

**THE FUTURE OF WORK IS HUMAN
& THE FUTURE OF SUCCESS IS
HAPPINESS**



'The way we work is changing—happiness is no longer a perk, but a foundation for success.'

Alexia Georghiou

**THE FUTURE OF WORK IS HUMAN & THE FUTURE OF
SUCCESS IS HAPPINESS**

BY ALEXIA GEORGHIOU

©KnoxvilleHappinessCoalition

February 2025

knoxvillehappinesscoalition.com

TABLE OF CONTENTS

Table of contents	7
Prologue	9
Why happiness matters at work	21
Key concepts overview	26
Purchase The Future of Work is Human and the Future of Success is Happiness on amazon	30
Citations/Bibliography	31
About the Author	33

PROLOGUE

For decades, I worked in clinical and administrative roles in mental health, eating disorders, and substance abuse, serving children, teens, families, and adults through individual sessions, group work, and community initiatives.

2019 was a transformative year for me. I founded the Knoxville Happiness Coalition, hosting meetings for a year until March 2020, when the pandemic halted in-person gatherings. Our events featured speakers from diverse backgrounds—professionals who had discovered happiness. This inspired me to delve deeper into happiness and positive psychology. I earned a certification from the Fellowship's premier masterclass on organizational culture and completed a leadership and management certification through Wharton Online.

In 2019, I also began teaching at the University of Tennessee's Center for Professional Education & Lifelong Learning. That same year, I joined the World Happiness Fest, planning an event for March 2020 to promote happiness across cultures. At the time, I

was a program coordinator, but I lost my job due to layoffs in December. In 2019 I also created my first online course. Shortly after, LearnFormula invited me to join their platform. Since then, I've developed 20 courses on topics like leadership, communication, workforce skills, mental health, and organizational transformation.

In 2019, I also joined the Knoxville Association of Women Executives (KAWE), quickly accepting a board position. I became president in 2022 and led initiatives such as awarding scholarships to college students, recognizing women leaders with the Notable Woman Award, composing press releases, and managing marketing campaigns on social media. I supported board transitions in 2023 to ensure continued success with community projects and leadership development.

In 2020, I joined the board of the Oak Ridge Human Resources Association (ORHRA), leading programs to advance local HR initiatives. By 2022, I helped form the Oak Ridge Human Resources Alliance as ORHRA merged with the Oak Ridge Chamber. I continued as an advisor since 2023, to shape HR policies benefiting the community.

My vision for community improvement has expanded through my venture, Life Betterment Through God, which provides culture and leadership training for ministry leaders. I've kept this initiative distinct from my broader organizational work. Over the past five years, I've written and podcasted extensively, creating a newsletter, Happiness Driven Leadership, with three columns and a comprehensive library of 800+ resources for organizations and ministries. My mission is to transform communities one person, church, and organization at a time.

This book includes my material that I have gathered over the years from studying, attending conferences, research articles and just experiencing the science of happiness. Welcome to my journey. I believe these concepts will transform your organization and people. Happiness is a way of life, thus the habit formation idea that I share and emulate with my own life.

I don't think it would be fair to you my reader, to not share my struggles with happiness. As human beings there are highs and lows in life and while our experiences may be unique, our suffering with vulnerabilities is a constant theme. The concepts

that I share in this book are based on the science of happiness—proven to help us through these events.

The idea that happiness is not a destination, but a way of being, became painfully clear to me during my journey through menopause. There were days when the heat was unbearable, when my body was a constant reminder of the change I was undergoing, and when the emotional rollercoaster felt relentless. It wasn't about finding the "perfect" solution to make the symptoms disappear or about waiting for a "better" time. No, I had to learn to embrace the full experience—because it, too, had lessons to offer.

Happiness isn't about waiting for the perfect moment, and it certainly isn't about pretending everything is okay when it's not. True happiness comes from learning to find peace, joy, and fulfillment, *even* in difficult times. We don't need to wait for life to become perfect before we can feel happy. We can choose to be happy *in it*, because of it, and through it.

Being Happy *In* It: Embracing the Reality of the Present Moment

In the thick of menopause, when I was battling hot flashes, mood swings, and fatigue, I had to stop fighting the reality of my body's changes. I realized that true happiness doesn't come from escaping or denying the present moment, but from accepting it as it is. I had to accept the discomfort, the vulnerability, and the challenge without pretending it wasn't happening.

It wasn't easy. At first, I resented my body for betraying me. But as I sat with my discomfort instead of fighting it, something unexpected happened: I started finding moments of peace even in the middle of the chaos. I would take a deep breath and remind myself that this experience was part of my story, and that it was okay to be in it.

So, how can we be happy *in* difficult situations? We can start by making peace with where we are. It's not about pretending everything is perfect, but accepting that imperfection is part of the journey. When we accept what's happening in the moment,

we find the space to breathe, to reflect, and to find small moments of joy even in the most challenging circumstances.

Being Happy *Because of It*: Finding the Lessons and Strength in Struggle

At first, menopause felt like an enemy I couldn't fight. But over time, I realized something profound: it wasn't just a struggle; it was an opportunity. An opportunity to grow, to learn, and to understand myself more deeply. I began to see that the pain and discomfort weren't just obstacles—they were catalysts for deeper transformation.

