

GET MORE HAPPINESS & JOY

INCREASING OUR JOY
... rarer than happiness,
and more life-transforming

is more
**HAPPINESS
& JOY**
possible
...or should
you settle for
what you have?

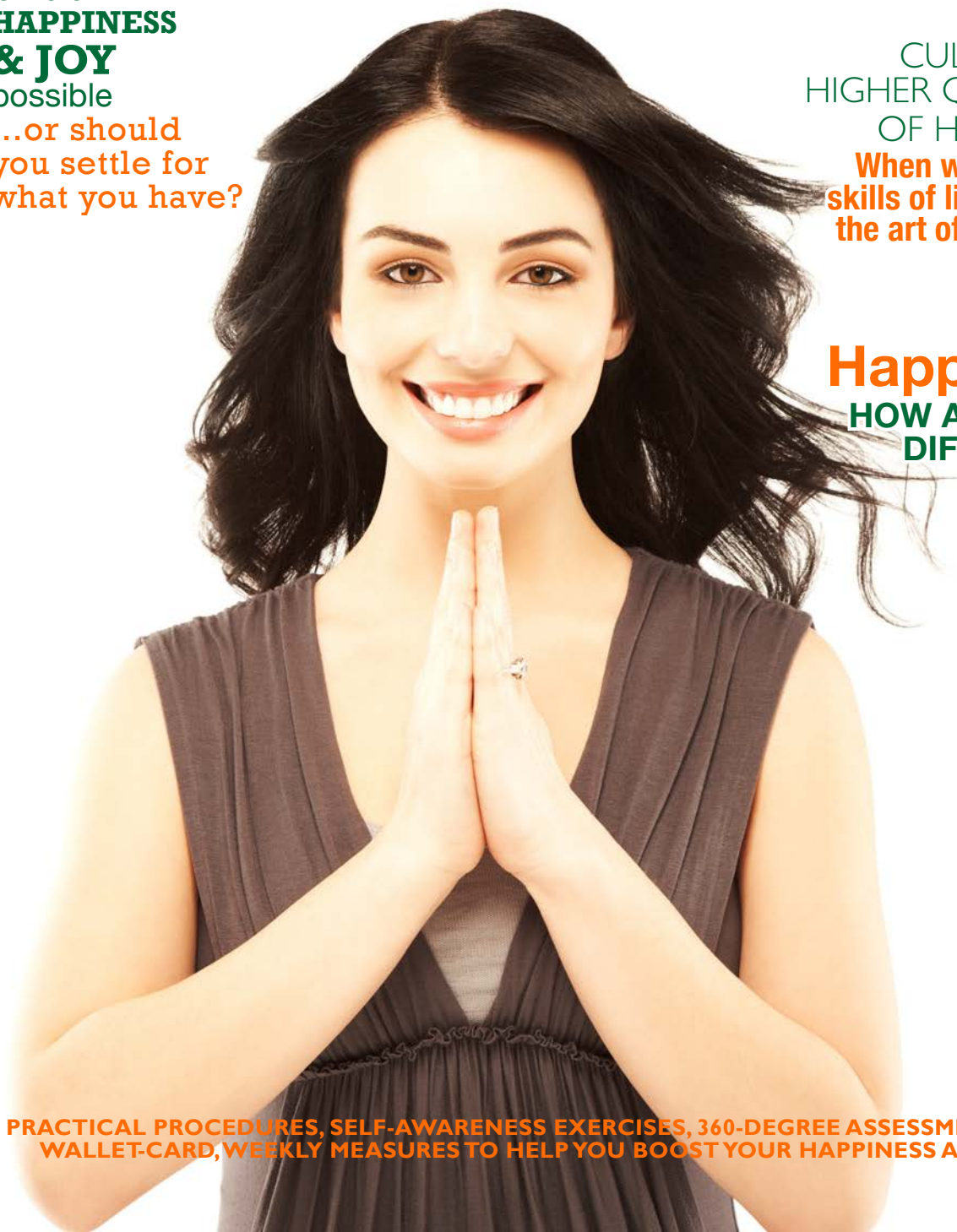
**UNBALANCED
HAPPINESS
AND JOY**
CAN THE PURSUIT OF HAPPINESS
DISTRACT US FROM JOY?

