



# THE HAPPINESS BENEFIT

Cherie Sawaryn (She/Her)

Executive Director, SANQC  
Founder & CEO, BeeKind Hive Inc.  
Certified Belongify Coach





# Land Acknowledgement

We are here today in Whistler, BC, which is situated on the traditional, ancestral, and unceded territory of the Squamish and Lil'wat Nations. We acknowledge and express our respect for the Indigenous Peoples that have called this place home for many generations, and recognize their ongoing connection to the land, waters, and resources of this area. We take this opportunity to honour and learn from the rich culture, customs, and traditions of the Squamish and Lil'wat Nations, and commit to working towards reconciliation and meaningful relationship building with Indigenous Peoples.

# What is Workplace Happiness?

Workplace happiness refers to the overall satisfaction and contentment that employees derive from their work and work environment. It is the feeling of fulfillment, achievement, and enjoyment that comes from being engaged in meaningful work, working with supportive colleagues, and feeling valued by the organization. Workplace happiness can improve employee productivity, culture, and retention and can lead to a more successful organization overall.



# Benefits of Happy Employees

1

Increased productivity

2

Higher job satisfaction

3

Improved customer service

4

Better teamwork

5

Improved health

6

Increased profitability



# Workplace Happiness Campaigns



# Why Were Employees Less Happy?

1

Lack of authenticity

2

Superficial solutions

3

Ignoring employee feedback

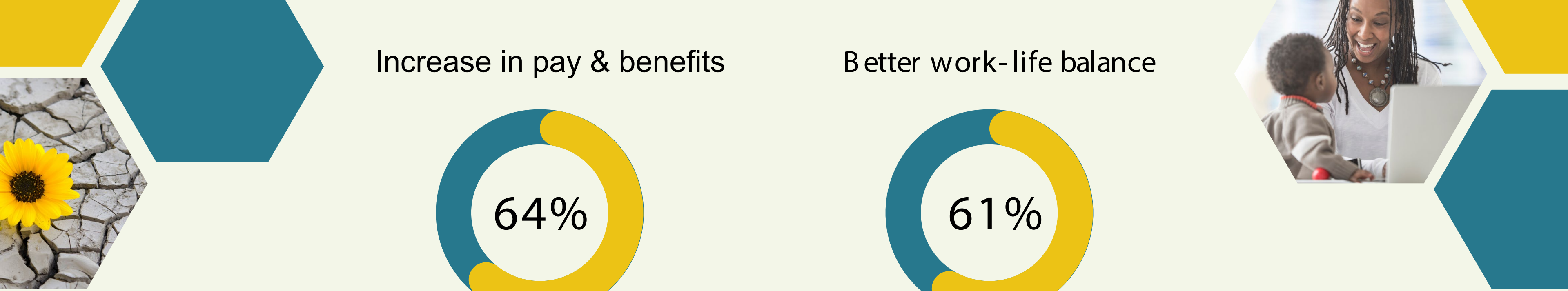
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Neglecting the root causes

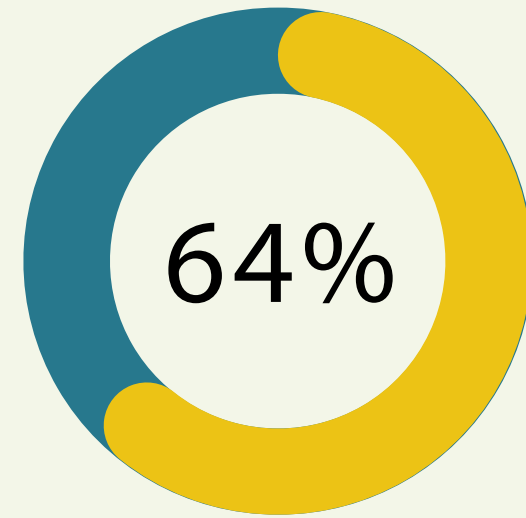
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Positive vibes only

