

# How Do I Find Happiness at Work?

## Explore more than your job to find happiness within it

- Surround yourself by people you want to spend time with.
  - Can you always choose the people we work with? No. Do we always like everyone we work with? No. But the more you can find like-minded people you respect to surround yourself with, the better you are. We spend a lot of time at work, therefore the more you can find people you want to be around, the better.
  - At FRp, we have made it our mission to work with people we like, and you have heard us say- no more a\*\*holes. This includes teammates as well as clients. But even if you do not have this level of control/influence you still have the ability to seek out like-minded folks and those you can learn from.
  - This is especially true if you are looking for a new opportunity- we always talk about how you should be interviewing them as much as they are interviewing you. And this is inclusive of the people that work there and the culture.
  - It is also important to make the point that you don't always have to like everyone, but you should be able to respect them and their unique POV. (Even better if you like them!)
- Make it about more than the day-to-day work.
  - Purpose is huge to finding happiness at work. And finding purpose means looking to the bigger picture beyond just the day-to-day of what you do. This is true at all levels and roles in the organization. You have to understand and appreciate how what you do contributes to the bigger picture of what the organization provides.
  - A brand's positioning and story is extraordinarily important to this point- the brand story must be a living, breathing thing in your organization. How does each employee internalize and then restate the brand story in their own words? If they cannot do it, there is likely a higher purpose problem.
  - We talk to clients a lot about the importance of their mission, vision and values- which goes back to the culture comment. All employees must know what these are, understand what they mean, be able to state them in their own words, and feel like their day-to-day role is aligned with them.
  - No single individual can do more than the collective team- what you deliver together is far bigger and purpose driven than what you do on your own.
- Have outlets and interests other than work.
  - Work is a big part of your life, but it cannot be everything. It is unfair to expect it to be. Well-rounded individuals are happier and more fulfilled in total, and this means that you must have outlets and interests other than the work that you do.
  - I have had a lot of interesting conversations about how the boomer generation did not take this into account and as they retire from the workforce they are not sure what to do with themselves. This would be an indication of not having other outlets and interests. You should find purpose in your work, but not your entire purpose.
  - We know that it can be hard, especially if you work a lot of long hours, to spend time identifying and trying new things. But it is essential to being an overall happy, vibrant, and interesting person that is not singly defined by their work.
- Strive to always learn and grow.
  - This applies to at work and outside of work. People are meant to evolve and this includes both inside and outside of work.
  - At FRp, we are constantly consuming books and podcasts to help us hear other perspectives and think through our thoughts. It helps us broaden our way of thinking, sometimes confirm what we are thinking, or put a finer point on some things that may be floating around in our heads. I personally find it makes me more articulate in expressing myself, especially when it comes to interacting with clients or speaking on the podcast.
  - When I am in a point of 'stagnation' that is when I am a not so good version of myself. But even if you aren't that extreme, it is important to feeling fulfilled which is an important element of happiness.