CULTIVATING
HIGHER QUALITIES
OF HAPPINESS

When we learn the
skills of life, we gain
the art of happiness

**Joy &
Happiness**
HOW ARE THEY
DIFFERENT?

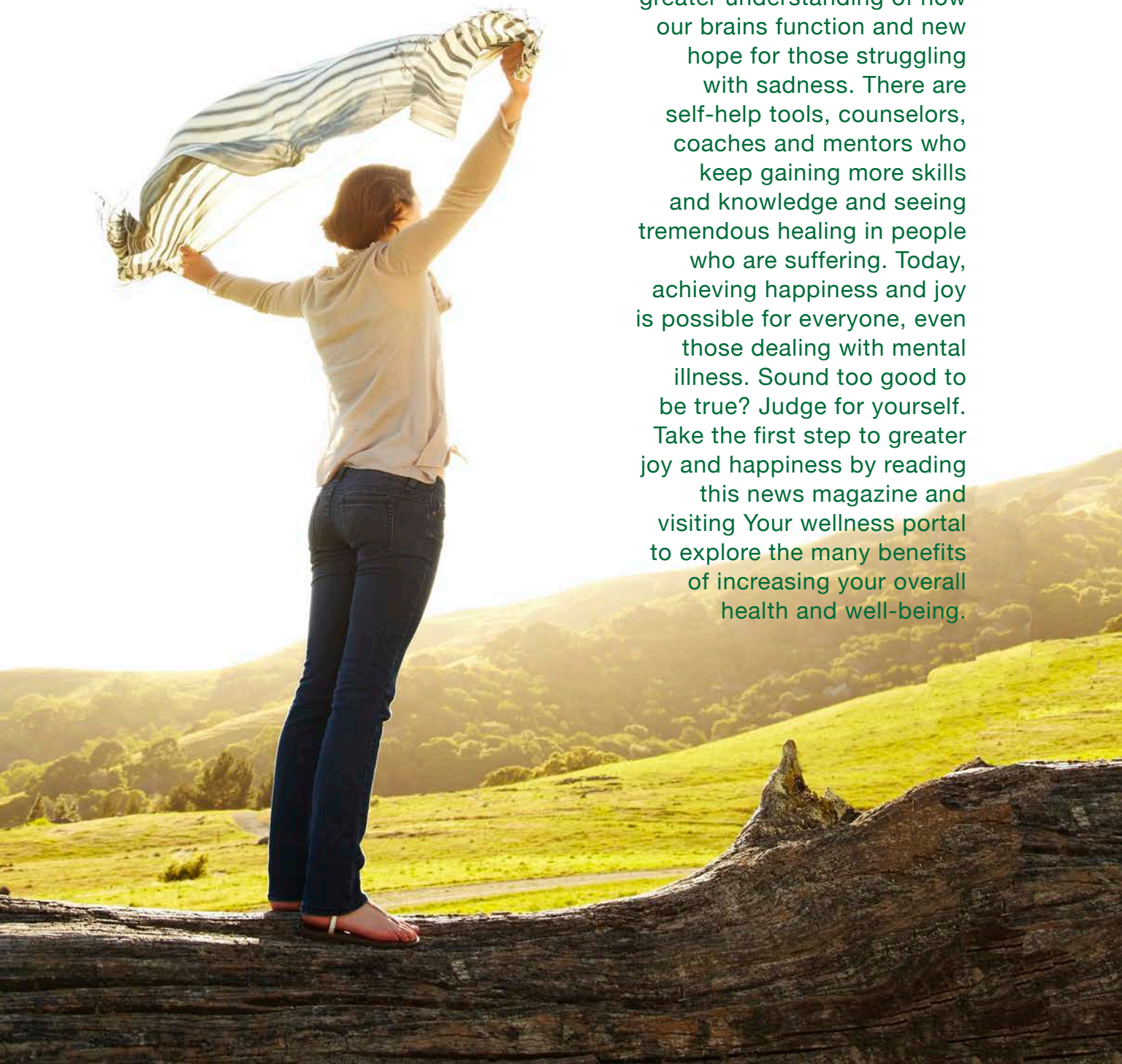
PRACTICAL PROCEDURES, SELF-AWARENESS EXERCISES, 360-DEGREE ASSESSMENTS AND
WALLET-CARD, WEEKLY MEASURES TO HELP YOU BOOST YOUR HAPPINESS AND JOY

