



Happiness in my home office

By Oriana Tickell, 19th March 2020

At iOpener Institute, since 2008, we have been using the Science of Happiness at Work™ to inspire and develop leaders and to create workplaces in which everyone can flourish, thrive and deliver to their potential. Our move from Performance Happiness Mode™ 1.0 to 2.0 is grounded in robust research carried out over 12 years within organizations in more than 200 countries. In 2019 we reran the statistical analysis with academics from Oxford University which resulted in a new six factor model. Model 2.0 will soon be launched, and this is a preview which focuses on finding ways to maintain happiness working from a home office.

Have you suddenly had to make an unexpected move from your comfortable corporate office to a home office? Are you a free-lancer who due to cancellations and postponements has extra time on your hands? Or a student who finds it hard to concentrate on studying without the peaceful atmosphere offered by the library?

Many of us are facing a radical change in our working environment and at iOpener we want to support you in bridging the gap so that you can continue on the quest to achieve your potential albeit in a different environment.



Purpose

- Find ways to do things that you feel have a positive impact in the world.
- Actively make choices to concentrate as much as possible on doing work that feels worthwhile.
- In the present context, keep looking for the indications that you are doing something meaningful and, when you find them, note them down.
- Find a skill or subject that you want to learn about that will be valuable to you in the future and set aside some time every day to concentrate on it.



Culture

- Make sure you are clear about the vision of your organization.
- Ask what makes you proud of the way you are dealing with the situation.
- Think about the way actions create culture, not only in your home office but also in family or social life.
- As individuals and as employees, the current situation is bringing up many questions, and it's a good time to make sure you have a clear vision of the culture that you want to live and work in, so that you can have influence on how to create it



Efficacy

- Find the best way to do things differently in this fast-changing environment.
- Savor the satisfaction of achieving your desired results.
- Measure your productivity, and how this compares to business as usual.
- Think about how to enjoy the time you are saving by not commuting, not traveling etc.
- Keep a record of how you are managing to get things done.



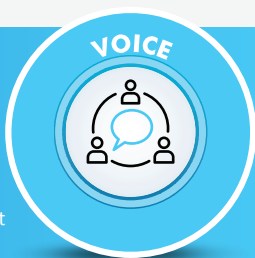
Camaraderie

- Give support to your colleagues, family and friends, and ask for it when you need it.
- Check in with others regularly and find words to help make their day more pleasant.
- Ask people how they are doing and really listen to their answer. Then follow up on these conversations.
- Hold regular calls with your team and check in with others you are close to.
- Work at maintaining a positive atmosphere amongst yourself, colleagues and family.
- Show respect for the different ways people are dealing with the situation.



Voice

- Make the space for people to feel heard, remembering that everyone will be living this situation slightly differently and have different issues that they need to deal with.
- Create new professional channels on your office communication system, and keep in touch with friends and family. Some people may be feeling very lonely and isolated.
- Use some of the extra time you may have to fine-tune your thoughts and discuss issues that are important for you. Maybe even reformulate the red thread of your career.
- Generate the conversations you have been putting off



Commitment

- Consciously decide to have virtual meetings that both bring people together and do relevant work.
- Keep yourself accountable to someone other than just yourself.
- Work hard at building and maintaining relationships with colleagues - checking in, making video calls, sending emails, texts, chats. Same goes for family and friends.
- Find the things you love to do at work and mix them up with the things that may be an obligation, in order to create a balance that keeps you motivated.
- Create the time to do some of the things that you love; e.g. gardening, reading, cooking, going on a virtual museum visits, attending an online dance class (that's for real, I just got invited to one and said YES!).
- Commitment to yourself, and perhaps find a coach to accompany you and to ensure that you continue to grow in these uncertain times.



By Oriana Tickell

For further information on our Science of Happiness at Work™ reports, leadership development programs, leadership skills development, systemic team coaching and executive coaching please contact info@iopener.com or oriana.tickell@iopener.com