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↑

1

Boost Positivity & Productivity in the Workplace with "Happy Hacks"



<https://oneop.org/learn/142470/>

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2

Boost Positivity & Productivity in the Workplace with "Happy Hacks"



Event Materials

Visit the **event page** to download a copy of the presentation slides and any additional resources.




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OneOp

Readiness. Knowledge. Network.

This material is based upon work supported by the National Institute of Food and Agriculture, U.S. Department of Agriculture, and the Office of Military Family Readiness Policy, U.S. Department of Defense under Award Number 2019-48770-30366.

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Today's Presenter



Dave Schramm, Ph.D.
Professor & Extension Specialist
Department of Human
Development & Family Studies
Utah State University

<https://oneop.org/learn/142470/>

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A promotional graphic with a bright yellow background. On the left, a man in a white shirt and purple tie is smiling broadly, with two yellow paper clips attached to his cheeks. On the right, the text is arranged in four stacked boxes: 'BOOST POSITIVITY' (white text on a black background), 'AND PRODUCTIVITY' (white text on a black background), 'IN THE WORKPLACE' (white text on a black background), 'WITH' (white text on a black background), and 'HAPPY HACKS' (white text on a red background).

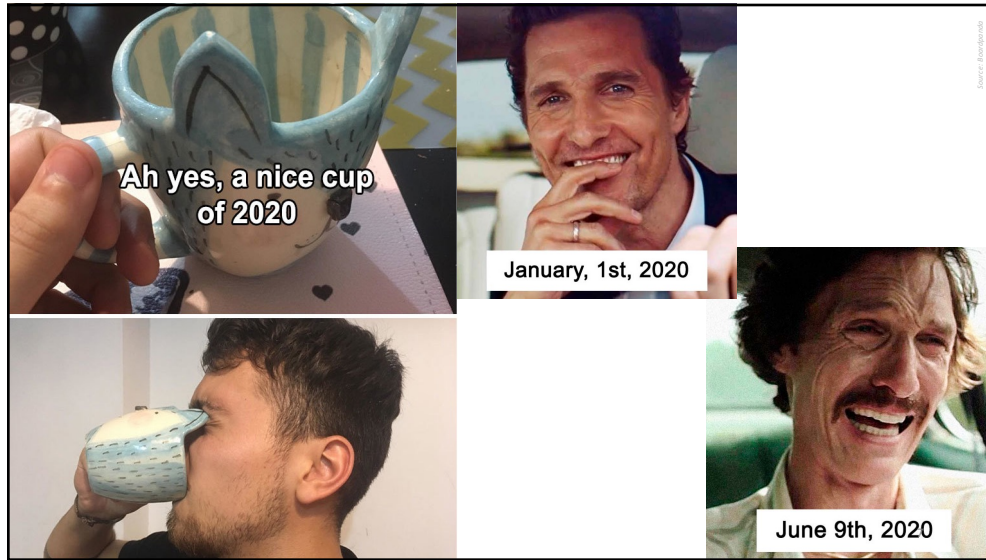
**BOOST POSITIVITY
AND PRODUCTIVITY
IN THE WORKPLACE
WITH
HAPPY HACKS**

Dr. Dave Schramm
Family Life Extension Specialist
Utah State University
David.Schramm@usu.edu

Source: Google

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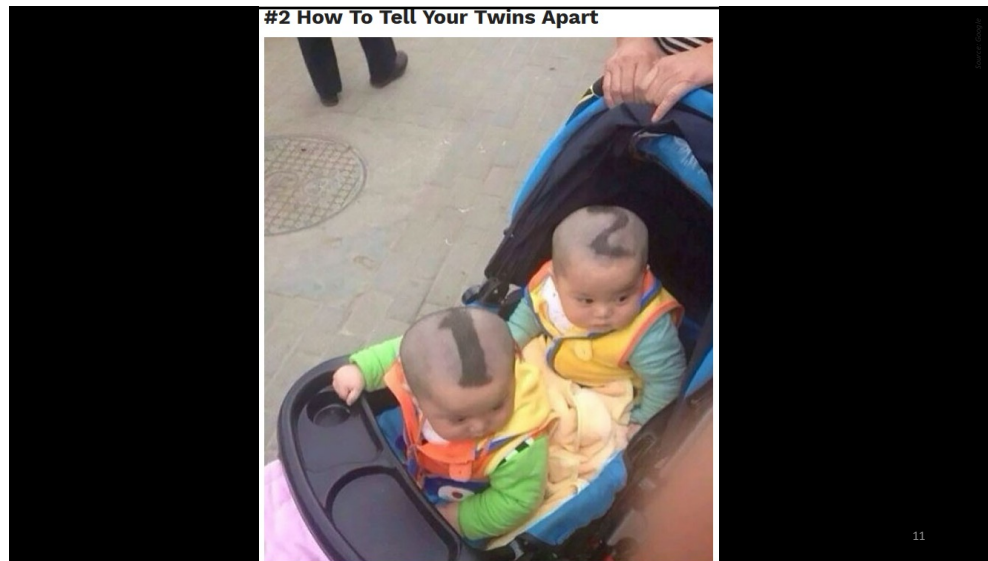


