

C'mon Get Happy



CONDÉ NAST

tumblr

Media General



Tess Nixon

- Gardening
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- Halloween



Team happiness

- Our misconceptions about team happiness
- The pressure to “make” people happy
- Where that pressure comes from
- Focusing on taking care of the basics and creating opportunities instead

Health

Engagement

Happiness

Satisfaction

Mood

Morale

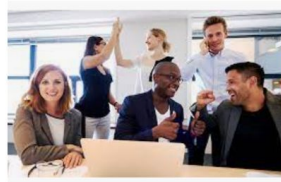
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Team Happy And Motivated ...
lollydaskal.com



3 Ways to Create a Happy Team at Work ...
blog.bridgetbetween.com



Happiness at work boosts productivity ...
hubgets.com



True Ways to Build a Happy Team at Work ...
dzone.com



Happiness at work: Teams and ...
coachangel.com



Office. Teamwork Concepts. Stock Pho...
123rf.com



How Can Your Workplace Be a Happy Place ...
incorp.asia



Your Employees Want You to Show Your ...
knowledgecity.com



Action for Happiness
actionforhappiness.org



Happy Teams at Work - BW Disrupt
bwdisrupt.businessworld.in



Increase Happiness at Work ...
inc.com



5 ways to keep your employees happy ...
bizjournals.com



Build a Happy and Productive Team ...
piedmontoffice.com



Happy Work Team - Jane Jackson Career
janejacksoncoach.com



During Break Time In Li Stock Imag
dreamstime.com

Measuring Happiness

Kristin Skinner and Kamdyn Moore

- Do external people know our work?
- Are you excited to work here?
- Are you improving your craft?

Health Checks

Erin 'Foletto' Casali

- Person
- Team
- Product



Well that didn't go well. It was so dead. Nobody was laughing.

The team seems a bit subdued. In my meetings, there's a lot of joking and laughter.

AVOID THESE
COMMON
MANAGEMENT
MISTAKES

3 THINGS YOU'RE
GETTING WRONG ABOUT
ORGANIZATIONAL
CHANGE

THE WRONG WAYS
TO STRENGTHEN
CULTURE

IF EMPLOYEES
DON'T TRUST
YOU, IT'S UP
TO YOU TO FIX
IT

8 THINGS
LEADERS DO THAT
MAKE EMPLOYEES
QUIT

DON'T GET
BLINDSIDED BY
YOUR BLIND SPOTS

YOUR
APPROACH
TO HIRING
IS ALL
WRONG

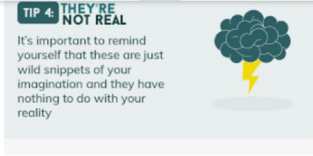
SIX PITFALLS
IN BUILDING A
DESIGNOPS
PRACTICE



JUST BE PERFECT

- ✓ Care about your teammates
- ✓ Check in on people
- ✓ Encourage participation in the larger design community
- ✓ Help people set and achieve their goals
- ✓ Be direct—give specific and timely feedback
- ✓ Throw the most legendary team retreat ever

- ✗ Stay on-topic and professional
- ✗ Don't pry
- ✗ Keep your focus on those OKRs and KPIs
- ✗ Stop being so obsessed with goals and *producing*
- ✗ Be empathetic and gentle and cut people some slack
- ✗ Ugh, forced fun



Tips to Help Stop Intrusive Thoughts
northpointrecovery.com



intrusive thoughts ...
m.facebook.com



Racing Thoughts and Bipolar Disorder
verywellmind.com



Dr. Quintal & Associates Counseling Center

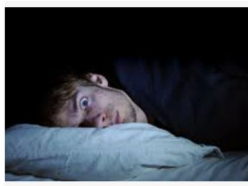
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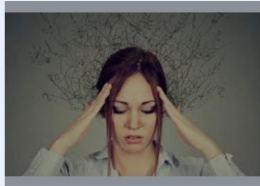
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How to Stop Obsessive Thinking | Talk...
talkspace.com



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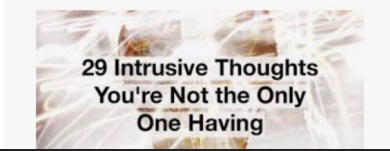
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Sleep At Night. Insomnia Concept ...
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WHY

