

The Science of Human Happiness

**REAL SOLUTIONS FOR
RETENTION AND QUIET
QUITTING**

**ROCKET FUEL
FOR EMPLOYEE
ENGAGEMENT**

BY ROB DUBIN

HAPPY AND ENGAGED EMPLOYEES

Don't Leave

Rob Dubin



**OPTIMISM AFFECTS
ALL OUR THINKING
AND HOW WE SEE
THE WORLD**

**RESILIENCE IS
THE ANTIDOTE
TO BURNOUT**

The experience of our
lives is not
what happens to us,
but how we think
about what
happens to us

Happy people
think
differently



OPTIMISM SPREADS TO OTHERS

RESILIENCE PREVENTS BURNOUT

**OPTIMISM AND RESILIENCE BUILD TEAM
COHESION**

Optimism

See the glass as it is

Focus on the problem

Acknowledge it

Focus on the solution

Spend 3X more time

focused on the Solution



Resilience comes from

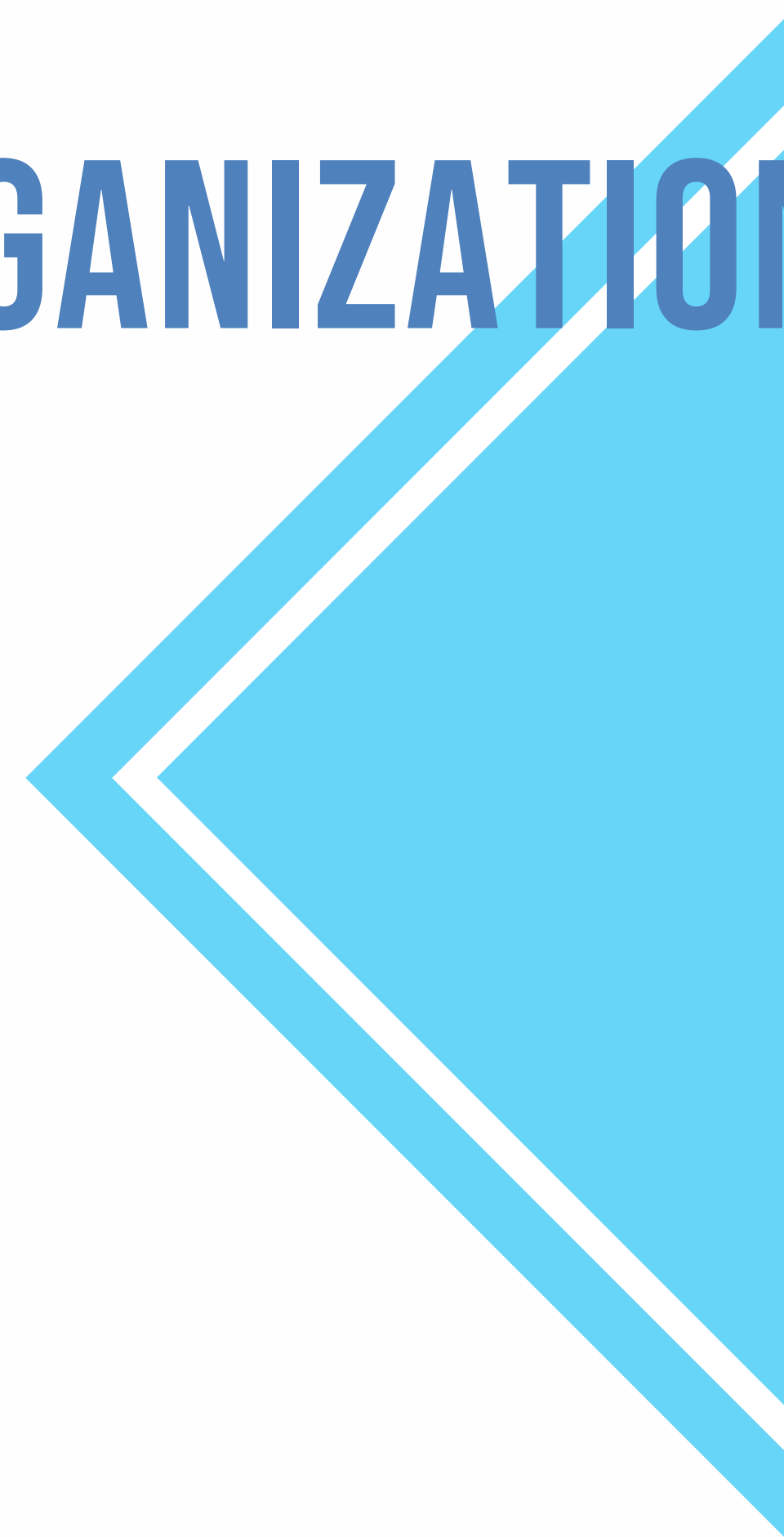
Taking action

