

People Who Enjoy Their Jobs Achieve More -- New Book Shows How Happiness Really Counts In The Workplace

Being happy at work makes you far more productive and keeps you much healthier, according to research unveiled in a new book.

A five-year study involving 3,000 people finds that happy employees do the equivalent of an extra day's work every week.

And people describing themselves as happy in the workplace are off-sick only one-third of the time of their less happy colleagues.

The startling conclusions are published in the book, 'Happiness at Work' by Jessica Pryce-Jones, founder of the Oxford-based consultancy iOpener.

Acclaimed by leading publications including Forbes business magazine and Management Today, the book sheds new light on the transformational effect of happiness.

Once regarded as too 'soft' an idea to be relevant to the workplace, happiness is now seen as the key factor affecting productivity.

'Happiness at Work: maximising your psychological capital for success' is published by Wiley-Blackwell.

Work makes up about 100,000 hours of everyone's life so, as Jessica Pryce-Jones puts it, "why wouldn't you want to make the best of them?"

"Your work happiness levels should matter to you personally as you will get promoted faster, earn more, interact better with your colleagues and be healthier – the research shows that very clearly.

"It's also well known that the higher your happiness levels, the stronger your immune system.

"And for employers, every organisation knows that people are their most important assets and getting the most out of those assets is vital."

The book includes more than 80 interviews with people from politicians to senior bosses, and from cab drivers to sheep farmers.

BBC Director-General Mark Thompson told the author his recipe for being happy at work:

"If you are energetic, you'll make more effort; then you'll stand out and get noticed. You can't plan everything in your career – but you can decide to put more in – whatever comes along".

Adam Parr, Chief Executive of Williams Formula One Racing, described working with motor-racing legend Sir Frank Williams:

"One of the things Frank has in common with our drivers is that he loves what he does so much. Sometimes I'll say when we've had a really tough day or tough meeting, 'That was hard work.' And he'll say, 'Yes, it was fantastic wasn't it?' He loves the bad bits when you have to get down and dirty just as much as he loves the good bits".

And Willie Walsh, Chief Executive of British Airways, explained the importance of recognising and addressing the lows as well as enjoying the highs of happiness at work, "I've never seen a problem go away but I have seen businesses go away. As long as you accept that there are tough things you have to do, the sooner you address them, the easier the solution."

Praise for Happiness at Work:

"Pryce-Jones works hard to convert knowledge to understanding to practical action. This is a 'How To' book for grown-ups who recognise they can try harder and deserve better."

Alan Kemp, Management Today, Feb 16, 2010

"All employers should be issued with a copy of Happiness at Work... If only employers realised how fruitful staff happiness can be, perhaps they'd focus on it more intently."

Gaby Soutar, The Scotsman, Feb 8, 2010

"We all want to be happy in every area of our lives, including of course work. This book 'Happiness at Work - Maximizing your Psychological Capital for Success' offers the secret to finding happiness at work for us all, which in turn helps us experience a more meaningful and healthy life."

Lynne Franks, founder of SEED

"Jessica Pryce-Jones establishes happiness as more than a fleeting feeling; she argues that it is a critical resource for successful work and a good life. She brings her years of experience to bear on this important topic and provides practical tools for achieving more happiness at work. The book is wonderfully written".

Robert Biswas-Diener, author of *Positive Psychology Coaching*

"Illustrated with fascinating and diverse interviews this book is understandable and easy to read. Jess Pryce-Jones definitely created a great guide for anyone who wants to improve their working life".

Cathy L. Greenberg, PhD New York Times Best Selling author, *What Happy Working Mothers Know*, Managing Partner, h2c, LLC, Happy Companies/ Healthy People www.h2cleadership.com

Notes to Editors:

About the author:

Jessica Pryce-Jones is CEO and founder of the Oxford-based consultancy iOpener. A regular speaker and media commentator, she featured in the BBC series *Making Slough Happy* and CNN's special on happiness at work. Pryce-Jones teaches and coaches leaders at London Business School, Chicago Booth, Saïd Business School in Oxford, and Judge Business School in Cambridge. Clients include multinationals in banking, IT, health, publishing and engineering as well as the public and not-for-profit sectors.

About iOpener:

iOpener is a consultancy based in Oxford, that enables people to improve their performance and organizations to develop sustainably. iOpener specialises in enabling organisations, teams and individuals to deliver on their objectives and strategy and increase happiness levels in the workplace through research-based leadership development, coaching, and consultancy services

Jessica Pryce-Jones' book, 'Happiness at Work – Maximising your Psychological Capital for Success' is published by Wiley-Blackwell.

To order 'Happiness at Work, Maximising your Psychological Capital for Success' at a price of £14.99 plus p&p to UK mainland addresses, call 0800 243407 or email cs-books@wiley.co.uk or visit www.wiley.com

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