Menopause taught me things I couldn't have learned otherwise. It taught me to slow down, to listen to my body, and to prioritize my well-being. It gave me the gift of self-awareness and a new understanding of resilience. Through the challenges, I found my strength.

Being happy *because of the* challenge doesn't mean we have to love the struggle. It means recognizing that every difficulty we face is an opportunity to evolve. Whether it's menopause, a personal challenge, or a professional setback, we can find

meaning in adversity. There is always something to learn, something to gain, and something that will shape us into stronger, more resilient people.

Being Happy *Through* It: The Power of Growth and Transformation

Happiness is also about the transformation that happens *through* the struggle. Menopause, in all its discomfort and disruption, became a portal for me to explore new ways of thinking, feeling, and living. It was through that process of change that I found new sources of strength and insight. I didn't have to wait for the symptoms to disappear to find peace. I could find happiness *through* the process of becoming.

This is where the power of perspective comes in. Instead of seeing menopause as something to simply survive, I began to see it as a process to thrive through. I started asking myself: What is this moment teaching me? What new habits, beliefs, or practices could I adopt that would make me stronger and happier in the long run?

Through this transformation, I became more connected to my purpose, more committed to my well-being, and more aware of the beauty in my own resilience. Menopause didn't stop my life—it opened me up to a deeper, more meaningful way of living. And as I embraced the changes, I found that happiness wasn't just possible—it was inevitable.

So, Is It Possible? Yes, It Is.

What I learned through menopause is that happiness doesn't have to be elusive. It doesn't need to be a far-off dream or something that only exists in perfect conditions. Happiness can exist *in* the challenges, *because of* the challenges, and *through* them.

We can cultivate happiness in any moment, no matter the circumstances, by choosing to accept, learn, and grow. Happiness is about being present with our experience, no matter how messy or imperfect it may be. It's about finding joy in the journey, even when the path is rocky.

I'm living proof that it's possible to be happy in the thick of life's transitions, and you can be too. It's not always easy, but it is

always worth it. Through the pain, through the discomfort, and through the challenges, there is room for happiness. And once we start embracing it, we find that happiness becomes not just a goal—but a way of life.

As you read through this book, think of the people around you—the colleagues, employees, friends, and even family members—that you encounter, manage, and touch every day. Behind every face, behind every task completed, and behind every conversation, there is likely a hidden struggle. What could they be going through that you might not see?

Maybe a colleague is battling with their own health challenges, feeling unheard or unsupported, just like I did with menopause. Maybe a team member is quietly dealing with personal loss or a difficult family situation. Or perhaps someone is silently grappling with burnout, trying to balance the demands of work and life, while their mental and emotional health takes a backseat. We can't always know what others are facing, but we can be sensitive to the fact that everyone carries something.

That's where the power of prioritizing happiness habits comes in. As a leader, manager, or even just a human being, showing care

and empathy is one of the most powerful ways to support those around you. By incorporating simple, intentional practices that promote well-being—whether it's encouraging open communication, creating a supportive work environment, or practicing active listening—you're not just creating a space for productivity; you're creating a space for people to thrive.

When you prioritize happiness habits in your daily interactions, you're leading in a way that goes beyond task management and goal-setting. You're leading with heart. You're showing that you genuinely care about the well-being of those around you, not just about their output. This leadership approach goes beyond just getting the job done. It says, "I see you. I value you. And I want to make sure you're okay—mentally, emotionally, and physically."

This kind of leadership isn't about grand gestures or big speeches. It's about the small, daily actions that show people you're there for them. Whether it's checking in with someone who seems off, acknowledging their hard work, or giving them the time they need to recharge, your actions speak louder than words.

By embracing happiness habits yourself and encouraging them in others, you create a culture where everyone feels valued and supported. A culture where it's not just okay to struggle, but where struggling doesn't have to mean isolating yourself. In a supportive environment, people know that they are seen and heard, and that gives them the strength to keep moving forward.

As you implement these strategies, remember that leadership is not about perfection—it's about progress. Small, consistent changes in the way we lead and care for others can have a profound impact. So, think about the people around you. How can you support them better, with empathy, connection, and genuine care? By prioritizing happiness, you're not only enhancing productivity—you're creating a more compassionate and effective leadership environment for everyone involved.

1.

WHY HAPPINESS MATTERS AT WORK

Employee happiness significantly impacts organizational success, influencing productivity, performance, and retention.

Here are key statistics highlighting these benefits:

Increased Productivity

- Gallup's 2024 State of the Global Workplace report reveals that happier employees are up to 17% more productive. *a*

Enhanced Job Performance

- Research indicates that higher productivity, better job performance, and a competitive edge in the market are direct results of a valued and happy workforce.
- Improved Performance and Job Satisfaction

- Positive psychological capital (hope, optimism, resilience, and self-efficacy) significantly enhances employee performance and satisfaction.
- Employees with higher psychological capital are more engaged, perform better, and report greater job satisfaction.
- Fostering a positive psychological state in employees leads to increased organizational commitment and productivity.