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***HACK: A CREATIVE SOLUTION
TO A PROBLEM OR CHALLENGE***

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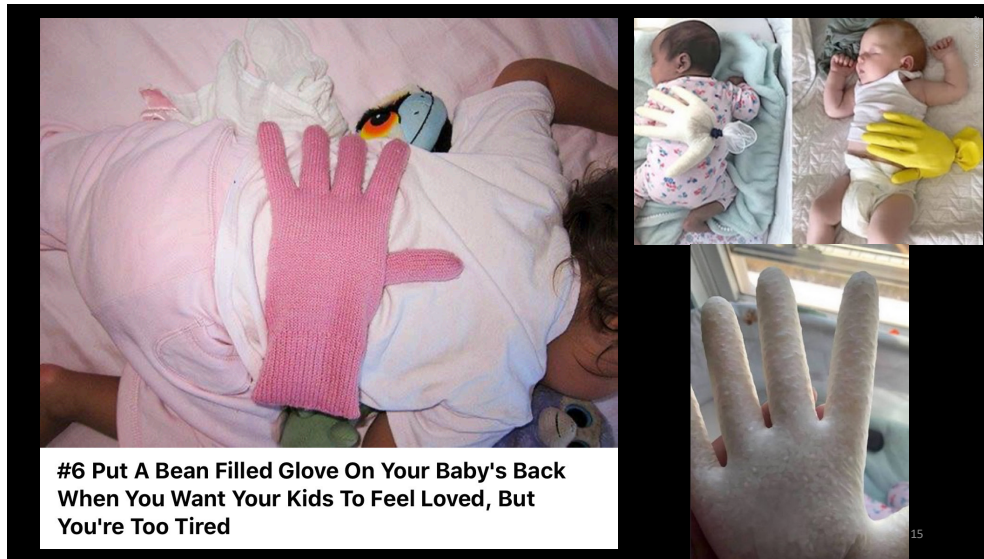


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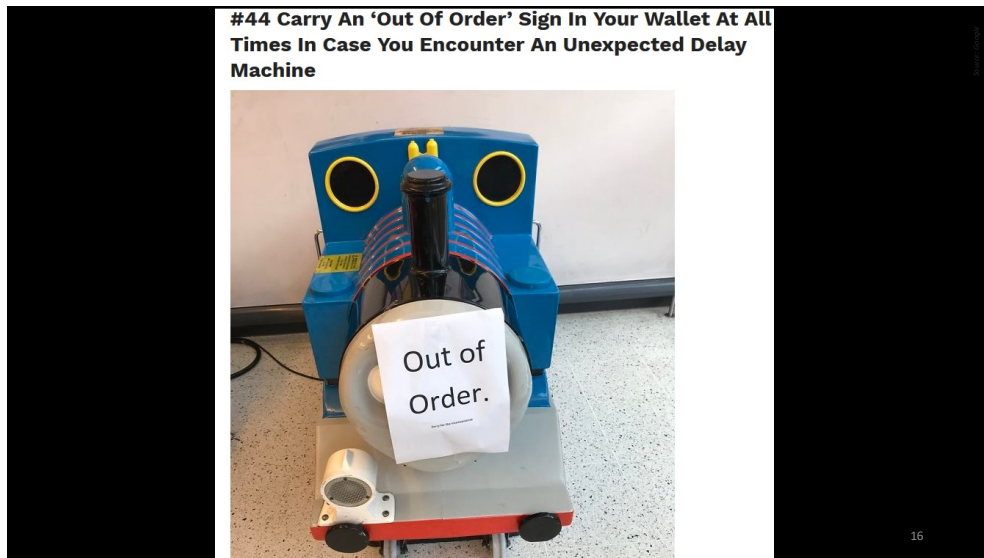


#1 Use Cardboard To Stop Car Fighting Like This Genius Dad Did

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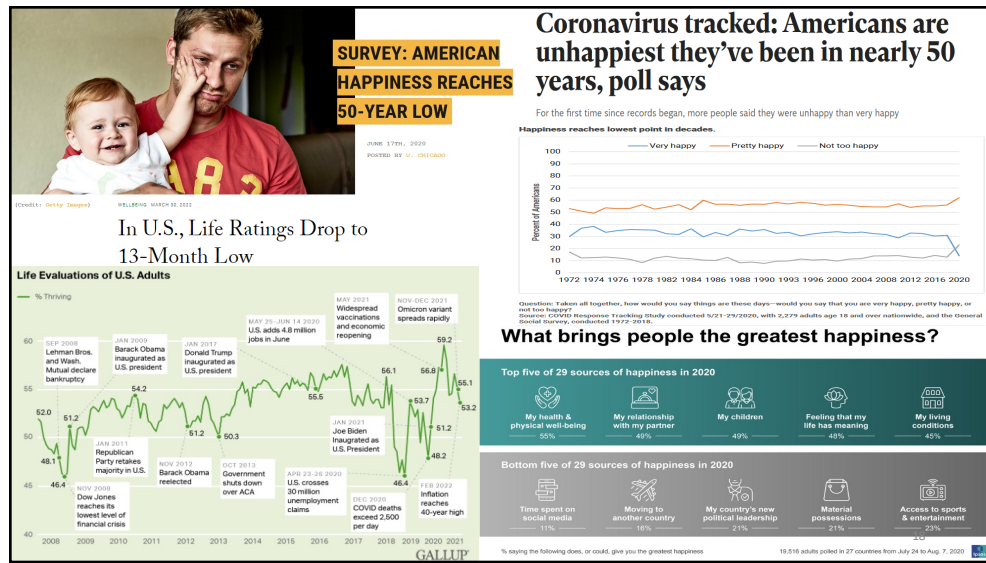
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3 Fundamental Needs		
SAFETY	SATISFACTION	CONNECTION
Physical Food, Clothing, Health Shelter, Finances	Pleasures, Fun, Recognition Yearning for Learning Moving Toward Rewards Desire to Acquire	Compassion Empathy Kindness Gratitude Service
Emotional Responsive, Openness, Support		
PEACE	CONTENTMENT	LOVE

