



**Propelling Happiness & Hope**

# Contact Information



## **Nancy O'Brien**

Co-founder & CEO

Experience Happiness, LLC

[www.experiencehappiness.biz](http://www.experiencehappiness.biz)

Email: [nancy@experiencehappiness.biz](mailto:nancy@experiencehappiness.biz)

Mobile: 651-249-8487

Linked In: <https://www.linkedin.com/in/nancylobrien/>



We help people and organizations thrive by cultivating the competitive advantage of happiness.

# HAPPINESS IS A PRACTICE.

CULTIVATING HAPPINESS  
STARTS WITH CLEARLY DEFINING HAPPINESS ITSELF.  
NOT AS MANUFACTURED POSITIVITY,  
BUT AS INNATE SERENITY & EXCITEMENT ABOUT LIFE  
REGARDLESS OF OUTSIDE FORCES.

EXPERIENCE HAPPINESS



An aerial photograph of a beach with vibrant turquoise waves crashing onto the golden sand. The text "THREE WAVES OF CHANGE" is centered in white, bold, uppercase letters.

**THREE WAVES OF CHANGE**

# ACKNOWLEDGE UNCERTAINTY

## Collective Grief

Chaos & Confusion

Loss & Sadness

## Priority

Care & compassion for self & others

Acknowledge feelings

Giving & Receiving





# RECLAIM & RESTORE RESILIENCY

## Shifting from Surviving to Thriving

Recovering from setbacks  
Stretching into new territory

### Priority

Making home, school & work environments  
physically and psychologically safe  
Nurturing new ways of **being** that lead to  
new ways of **doing**  
Reigniting passions & soaring creativity  
Gathering safely & honoring milestones



# MASSIVE INNOVATION

## Sharing Resources

Minimal Viable Idea (MVI)

Collaboration & Partnerships

Co-creating individuals, teams,  
organizations, cities, countries

## Priority

Wellbeing for **all**

Accelerated Change

Continuous Learning





# The Shift

FROM	TO
Caring for others first	Caring for ourselves first, so we can care for others well
Work   Life Balance	Work   Life Harmony
Profits & Productivity	Well-being & Performance
Product/Outcomes	Process/Journey
Doing	Being



1. Income
2. Productivity
3. Health & Longevity
4. Individual Behavior
5. Organizational Behavior
6. Social Behavior



“

FOR EACH OF US THE  
GOAL HAS GOT TO BE TO  
CREATE AS MUCH  
HAPPINESS AS WE CAN IN  
THE WORLD

RICHARD LAYARD

”

- Each of us
- Educators
- Employers
- Politicians



Students do best in school when they have good mental health and are satisfied with their lives. No matter how good schools and teachers are, students' academic achievement suffers when they're unhappy.

Neil Petersen. November 2017. All Psych  
<https://blog.allpsych.com/happiness-is-key-to-student-success/>



# Happiness: A Student Success Strategy



## Happiness Improves:

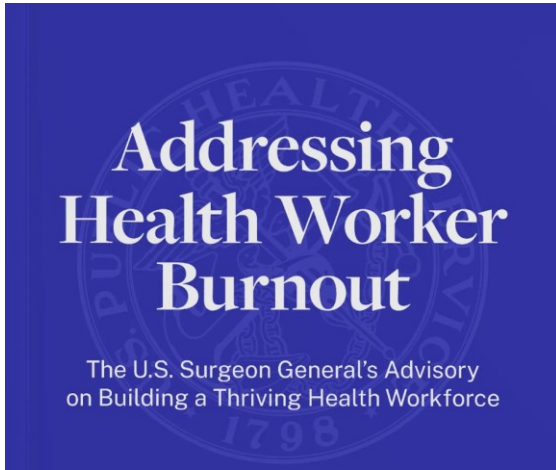
- Learning Ability
- Capacity to Make Connections
- Creativity
- Strategizing
- Problem-solving
- Information Processing
- Memorizing & Recall
- Immune System
- Longer Lifespan
- Eyesight

# Happy School Initiative

**A paradigm shift** to put happiness at the core of education policy and practice.

It recognizes happiness as both **a means to and a goal of quality learning**. Academic excellence and happiness are not mutually exclusive. **Happiness can be a key lever** for enhancing learning experiences and outcomes

