

Happness with a
capital I.
Why inclusion matters for
happy people and cultures





Hello

WHAT WE'LL COVER

- What helps create happy places and people
- Recognising the difference between happiness & pleasure
 - The link between resilience and happiness
- The importance of inclusion for happy people and cultures

LAUGHOL^ULOGY

Find us @ Laughology

LinkedIn





LAUGHOL^oLOGY

Stephanie Davies – Head of Happiness



Laughology

Find us on 

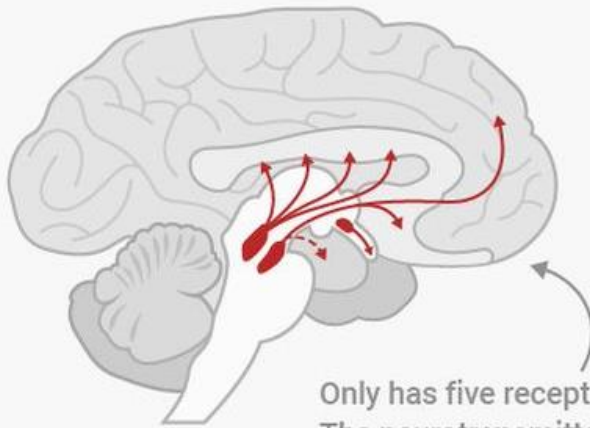
Laughology learning
and development



@LAUGHOL^oLOGY

**WHAT'S THE
DIFFERENCE BETWEEN
HAPPINESS AND
PLEASURE**

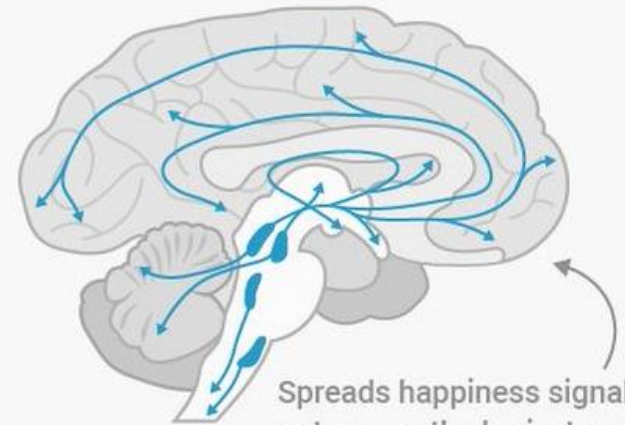
Dopamine Pleasure



Only has five receptors.
The neurotransmitter fuels
desire and motivation.