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3 Types of Happiness

Pleasant Life



(Positive Emotions, Pleasures)

Good Life



(Using Strengths, Talents, Flow)

Meaningful Life



(Higher Purpose, Volunteer, Serve)

“The joy you feel striving toward your potential”

Source: Martin Seligman, University of Pennsylvania

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Previous Thinking on Happiness

Happiness is the reward we get for doing our best

Work hard at being a parent = Successful = HAPPINESS

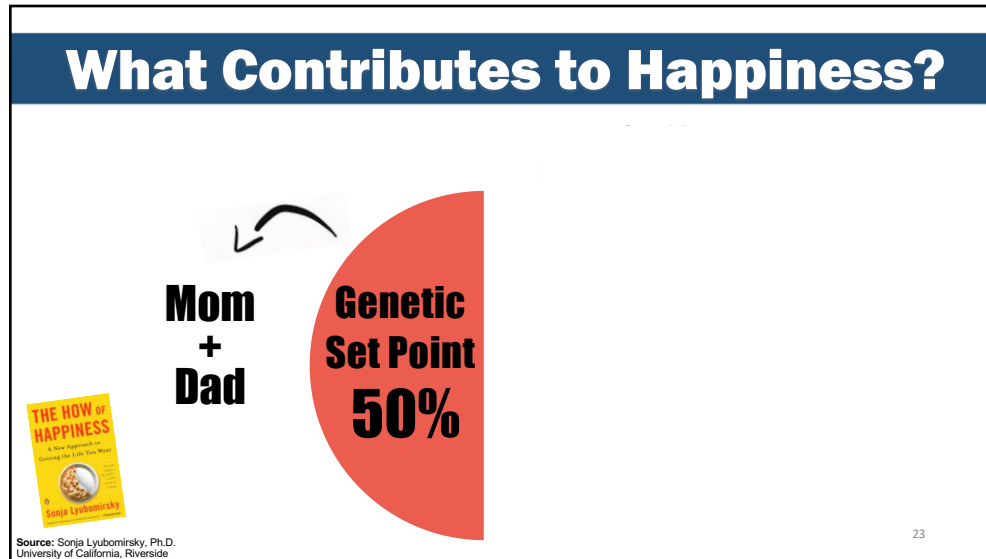
Work hard on my relationship = Successful = HAPPINESS

Work hard at my job = Successful = HAPPINESS

“New research in psychology and neuroscience shows that it works the other way around: We become more successful when we are happier and more positive.”

- Shawn Achor, *Happiness Advantage*

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Benefits of a Happy Brain



Versus




3x more creative
31% more productive
Energy increases
Intelligence rises
Accuracy improves


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4 Principles for More Positivity




SEARCH INWARD
DISCOVER YOUR STRENGTHS,
FIND FLOW, IMPROVE AND GROW



TURN OUTWARD
USE YOUR STRENGTHS TO DO GOOD,
SERVE, GIVE GRATITUDE, AND LOVE



LOOK UPWARD
INCREASE POSITIVITY, HOPE, OPTIMISM,
AND FIND MEANING AND PURPOSE



PRESS FORWARD
DON'T GIVE UP, BE PERSISTENT &
PATIENT THROUGH CHALLENGES

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Search Inward

 SEARCH INWARD DISCOVER YOUR STRENGTHS, FIND FLOW, IMPROVE AND GROW	 TURN OUTWARD USE YOUR STRENGTHS TO DO GOOD, SERVE, GIVE GRATITUDE, AND LOVE	 LOOK UPWARD INCREASE POSITIVITY, HOPE, OPTIMISM, AND FIND MEANING AND PURPOSE	 PRESS FORWARD DON'T GIVE UP, BE PERSISTENT & PATIENT THROUGH CHALLENGES
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Discover and Use Your Strengths



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Discover and Use Your Strengths

The VIA Survey of Character Strengths is a free self-assessment that takes less than 20 minutes and provides a wealth of information to help you understand your best qualities.