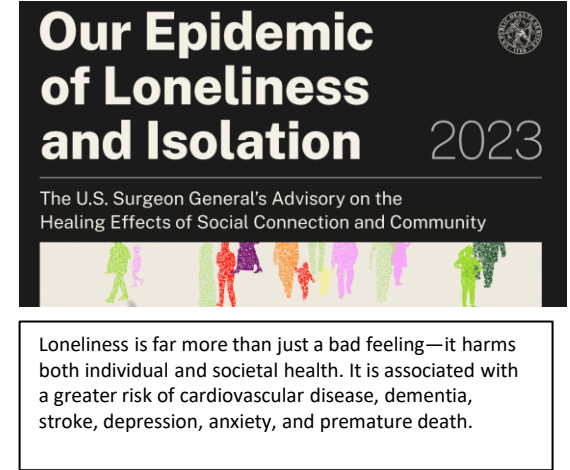




[Health Worker Burnout — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](#)



[Youth Mental Health — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](#)

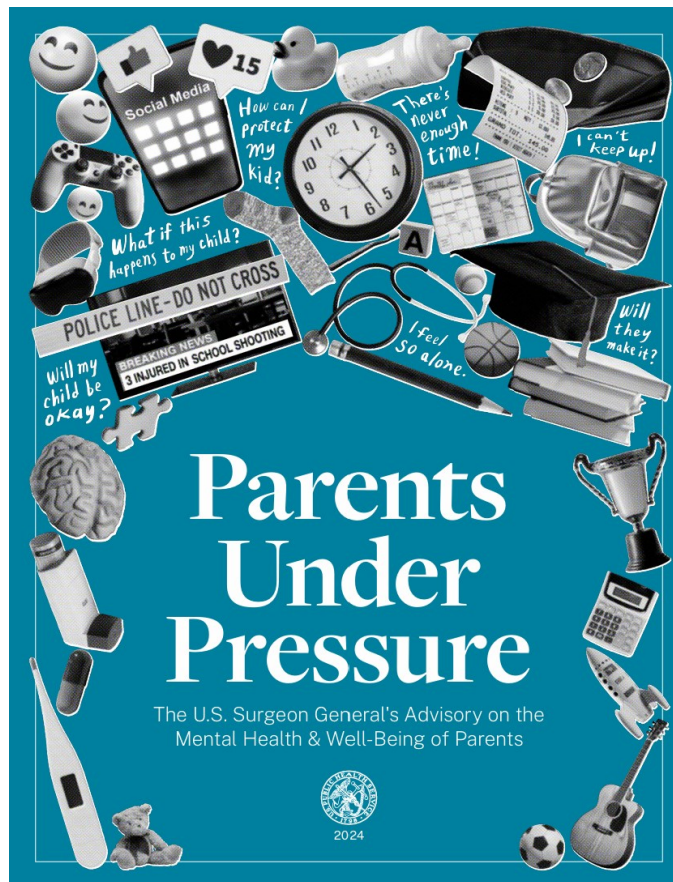


Loneliness is far more than just a bad feeling—it harms both individual and societal health. It is associated with a greater risk of cardiovascular disease, dementia, stroke, depression, anxiety, and premature death.

[Loneliness & Isolation Epidemic - Surgeon General Advisory](#)

# A Snapshot of Parental Stressors

Throughout their lifespan, parents and caregivers often face heightened stressors, including financial strain and economic instability, time demands, concerns over children's health and safety, parental isolation and loneliness, difficulty managing technology and social media, and cultural pressures.







## ORGANIZATONAL

- Engagement
- Turnover
- Productivity
- Workforce Morale

## PROFESSIONAL

- Work Relationships
- Respect & Trust
- Decision-making
- Innovation

## PERSONAL

- Relationship with self & loved ones
- Physical, mental & behavioral health

A tall, white lighthouse stands on a grassy hill at night. The lighthouse is illuminated from within, and its lantern room at the top is brightly lit, casting several powerful beams of light that fan out across the dark, starry sky. At the base of the lighthouse is a small, white, single-story building with a dark roof and two chimneys. The sky is a deep, dark blue, and the overall scene is serene and inspiring.

By cultivating a new way of being,  
you naturally cultivate a new way of doing.

- Experience Happiness

WELCOME TO

# The Happiness Practice™ (THP)

THP Overview



# The Happiness Practice™ (THP)

Measurable Wellbeing and Performance Realized.



