international initiatives. The proposals are part of the Office for National Statistics Measuring National Well-being (MNW) Programme. The consultation will be open until 23 January 2012.

National Well-being



Sunday 24 July 2011

The Telegraph

HOME **NEWS** SPORT FINANCE COMMENT BLOGS CULTURE TRAVEL LIFESTYLE PA

UK World Education Politics Obituaries Earth Science Defence Health News Ro

Road and Rail Law and Order Crime Religion Scotland Northern Ireland Wales

UK News

Whitehall told to make Britain happy

Whitehall departments have been ordered to draw up plans to make Britain happier as part of David Cameron's drive to improve the nation's wellbeing, The Daily Telegraph has learned.



Sir Gus, the head of the Civil Service, is expected to unveil details of the government's work so far at the launch of a major report on the wellbeing project next week, Whitehall sources said. Photo: Eddie Mulholland

By **Tim Ross**, Social Affairs Editor

10:00PM BST 22 Jul 2011

24th July
2011

Cabinet Office:
Big Society Policy
& Analysis Team

Happiness ...

We are emotional beings



The Role of Emotions

Emotion	Typical Situation	Probable Action Promoted
Fear		
Anger		
Sadness		
Disgust		

The Role of Emotions

Emotion	Typical Situation	Probable Action Promoted
Fear	Source of danger	
Anger	Violation of a norm	
Sadness	Loss of support	
Disgust	Contamination	

The Role of Emotions

Emotion	Typical Situation	Probable Action Promoted
Fear	Source of danger	Detect and Flee
Anger	Violation of a norm	Deter future violation (violently or non-violently)
Sadness	Loss of support	Save energy and thread carefully until conditions improve
Disgust	Contamination	Spit out and avoid

The Role of Emotions

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Positive Emotions?



Barbara Fredrickson's theory of the evolutionary role of positive emotions

1. Positive emotions **BROADEN** our thoughts & actions: *paying more attention, being more creative & playful, open to relationships, and flexible.*
2. Positive emotions **BUILD** psychological resources: *resilience, coping, physical abilities, emotional intelligence, social skills and self mastery.*

In other words:

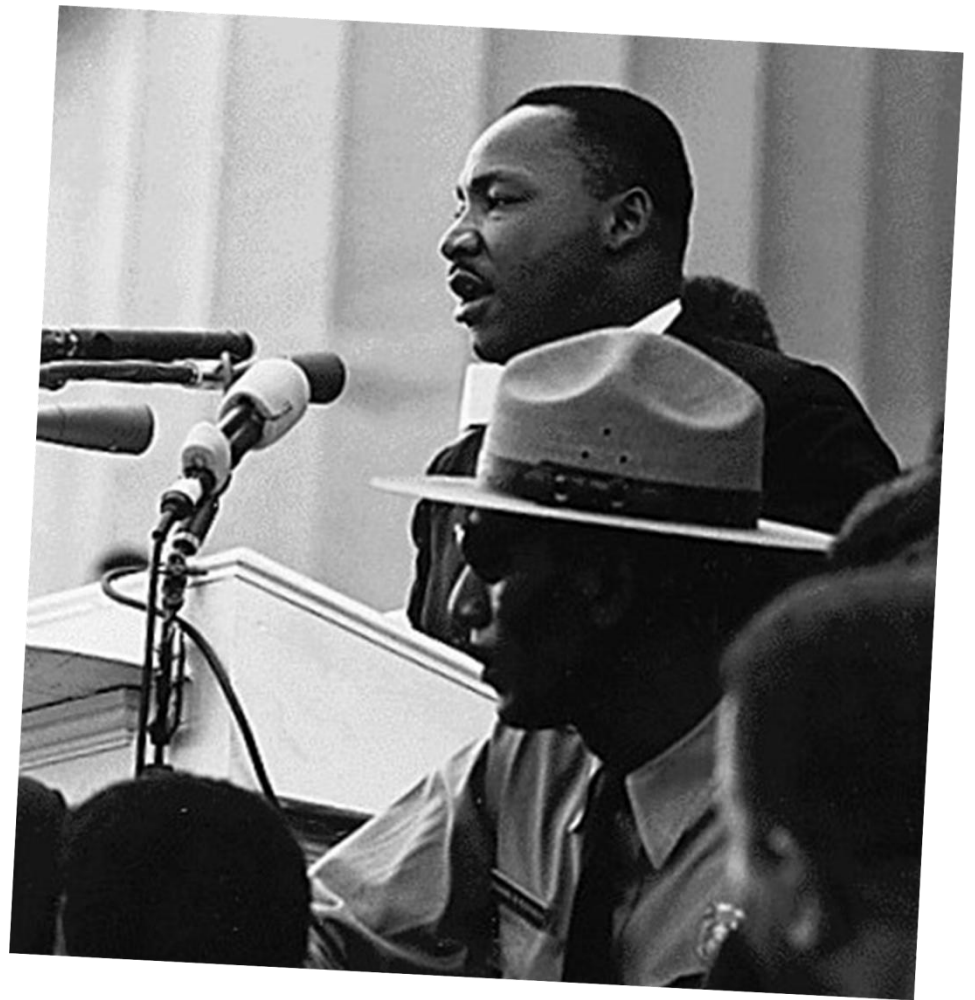
Happiness matters!