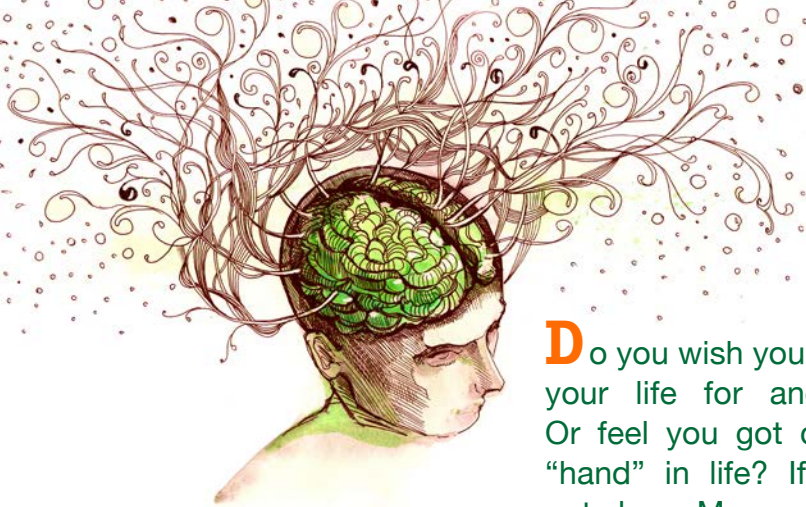


is more HAPPINESS & JOY *possible?*

or should you settle for what you have?

Recent advances in neuroscience have led to a greater understanding of how our brains function and new hope for those struggling with sadness. There are self-help tools, counselors, coaches and mentors who keep gaining more skills and knowledge and seeing tremendous healing in people who are suffering. Today, achieving happiness and joy is possible for everyone, even those dealing with mental illness. Sound too good to be true? Judge for yourself. Take the first step to greater joy and happiness by reading this news magazine and visiting Your wellness portal to explore the many benefits of increasing your overall health and well-being.





The United Nations found the link between happiness, wellbeing and prosperity so strong that it declared an International Day of Happiness.

Do you wish you could trade your life for another one? Or feel you got dealt a bad “hand” in life? If so, you’re not alone. Many of us wish for more money, a bigger house, a nicer car, or kids who love us no matter what. We think these are important, and they are. They’re the kind of things that make us happy – all based on external circumstances and all normal and healthy desires to have. But how much of your energy and time is invested in being happy and how much in experiencing joy?

Joy is internal and essential to our well-being. It’s a choice – something we have total control over. A good example is someone going through difficult circumstances who’s able to handle them with ease and grace. They appear resilient, strong, even courageous. Where do they get such qualities? Maybe they’ve had joy modeled to them at an early age by their parents or close friends. Or maybe, somewhere along their life’s path, they learned how to be resourceful in finding joy as well as coping with challenges. They feel thankful, peaceful and content no matter what.

There is a powerful and innate desire within each of us to feel

happiness and joy. Like water and air, we need them both. And if we don’t get enough, we can become susceptible to various forms of mental illness or compensate by developing unhealthy addictions.

The challenge being given to all employees and family members is to increase your levels of joy and happiness. If you’re fortunate enough to have ample amounts of happiness and joy in your life, we encourage you to lead a small group of people and to connect with those who are struggling.

Studies show the brain is neuroplastic; in other words, it can be re-shaped, just as we can re-shape our physical bodies when we head to the gym. With the help and support of others, we can change the way we feel without our circumstances changing. It’s definitely a higher road that requires a particular mindset and skill set.

The question is, are you up for the challenge? It starts with you taking the first step, reaching out, and believing you can. And it may turn out to be one of the greatest adventures you will ever take.

Joy and HAPPINESS

how are they different?

The similarities between joy and happiness often lead us to view them as the same – but they aren't. In order to increase both in your life, it's necessary to understand how they differ.