**The only workplace wellbeing and performance solution proven to measurably:**

- improve emotional, behavioral and physical health
- increase happiness & reduce burnout
- improve human and business performance (including KPI's)
- Creates cultures of well-being



*Happiness heals  
ourselves and the  
world.*



**Happiness is an inside job**

**Happiness is the inverse of burnout**

**Happiness propels well-being on all levels:**

- *Mental*
- *Emotional*
- *Behavioral*
- *Physical*
- *Spiritual*
- *Financial*

**Happiness can be:**

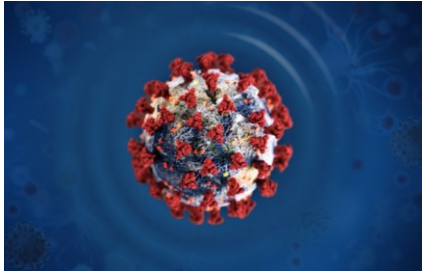
- *Learned*
- *Practiced*
- *Measured*

# Burnout Defined



Physical, emotional, and mental exhaustion, caused by long-term involvement in emotionally-demanding situations.

# Everyone Is Impacted



The pandemic and social upheaval have cast a strong light on how employees believe the workplace should support mental health needs for workers and their families.

- Headspace, Trends2020

## Burnout Magnitude

57% of tech professionals

84% of millennials

96% of US senior leaders

77% of US employees

60% of healthcare workers

46% of US physicians

63% of nurses

67% of educators

57% of truck drivers







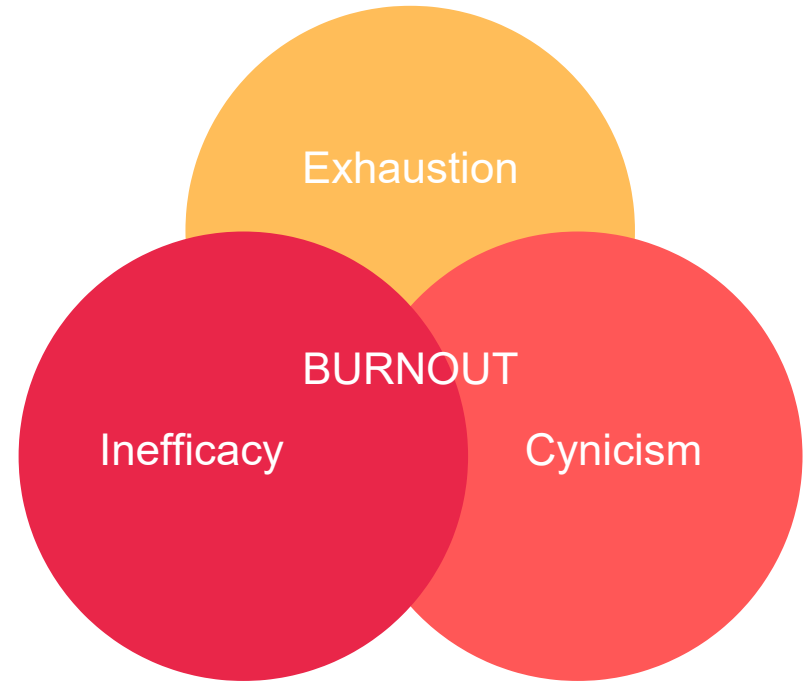
**Over 4 in 5 college seniors report burnout during undergraduate experience**

