

# **Washington State Government Lean Transformation Conference 2023: Transforming Ideas Into Action**

## ***Applying the Science of Happiness to Enhance Efficiency of Teams***

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### **Presentation Handout**

**The SPIRE Model:**



*Source: Dr. Tal Ben-Shahar, Happiness Studies Academy*

## **The question:**

*How can we create a positive working environment and increase employee wellbeing which will lead to higher engagement and better performance?*

Science-based techniques to develop effective teams:

- Focusing on relationships and the emotional wellbeing of employees.
- As a result, enhancing inclusion and belongings for diverse workforce.

## **The HOW – some techniques:**

1. Caring about individual team members instead of only focusing on tasks.
2. Leading with empathy and authenticity.
3. Expressing gratitude and appreciation to increase relational and emotional wellbeing.

## **Key principles of Happiness *interdisciplinary* field of study:**

- Positive psychology.
- Philosophy, nature, art, music, culture, other sources of personal inspiration.
- Personal autonomy in being curious, empathetic, building connection, seeking personal rest/recharge as needed (balance).
- “Arrival fallacy” the false assumption that once you reach a goal, you will experience enduring happiness (T. Ben-Shahar).
- Focus on the reality of our circumstances, do not ignore the challenges, sadness and pains that are elements of our human experiences.
- SPIRE model draws on casual reinforcing feedback loop (R) described at: <https://thesystemsthinker.com/causal-loop-construction-the-basics/>.

### Suggested resources:

- [World Happiness Summit](#)
- [Happiness Studies Academy](#) certificate training, accredited master's in arts degree (Centenary University).
- [Uppiness Game](#) adaptable, fun, interactive teambuilding experience for corporations and organizations.
- Arthur Brooks' weekly happiness column at [www.theatlantic.com](http://www.theatlantic.com).

- [Washington Wellness | Washington State Health Care Authority](#) (HCA)

*The HCA's Washington Wellness Worksite Designation Program will provide structure and technical and training assistance to agencies involved in developing an effective internal wellness program for employees. By December 31, 2014, each agency will have made significant progress toward completion of the Washington Wellness Worksite Designation Program and will report on progress to HCA program on semi-annual basis.*

- [Executive Order 13-06: Improving the Health and Productivity of State Employees and Access to Healthy Foods in State Facilities](#)