Often the attitude we take towards joy or happiness is that they “just kinda happen” and we don't really have much control over the amount we have. It's possible that you might remember a time when you seemed to have greater control over the levels of happiness and joy you experienced. There were certain things you did that would increase them – but, for some reason, it's no longer that way today.

Becoming a student of how to bring more joy and happiness into your life is a conscious choice. It is possible, regardless of your life circumstances and situation, if you train yourself how to do it. The first step is in understanding what the differences are between happiness and joy. Happiness most often comes from external circumstances and things. Joy tends to come from within us. They are equally important – but different.

Find that place where you feel most contemplative. When you reach a contemplative state of mind, slowly read each of the statements about happiness and joy in the table on the next page. Reflect on how each affects you. Try to discern the differences between happiness and joy as they apply to your life.

**Change the way you look at things
and the things you look at change.**

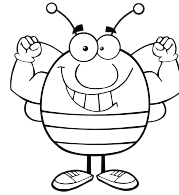
Wayne Dyer





HAPPINESS
external

HOW THEY DIFFER



JOY
internal

- | | |
|---|---|
| ▶ Happiness is an unexpected call from a good friend. | ▶ Joy is feeling love for someone. |
| ▶ Happiness comes from discovering new things while on holidays. | ▶ Joy comes from discovering something new that you like about yourself. |
| ▶ Happiness is a day when things are going really well. | ▶ Joy is success in not allowing a hard day to drag you down or letting your thoughts become extreme. |
| ▶ Happiness is getting a promotion at work. | ▶ Joy comes from being thankful for your work. |
| ▶ Happiness is a glass of fine ice wine paired with the perfect dessert. | ▶ Joy is being conscious that you have access to food and water, all the time. |
| ▶ Happiness is being validated for something good you did. | ▶ Joy comes from teaching yourself how to validate yourself for who you are and not what you do. |
| ▶ Happiness is when someone expresses their love for and acceptance of you. | ▶ Joy is when you sense the love and acceptance you have for yourself. |
| ▶ Happiness is irregular: it comes and goes. | ▶ Joy comes and goes, but it's always a choice. |

Generally speaking, people in developing countries have less happiness and more joy. For people in developed nations the opposite is true. The reason for this is because opportunities for happiness are all around us and we tend to overdose on them, leaving very little energy and time to develop the skills to obtain greater levels of joy.



HOW VANCE CREATED MORE HAPPINESS AND JOY IN HIS LIFE.

Vance is a manager who has learned that nothing in life is free and if you want something, you need to go after it. A highly motivated guy, he considers himself a happy person. Recently, though, Vance went through a relationship breakup and his levels of happiness plummeted. A few sessions with his EAP counselor helped him come to the realization that he was a happiness junkie. As a result, Vance created a goal to cultivate more joy in his life and to increase the quality of happiness he experiences.

FINDING BALANCE IN THE PURSUIT OF HAPPINESS & JOY

Each of us has limited time and energy each day. How we invest this energy determines what we get. If we put most of our energy into pursuing happiness-focused things, we may end up with lower levels of joy. Though happiness is essential to our well-being, it's not enough. We also need joy. If you go through a difficult season in your life and the amount of happiness you experience declines, joy, being more constant, will be there for you to draw upon in your time of need.

Consider the efforts you put into the pursuit of happiness and joy in your life by answering these questions. In addition, ask a friend who knows you well to also answer them on your behalf. This will give you new and valuable insights into your own happiness and joy.

COMPLETED BY MYSELF

1. Using the Joy and Happiness list on page 5, how much of your time and energy do you spend in a week pursuing happiness-focused things? How much time and energy do you spend pursuing joy-producing activities? Use a % to measure the ratio between the two and then take a moment to journal your thoughts concerning this question.

2. Was there a time in your life when you had a good balance of both happiness and joy? If so, what was it like?

3. Reflect back and consider if there was a time when, due to your circumstances being difficult, your happiness levels were low. Were you able to tap into your reserves of joy to get you through? Briefly write about this experience.



The natural tendency for most of us is to pursue happiness more than joy, for the simple reason that happiness is often easier to attain. Cultivating more joy in your life is a process that requires a retraining of your thoughts and emotional patterns. If a person has never had the opportunity to train themselves or be counseled in changing how they think and feel, it is possible to get caught up in unhealthy thoughts and emotions that produce very little happiness and joy.