**The majority of the class of 2024 expects to carry those feelings into their early careers.**



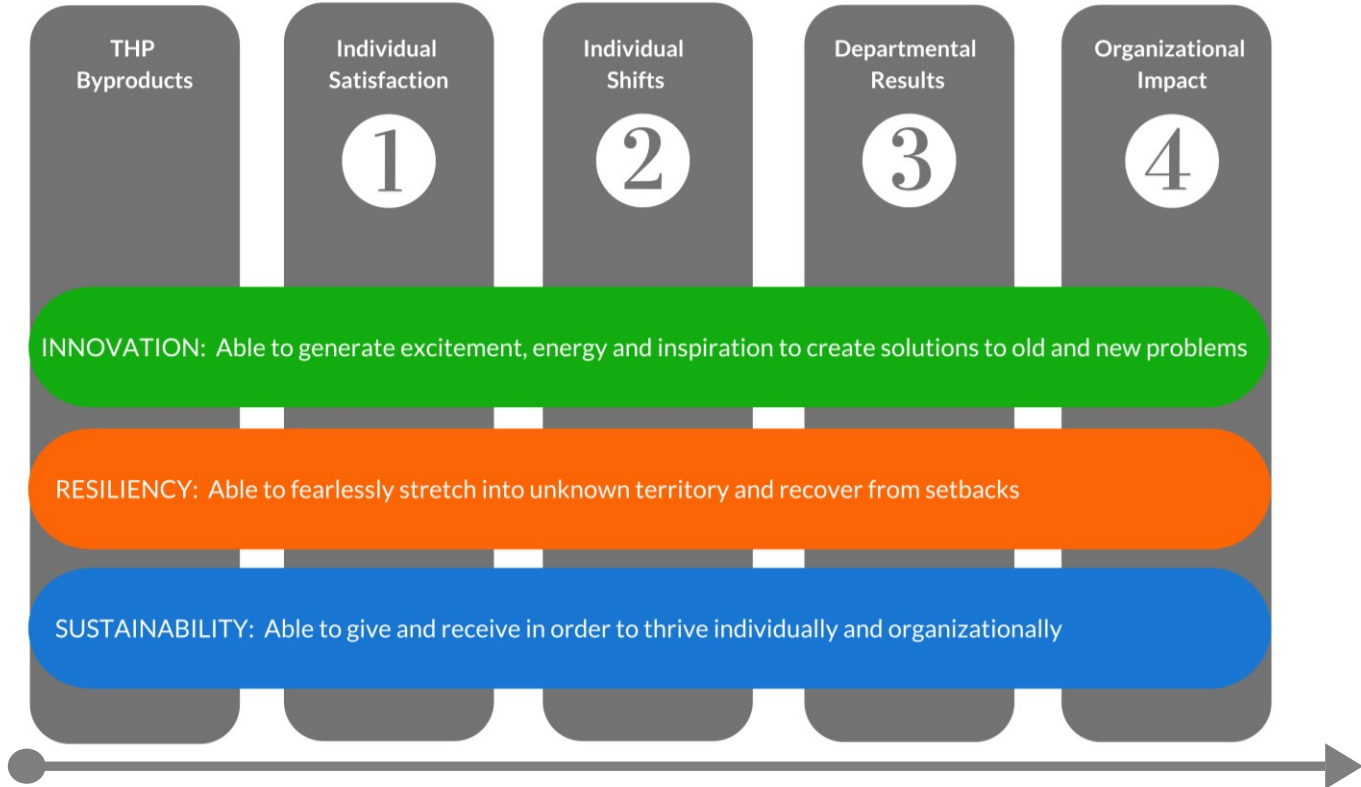
# Warning Signs

- Exhaustion: Emotional exhaustion, depleted, loss of energy
- Cynicism: Negative attitude toward clients & colleagues, irritability, withdrawal from people & activities
- Inefficacy: Diminished personal accomplishment, perceived decline in competence or productivity, expending energy without results



**Return on Happiness (ROH)<sup>TM</sup>**

# Return On Happiness™ (ROH)



# The Happiness Practice

## Personal Snapshot

### Personal Happiness Practice Snapshot™

John Doe | Midpoint THP™

#### Burnout

Snapshot



Detailed Answers (1 = Low, 3 = Average, 5 = High)

	Symptoms	Baseline	Mid	Post	Delta
Physical	1. Feeling tired and drained most of the time	5	3		-2
	2. Lowered immunity, feeling sick a lot	5	3		-2
	3. Frequent headaches, back pain, muscle aches	5	4		-1
	4. Change in appetite or sleep habits	5	2		-3
Emotional	5. Sense of failure and self-doubt	5	3		-2
	6. Feeling helpless, trapped and defeated	4	5		1
	7. Detachment, feeling alone in the world	3	1		-2
	8. Loss of motivation	4	2		-2
	9. Increasingly cynical and negative outlook	4	1		-3
	10. Decreased satisfaction and sense of accomplishment	4	3		-1
Behavioral	11. Withdrawing from responsibilities	4	3		-1
	12. Isolating yourself from others	4	3		-1
	13. Procrastinating, taking longer to get things done	4	2		-2
	14. Using food, drugs or alcohol to cope	3	3		0
	15. Taking out your frustrations on others	4	3		-1
	16. Skipping work or coming in late and leaving early	3	3		0
<b>Totals</b>		4.13	2.75		-1.38