- **Addictive**

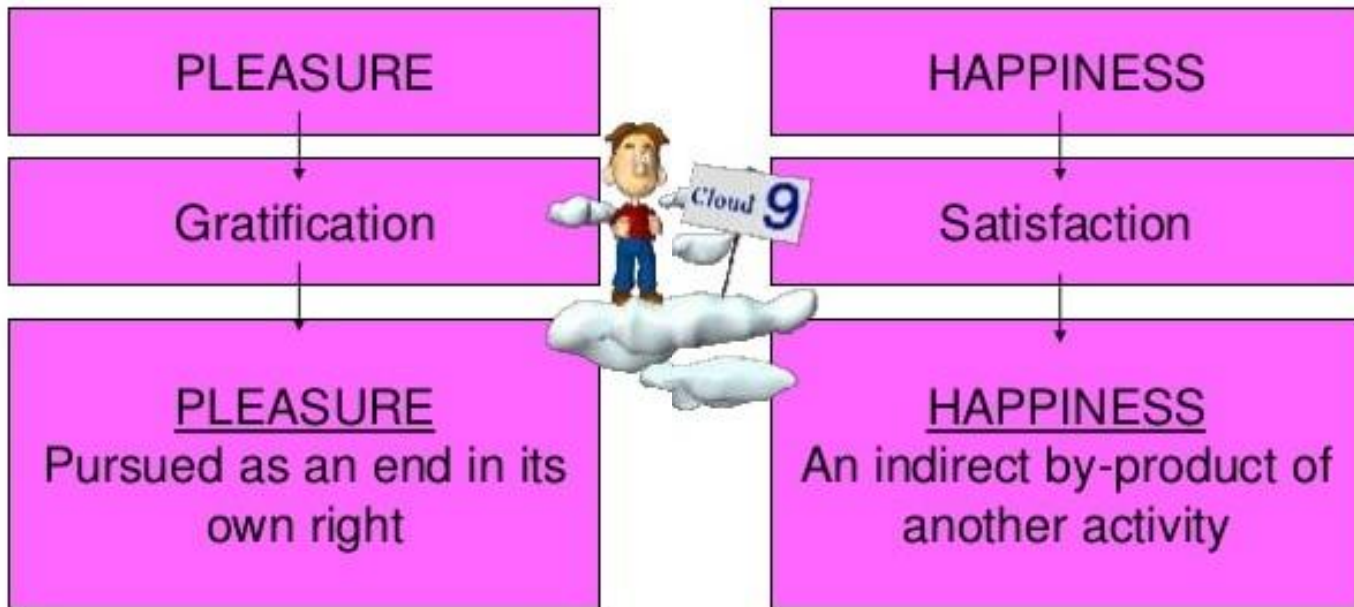
Serotonin Happiness



Spreads happiness signals
out across the brain, touching
at least 14 different receptors.

- **Not** addictive

Pleasure is not the same as happiness!



WHAT IS HAPPINESS?

REALISTIC HAPPINESS

Chasing happiness can make you unhappy

- Happiness is not about avoiding unhappiness
- Understanding pleasure v happiness
- Happiness is contentment and not continuous elation

