

Dingoes, Dust & Didgeridoos

Corporate Responsibility, Happiness and the Australian Outback

Dr Michael Archinal BVSc (Cert) IVAS PTC (Hons)

Most of the ancient world believed the earth was the centre of the universe. For untold generations, we have been led to believe that happiness orbited around success. Now we are learning that the opposite is true. When we are happy, are mindset and mood are positive, and we are smarter, more motivated, and thus more successful.

It is possible to change, but you have to do it and work at it. Pasting over the cracks of disagreement with the whitewash of so-called positive thinking merely suppresses differences that are likely to surface in other, more virulent ways. We need to be wary of happiness gurus who enforce black and white positive thinking.

Fairy tales

1. *Happiness is the natural state for all human beings*
2. *If you are not happy, You're defective*
3. *To create a better life, we must get rid of negative feelings*
4. *You should be able to control what you think and feel.*

Truths:

1. Having lots of money does not make you happier.
2. More attractive people are not any happier.
3. Increased choice leads to decreased happiness.
4. Achieving success does not make you happy.

Happiness ratio

We are born with a happiness set point.

Circumstance	10%
Genetic set point	50%
Intentional Activity	40%

Defining Happiness

P – Positive Emotion

E – Engagement

R – Relationships

M – Meaning / Purpose.

A – Achievement / Mastery

In flow often at work in the moment.

Do you have people you could call at 4am?

The foundation of successful people.

We all have an innate desire to grow.

Practice Signature Strengths:

Signature Strength

- a. A sense of ownership and authenticity, this is the real me.
- b. A feeling of excitement while displaying it (especially at first)
- c. A rapid learning curve
- d. A sense of yearning to find new ways to use it
- e. A feeling of inevitability in using the strength “try to stop me”
- f. Invigoration rather than exhaustion while using the strength
- g. The creation and pursuit of personal projects that revolve around it
- h. Joy, zest, enthusiasm, even ecstasy while using it.

3 point plan to motivate the team:

There is an intrinsic reward system that is greater than extrinsic

1. **Autonomy:** The desire to direct our own lives - Therefore release.
People need autonomy over task (what they do), time (when they do it), team (who they do it with) and technique (how they do it).
2. **Mastery:** The urge to get better and better at something.
3. **Purpose:** The yearning to do what we do in the service of something larger than ourselves.

Losada ratio

The Losada ratio is the sum of the positivity in a system divided by the sum of its negativity.

- a) positive or negative statements
- b) self-focused or other focused
- c) inquiry (ask questions) or advocacy (defending a point of view)

3 to 1 or greater = Flourish with 90% predictive accuracy
2.8 to 1 = Stagnating
> 1 to 1 = Struggling

Positivity

1. Dispute Negative thinking
 - When you go into a stressful situation, immediately your “stuff” comes up. So you need to arrest it immediately.
 - “So what are the facts?”
 - Sing the matter to the tune of “Happy Birthday”
2. End Rumination
 - Stop replaying the negative tape immediately; otherwise you go into a negative downward spiral
 - Develop and use a mental STOP sign
 - Immediately do something that consumes your mind - Cognitive Behavioural Therapy – (eg crossword, juggling etc)
 - Name your mind’s favourite stories. eg “the loser story “
3. Become more Mindful
 - My mind was on autopilot.
 - Do a 2 day mindfulness course
4. Diffuse your negative landmines
 - only possible if you are in a neutral state
 - If regular (ie negative client = sack them) React with compassion as most of these people are really unhappy and insecure and act opposite to the behaviour of whom they are. This removes you from the negative landmine.
5. Assess your media diet
 - Media violence leads to less empathy and to over estimate the violence in the world. We try and ingest good food and look after our body, we should do the same with our mind.
6. Substitute Gossip and Sarcasm
 - This affects both yours and others happiness in a negative manner.
 - Highlight people’s positive traits and avoid any language that needlessly creates guilt, humiliation, irritation or self-consciousness in others.

Create Daily Positivity –

Intentional Activity will increase the Losada ratio and increase your happiness set point. This is at the micro-level

We all have the potential to achieve a tipping point of positivity and then an upward spiral. To live optimally and live a full life.

1. Self Discipline –The late Jim Rouen – We must all suffer one of two things: the pain of discipline or the pain of regret or disappointment. Happiness

is not something you postpone for the future; it is something you design for the present.

2. Act with self-interest, not self-sacrifice, at the heart of what you do
 - You cannot give what you yourself do not possess. Look after yourself. If your clients are draining you will come to eventually resent them and burn out.
 - The more we help others the happier we become and the happier we become, the more likely we are to help others.
3. In your business / life there is a huge difference between:
 - Contributing to others happiness = Service
 - Living for others happiness = Servitude (toxic clients)
4. Have a Physical Practice
 - Exercise + Diet + Sleep
 - Brain derived neurotropic factor produced when exercise 30min three times a week
5. Practice Mindfulness
 - Meditate = An act of sanity
 - Jon Kabat-Zinn
6. Express Gratitude
 - Write a gratitude journal
 - Random acts of kindness
 - a. Thwarts hedonistic adaption
 - b. Trains the brain to look for positives

www.authentichappiness.org

www positivityratio.com

www visasurvey.org

“Flourish” - **Martin Seligman**

“How of Happiness” - **Lyubomirsky**

“Positivity” - **Barbara Fredrickson**

“Drive” - **Daniel Pink**
(The Surprising Truth about what Motivates us)

“Spark” - **John Ratey**