### Personal Happiness Practice Snapshot™

John Doe | Midpoint THP™

#### Happiness

Snapshot



Detailed Answers (1 = Low, 3 = Average, 5 = High)

	Questions	Baseline	Mid	Post	Delta
Personal Happiness	1. What is your level of serenity in your life?	2	3		1
	2. What is your level of excitement in your life?	3	4		1
	3. What is your overall level of happiness (serenity & excitement)?	3	3		0
Innovation	4. Your ability to see opportunities, even if they appear as problems?	2	5		3
	5. Your energy and inspiration to put toward creating and implementing new solutions?	2	3		1
Resilience	6. Your focus on creating what works instead of defending right and wrong?	1	3		2
	7. Your ability to step out of your comfort zone in order to grow?	4	5		1
	8. Your ability to recover from setbacks, learn from them & put them into perspective?	3	5		2
Sustainability	9. Your willingness to try again?	2	4		2
	10. Your ability to value yourself enough to ask for help and receive it freely when needed?	2	4		2
	11. Your ability to value others enough to offer help freely when needed?	3	3		0
	12. Your commitment to thriving as opposed to merely surviving?	4	4		0
<b>Totals</b>		2.58	3.83		1.25

# Myllymäki Primary School

Finland



Burnout **DOWN 15.7%**



Happiness **UP 10.4%**

Innovation **UP 21.3%**

Resiliency **UP 18%**

Sustainability **UP 8.2%**

Student Behavior **UP 8.4%**

Staff Behavior **UP 41%**







UNIVERSITY  
OF MINNESOTA

Burnout **DOWN 13 %**



Happiness **UP 9%**

Innovation **UP 11%**

Resiliency **UP 14%**

Sustainability **UP 6.9%**



# High School Students Prior Lake, MN



BURNOUT  
33%

Happiness 22%  
Innovation 23%  
Resiliency 9%  
Sustainability 16%  
Behavior 16%

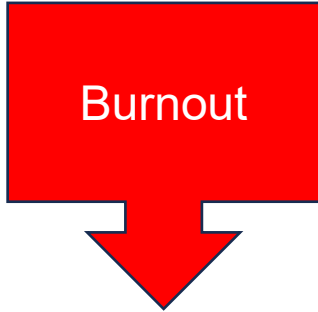
## Behavior Changes Tracked:

- 1 Level of awareness that happiness & wellbeing (or lack thereof) impacts performance (academic and/or extracurricular) and outcomes
- 2 Level of emotional awareness and control
- 3 Finding joy even in the most challenging circumstances
- 4 Level of awareness of how happiness impacts/ influences social interactions
- 5 Level of confidence that you can freely express yourself

**"I WENT FROM  
SKIPPING CLASSES,  
TO GETTING ALL MY  
HOMEWORK DONE  
WITH PASSING A'S."**

Student THP Participant

Strengthen Organizational  
Culture and Commitment  
to Employees



Measurement	Leadership Baseline to Post	Cohorts 2, 3 & 4 Baseline to Post
<b>Happiness</b>	<b>15.2%</b>	<b>16.4%</b>
Personal Happiness	10.3%	17.8%
Innovation	23.8%	29.6%
Resiliency	15.6%	2.3%
Sustainability	8.3%	15.8%
<b>Burnout</b>	<b>-20.5%</b>	<b>-27.4%</b>
<b>Behavior: Advancement</b>	<b>16.9%</b>	<b>11.4%</b>
<b>Organization: Culture &amp; Commitment to Employees</b>	<b>13.4%</b>	<b>7.2%</b>

ADVANCEMENT: THP Pilot (40)



# Happiness & Health Leadership Academy

- A collaboration between the CDC Foundation & Experience Happiness, LLC with Minnesota based employers





## Happiness & Health

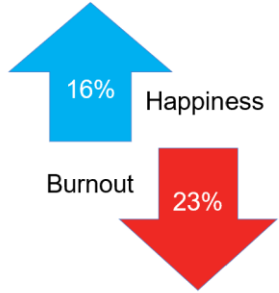


A positive work environment that prioritizes happiness and wellbeing can contribute to better mental and physical health outcomes for employees. It reduces stress levels, lowers risk of burnout and promotes overall well-being, leading to healthier and happier employees resulting in improved:

