Resonant Leadership:
How to Be Happy at Work

Annie McKee, PhD
Senior Fellow, University of Pennsylvania
Great leaders *move* us
At my best
21st Century Leadership: Where do we start?

Banish 20th Century Myths about what we need to learn, be and do

Take responsibility and start with ourselves
Myths
Myth: IQ Drives Success
Emotional intelligence differentiates great leaders from the average
Emotions
cognition
behavior
Myth: there’s no place for feelings at work
Emotions are contagious
Emotional Intelligence
- Right thought, right action
- Inspiration and hope
- Empathy and Compassion
- Resonant Leader

Culture
- Clarity and empowerment
- Honesty and respect
- Shared vision and accountability

Results
- Individual achievement
- Motivated team
- Powerful impact
- Learning
Take responsibility for our own learning
The single most important thing you can do to become a resonant leader is to develop your emotional intelligence.
Self Awareness
Self Management
Empathy

MISSION CRITICAL
We’ve got this!

*Still, something was missing.*

I set out to find out what it was—and what we could do about it.
A Happiness Crisis at Work

Annie McKee 2018
... “The egg (happiness) comes before the chicken (success)”*

* see Walsh, Boehm, Lyubomirsky, 2018

I WANT TO BE HAPPY AND I KNOW THAT WHEN I AM, I AM BETTER AT MY JOB

31% More productive**
40% More likely to be promoted
23% Fewer stress-related illnesses
And our creativity triples!
Achor, 2012

Positivity affects performance, and good performance affects happiness

I WANT TO BE HAPPY AND I KNOW THAT WHEN I AM, I AM BETTER AT MY JOB

Better life outcomes
Job satisfaction
Perceived autonomy

Prosocial behavior

Love and protect the company

Negotiation outcomes

More positive performance evaluations

Source: Walsh, Boehm, Lyubomirsky, 2018

GO THE EXTRA MILE

*Annie McKee 2018
Happiness Traps

“Shoulds”

Ambition

Money

I can’t, they won’t let me, I’m helpless
OverWork
The Superhero Myth

Good Leadership

Physical & Emotional Toll

Power Stress
Renewal Strategies
Renewal Strategies

Health and well-being—for You!
Mindfulness practices to manage that busy mind
Listen to the faint wake up calls, and
Watch for signs of stress and burnout!!
Happiness at Work
Is Your Work a Job, a Career, or a Calling?

Hope Changes the World
Hope at Work

Personal vision + optimism + plans + adaptability

Self-empowerment
Friends at work
Belonging & love

Annie McKee 2018
Happiness is a human right.

To be happier at work, seek purpose, choose hope, and build friendships.
Happiness at Work: A Manifesto

• Be authentically yourself and celebrate others for who they are
• Nurture optimism, honor the pain of failure, hold on to hope and rise
• Be calm
• Be brave
• Fight oppression, insist on justice, foster humane working conditions
• Break the rules about overwork - just don’t do it anymore
• Love yourself and find something to love and honor in everyone
• Have fun!