Happiness is more about
opportunities than threats ...

Happiness can help us build
better futures

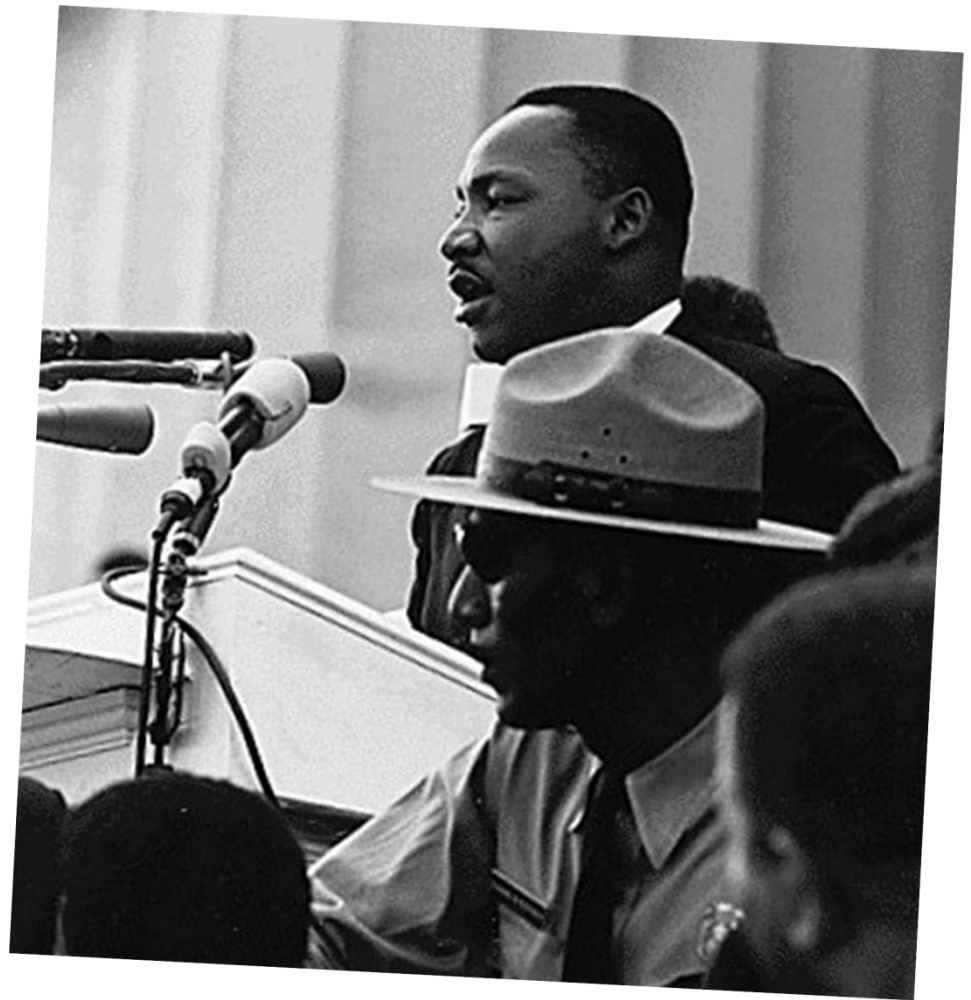
Which way?





“I have a dream ...”

“Even though
we face
difficulties of
today and
tomorrow ...”



“I have a dream ...”

Difficulties of today & tomorrow





IN CONGRESS, JULY 4, 1776.