Being present

Being flexible

RNOUT A PROBLEM IN YOUR ORGANIZATION

**WHAT CAN YOU DO
ABOUT IT?**









Maureen Dublin
Pres. St. Luke's Medical Ctr.
1719 E. 19th Ave
Denver, Colorado 80218

ROBBINS RESEARCH INTERNATIONAL

Dear Dee:

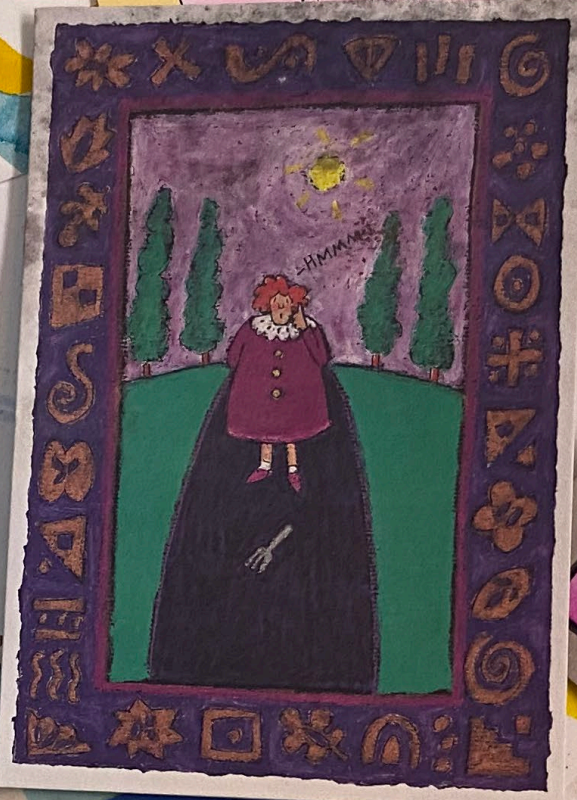
Tony asked me to forward the enclosed materials to you "post haste" to assist you in your recovery. He also asked me to convey his confidence in your ability to meet this challenge — with God's help, you are invincible; you must merely marshal your resources and attack this new situation with the same determination with which you bested your last.

Dec, please don't hesitate to call on us for further assistance. To reach Tony, call 619/535-9900, and ask for Jan Jones or Tiffani Taylor.