DOSE OF HAPPINESS

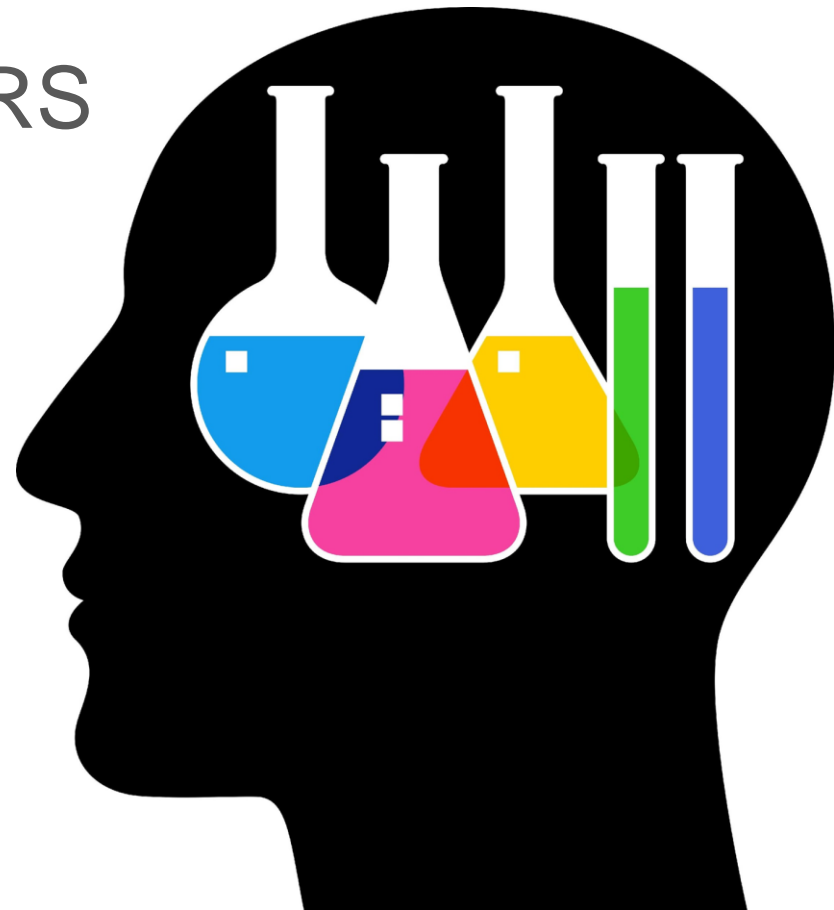
NEUROTRANSMITTERS

Dopamine

Oxytocin

Serotonin

Endorphins



WELLBEING AND HAPPINESS MATRIX

PERSONAL DEVELOPMENT & PURPOSE

- Setting and achieving goals
- Self-awareness
- Seize opportunities & stretch yourself
- Purposeful work (flow)
- Doing things that are meaningful
- Personal reference points

LAUGHLOGY

CONFIDENCE

- Sense of self
- Self-efficiency
- Self-reliance
- Self-actualisation
- Choice & freedom to choose

SUPPORT

- You're heard & hear others
- Your opinion matters & you can listen to others
- You make a difference/know how to
- Sharing knowledge & Insights
- Know how to access support, where to go and how to communicate to get it

WHAT IS HAPPINESS?

INCLUSION

- Being open to & exposed to different experiences
- Being able to express who you are and have a sense of belonging & acceptance
- Feeling understood as an individual
- Your opinions and ideas matter
- Feeling cared for as an individual

POSITIVE RELATIONSHIPS

- Your role in relationships/conflict resolutions etc
- Empathy
- Fun/laughter/play/love
- Being flexible in your approach to people and situations
- Belonging & acceptance
- Being part of something bigger

COPING SKILLS

- Resilience
- Creating perspective
- Good at problem solving
- Facing challenges/risk taking
- Have techniques to feel better (cognitive & behavioural)

- procrastination
- low self esteem
- lack of motivation
- low energy or fatigue
- inability to focus
- feeling anxious
- feeling hopeless
- mood swings

- feeling lonely
- stressed
- lack of motivation
- low energy or fatigue
- disconnect of relationships
- feeling anxious
- insomnia

- low self-esteem
- overly sensitive
- anxiety/panic attacks
- mood swings
- feeling hopeless
- social phobia
- obsession/compulsion
- insomnia

- anxiety
- depression
- mood swings
- aches and pains
- insomnia
- impulsive behaviour



DOPAMINE



OXYTOCIN



SEROTONIN



ENDORPHINS

HOW TO BOOST YOUR HAPPINESS LEVELS

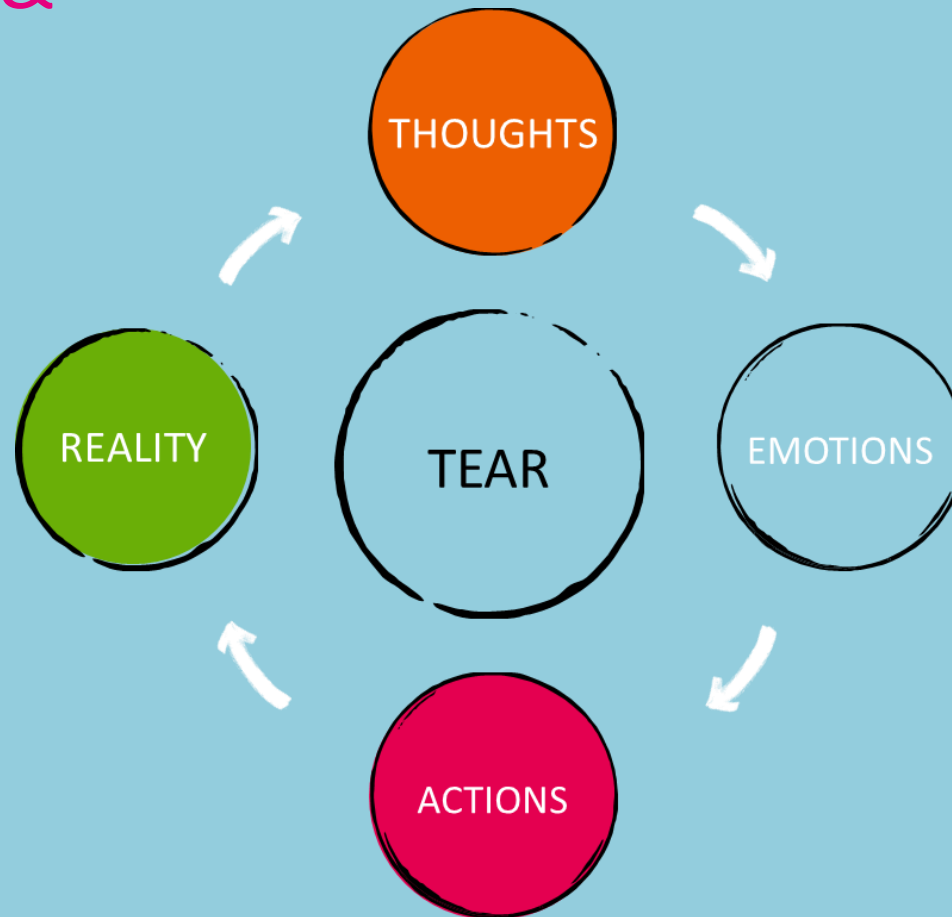
- meditate
- daily (achievable) to do list
- long term goals
- food rich in L-Tyrosine
- exercise regularly
- create something: writing, music or art