A DECLARATION

BY THE REPRESENTATIVES OF THE

UNITED STATES OF AMERICA,

IN GENERAL CONGRESS ASSEMBLED.

“We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.”



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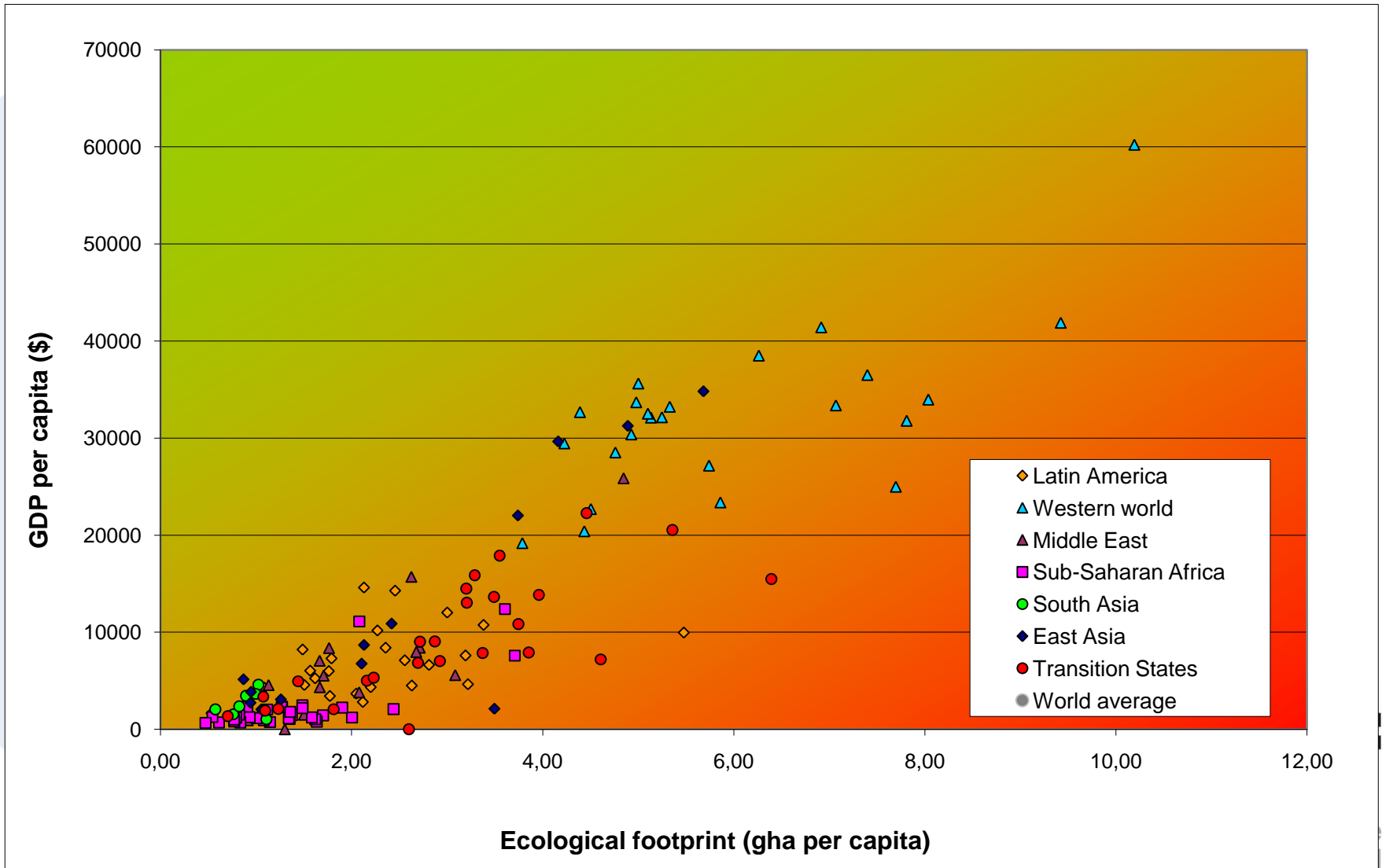
UNITED STATES OF AMERICA,