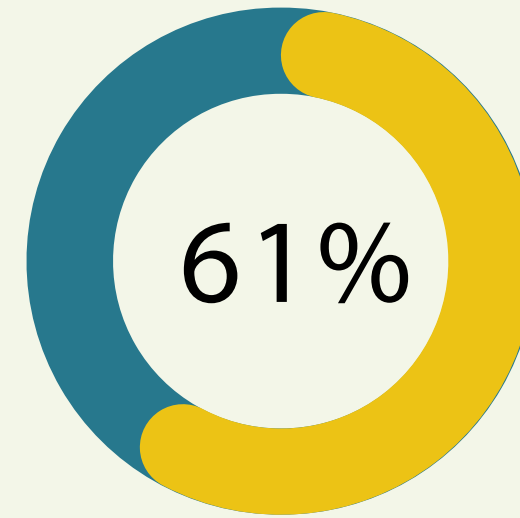




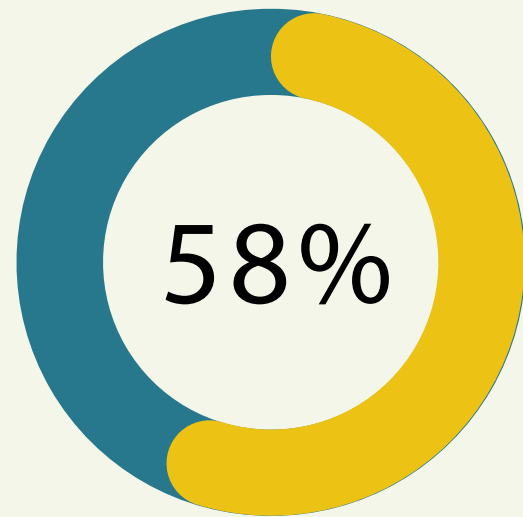
Increase in pay & benefits



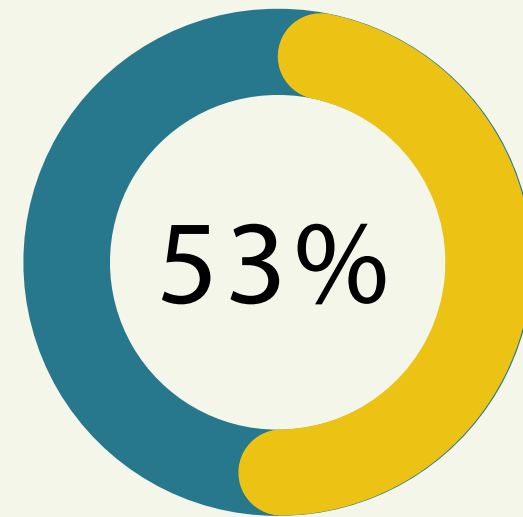
Better work-life balance



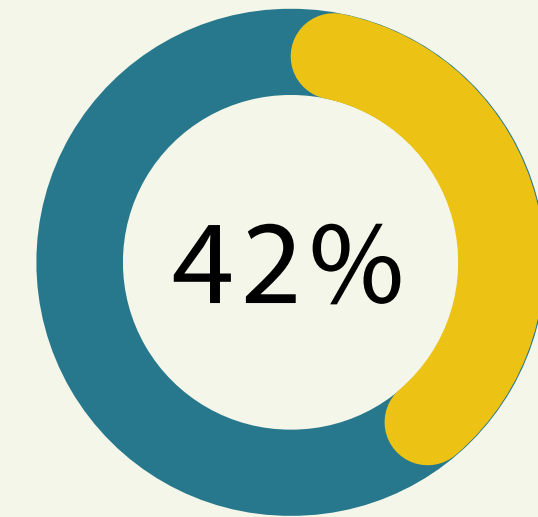
## What do Employees want instead of pizza parties?