WHY

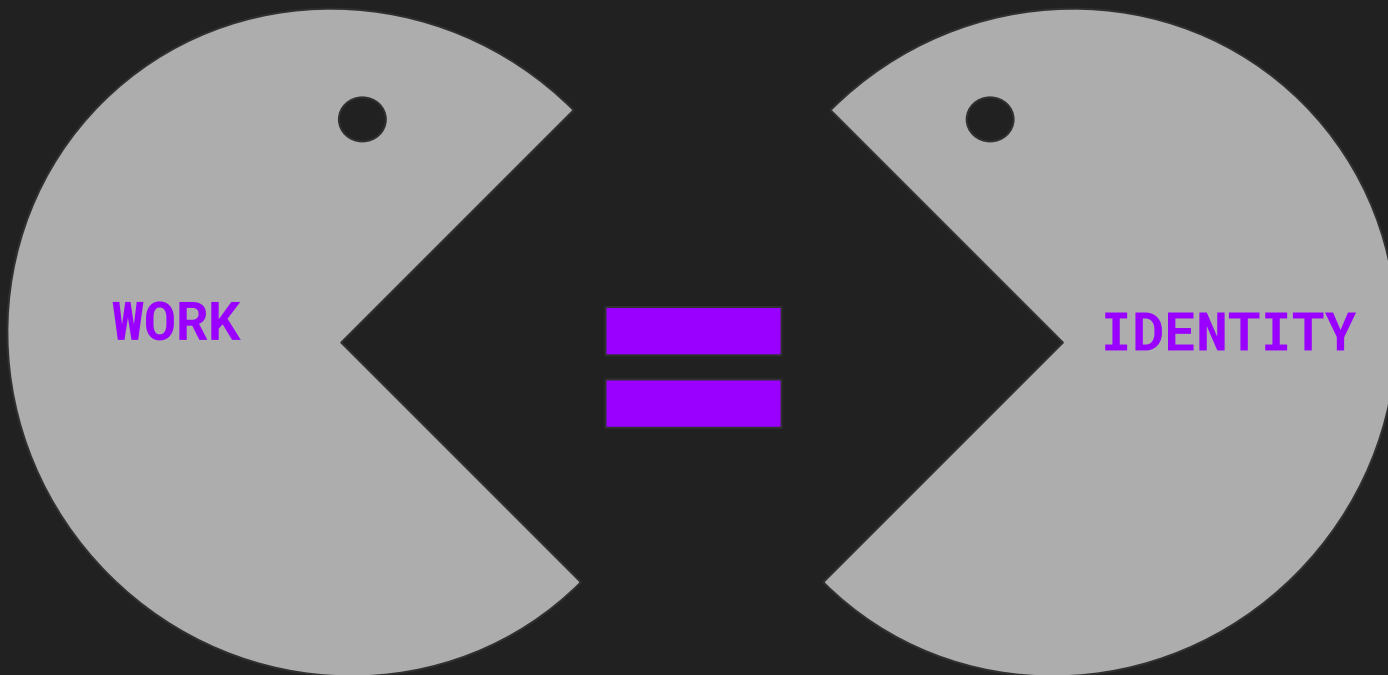
WHY

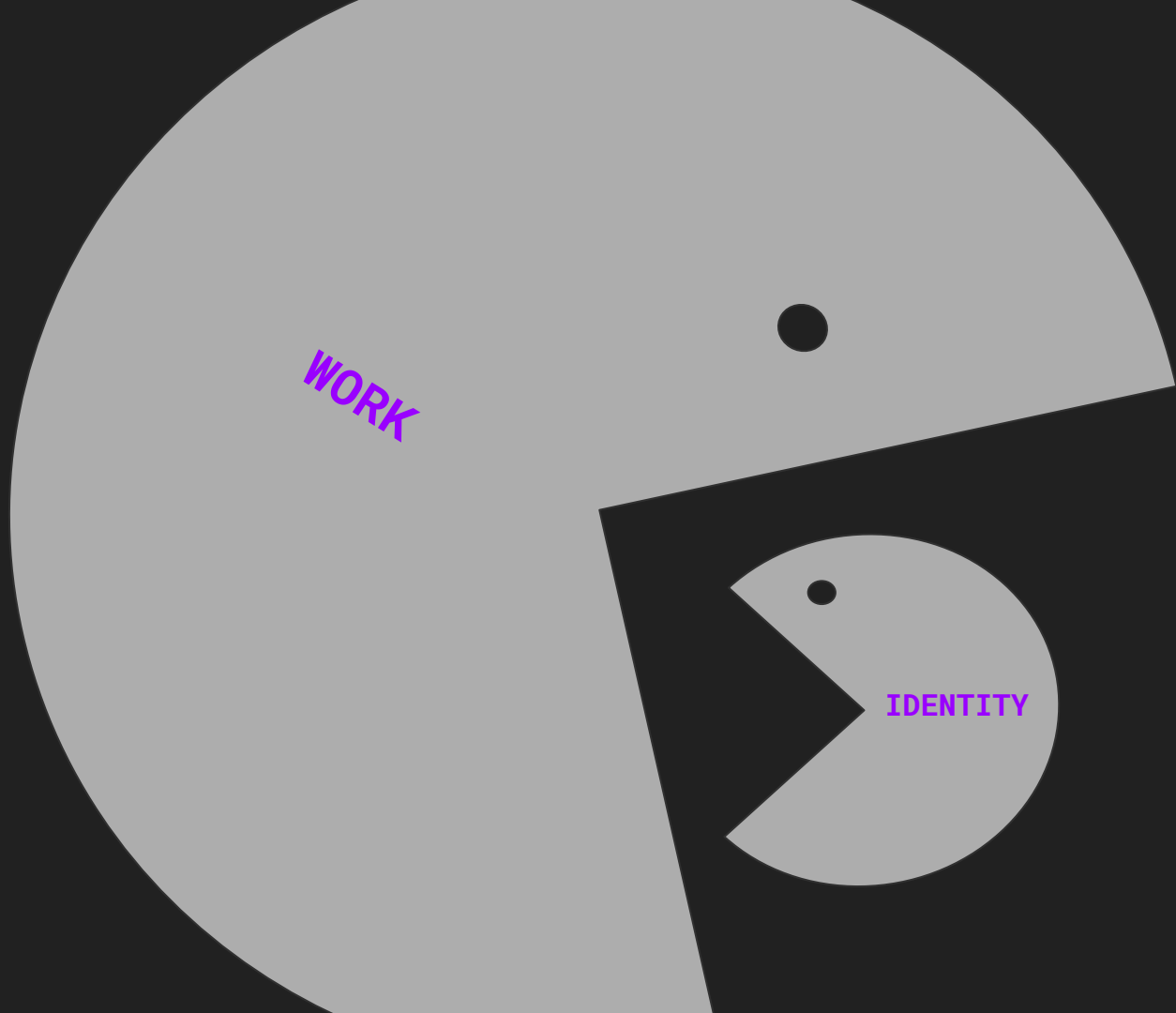
WHY

WHY

WHY

PRESSURE





WORK

IDENTITY




WORK

IDENTITY

CAN

You ~~can't~~ make
your team happy






What you
can do:

Take care of the basics

- Salary
- Benefits
- Work-life boundaries



What you
can do:

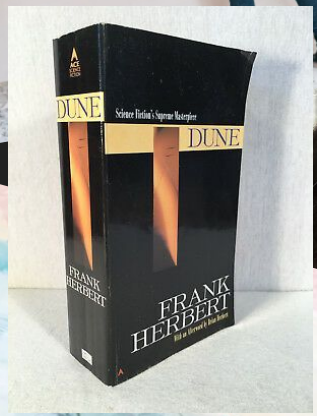