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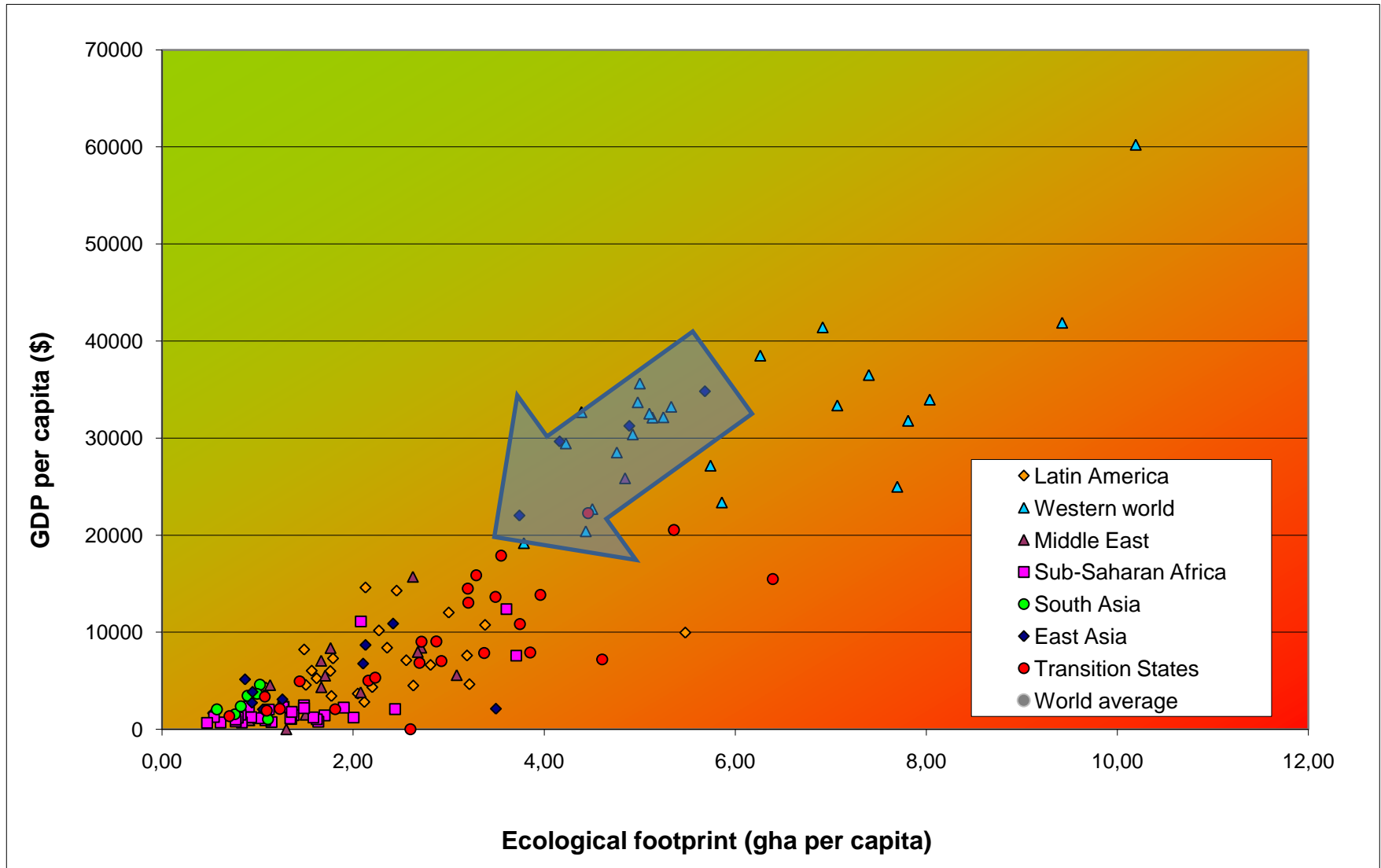
“We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of ~~Happiness~~.

Economic Growth”

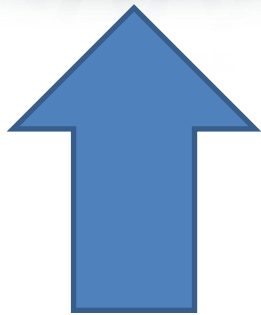
Sustainability and Growth



Sustainability and De-Growth?