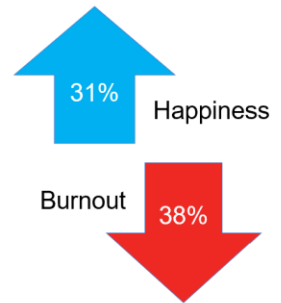
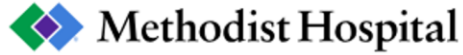
- satisfaction & engagement
- mental & physical health
- retention & recruitment
- creativity & innovation
- positive company culture
- work-life harmony



# Return On Happiness Results



**Resulting Impact:**  
+10 Compassionate Awareness & Action  
+15% Well-being



**Resulting Impact:**  
+22% Compassionate Awareness & Action  
+25% Well-being

# The Happiness Practice (THP)<sup>™</sup>

The Happiness Practice

# The Definition of Happiness = Inverse of Burnout

Happiness is your innate ability to locate and cultivate serenity and excitement about your life regardless of outside forces.

**The Happiness Practice™**



# Happiness & Burnout Awareness

Happiness is your innate ability to locate and cultivate serenity and excitement about your life regardless of outside forces.




The Happiness Practice™



- *How do you feel?*
- *How do you behave?*

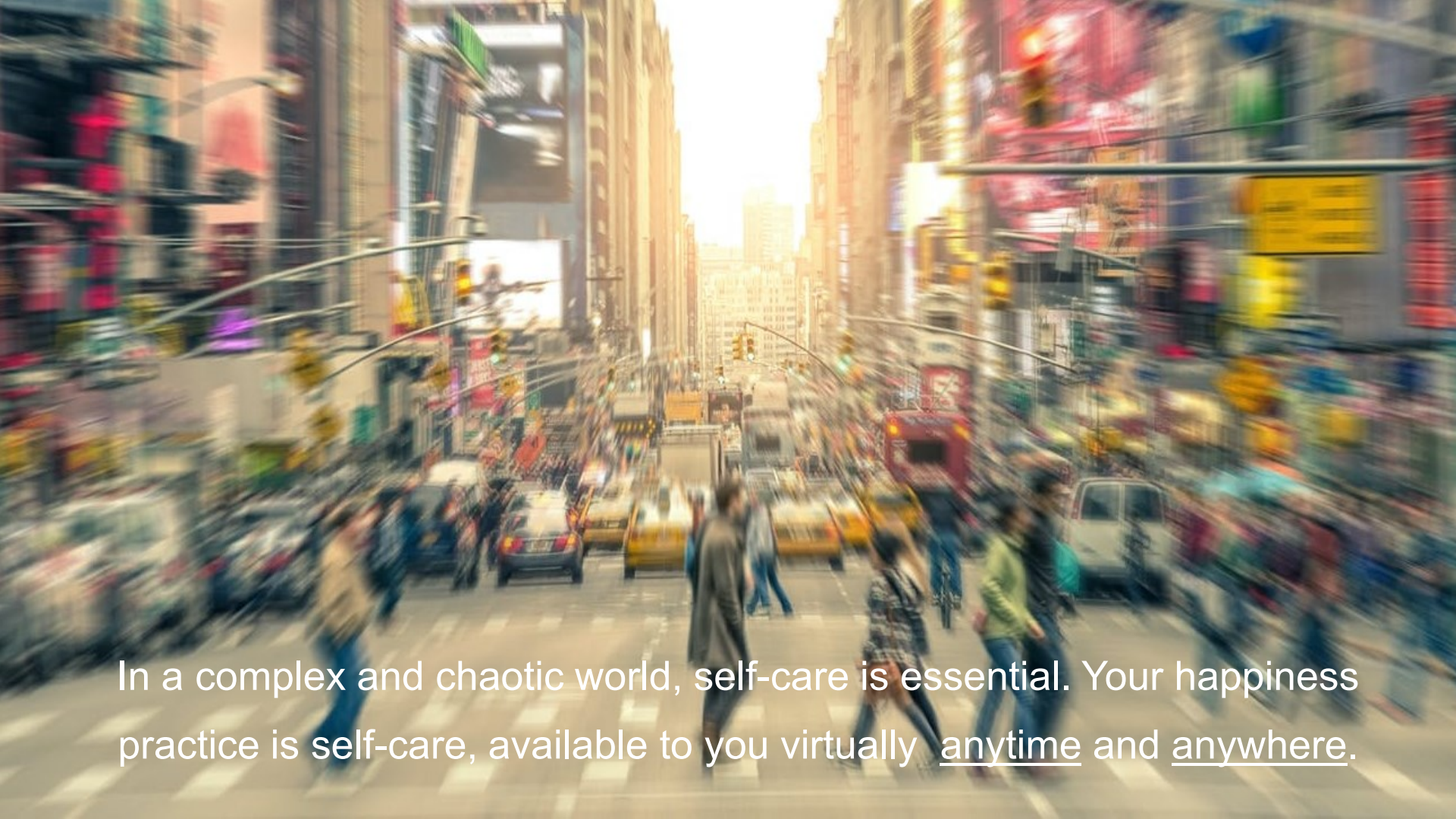
*When you are not serene & not excited about life?*