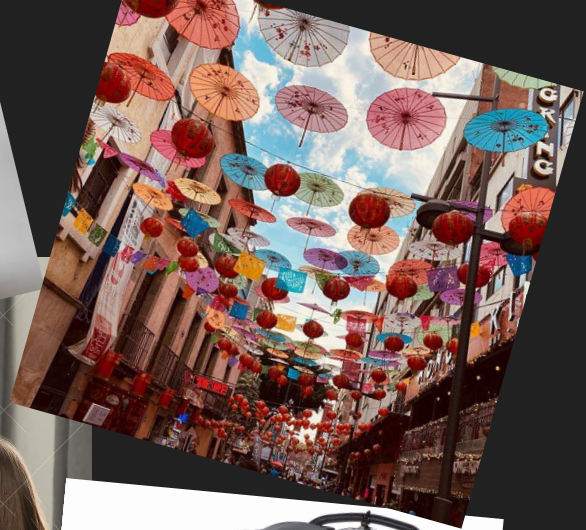
Create opportunities

- Iterate
- Share freely
- Give feedback
- Get weird
- Encourage each other
- Create their own team culture












Thank you! 🙌

Send me your rants:

 [linkedin.com/in/tessdixon](https://www.linkedin.com/in/tessdixon)

 twitter.com/tess_marie