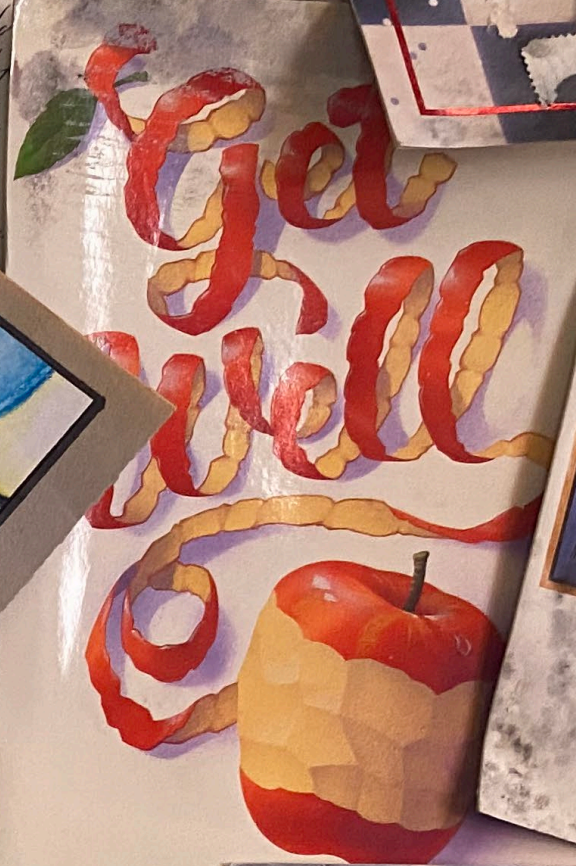
Best of luck to you!

Warm regards,
Anthony Robbins

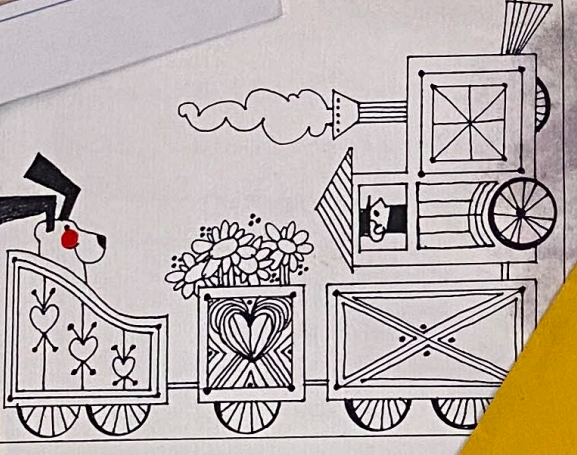
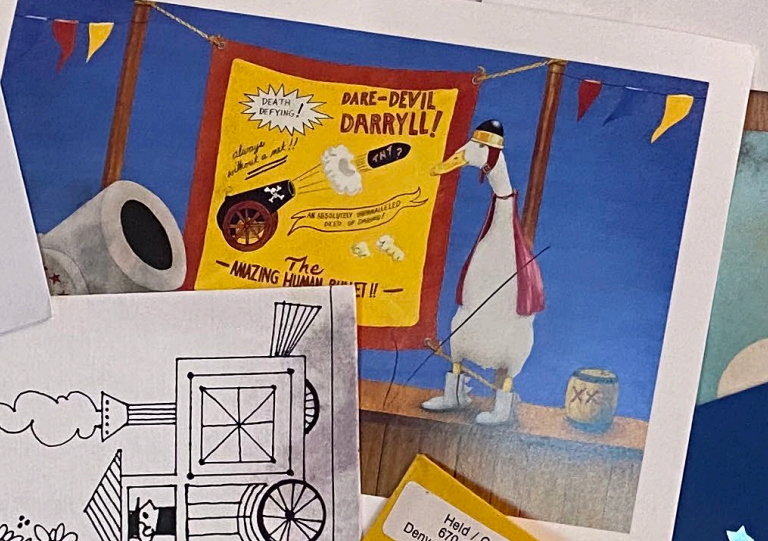
Interview Tony conducted by Anthony Robbins



we finally found
part of the world
found a place that
I'd heard of the
"do 5"
Hope



Hi, My name is... people call me... in the Boulder... the news and I heard you... guys. I just want to say welcome... back home. They said you were... was in the area you were in. I told... myself that they not in it when... I didn't find any bodys. when... couldn't find any body. when... day I almost gave up on you... then the two come in and... they found you.
Well I'll lit you go and... me back home.