www.viacharacter.org

The VIA Classification of 24 Character Strengths
ViaCharacter.org

WISDOM	CREATIVITY • Originality • Imagination • Ingenuity	CURIOSITY • Interest • Intrinsic Curiosity • Exploration • Open-mindedness	JUDGMENT • Critical Thinking • Thinking Things Through • Open-mindedness	LOVE OF LEARNING • Wanting to Know • Seeking to Learn • Systematicity • Taking the Long View	PERSPECTIVE • Humility • Flexibility • Open-mindedness
COURAGE	BRAVERY • Fearlessness • Boldness • Taking Risks • Assertiveness	PERSEVERANCE • Persistence • Endurance • Bravery • Finishing What One Starts	HONESTY • Authenticity • Integrity	ZEST • Energy • Enthusiasm • Excitement • Loving Life • Optimism	
HUMANITY	LOVE • Warmth • Kindness • Compassion • Care for Others • Kindness • Kindness • Kindness	KINDNESS • Kindness • Warmth • Compassion • Care for Others • Kindness • Kindness • Kindness			SOCIAL INTELLIGENCE • Understanding Others • Empathy • Kindness • Warmth • Kindness • Kindness
JUSTICE	TEAMWORK • Cooperation • Teamwork • Responsibility • Loyalty			FAIRNESS • Fairness • Honesty • Integrity • Justice • Fairness • Honesty • Integrity • Justice	LEADERSHIP • Inspiring Others • Vision • Encouraging Others • Taking Initiative
TEMPERANCE		FORGIVENESS • Forgiveness • Letting Go • Reconciliation • Letting Go • Reconciliation • Letting Go • Reconciliation	HUMILITY • Modesty • Realism • Teamwork • Responsibility • Loyalty	PRUDENCE • Prudence • Planning • Foresight • Prudence • Planning • Foresight	SELF-REGULATION • Self-control • Discipline • Responsibility • Self-control • Discipline • Responsibility
TRANSCENDENCE	APPRECIATION OF BEAUTY & EXCELLENCE • Aesthetics • Appreciation • Wonder • Wonder	GRATITUDE • Gratitude • Appreciation • Thankfulness • Gratitude • Appreciation • Thankfulness	HOPE • Optimism • Future Orientation • Hope • Optimism • Future Orientation	HUMOR • Humor • Playfulness • Laughter • Humor • Playfulness • Laughter	SPIRITUALITY • Spirituality • Faith • Spirituality • Faith • Spirituality • Faith

"I do not believe that you should devote overly much effort to correcting your weaknesses. Rather, I believe that the highest success in living and the deepest emotional satisfaction comes from *building and using your signature strengths.*"

- Martin Seligman

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Live True to Your Core Four Values

Attributes of the person you want to be (think funeral)

Loyalty	Humility	Tolerance	Positivity
Forgiving	Honesty	Trustworthiness	Empathy
Compassion	Determination	Kindness	Hard worker
Integrity	Generosity	Appreciation	Loving
Selflessness	Courage	Altruism	Attentiveness

Under stress, act on your Four not on your Feelings

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BIG 3: Exercise, Diet, Sleep

Move More.



Eat Better.

STOP EATING			
C.	R.	A.	P.
Carbonated Drinks	Refined Sugars	Artificial Foods	Processed Foods



Rest Right.



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Find Flow



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"A state in which people are so involved in an activity that nothing else seems to matter; the experience is so enjoyable that people will continue to do it even at great cost, for the sheer sake of doing it."
– Csikszentmihalyi, 1990

"The best moments in our lives are not the passive, receptive, relaxing times... The best moments usually occur if a person's body or mind is stretched to its limits in a voluntary effort to accomplish something difficult and worthwhile."
– Mihaly Csikszentmihalyi

Mihaly Csikszentmihalyi
Author and Psychology Professor

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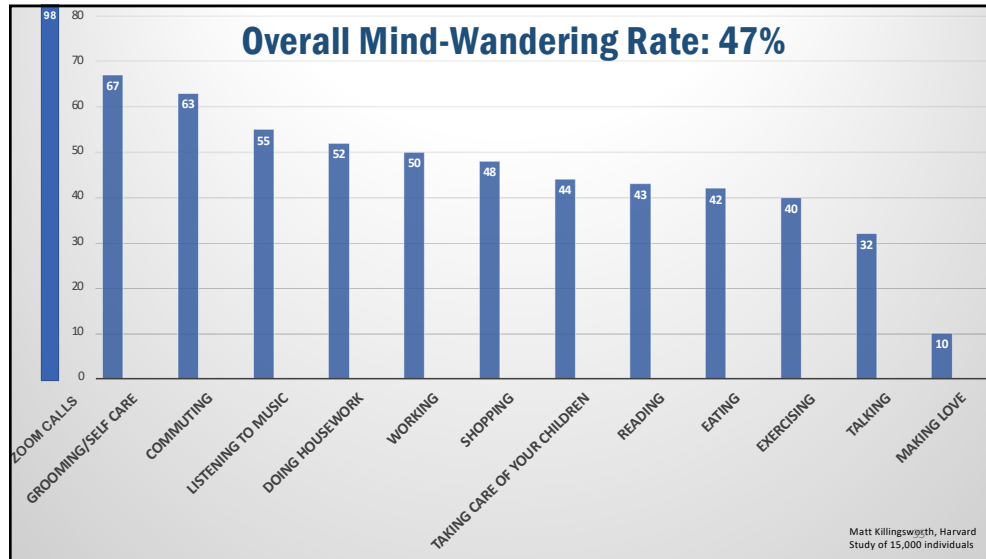
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Meditation / Mindfulness

