Well-Being at Work: Understanding What Drives Work Happiness
“How we spend our days is, of course, how we spend our lives.”

-Annie Dillard, *The Writing Life*
Learning Objectives

01. Why happiness at work matters
02. Understanding what makes you happy at work
03. How to find a company that meets your needs
04. Tips for cultivating well-being in your job search and workplace
Meet your hosts

Lisa Lewis Miller
Founder/CEO
Career Clarity

Janeane Tolomeo
Work Happiness Program Lead
Indeed

Brandy Warwas
Job Seeker Experience
Indeed

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Why focus on well-being now?
Happier people are more likely to be resilient, energetic and innovative in times of great challenge or stress.
Employees are up to 20% more productive when they feel happier.

Bellet, Clement and De Neve, Jan-Emmanuel and Ward, George, *Does Employee Happiness have an Impact on Productivity?*, October 2019
I’ve spent my career doing scientific research on happiness. Happiness matters.

Research has shown that happiness is a cause of success: happier people receive more positive reviews at work, are more productive and more creative, earn higher incomes, and are less likely to burn out or be absent from work. Happier people are also more likely to get jobs and to keep jobs.”

**Dr. Sonja Lyubomirsky**  
Distinguished Professor of Psychology and Vice Chair, University of California, Riverside
Second only to pay, lack of happiness is a leading reason people consider leaving a job.

Indeed Work Happiness in America Report, a commissioned study (n=5011) conducted by Forrester Consulting, 2020

- I am not paid fairly for my work: 33%
- I don't feel happy at work most of the time: 27%
- I don't feel energized in most of my work tasks: 22%
- I can't trust people in my company: 19%
- My manager doesn't help me succeed: 18%
What makes you happy at work?
The drivers of work happiness

- Belonging
- Trust
- Appreciation
- Energy
- Purpose
- Learning
- Inclusion
- Management
- Support
- Flexibility
- Achievement
- Compensation
What we think makes us happy at work...

What we think makes us happy at work (stated importance)

- Paid Fairly: 28%
- Flexibility: 16%
- Appreciation: 8%
- Purpose: 7%
- Inclusion: 7%
- Support: 6%
- Achievement: 6%
- Belonging: 5%
- Trust: 5%
- Energized: 4%
- Learning: 4%
- Manager Support: 4%

Indeed Work Happiness in America Report, a commissioned study (n=5011) conducted by Forrester Consulting, 2020

0% 10% 20% 30% 40% 50%

- The image contains a bar chart showing the percentage of people who believe each factor makes them happy at work.
- The factors listed are Paid Fairly, Flexibility, Appreciation, Purpose, Inclusion, Support, Achievement, Belonging, Trust, Energized, Learning, and Manager Support.
- The highest percentage is for Paid Fairly at 28%, followed by Flexibility at 16%, and so on.
- The study was conducted by Indeed and Forrester Consulting in 2020.
What actually makes us happy at work (revealed importance)

- Energized: 15%
- Belonging: 13%
- Trust: 9%
- Purpose: 8%
- Inclusion: 8%
- Support: 8%
- Appreciation: 7%
- Achievement: 7%
- Learning: 7%
- Manager Support: 7%
- Paid Fairly: 5%
- Flexibility: 5%

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Essentially, once our basic needs are met...

importance shifts to our happiness & well-being

- Energized
- Belonging
- Trust
- Purpose
- Inclusive + Respectful
- Supported
- Appreciation
- Achievement
- Learning
- Well-Managed
- Flexibility
- Paid Fairly

Basic needs
Higher stated importance, lower revealed importance

Elevated needs
Lower stated importance, higher revealed importance
Some dimensions come into special power in times of crisis

- Belonging
- Inclusion
- Flexibility
- Purpose
- Trust
What does that mean for your well-being?
Identify your key happiness drivers

+ Belonging
+ Trust
+ Appreciation
+ Energy
+ Purpose
+ Learning
+ Inclusion
+ Management
+ Support
+ Flexibility
+ Achievement
+ Compensation
Get the guide

Download the guide for happiness thought exercises and to go deeper on each of the 12 dimensions.

[go.indeed.com/happiness-guide]
Focus area: **Energy**

People feel energized in their day-to-day by the people they interact with and the work they do. They want to feel inspired, motivated and challenged while staying fully absorbed.

