

THE HAPPINESS ADVANTAGE INITIATIVE

Accomplishment related to Value #1, Indicators #1 and #2



We believe that any transformational journey can be propelled forward by first instituting a positive mindset. As leaders and employees, we have a choice. When we choose to be positive, we have the power to change, to be resilient, and to produce extraordinary results within ourselves, our employees, and our organization. Positivity is contagious.

Research is conclusive: Positive brains consistently outperform negative or neutral brains. Positive emotions and a positive sense of urgency make people more successful during periods of transition and more adaptable to transition. We can actually retrain our brains to capitalize on positivity and improve our productivity, adaptability, and performance. Research shows that companies with a *Happiness Advantage* have the following:

- **Higher Productivity:** Workers receiving high-impact praise become 31% more productive within weeks.
- **Better Leaders:** Positive, charismatic leaders are 3 times more creative and are 6 times more likely to be engaged in their work.
- **Better Job Performance Ratings:** Happy, engaged workers have been shown to receive up to 25% higher job performance ratings than their unhappy colleagues.

The *Happiness Advantage* professional development is open to interested school and central office personnel. To receive this training, you must be working on the Strategic Plan indicators related to building welcoming supportive climates, learning students' and employees' stories, and increasing positive relationships. Those who engage in this professional development will likely experience the positive benefits noted above and the school district will experience those noted below:

- **Lower Healthcare and Attrition Costs:** Happy workers are substantially less likely to take sick days, quit, or become burned out. For every 100 happy managers, the average company could save nearly \$400,000 each year.
- **Better Bottom Line:** On average, business units in the top quartile in employee engagement produce 1 to 4 percentage points higher profitability.



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The *Happiness Advantage* utilizes five tactics to create positive habits:

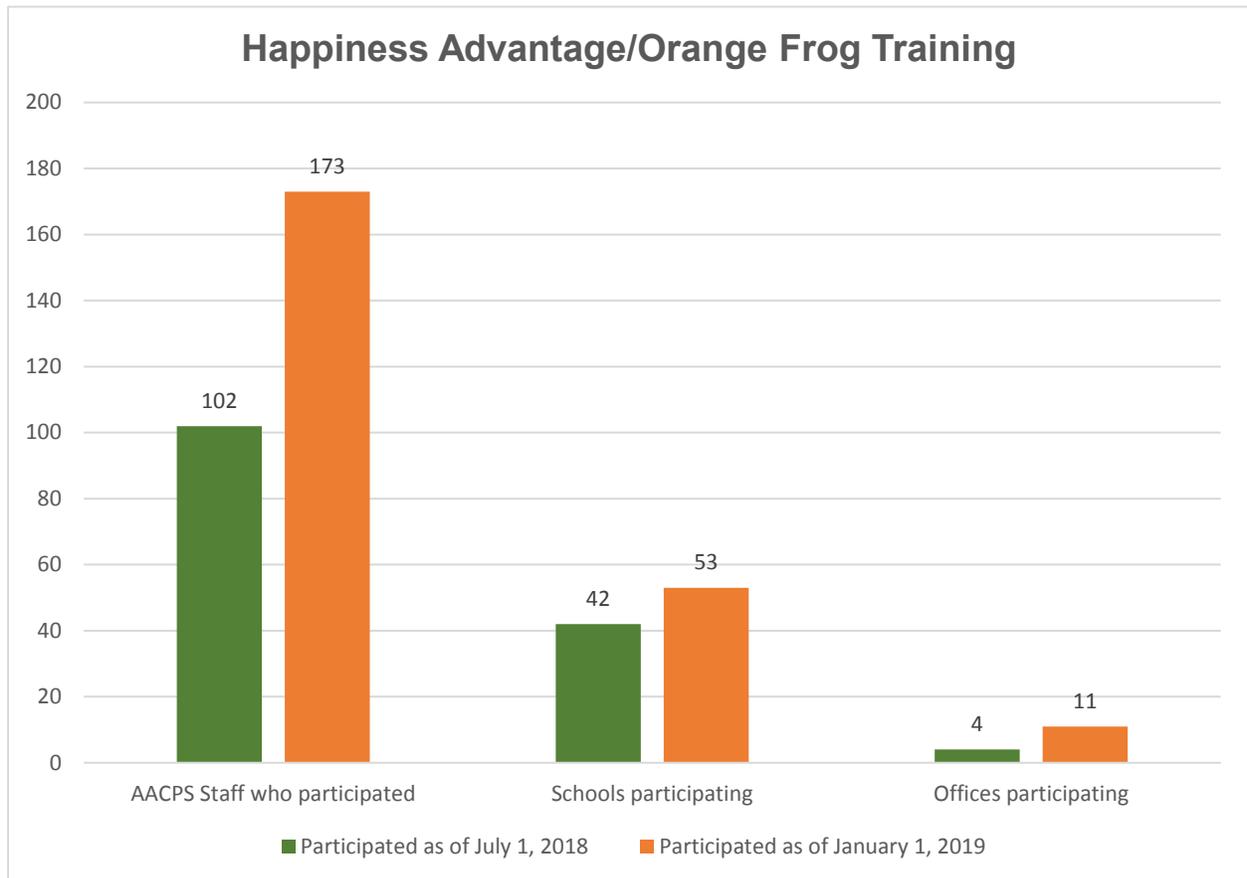
- 3 Gratitudes – Write down three things each day for which one is grateful.
- The Doubler – Write about a positive experience one has had in the past.
- The Fun Fifteen – Take time to exercise each day.
- Meditation decreases stress and raises happiness.
- Conscious Acts of Kindness – Write a note or email each day to thank or praise a colleague.

AACPS will continue to offer *Happiness Advantage* training. As the habits of kindness, gratitude, and positivity are intentionally practiced system-wide, we are hopeful that the percentage of students, families, staff, and partners who feel that they are valued members of the school system will increase **[Indicator #1]** as well as the percentage of students who feel that they are cared for and supported will increase. **[Indicator #2]**

The Associate Superintendent for School Performance and the Executive Director of Professional Growth and Development have been nationally certified to methodically train system employees using the *Happiness Advantage* materials and training tools. **[Indicator #17]**

Read More: [The Happiness Advantage/Orange Frog](#)

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	School Year
	7/1/17 – 6/30/18
	7/1/18 – 6/30/19

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