Reduced Turnover Intentions

- Meaningful work, feeling appreciated by coworkers, and enjoyment of daily tasks significantly predict happiness at work, which in turn reduces turnover intention.

Improved Sales and Accuracy

- Enhanced Sales Performance
 - Researchers at Oxford University's Saïd Business School found that happier employees are more

productive, working faster and converting more calls into sales. *b*

- o A study reported by Workstars indicates that happier employees are far more productive, with an average marginal effect of three additional sales per week. *c*

Competitive Advantage

- Companies with the happiest employees are often the most commercially successful, indicating that employee happiness is crucial for business success.

These statistics underscore the importance of fostering a positive work environment to enhance employee happiness, leading to tangible benefits for organizations.

Problem Statement this Book Solves

Many organizations face challenges with employee disengagement, burnout, and declining productivity. A major contributing factor is the mental and emotional well-being of employees. Stress, lack of motivation, and workplace disconnect

lead to diminished job satisfaction, high turnover rates, and decreased performance. The key issue is not just the work itself but how employees perceive and experience their work environment.

Understanding happiness and its measurement involves exploring various dimensions, including physiological and psychological factors, individual predispositions, effective strategies for enhancement, the role of preferences and beliefs, the impact of choice and freedom, and advancements in positive psychology.

2.

KEY CONCEPTS OVERVIEW

Measurement of Happiness and Unhappiness

Happiness is typically assessed through self-report measures, as individuals are best positioned to evaluate their own well-being.

Common tools include surveys and questionnaires that inquire about the frequency of positive emotions, the absence of negative emotions, and overall life satisfaction. The study,

Positive psychological capital: Measurement and relationship with performance and satisfaction, involved 3,050 adult

Americans with the following results: individuals reported being happy 54.13% of the time, unhappy 20.44%, and neutral 25.43%. ^d

When and Why People Feel Most Happy

Happiness often arises during activities that promote positive emotions, engagement, and a sense of accomplishment.

Physiologically, positive emotions are linked to the release of neurotransmitters like dopamine and serotonin, which enhance mood and well-being. Psychologically, happiness is associated with experiences that align with personal values, strengths, and intrinsic motivations. Engaging in meaningful activities, nurturing relationships, and achieving personal goals are key contributors to happiness.

Predisposition to Happiness

Genetic factors play a significant role in an individual's baseline level of happiness. Research indicates that genetics can account for approximately 40-50% of well-being, with specific personality traits, such as extraversion, being positively correlated with happiness. Conversely, traits like neuroticism are linked to negative impacts on happiness.

Effective and Ineffective Methods to Increase & Sustain Happiness

Effective strategies for enhancing happiness include practicing gratitude, engaging in mindfulness, fostering strong social connections, pursuing intrinsic goals, and participating in activities that promote flow—a state of deep immersion and engagement. Conversely, relying solely on external factors like material wealth or engaging in negative self-talk are generally ineffective in sustaining happiness.

Influence of Preferences and Beliefs on Happiness

An individual's preferences and beliefs significantly shape their happiness. False beliefs about what constitutes happiness, negative self-perceptions, and unrealistic expectations can hinder well-being. Conversely, aligning one's actions with personal values and strengths, and engaging in activities driven by intrinsic motivation, can enhance happiness.

Impact of Choice, Freedom, and Embracing Diversity on

Collective Happiness

Choice and freedom are fundamental to happiness, as they allow individuals to pursue activities and goals that align with their values and interests. Embracing diversity fosters a sense of belonging and community, contributing to collective well-being. However, it's important to recognize that while choice can enhance happiness, excessive options may lead to decision fatigue and decreased satisfaction.

Advances in Positive Psychology

Positive psychology has introduced frameworks like the PERMA model, which identifies five core elements of well-being: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment. This model emphasizes the importance of nurturing these elements to achieve a fulfilling and happy life.

PURCHASE THE FUTURE OF WORK IS
HUMAN AND THE FUTURE OF SUCCESS IS
HAPPINESS ON AMAZON

CITATIONS/BIBLIOGRAPHY

- a. Gallup. (2024). State of the global workplace.*
- b. University of Oxford. (2019, October 24). Happy workers are 13% more productive.*
- c. Workstars. (2021, December 14). Does employee happiness impact productivity? Yes, and we've got proof.*
- d. American Psychological Association. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction.*
- e. Journal of Positive Psychology. (2018). PERMA and the blocks of well-being.*



ABOUT THE AUTHOR

Alexia Georghiou is a recognized leadership and organizational development consultant who partners with executives to implement values-driven strategies that strengthen culture, enhance performance, and sustain organizational resilience. She is the founder of the Knoxville Happiness Coalition—SHRM Recertification Provider for SHRM-CP® or SHRM-SCP®. Her book, The Future of Work is Human and the Future of Success is Happiness has been featured at SHRM25, SHRM Talent, TN HR Conference and Expo. Through her V.A.L.U.E.S. Model—Vision, Action, Leadership, Unity, Engagement, and Synthesis—Alexia helps leaders align performance with purpose. She advises executives and HR leaders, writes, and speaks on human-centered leadership rooted in positive psychology.