COMPLETED BY SOMEONE WHO KNOWS ME WELL

1. Using the Joy and Happiness list on page 5, how much of their time and energy does this person spend in a week pursuing happiness-focused things? How much time and energy do they spend pursuing joy-producing activities? Use a % to measure the ratio between the two and then take a moment to journal your thoughts concerning this question.

2. Was there a time in their life when they had a good balance of both happiness and joy? If so, what was it like?

3. Reflect back and consider if there was a time when, due to their circumstances being difficult, their happiness levels were low. Were they able to tap into their reserves of joy to get them through? Briefly write about this experience.

Joy does not simply happen to us. We have to choose joy and keep choosing it every day.

Henri Nouwen

HOW KATE CREATED MORE HAPPINESS AND JOY IN HER LIFE.

Kate is a single mother of two who works full-time. During one particularly difficult period, it seemed like there was no happiness in her life. Her days were consumed with work, kids' stuff, and keeping the house going. Every night after the kids were in bed, Kate felt exhausted and often struggled to sleep because of stress. One day, she realized she was putting all her time and energy towards everyone else and doing nothing for herself. She decided to make a pact with herself to deliberately do something each day that would bring her happiness or joy. It took time, but Kate did succeed in increasing the happiness and joy in her life.



CULTIVATING HIGHER QUALITIES OF HAPPINESS

...by way of self-control and learned skills

7 Ways To Be Happier:

DO SOMETHING YOU REALLY ENJOY EVERY DAY

It doesn't need to be fancy or expensive. A bag lunch with a friend. A free concert or movie in the park. A new piece of clothing or furniture from a thrift or consignment store. A walk in the country. A table game. A one-day vacation close to home. What do you really enjoy? What would you enjoy doing today?

01

KNOW WHO YOU ARE AND WHAT YOU WANT

When we have clarity about who we are and what we want, we are better prepared for experiences and relationships that fulfill us. Of course, we often learn who we are and what we want through experience. Know what you're good at. Be clear on your boundaries. If you wake up feeling yucky, don't do that again.

02

CHOOSE ACTIVITIES AND PEOPLE WHO MAKE MORE OF YOU, NOT LESS

The way to grow is not simply by eliminating destructive pleasures, but also by embracing the happiness that builds us and others up.

Connect with others in ways that are meaningful, productive and intimate.

03

**It is not how
much we have,
but how much we
enjoy, that makes
happiness.**

Charles Spurgeon

BE THANKFUL

04

Be thankful for every experience you enjoy. Beyond that, choose things you can enjoy even when you are not thinking about them. When you choose a good bed, your body is grateful every night. When you work and are paid, every time you spend money is an opportunity for thankfulness. When we live with gratitude, we see more in life to be thankful for.

RELAX – DON'T OVERTHINK IT

05

Enjoy the good things in life without thinking about it too much. Food isn't delicious because we think about it and adjust our attitude. And don't worry about pleasing everyone if you want to be happy. After the Dalai Lama had spoken for more than an hour to a stadium full of people about finding happiness, he looked up, smiled, and concluded: "*And if you don't like what I'm saying... I don't care.*" Enjoy what is good while choosing what is better.

ADJUST THE PACE OF YOUR PLEASURES

06

If you must always outdo yourself, eventually you will wear yourself out. An overstimulated psyche continues to raise the quota for happiness. This can come from a sense of inadequacy or wanting what others have instead of getting in touch with what you want. Instead of looking only for the happiness excitement brings, enjoy the happiness of satisfaction too. What excites and satisfies you?

GROW

07

Raise your self-confidence by learning new skills. What would you like to do, or do better? Raise your self-esteem by listing things you appreciate about yourself and stopping negative self-talk. Strengthen your self-concept or sense of identity by learning from your experiences, even bad ones.

AN OVERSTIMULATED PSYCHE IS HARD TO PLEASE

We cannot be happy if we expect to live all the time at the highest peak of intensity. Happiness is not a matter of intensity but of balance and order and rhythm and harmony.

Thomas Merton



HOW JESSA CREATED MORE HAPPINESS AND JOY IN HER LIFE.