Ability to use Strengths



Job security



Diverse and inclusive

# Workplace Happiness Strategies

Focus on the individual needs of employees

- What would make employees' lives a bit easier/better?
- What sort of flexible work arrangements do you offer?
- How do your employees like to be celebrated?
- What is important to them?

Encourage work/life balance and well-being

- Are you a role model for work/life balance?
- Do your policies align with your culture?
- Do you have wellness/flex benefits?





# Workplace Happiness Strategies

Offer opportunities for growth and development

- How are staff engaged in co-creating creative projects?
- What opportunities are there for employees to practice decision making in a safe environment?

Foster strong relationships

- How do you build trust within the team?
- Are there opportunities to build relationships with each other?
- How do you encourage reciprocal strengths-based mentorship?



# Workplace Happiness Strategies

## Communication

- How do you ensure employees understand expectations?
- How does your team practice nonviolent communication?
- How do you respond when someone points out you are using language that is not inclusive?

## Celebrate successes & failures

- How do you encourage risk-taking?
- How do you respond when a team member makes a mistake?
- How do you encourage a growth mindset?



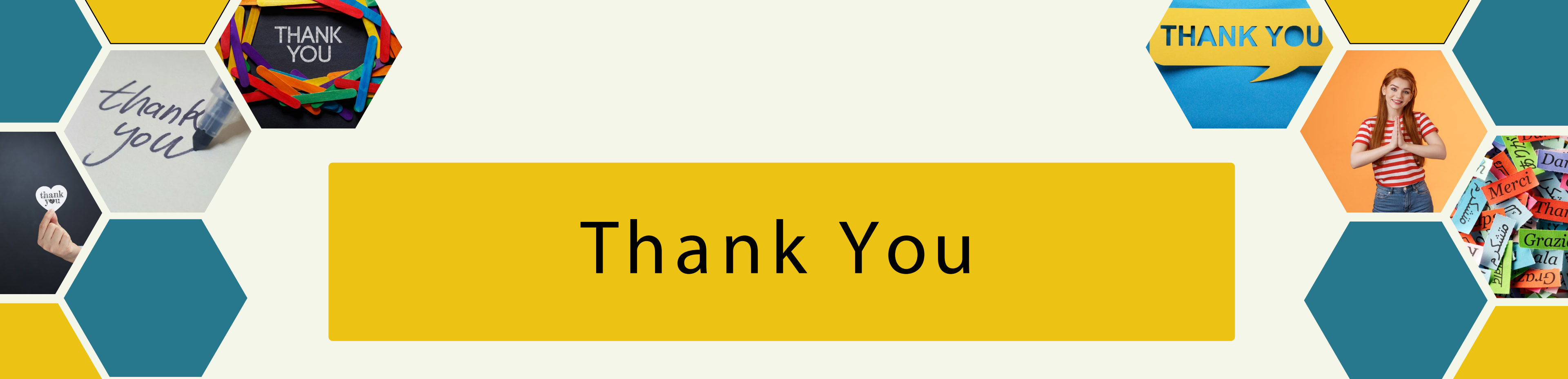
# Workplace Happiness - Final Thoughts

Workplace happiness can improve employee productivity, culture, and retention and can lead to a more successful organization. The goal of any initiative must start with supporting individual employees and their unique needs.

Employees who feel valued and who experience the fulfillment, achievement, and enjoyment that come from engaging in meaningful work with supportive colleagues will be happier.

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# Thank You

Thank you for joining me today. I truly appreciate your time. I know several other wonderful sessions are happening and I am honoured that you chose this session. Thank you to the team at CapU and AMICCUS-C board for inviting me to share what I am passionate about with all of you.

I would love to invite you to share your feedback with me directly as well as with the organizers so I can improve the presentation for future groups.

# Contact Me:



780.221.2437



[www.beekindhive.ca](http://www.beekindhive.ca)



[hello@beekindhive.ca](mailto:hello@beekindhive.ca)



[beekind.hive](https://www.instagram.com/beekind.hive)



Beekind Hive