NAMAST

STAY DOG

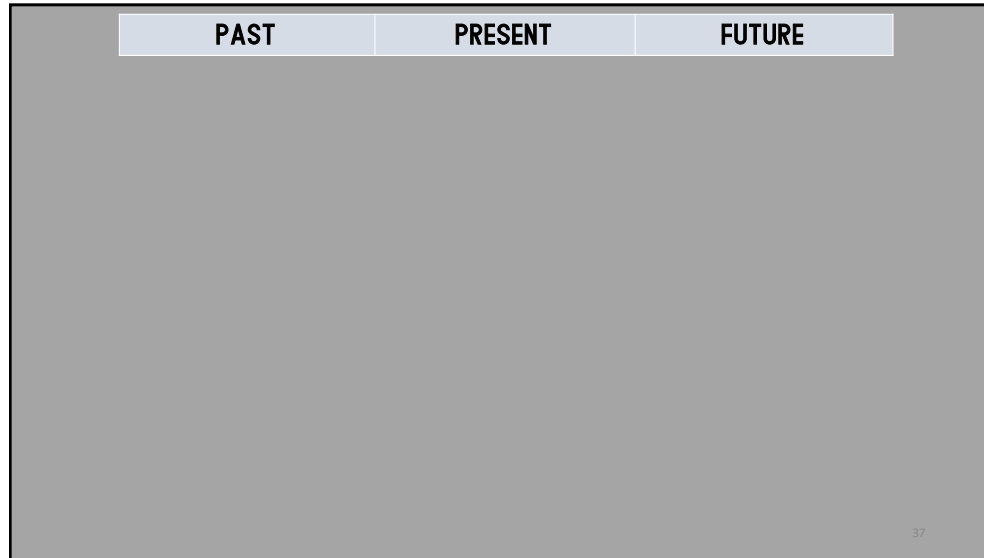
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**Enjoy and Give Attention to
the Present Moment**

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Which seeds are you watering?

Thich Nhat Hanh teaches,

“Your mind is like a piece of land planted with many different kinds of seeds: seeds of joy, peace, mindfulness, understanding, and love; seeds of craving, anger, fear, hate, and forgetfulness. These [many different kinds of] seeds are always there, sleeping in the soil of your mind. The quality of your life depends on the seeds you water. If you plant tomato seeds in your gardens, tomatoes will grow. Just so, if you water a seed of peace in your mind, peace will grow. When the seeds of happiness in you are watered, you will become happy. When the seed of anger in you is watered, you will become angry.”

He concludes,

“The seeds that are watered frequently are those that will grow strong.”




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Turn Outward

			
SEARCH INWARD	TURN OUTWARD	LOOK UPWARD	PRESS FORWARD
DISCOVER YOUR STRENGTHS, FIND FLOW, IMPROVE AND GROW	USE YOUR STRENGTHS TO DO GOOD, SERVE, GIVE GRATITUDE, AND LOVE	INCREASE POSITIVITY, HOPE, OPTIMISM, AND FIND MEANING AND PURPOSE	DON'T GIVE UP, BE PERSISTENT & PATIENT THROUGH CHALLENGES

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A Wonder Drug or Happy Hack?

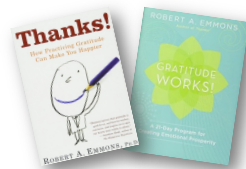
Magical pill

- Physically healthier
- Less lonely
- Sick less often
- Recover faster
- Reduces aches and pains
- Increases ability to cope with stress
- Boosts feelings of joy, enthusiasm, happiness & connectedness
- Blocks toxic emotions such as envy, resentment, and regret
- Lowers blood pressure
- Boosts immune system
- Reduces lifetime risk for depression, anxiety, substance abuse, and even the likelihood of suicide
- Experience less resentment, greed, bitterness
- Sleep better at night
- Increases optimism & social support
- And dozens of other proven benefits with no negative side effects!



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Gratitude



“Gratitude is not only the greatest of virtues, but the parent of all others.”