Jessa is a young, married professional who considers herself joyful. When asked how and where she learned to be joyful, she couldn't quite explain it but attributed it to something she learned as a child when her family immigrated from India to Canada. When asked if she was happy, however, Jessa realized that she wasn't as happy as she'd like and wanted to elevate her happiness levels.

She accomplished this by learning to increase her self-value, which allowed her to not be so frugal and to spend money on herself. Bringing more happiness into her life was a long process, but today she feels she has a good balance between joy and happiness.

INCREASING OUR JOY

...rarer than happiness, and more life-transforming

8 Qualities of Joy

1. Contentment

Choose contentment. Worry or greed breeds discontentment, which can rob you of joy. Worry is always about what might happen, while people who have more than what they need are no happier than those who have just what they need. Choose to change the focus of your thoughts and to enjoy what you have at this moment.

2. Hope

Hope is more than optimism. It is an approach to life that can be learned. Hopeful people:

- Envision where they want to be.
- Lay out the steps to get there.
- Apply their willpower to taking the steps of hope.

By living this way, we put the powerful emotions of hope within reach of our own actions.

3. Gratitude

Thinking about what we're thankful for gives us the ability to see the good in life.

An overstimulated psyche is hard to please

We think too much about what goes wrong and not enough about what goes right in our lives. This focus on negative events sets us up for anxiety and depression. One way to keep this from happening is to get better at thinking about and savoring what went well.

**Dr. Martin Seligman,
University of Pennsylvania**

4. Peace

It's normal to be aroused to fear or anger in a stressful situation or when we're attacked. While we cannot control the attitudes or actions of others towards us, we can regulate our response and, with practice, learn to move our psychological state to a more peaceful one with activities like deep breathing exercises.

- **Simplify:** An uncluttered lifestyle fosters peace.
- **Relinquish:** Forgive the failures of others and yourself.
- **Solitude:** Spend some quiet time alone.
- **Wholeheartedness:** Give yourself entirely to all that you do.

There is only one way to happiness and that is to cease worrying about things which are beyond the power of our will.

Epictetus, first-century slave, philosopher and teacher



When you are feeling a lack of happiness and joy, carry out this thankfulness exercise: List on a piece of paper 20 things you're thankful for. At the end of the exercise, see if the state of your happiness and joy has increased.

Joy is found in the mastering of life. This is very different from controlling the world around us. Joy involves what is most important. It is born from our inner qualities, not external circumstances.

5. Inspiration

Seek out things that renew your sense of awe. What fills you with inspiration? A starry night? Mountains or the ocean? Gifted people or great music? Don't wait for inspiration to come to you. Find and experience it for yourself, and take someone along with you from time to time. Inspiration is like breathing: it's best when we do it for ourselves.

6. Suffering

Suffering seems like an odd way to achieve joy, but suffering actually deepens our capacity for feeling. It gives us more emotional space in life and teaches us how to appreciate what we have. There are joys that we will never truly understand, except after experiencing loss. Don't seek out suffering, but accept it as a path of growth.

7. Relationships

Great relationships multiply joy. When you find friends whose company makes every experience better, keep them. Even a bad experience is better with good people. If you need that kind of person in your life, don't wait: take the initiative and find one.

8. Spirituality

Faith connects us to our deepest self, to the people and world around us, and to the Divine. In many traditions, the practices of meditation or prayer are paths to joy.

We are shaped by our thoughts; we become what we think. When the mind is pure, joy follows like a shadow that never leaves.