# Signs & Symptoms of Burnout

Physical 	1. Feeling tired and drained most of the time
	2. Lowered immunity, feeling sick a lot
	3. Frequent headaches, back pain, muscle aches
	4. Change in appetite or sleep habits
Emotional 	5. Sense of failure and self-doubt
	6. Feeling helpless, trapped and defeated
	7. Detachment, feeling alone in the world
	8. Loss of motivation
	9. Increasingly cynical and negative outlook
	10. Decreased satisfaction and sense of accomplishment
Behavioral 	11. Withdrawing from responsibilities
	12. Isolating yourself from others
	13. Procrastinating, taking longer to get things done
	14. Using food, drugs, or alcohol to cope
	15. Taking out your frustration on others
	16. Skipping work or coming in late and leaving early



# The 5 Principles of Happiness™



In a complex and chaotic world, self-care is essential. Your happiness practice is self-care, available to you virtually anytime and anywhere.

PRINCIPLE 1

# Be Conscious

Be simultaneously aware of  
what you're doing and how  
you're feeling.





PRINCIPLE 2

# Honor Feelings

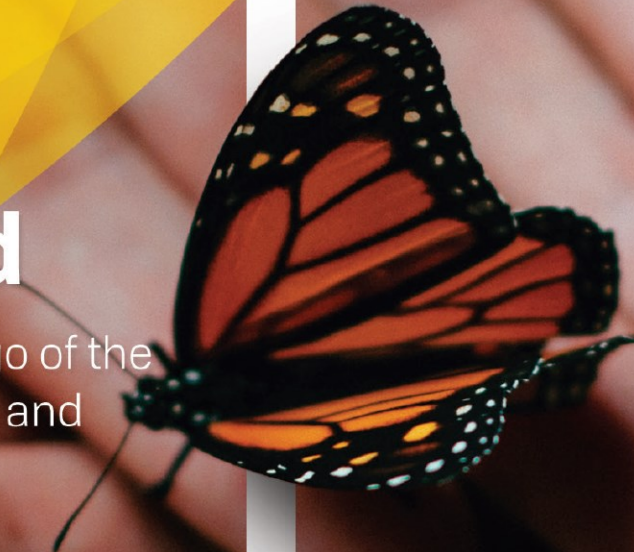
Use your internal guidance system to make requests and decisions that amplify happiness - not drama.



PRINCIPLE 3

# Release Control to be Empowered

Do your very best and let go of the need to control the beliefs and behaviors of others.





PRINCIPLE 4

# Co-Create What Works

Ask yourself “What works now?”  
to release the way things should  
be and explore how they could be.







PRINCIPLE 5

# Learn Life Lessons

Weed destructive beliefs from your happiness garden so they do not cast shadows on the joy you wish to cultivate.

The Happiness Practice

# Your 30-Day Practice: Redefining Happiness

Happiness is your innate ability to locate and cultivate serenity and excitement about your life regardless of outside forces.