~ Marcus Tullius Cicero

“We know from studies that gratitude helps us recover from loss and trauma. It helps us to deal with the slow drip of everyday stress, as well as the massive personal upheavals in the face of suffering and pain and loss and trials and tribulations. Gratitude is absolutely essential. It’s part of our psychological immune system.” – Dr. Robert Emmons



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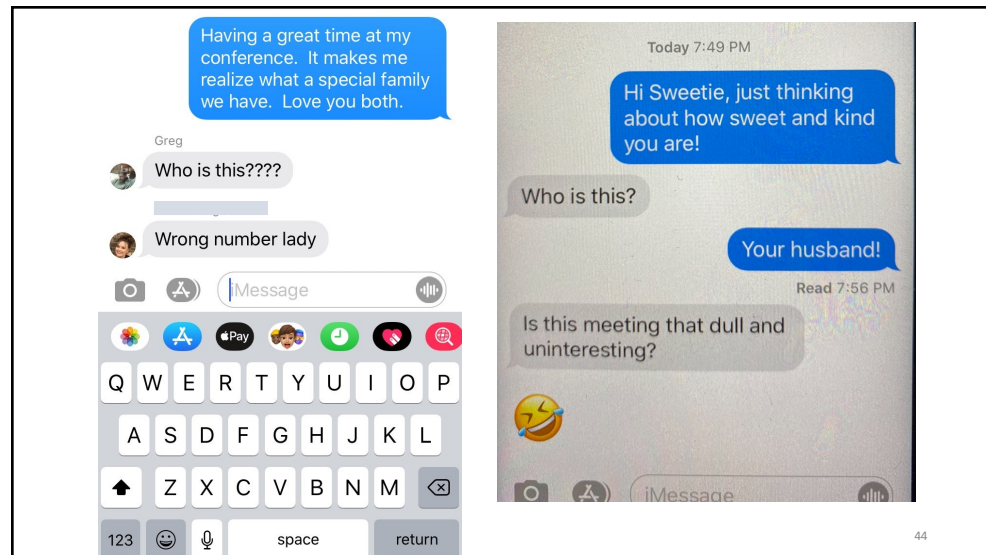
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Go-To Gratitude Hacks

- + Three good things
- + Top 10 people, places, experiences & things
- + Gratitude letter/visit
- + Happy thoughts/bests
- + Mental subtraction
- + Text 2 before 10

Aubrey,
I would imagine you get recognized for many wonderful talents and abilities here at school. But, today, my heart about burst watching how genuinely kind you were with Sammy. Thank you so very much! Her overload of emotions had a lot to do with things at home. She really was appreciative of your kind words and gestures. Who you are shined today! Thank you!
Mrs. Howles

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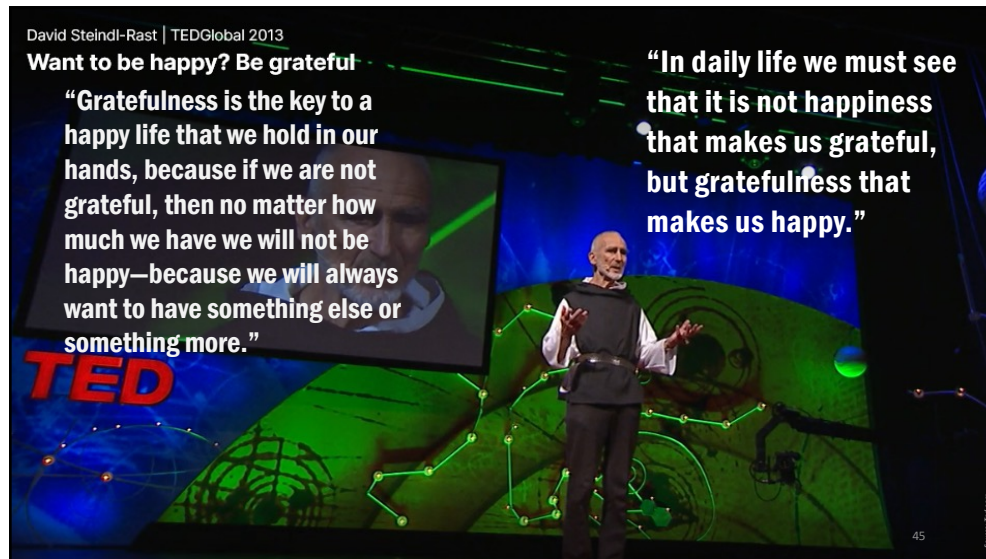
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David Steindl-Rast | TEDGlobal 2013

Want to be happy? Be grateful

“Gratefulness is the key to a happy life that we hold in our hands, because if we are not grateful, then no matter how much we have we will not be happy—because we will always want to have something else or something more.”

“In daily life we must see that it is not happiness that makes us grateful, but gratefulness that makes us happy.”