- physical touch
- socialising
- helping others
- listening to music
- exercise
- meditate
- cold shower
- massage/acupuncture

- exercise
- cold showers
- sunlight
- tryptophan-rich foods eg bananas, dates
- visualising / recalling past successes / achievements
- practising gratitude

- laughter/crying
- creating music/art
- eat dark chocolate
- eat spicy foods
- exercise/stretching
- massage
- meditate
- comedy entertainment

RESILIENCE & HAPPINESS



**CREATING HAPPINESS
HABITS:
HABIT STACKING**



HAPPINESS – NICE TO HAVE OR IMPORTANT

1. Can support better immunity
2. Impact on life longevity & life expectancy
3. Improves work productivity by 12%
4. Life satisfaction is linked to higher salary
5. 75% of individuals leave jobs because they are unhappy with the boss rather than the job
6. Happiness activities combats stress and loneliness

HAPPINESS AND INCLUSION

>60%

of people feel the need to
'cover-up' at work

98%

had a negative impact on
their wellbeing and
performance

5 x

more likely to perform better
when feel listening and have
a voice

31%

less sickness and absence

INCLUSION & DIVERSITY

WHAT'S THE DIFFERENCE?

Inclusion

is the practice of ensuring that people feel they belong and are part of a bigger picture/group.

Diversity

is the traits and characteristics that make people unique.

Focusing on the behaviours and social norms that ensure people feel welcome creates inclusion.

WHAT IMPACTS INCLUSION & BELONGING?

INCLUSIVE CULTURES:

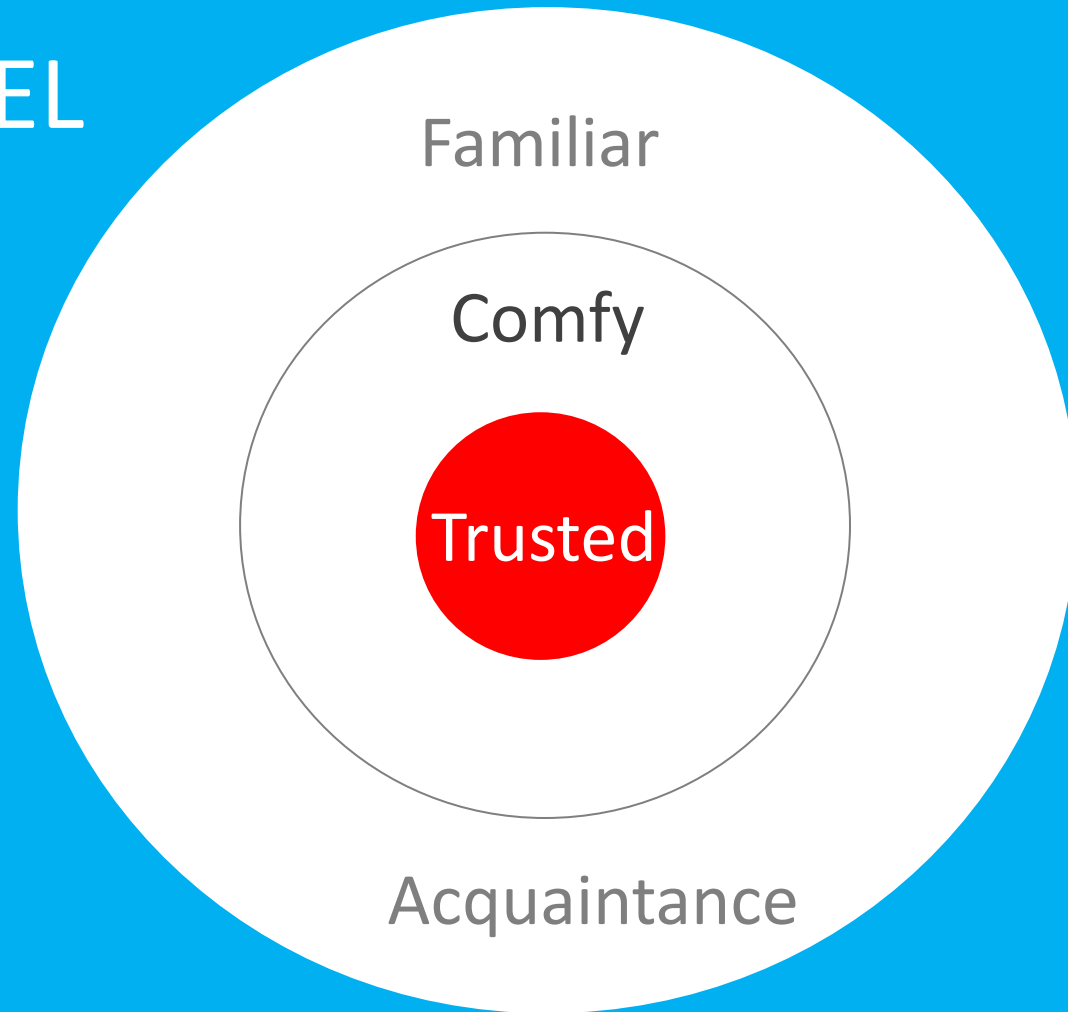
INFLUENCED BY FOUR
MAIN FACTORS:
ENVIRONMENT, VALUES,
CONSCIOUS INCLUSION
AND APPRECIATION.

BELONGING:

CREATED WHEN EFFORT IS
MADE TO UNDERSTAND
OTHERS AND THEIR NEEDS:
UNDERSTANDING,
CELEBRATING DIFFERENCE
AND MINDFUL DECISION
MAKING.

BUILD YOUR REBEL BOARDROOM

- **Trusted:** recognition and mirroring
- **Comfy:** within the realms of your security
- **Acquaintances:** Exploring new concepts, beliefs and ideas



INCLUSIVE, HAPPY, CULTURES



WHAT NEXT?



1. WHAT **ONE THING** WILL YOU DO TO CREATE A HAPPINESS HABIT?

2. WHAT WILL YOU CHANGE TO BE **INCLUSIVE** AND CONTINUE TO CHALLENGE?

<https://www.surveymonkey.co.uk/r/GV3ZBYZ>

THE MENTAL HEALTH EMERGENCY

LAUGH**O**LOGY 

Guaranteed laughter & giveaways



Dave McPartlin:

Creating the right environment for people and communities to flourish.



Sunita Hirani

Why inclusion is essential for mental wellbeing



Professor Sir Cary Cooper:

Enhancing Mental Wellbeing at Work.