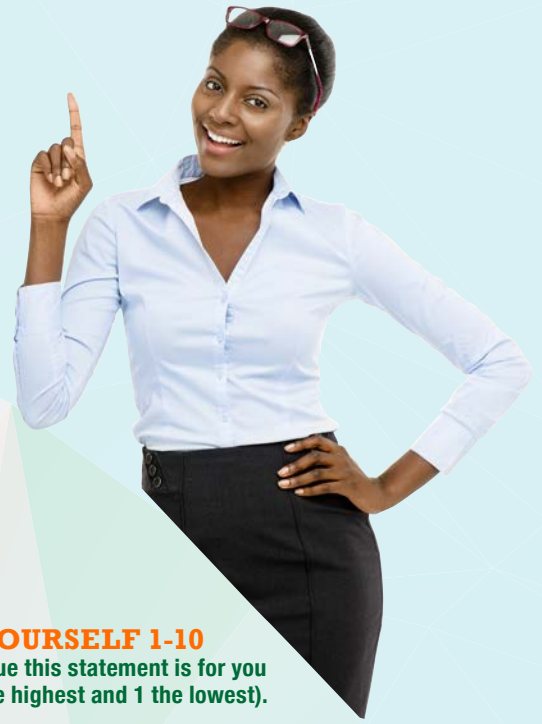
Buddha

HOW DON CREATED MORE HAPPINESS AND JOY IN HIS LIFE.

Don considers himself a functioning addict. He quit drinking 10 years ago but is addicted to video games and food and needs to take meds for anxiety. When challenged with the results, Don decided that it was time to make changes in his life. He started seeing his EAP counselor over a 10-month period during which he began to see improvements. When asked what it was that made the biggest difference, he replied that it was sticking with a counseling program and not giving up. His perseverance enabled Don to find more joy by increasing his contentment and feelings of thankfulness.

AWARENESS EXERCISE

The first step to increase your levels of happiness and joy is to learn what they are and to be aware of their presence or absence in your life



HAPPINESS

RANK YOURSELF 1-10

as to how true this statement is for you (10 being the highest and 1 the lowest).

I am aware of the energy I put towards chasing things that focus on happiness.

I have a good balance between happiness and joy.

I have a sufficient amount of happiness in my life.

I am content with the quality of happiness I pursue.

I am learning new skills on finding higher qualities of happiness.

JOY

RANK YOURSELF 1-10

as to how true this statement is for you (10 being the highest and 1 the lowest).

I am aware of the energy I put towards finding joy in my life.

I make sure I conserve some energy to cultivate joy in my life.

I have a sufficient amount of joy in my life.

I feel my skills in cultivating more joy in my life are improving.

When I experience joy, my need for high-intensity/unhealthy-type happiness is not as strong.

HAPPINESS AND JOY

WALLET CARD TO EVALUATE
HAPPINESS & JOY LEVELS



In the developed world, our overstimulated psyches are a result of spending too much time seeking low-quality happiness. **Find a balance** by going after higher-quality happiness and joy activities.



As neuroscientists discover more about how our brain functions, their findings are enabling people to learn to create more **joy and happiness** in their lives. Work to improve your joy and happi-



Finding More Happiness

- ★ Do something you really enjoy every day.
- ★ Know who you are and what you want.
- ★ Choose activities and people who make more of you, not less.
- ★ Be thankful.
- ★ Relax – don't overthink it.
- ★ Adjust the pace of your pleasures.
- ★ Grow.

ness levels using the methods we suggest. For some people, this may take help from your EAP provider, but the investment is worth it – because you're worth it!

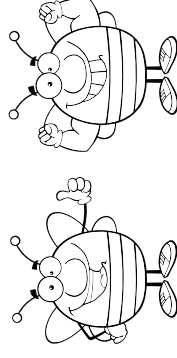


Cut, fold and carry this card in your wallet. It will remind you to review its contents and measure yourself twice a week. Making changes in

Find a friend, sibling or people from work who will meet weekly for lunch to discuss the contents of this wallet card and agree to challenge each other towards increasing happiness and joy levels.



your psychology to increase your levels of happiness and joy happens incrementally, and measuring your progress will motivate you.



The similarities between joy and happiness can cause us to view them as the same – **but they are different**,

Getting More Joy

Learn to cultivate and develop within yourself:

- ★ Contentment
- ★ Hope
- ★ Gratitude
- ★ Finding more peace
- ★ Cultivating deeper, engaging relationships

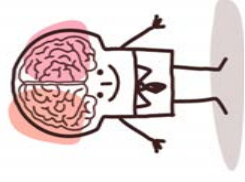


and to increase them in your life, it's important to learn how they differ.

HAPPINESS comes more from external sources and **JOY** tends to come from internal sources.



Measure yourself twice a week and watch your levels of happiness and joy increase. Remember to be patient with your brain: change occurs incrementally. Too many people give up on personal goals because they want instant results.