Well-being



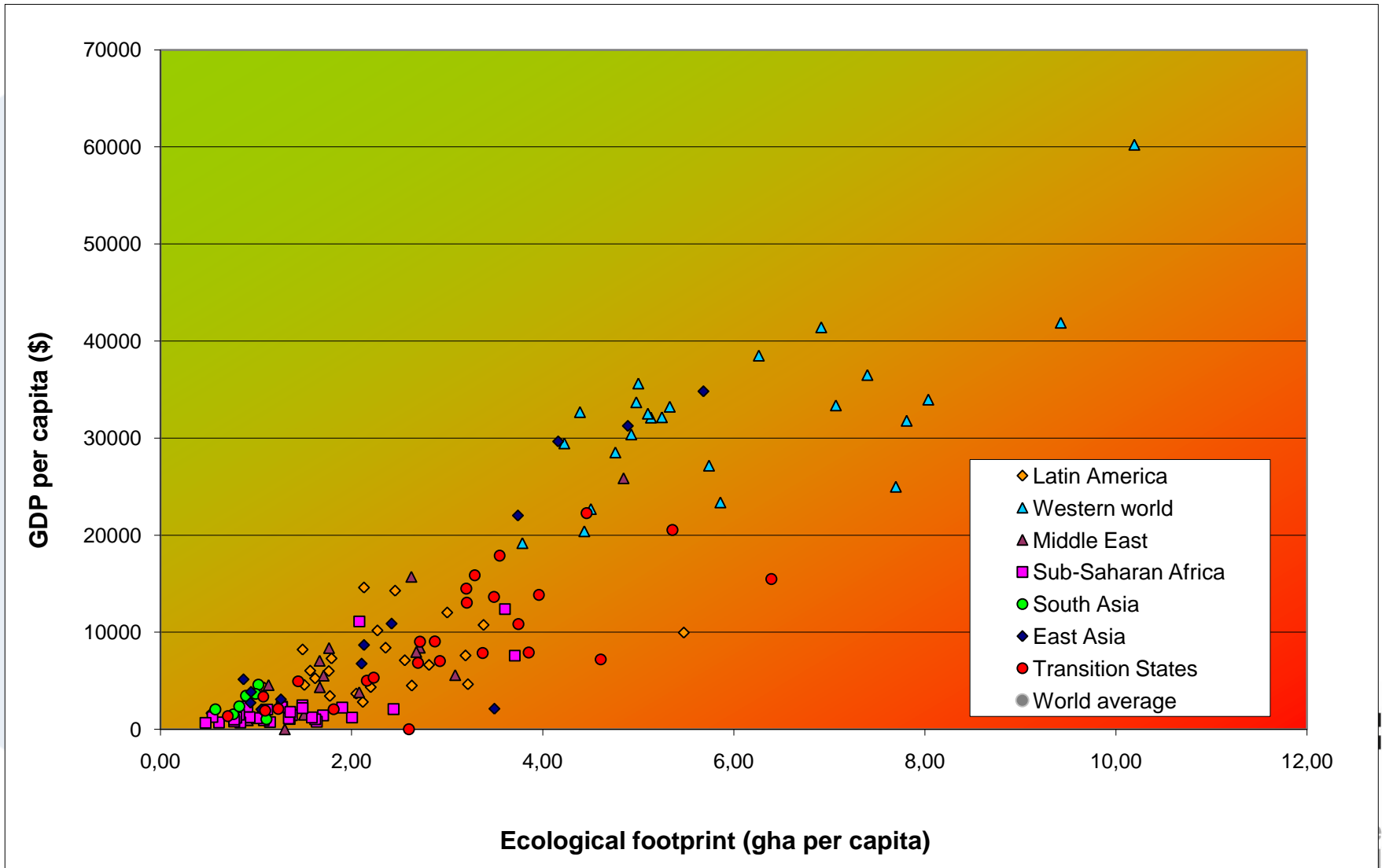
Resources



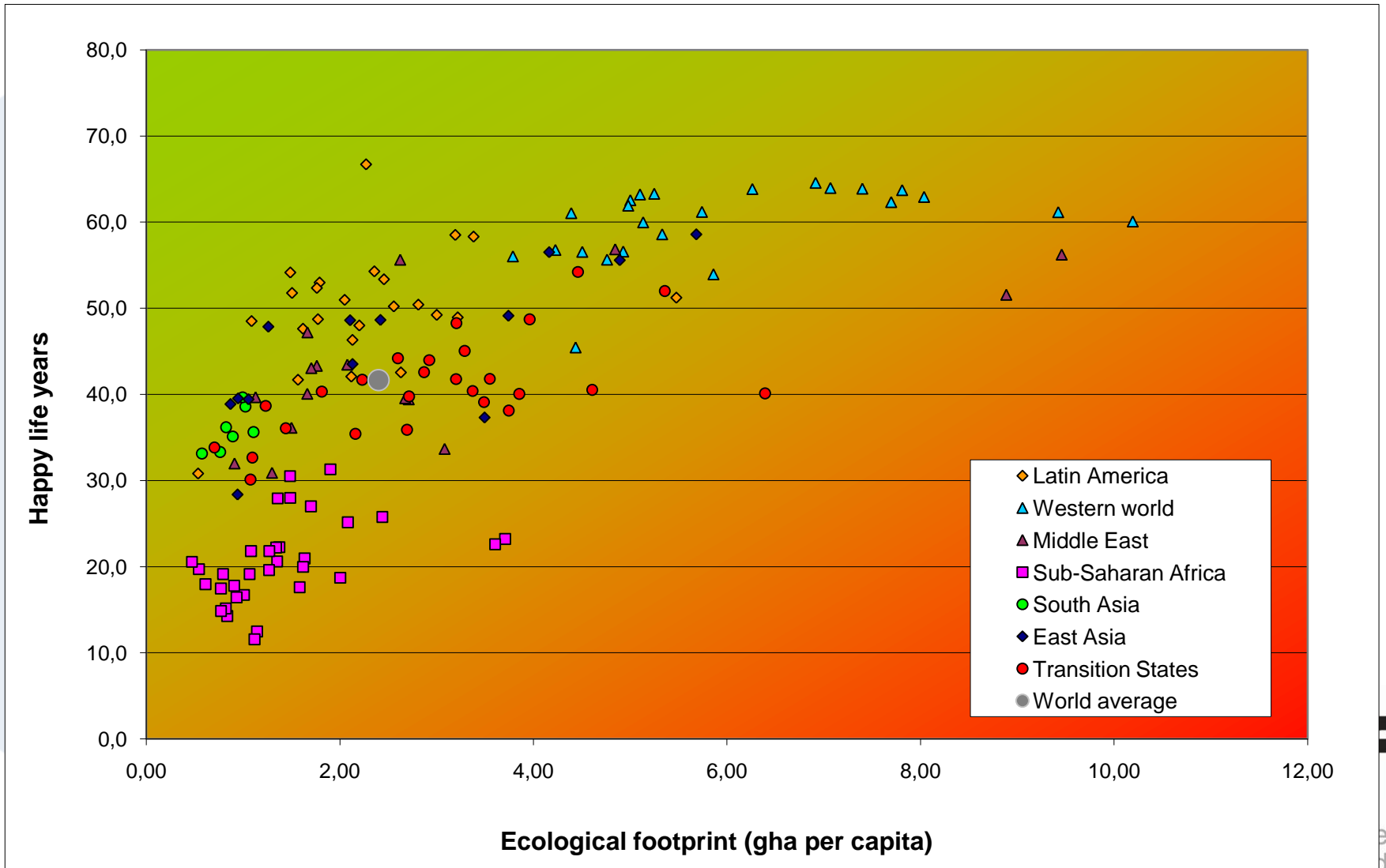
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THE HAPPY PLANET INDEX 2.0

Why good lives don't have to cost the Earth

Sustainability and Growth



Sustainability and Happy Lives



Global sustainability is a

BIG ASK!

What about me?

What about business?

Is it too much to ask to become

happier?

nef's brief from Foresight



- What would be the well-being equivalent of “five fruit and veg a day?”

Five ways to wellbeing

Evidence-based actions that are memorable, easy to understand and have a wide variety of possible applications



Connect...

Be active...

Take notice...

Keep learning...

Give...

Five ways to well-being

happiness at work ?