17th November 4-6.30pm

Takeaways and practical tips include:

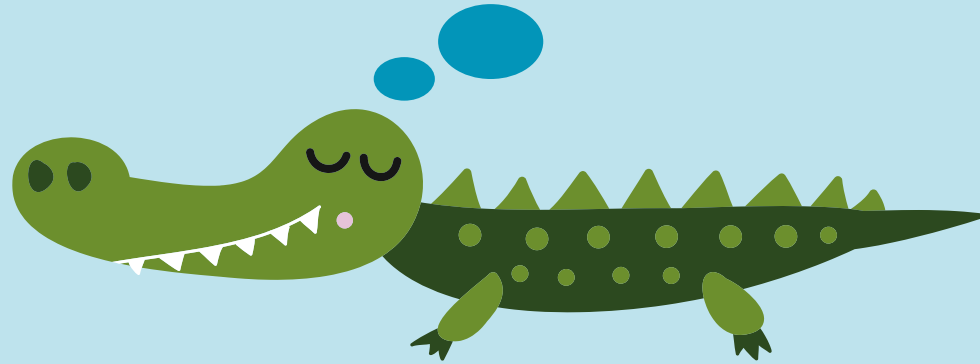
- Expert ideas to support mental wellbeing long term
- How to create culture of inclusion based on research
- Tips for building resilient people

Hosted by Laughology's masters of mirth:

Stephanie Davies, Dave Keeling and Kerry Leigh



SEE YOU LATER,
ALLIGATOR

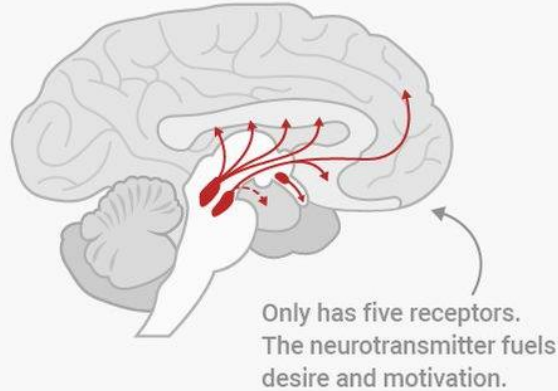


Find out more about how Laughology programmes can help make you and your organisation happy and productive.

www.laughology.co.uk
info@laughology.co.uk
0844 800 1701
@laughology
#LearnWithLaughology

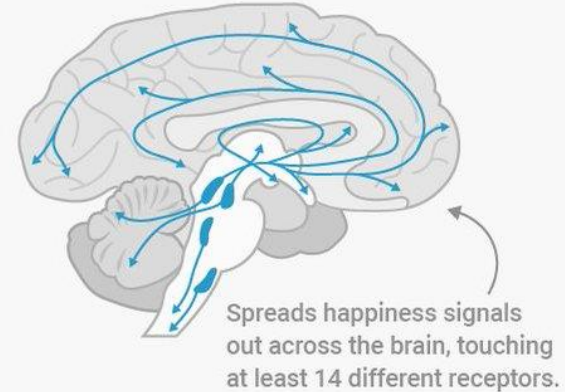
Why addictive pleasure isn't the same as true happiness

Dopamine Pleasure



- **Addictive**
- **Short term**, like enjoying a piece of cake
- **Visceral**—it's felt in the body
- Inspires **taking**, like cashing in your chips at the casino
- Typically experienced **alone** (eating, shopping, drinking, bingeing)
- Makes the brain say, "This feels good, I want **more**."
- **Too much** leads to addiction

Serotonin Happiness



- **Not** addictive
- **Long term**, like contentment
- **Ethereal**—it's felt above the neck
- Inspires **giving**, like volunteering at a soup kitchen
- Generally **shared** (spending time with friends, family, colleagues, a congregation, etc.)
- Makes the brain say, "This feels good, and it's **enough**."
- **Too little** leads to depression