The Happiness Practice™



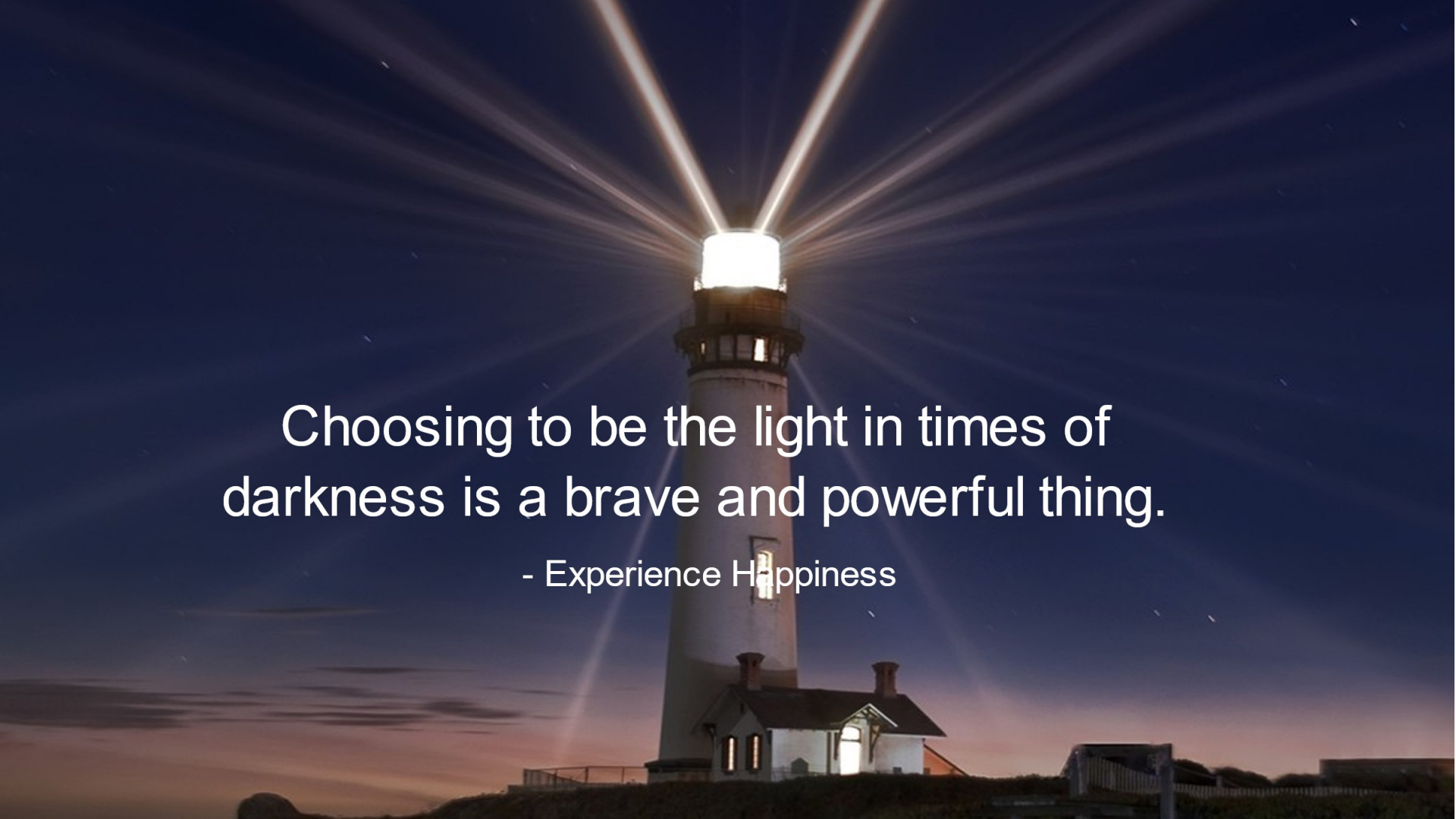
## Notice...

- When you're placing happiness outside of yourself
- When you're giving people or outside forces too much power over your wellbeing
- Ways in which "inside-out" happiness could change your life for the better

**Happiness & Burnout Assessment:**

[pulse.experiencehappiness.biz](https://pulse.experiencehappiness.biz)



A lighthouse stands on a hill at night, its light shining brightly. The light is projected in several beams, creating a starburst effect against the dark sky. The lighthouse is white with a dark top section. Below the lighthouse is a small white building with a dark roof and two chimneys. The sky is dark blue with some faint clouds. The overall scene is illuminated by the lighthouse's light, creating a warm and powerful atmosphere.

Choosing to be the light in times of  
darkness is a brave and powerful thing.

- Experience Happiness

Thank you!

