

The Happiness Challenge

Workplace cultures that support mental health remain as important as ever as Canadians face increased challenges due to COVID-19. Reports show that Canadians have experienced a significant decline in mental health since the beginning of the pandemic. As some provinces enter a second wave, employees will need continued support to ensure their psychological health and safety.

Gowan Consulting has embarked on a mission to inspire change in workplaces and improve the mental well-being of professionals across Canada. Our Happiness Challenge is based on research by Shawn Achor, NY Times best-selling author of *The Happiness Advantage* and *Big Potential*.

“Constantly scanning the world for the negative comes with a great cost. It undercuts our creativity, raises our stress levels, and lowers our motivation and ability to accomplish goals.”

SHAWN ACHOR

Happiness can be a difficult term to define, but essentially it’s an emotional or mental state that is typically used to describe feelings of satisfaction, joy, or other states of subjective well-being. Gowan’s Happiness Challenge focuses on following the five principles outlined in Shawn’s research:

- Gratitude Exercises
- The Doubler
- The Fun Fifteen
- Meditation
- A Conscious Act of Kindness



When you follow these principles on a daily basis, you are retraining your brain to focus on the positive aspects of your life. When you commit to these exercises for an extended period of time, you are giving your brain the opportunity to form a new habit.

Send us a referral online at www.gowanhealth.com or call 1-888-752-9954.
Together, we'll arrive at the best solution for your current needs!



"Thousands of candles can be lit from a single candle, and the life of the candle will not be shortened. Happiness never decreases by being shared."

BUDDHA

According to a popular study published by the European Journal of Social Psychology, it can take as little as 18 days and as long as 254 days to form a new habit depending on the underlying circumstances. Gowan's Happiness Challenge incorporates a 21-day workbook that helps guide you along your journey. We'd like to take this opportunity to invite you to join the Happiness Challenge, and as you tackle each of the five principles, record your thoughts on each activity. Don't forget to invite your friends, colleagues, and employees to join! Sign up at <https://www.gowantraining.com/happiness> today.

What Can Employers Do to Promote Happiness in the Workplace?

1. Encourage celebrations in the team each day with a morning celebration meeting.
2. Change the state of your team through regular walks, change of position, and stretching.
3. Encourage employees to thank one another as well as customers through the provision of Thank You cards.
4. Support spaces for meditation and creative thinking.
5. Focus on what you are grateful for with your team, create a gratefulness wall.
6. Encourage brave and vulnerable conversations about what can be done to improve your workplace to support mental well-being.
7. Listen non-judgmentally to your team.

What Can Employees Do to Gain Happiness?

1. Write down 3 things you are grateful for each day.
2. Do 15 minutes of exercise each day.
3. Thank someone.
4. Do a mindful breathing or walking exercise.
5. Do a random act of kindness and journal about it.



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