Delivering Happiness at work



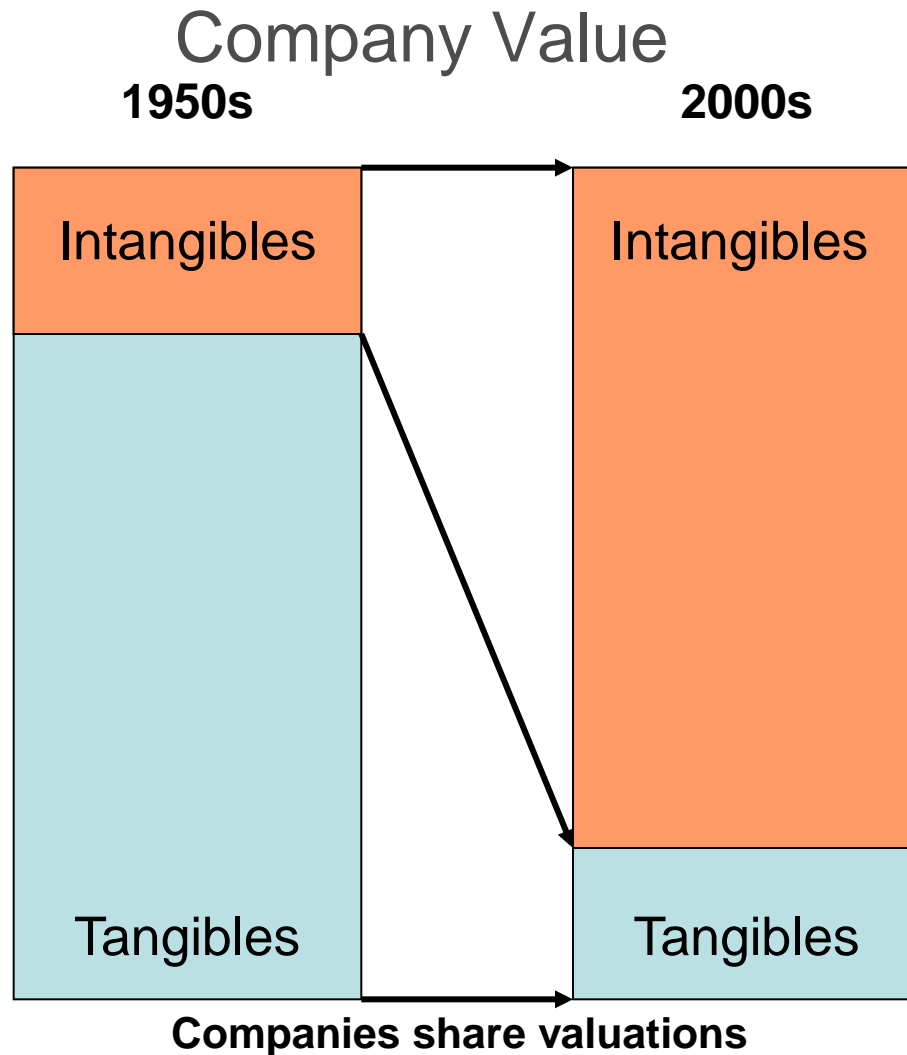
- Founded by Tony Hsieh, author best selling book – Delivering Happiness & CEO of Zappos
- Zappos is a Billion \$ internet business and in the top 10 best places to work in the US
- Happiness is their business model!



Happier employees are

- More productive
 - it does depends on complexity tasks
- Less sick
 - throw less “sickies”
 - are less ill
 - recover more quickly from illnesses
- More dependable
 - stay longer, more resilient
 - recommend organisation to others

the value of happiness?



**HUMAN
CAPITAL** is
'rented' not
owned.

High performance
needs to be
'coaxed' not
coerced.

Robert Grossman "Blind Investment", HR
magazine, Jan 2005

new economics into action

How happy is your work?

The happiness at work survey is unlike any other work survey.

Get instant insightful feedback on how individuals, teams and organisations are really doing.

Happy at work because
they are trusted by their
manager

Good for individuals

Do you enjoy your work? Do you get to do what you do best? Do you feel trusted to do a good job? When were you last asked good questions about your experience of work?

The happiness at work survey does, and it uniquely gives you instant access to your own results. They are presented in a clear and colourful way that is interactive and insightful. There is also advice on how to make your work happier.

Get your free individual checkout

Good for employers

Happiness is a serious business. Happier employees are better employees. They are more motivated and productive, less likely to be sick or leave the organisation as well as better at relationships.

The happiness at work survey uniquely allows organisations to look beyond stress management and engagement to get to the real drivers of great jobs. It is affordable and gives instant access to your results and it's free for your first five users.

Get an organisation checkout

Delivering Happiness at Work

+

https://survey.deliveringhappinessatwork.com/s/5 DELIVERING HAPPINESS AT WO...

Google

DELIVERING happiness at WORK

nef consulting | Reseller LOG OUT

SURVEYS

CLIENTS

TRANSACTIONS

Survey: Nic Marks (Jan 2012)

1. How satisfied are you with...

... your overall job?

Extremely dissatisfied 1 2 3 4 5 6 7 Extremely satisfied

... the balance between the time you spend on your work and the time you spend on other aspects of your life?

Extremely dissatisfied 1 2 3 4 5 6 7 Extremely satisfied

2. How much of the time you spend at work...

... are you absorbed in what you are doing?