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Source: Ted.com

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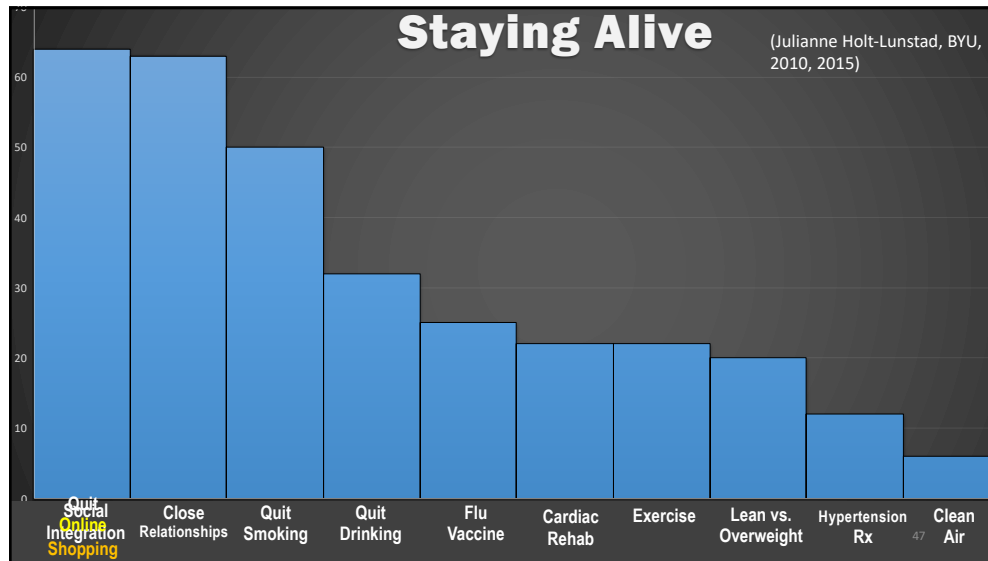
Random Acts of Kindness (RAKs)



“Doing a kind act produces the single most reliable momentary increase in well-being of any exercise we have tested” (Dr. Martin Seligman)

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Look Upward



SEARCH INWARD

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FIND FLOW, IMPROVE AND GROW



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PATIENT THROUGH CHALLENGES

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Stress Narrows our Perspective

Stanley's a pretty smart guy so this surprised me. He suddenly didn't know how to get around the pickle-ball net when I called him. It's been there for a few years. He even gave a half/lazy effort to try to jump over it. He sat there looking at me like c'mon man open the gate. Haha

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Source: David Schramm

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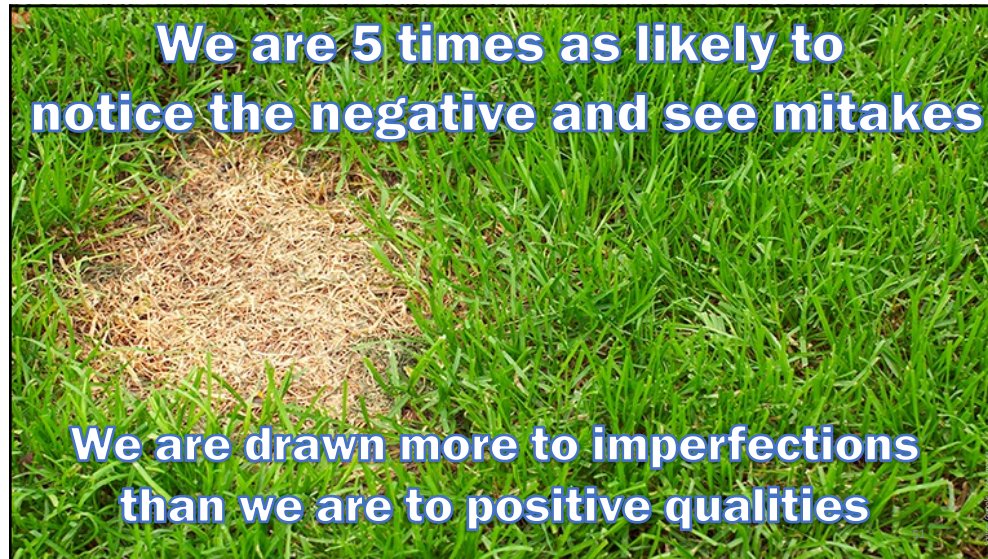
Eyes Up for the Good Stuff

We tend to notice and find what we're looking for!

Repetitive complaining will attract things for you to complain about.

Repeated gratitude will attract things for you to be thankful for.

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Look Upward with Purpose

- Use your strengths
- Live your values
- Join a cause
- Pursue goals
- Work with purpose
- Find meaning in suffering
- Direct your story
- Enjoy the journey

"The purpose of life is not to be happy. It is to be useful, to be honorable, to be compassionate, and to have it make some difference that you have lived and lived well." – Ralph Waldo Emerson



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Press Forward

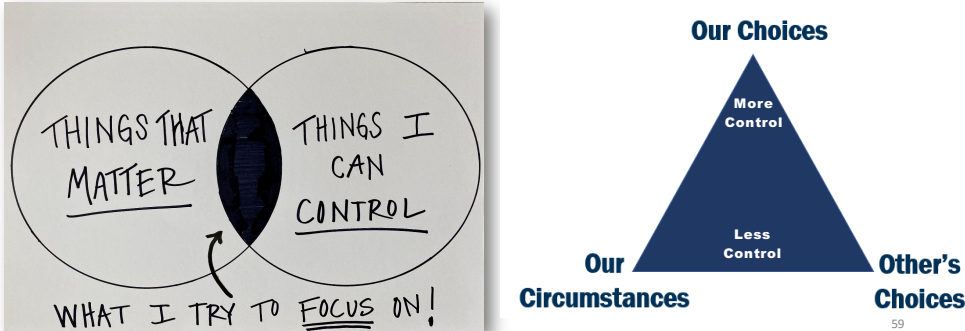
			
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Where's Your Focus in Tough Times?

