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The world is getting more worried and anxious. We're not doing well enough for people and the future of work and the future is not that promising for a whole host of people.

But now more than ever, we have tools and abilities and resources to adapt to it in a meaningful way. This growing sense of chaos in our socio-political economic, everything, environments is ushering a more rapid change in what we think about happiness.

A lot of research shows that what makes people really happy is connections with others.

One of the biggest things that impacts work happiness is your social connection. Loneliness is a huge hit on our well-being.

Ultimately, the most important of all of the drivers of employee well-being is the strength of the social ties around. Allow space for improving social relations on the job. It makes people perform better. That's what allows you to retain talent in the longer run as well. Is to have a healthy flourishing workspace with quality relationships.

Workplaces have a huge role in decreasing people's loneliness. Workplaces that promote having really close social connections can increase people's happiness.

Meaningful connections. So not just like, hey, let's do another happy hour connection. Meaningful connections of who are you and what do you really want in life?

A sense of belonging is important, and as someone who studies gratitude, feeling appreciated at work is really important.

That means leaders have a really critical role in employee emotional culture.

Blatantly and overtly stating that people are safe to show up exactly as who they are. Differences of opinion and lifestyle and all of those things are important, and honored, and appreciated, and sought after.

Everything that makes us who we are needs to be appreciated and valued because those differences bring a level of innovation and creative thinking in our work.

Being taken for granted is the opposite of gratitude. When people appreciate you, you're seen, you're not invisible, and we love being appreciated.

And the more people feel appreciated, the more they're going to give every idea and every contribution that they can to their team. So nothing, literally nothing, is more important than the social capital that you've generated in these teams.

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