What makes you feel energized at work?

- When I get excited about the work I do: 43%
- When I get fully absorbed in activities I do: 39%
- When I feel inspired to do my best: 37%
- When I feel challenged at work: 36%
- When I look forward to being in my work environment: 34%
- When I am inspired by people around me: 29%

Indeed Work Happiness in America Report, a commissioned study (n=5011) conducted by Forrester Consulting, 2020. Respondents were able to select up to three items.
Focus area: **Belonging**

People feel their company cares about them, they have friends at work, and they understand their impact on other people and teams.

**What makes you feel a sense of belonging?**

- Feeling like my company cares about me as a person: 51%
- Having friends at work: 35%
- Understanding how I impact other people/teams in my organization: 32%
- Having conversations about things not related to work with my coworkers: 27%
- Having the company values align with my personal values: 27%
- Being invited to important internal meetings: 26%
- Being invited to informal social events outside working hours: 21%

Indeed Work Happiness in America Report, a commissioned study (n=5011) conducted by Forrester Consulting, 2020. Respondents were able to select up to three items.
Focus area: **Trust**

People feel they can trust their colleagues as individuals and their leaders are approachable and transparent.

### What makes you feel a sense of trust?

- Having coworkers I can trust as individuals: 34%
- Feeling like my company sees me as a person vs. “just an employee”: 29%
- Ability to share my opinions safely to my manager and leaders: 28%
- If I feel like most people I work with are honest with positive intent: 26%
- Feeling like my company leaders are approachable and welcoming: 24%
- Clear communication and visibility into my performance + career path: 22%
- Clarity on how decisions are made: 21%
- Transparency of company performance + health: 18%

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Finding a workplace that fosters your well-being
Well-being in the workplace

+ Regularly ask yourself if a company is meeting your needs
+ Join or start an employee resource group
+ Create a brag book
+ Align your tasks to your strengths
+ Talk to your manager
Screen for employer values

+ Vision/Mission statement
+ Social media
+ Employee reviews
+ Ask employees
+ Ask questions during interviews
Meet the Work Happiness Score

With over 5 million happiness surveys already taken, and counting, this new set of data aims is the world’s largest study of work happiness.

Developed with the guidance of leading happiness experts:

Dr. Sonja Lyubomirsky
Distinguished Professor of Psychology

Professor Jan-Emmanuel de Neve, Director of Oxford’s Wellbeing Research Centre
Cultivating well-being in your job search
Looking for a job can feel like a full-time job, but you are responsible for your own well-being.
Well-being during the job search

+ **Energy**: What inspires you during your day?
+ **Achievement**: How can you celebrate small wins?
+ **Learning**: What new skills can you add to your resume through online trainings?
+ **Support**: Do you have a confidant you could check-in with regularly?
+ **Belonging**: Is there a group you can join to further your career and provide community?
+ **Purpose**: Would volunteering help make you feel impactful *and* contribute to your resume?
+ **Flexibility**: Can you schedule job searching so that it doesn’t bleed into the rest of your day?
+ **Appreciation**: Do you have a “brag book” of positive feedback from past work?
Let’s Recap

+ Focus on work well-being now because if you are happier, you will be more productive, successful, and able to deal with the stresses of today
+ Understand the drivers of work happiness, both the basic and elevated needs
+ Think about which drivers you value the most and how you prioritize them for yourself
+ Consider whether your current job is satisfying those needs, and if not, use tools like the Work Happiness Score on Indeed to identify companies that might be a better fit for you
+ Cultivate your well-being during the job search by finding ways to tap into those happiness drivers
Digging deeper into work well-being

Explore videos, tools and additional resources about work happiness from the experts.

[go.indeed.com/happiness]

Discover Work Well-Being
How we feel at work — and why?

How you ☀️ feel at work matters

Indeed has launched the world’s largest evaluation of work well-being of its kind, with over 5 million happiness surveys completed, and counting.

Take the survey
Learn more from Career Clarity

Lisa Lewis Miller
Author of Career Clarity and host of The Career Clarity Show podcast

Lisa@GetCareerClarity.com
GetCareerClarity.com
Time for Q&A!
Check out our other Job Casts

Register for an upcoming virtual workshop or watch on-demand:

indeed.com/jobcast
Thank you!