CONTENTMENT

The foundation for happiness and joy

When you wake in the morning or when you drift away at night, are you content? When life is quiet and your mind is relaxed, there is a chance to feel and ask: “*What do I truly want?*” For clues to what you are pursuing, look at how you spend your time and money. Where are you spending your energy? Is it producing contentment?

A. Things that hinder contentment

1. Unmet expectations create discontentment

Can you have too much happiness? Part of the answer is not in how much you have, but in how much you want. A man in a small village in Burkina Faso who lives in a one-room hut is happy to have a home with a raised bed. Another man living in an apartment five times larger is unhappy because there is not enough light. If you don't have what you want, or worse, if you have what you don't want, you may be discontent.

Choosing to accept what we have leads our emotions to contentment.

2. Chasing pleasure distracts us from contentment

Philosophers and scientists call this the Pleasure Paradox: the more you pursue pleasure, the less likely you are to experience it.

The pleasure centre of the brain has a set point and the more we pursue pleasure the more it

takes to create the same levels of pleasure. Eventually, the pursuit of pleasure exhausts and enslaves us. It's like a person who eats to feel better after being hurt, but keeps on eating even after the pain is gone. Or like a person who scratches a rash; the discomfort only spreads and gets worse.

When we keep pursuing things that provide less and less enjoyment, we are moving away from contentment.

To quote a recovering addict, “*You hit bottom when you stop digging.*”

B. Things that nourish contentment:

1. Gratitude introduces us to contentment

It is not contentment that makes us grateful. It is gratitude that makes us content. When unhappiness and discouragement are swirling in your life, start counting what you're thankful for.

If you're experiencing sickness, trouble at work, or relationship problems, ask yourself: What are three things I am grateful

for? It won't be the end of your troubles, but it may serve as a new beginning.

2. Enjoy simple pleasures

Enjoy the good moments without regret for the past or worry for the future.

One day, a tourist was sitting on a stone terrace overlooking the Mediterranean and took a bite of a burger. “*This may be the best burger I have ever tasted,*” he remarked. His host looked at him and said “*Somewhere, sometime, something has to be the best. Why not let it be now?*”

Live in the here and now, to live in contentment.

3. Own your life

Take responsibility for your own actions and emotions. When we own our part we can accept what has happened. If we don't, it is hard to believe that what we do makes any difference. It does, even if it doesn't make all the difference.

4. Accept what you have no control over

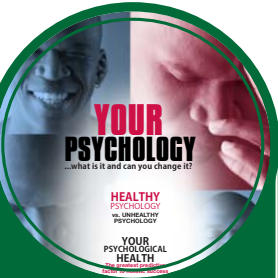
A relative or a co-worker that presses every button. A bad driver that runs a red light. A global financial crisis. Don't let things beyond your control, control your psychological state.

5. Believe that life is bringing what you need

Hope is not the assurance that you will get what you want, but that you will be okay no matter what life brings. That inner assurance creates contentment. If you're here now, you've made it through everything so far.



Log in to **your wellness portal** for these and more resources on joy and happiness.



Improve your psychology.

Healthy psychology is defined as how you manage your thoughts, emotions and desires. Without it, you may struggle to find the level of happiness and joy that you deserve and require in your life. Take time to read this past issue of "Your Psychology" found under your dashboard menu item **"Wellness Magazines"** on your wellness portal.



Building up stress resilience

allows you to get through a stressful situation with less impact. Reduce your stress by completing the four modules in the Reduce Stress Workshop found on the homepage of your wellness portal under **"Reduce Stress Workshop."**



Reduce relationship fractures.

Much of the joy and happiness we experience comes from relationships and when fractures occur they can rob us of the levels we require. Take time to read this past issue of "Interpersonal Relationships" under your dashboard menu item **"Wellness Magazines"** on your wellness portal.



How Healthy is Your Home?

Where you retreat to each night is critical to your joy and happiness. Take this self-evaluation to determine the social, emotional and physical health of your home, found under **"Wellness at Home"** on your wellness portal.



Emotional intelligence

is defined as being aware of your emotions, learning how to manage them and being empathetic and aware of the emotions of others. It plays a key role in your ability to achieve happiness and joy. Take the emotional health assessment found under **"22 Health Assessments"** and **"Access Mental Health."**