None of the time 1 2 3 4 5 6 7 All of the time

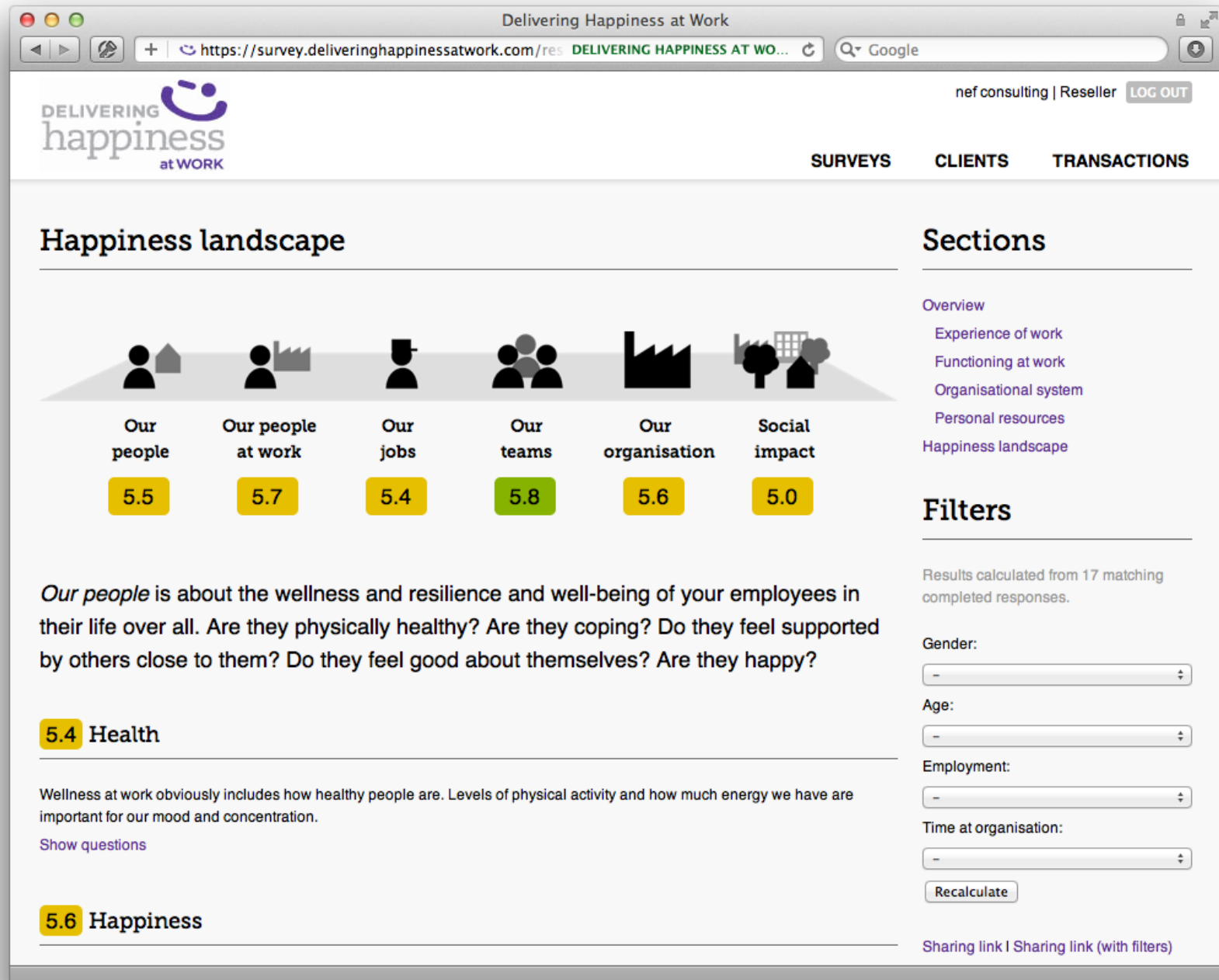
... do you enjoy what you are doing?

None of the time 1 2 3 4 5 6 7 All of the time

... do you feel frustrated?

1 2 3 4 5 6 7

3. In general would you say...



Happiness ...

Happiness ...
Works!

www.happinessatworksurvey.com

Just launched (but only in English!)

Free to use (for up to 5 users)

All profits from nef consulting go back to nef

www.happyplanetindex.org

New Edition out on Thursday!