Our time and attention is best given to those things in life that BOTH really matter and things we can control

“Triangle of Tough Times”




The Venn diagram shows two overlapping circles. The left circle is labeled 'THINGS THAT MATTER' and the right circle is labeled 'THINGS I CAN CONTROL'. The intersection of the two circles is shaded dark blue and has an arrow pointing to it with the text 'WHAT I TRY TO FOCUS ON!'. The 'Triangle of Tough Times' is a blue triangle with 'Our Choices' at the top vertex, 'Our Circumstances' at the bottom-left vertex, and 'Other's Choices' at the bottom-right vertex. Inside the triangle, 'More Control' is written near the top and 'Less Control' is written near the bottom.

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First Responder vs Nuclear Reactor



The image is split into two parts. On the left, a group of first responders in white protective suits and masks are attending to a person lying on a stretcher. A white box with the text 'S.N.A.P.' is overlaid on the scene. On the right, a photograph of a nuclear reactor at night shows two large cooling towers emitting plumes of white steam against a dark sky.

We need to be aware of our heart rate, but more importantly, get our hearts *right*

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Bloomberg

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Resources/Relationships

STRESS MODEL

The diagram shows a flow from 'A STRESSOR EVENT' to 'B PERCEPTION'. From 'B PERCEPTION', arrows point to 'C RESOURCES' and 'RESILIENCE'. From 'C RESOURCES', an arrow points to 'CRISIS'. There is also a direct arrow from 'A STRESSOR EVENT' to 'CRISIS'.

Resources: Where can you turn?


- + **Personal strengths** (www.viacharacter.org)
- + **Helpful friends/neighbors/partner**
- + **Hobbies**
- + **Creativity**
- + **Religious faith/spirituality**
- + **Personal journal**
- + **A family pet**
- + **Savings**
- + **Mentors/counselors**



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4 Principles for More Positivity




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PRESS FORWARD

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Law of Little Things

Small changes can create a ripple effect...

“For example, exercise changes the electrical activity in your brain during sleep, which then reduces anxiety, improves mood, and gives you more energy to exercise [and interact with others]. Similarly, expressing gratitude activates serotonin production, which improves your mood and allows you to overcome bad habits, giving you more to be grateful for. *Any tiny change* can be just the push your brain needs to start spiraling upward.” *Dr. Alex Korb, The Upward Spiral*

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Free Resources!

YouTube - Over 200 Videos!



WITH DR. DAVE & DR. LIZ

- Parenting Tug-of-War | Parenting Children Ages 2-6 .. Dave Schramm
- When Babies Cry! | Tips for Parenting Infants and Toddler Dave Schramm
- Enjoying Life with Your Little Ones! - Dr. Dave "Thrive in Fiv. Dave Schramm
- What To Do When Your Child Hits - Dr. Dave Schramm Dave Schramm

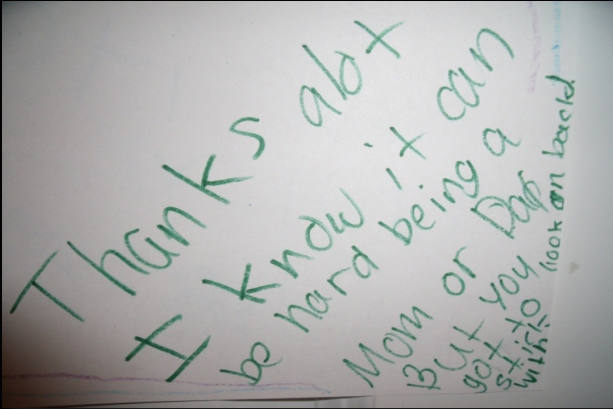


Free resources at www.DrDaveSchramm.com

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Motivating words from our 8-year-old daughter



Thanks alot
I know it can
be hard being a
Mom or Dad
BUT you DO
get to wish to
look on back

66

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**BOOST POSITIVITY
AND PRODUCTIVITY
IN THE WORKPLACE
WITH
HAPPY HACKS**

Dr. Dave Schramm
Family Life Extension Specialist
Utah State University
David.Schramm@usu.edu

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Continuing Education


 This webinar has been approved for 1.5 continuing education (CE) credits:

- Board Certified Patient Advocates (BCPA)
- Case Manager Certification
- Certified Family Life Educator (CFLE)
- Certified in Family and Consumer Sciences (CFCS)
- Social Work, LPC, LMFT
- Certificate of attendance available

Evaluation Link
Go to the event page for the evaluation and post-test link.

[Continuing Education](#)

Questions?
Email us at:
OneOpMilitaryCaregiving@gmail.com



<https://oneop.org/learn/142470/>

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Upcoming Webinar



Learning to Balance Your Mental Health to Better Serve Others

September 27, 2023, 11 AM - 12:00 PM ET

During this webinar, we explore and reflect on what it can look like for the mental health professional, which can include other family support providers, to take care of themselves while working with service members and military families.



For archived and upcoming webinars visit:
[OneOp.org/AllEvents/](https://oneop.org/AllEvents/)

<https://oneop.org/learn/151255/>

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Explore upcoming events, articles, resources, and more!



[OneOp.org](https://oneop.org)

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