MIRACLE IN THE MOUNTAINS

AGAINST

ALL ODDS

Associated Press

The death-defying story of Rob Dubin, his wife, Dee, and friends who survived 5 days in a backcountry blizzard. Page 8





"Happiness is the
meaning
and purpose of life,
the whole
aim and end of
human existence."

- ARISTOTLE



“I believe that every human being has an innate desire for happiness...”

I also believe the very purpose of life is to experience this happiness.”

- DALI LAMA



**WHEN YOU DECIDE
TO BE HAPPY YOU GAIN**



Joy, Love, Happiness &
Gratitude

WHEN YOU DECIDE TO BE HAPPY YOU LOSE

Anxiety
Worry
Anger
Self Recrimination



Positive Psychology

The Science of Human Happiness



HEDONIC HAPPINESS

Pleasure and Enjoyment



EUDAEMONIC HAPPINESS

Purpose and
Meaning



THE CIRCUMSTANCES OF OUR LIFE SUCH AS

Finances
Career
Health

May only account for 10%
of our Happiness



PEOPLE ARE NOT RESIGNING BECAUSE OF WORK BURNOUT

They are resigning
because
of LIFE burnout.



WHAT WILL

MAKE ME

HAPPY?



**The tragedy of
Miswanting.**

HOW WE ARE FAILING

**BENEFITS ARE A HEDONIC HIT OF HAPPINESS,
ARE QUICKLY TAKEN FOR GRANTED
AND MOTIVATE LESS AND LESS OVER TIME.**

**ENGAGEMENT SURVEYS FOCUS ONLY ON WORK HAPPINESS
NOT PERSONAL HAPPINESS.**

**NEITHER EMPLOYER NOR EMPLOYEE REALLY UNDERSTAND THE
SOURCES OF LASTING HAPPINESS. WE MISWANT.**

**POST PANDEMIC PEOPLE ARE FOCUSED ON FINDING MORE
HAPPINESS IN THEIR LIVES.**



HAPPY AND ENGAGED EMPLOYEES

Don't Leave



**HOW DO YOU MAKE
EMPLOYEES HAPPIER?**

YOU TEACH THEM.

**YOU TEACH THEM HOW TO BE BETTER AT BEING
HAPPY.**

HAPPINESS skills can
be taught and learned

EUDAEMONIC HAPPINESS is
long lasting and deeper
happiness



It costs 1x to 2x an
employee's annual
salary to replace them

-Deloitte



Companies with happy employees outperform their competition by 20%

Happy sales people close 37% more sales



Engaged teams
generate 21% more
profit



A highly engaged workforce
is 59% less likely to find a
new job at a different
company

**HAPPINESS IS
A DECISION**



**Happiness in 11
minutes a day.**



One 3 Minute Happiness Booster
Break Mid- Morning

One 3 Minute Happiness Booster
Break Mid- Afternoon

Five Minutes Gratitude Practice in the
Evening

3 Minute Happiness Boosters

3 Minute Music Break

3 Minute Walk Outside

3 Minute Touch Base Conversation

3 Minutes Deep Meditative Breathing

3 Minutes Savoring a Happy Experience

Start Your Gratitude Journal



Gratitude Journal

**Spend 5 minutes each day and write down
5 things you are grateful for.**

I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause

I'm grateful forbecause

PERSONAL UNHAPPINESS

is the cause of
retention problems



Helping your employees to be truly
happy is the solution to
**ENGAGEMENT AND
RETENTION**

HAPPINESS SKILLS

CAN BE TAUGHT

AND LEARNED

**EUDAEMONIC
HAPPINESS IS LONG
LASTING AND
DEEPER HAPPINESS**



**HAPPINESS
IS PROFITABLE**



Happiness is a Decision

Cultivate Optimism

11 Minutes A Day

Focused on Your

Happiness

Happiness Boosters

Gratitude Practice



Give feedback to Rob

1. Scan this QR code



or go to talk.ac/robdubin

2. Enter this code on the screen

