



# TO BE HAPPIER

**A practical, science-based guide**

**Dr. Lawrence K. Jones**

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# Welcome!

My name is Lawrence “Larry” K. Jones. I am a lifelong counseling psychologist and scientist, and I want to help you become happier. In this book, I will show you how to enjoy the benefits of what we scientists now know about happiness.

After decades of study, we know that happy people participate more in community organizations, are more liked by others, are less likely to get divorced, tend to live slightly longer, perform better at work, and earn higher incomes.

We also know that devoting yourself to being happier is not selfish. Happiness is a gift to those around you, helping them be happier in return!

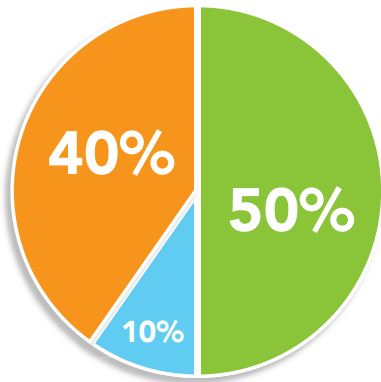
However, becoming happier takes work and determination. I will help you make it easier by doing it the smart way. **How?** By avoiding the myths of happiness that lead you nowhere, and by sharing with you what science has shown works.

## The key to becoming happier is how you *think* and *act*.

You want to *understand* the basics of happiness, be *aware* of how you are thinking, and *act* on that knowledge.

### The Science of Happiness

Heredity and circumstances account for about 60% of happiness.<sup>1</sup>  
We can influence about 40% by how we **think** and **act**.<sup>2</sup>



## Happiness

- Heredity
- Circumstances
- Intentional Action



## The Seven Streams or Facets of Happiness<sup>3</sup>

There are seven streams of happiness/well-being research that give you concrete ways you can boost yours.<sup>4</sup>

They are Gallup's Five Essential Elements of Wellbeing:

1. Career Well-Being (Congruence)
2. Social Well-Being
3. Financial Well-Being
4. Physical Well-Being
5. Community Well-Being, and two additional ones:
  6. Spiritual Well-Being, and
  7. Mind Well-Being

You can see all seven *facets*<sup>3</sup> in the graphic below. Notice how *they overlap and interact with each other*.<sup>5</sup>



The strengths of these facets differ. Some are stronger than others and have a greater impact on your happiness. To learn more go to [Appendix C](#), where you will also learn about “Subjective Well-Being”, or SWB.

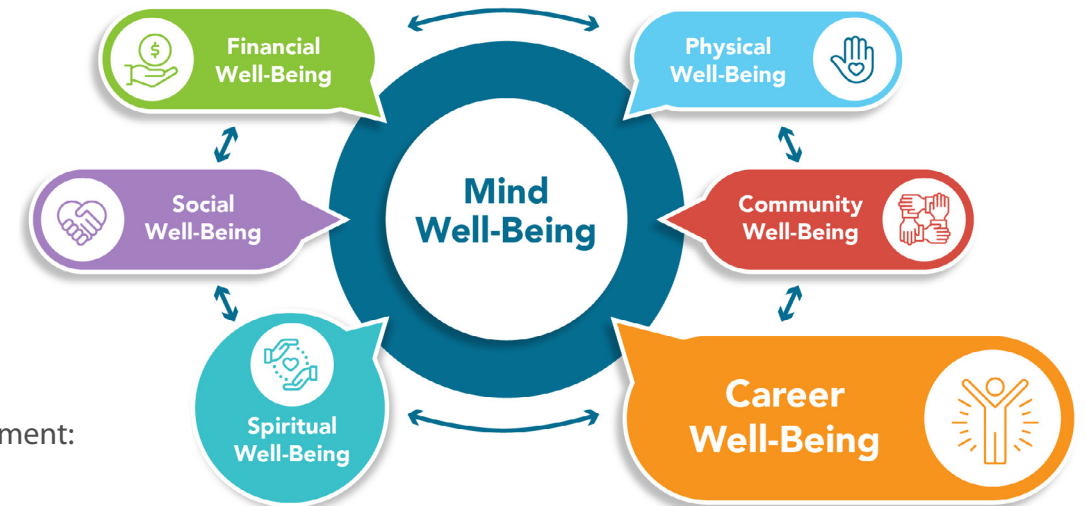


## Gallup's Five Essential Elements of Well-Being

The Gallup organization has been investigating well-being on a global scale for many years, and found that it is made up of five essential elements that interact with each other:<sup>6</sup>

1. **Career Well-Being:** *Do I like what I do each day?*
2. **Social Well-Being:** *Do I have strong relationships and love in my life?*
3. **Financial Well-Being:** *Am I effective in managing my economic life?*
4. **Physical Well-Being:** *Do I have the health and energy to do what I want to do?*<sup>7</sup>
5. **Community Well-Being:** *Am I engaged with my community in the area where I live?*

In the graphic at right, thought bubbles represent each element:



The Gallup authors write, "While 66% of people are doing well in at least one of these areas, just 7% are thriving in all five. If we are struggling in any one of these domains, as most of us are, it damages our (*sic*) well-being and wears on our daily life. . . we're not getting the most out of our lives unless we're living effectively in all five."<sup>8,9</sup>

"Wellbeing is about the *combination* of our love for what we do each day, the quality of our relationships, the security of our finances, the vibrancy of our physical health, and the pride we take in what we have contributed to our communities. Most importantly, it's about how these five elements *interact*."<sup>10</sup>



## Career Well-Being

Gallup authors, Rath and Hart, write,

*“Do you like what you do each day?”*

This might be the most basic, yet important, well-being question we can ask ourselves. Yet only 20% of people can give a strong “yes” in response.

At a fundamental level, we all need something to do, and ideally something to look forward to, when we wake up every day. What you spend your time doing each day shapes your identity, whether you are a student, parent, volunteer, retiree, or have a conventional job.”<sup>11</sup>

## Career Well-Being and Congruence

**Career Well-Being** and **Congruence** can be combined and thought of as the same thing: the Personality-Environment Match in one’s career.

Career Well-Being is from Gallup’s research, and the other, Congruence, is an independent line of research begun more than 50 years ago by John Holland, who introduced the concept.<sup>12</sup>

Notice, before we discuss Congruence, that Career Well-Being/Congruence is the larger bubble in the graphic (on the previous page) due to its greater importance given to it by Gallup.

Gallup found that it has more than *twice* the impact on happiness as the other four well-being elements.

**John Holland’s Congruence** is based on a simple idea — the closer the match between your personality and your “work” the more likely you will like what you do each day and do your best in it.<sup>13</sup>

Of course, this is what the Gallup’s “Career Well-Being” element is all about!<sup>14</sup>

According to the theory for Congruence, there are six personality types (go [here](#) for a description of each):

Realistic

Investigative

Artistic

Social

Enterprising

Conventional



The same six names can be given to “work” environments —paid or unpaid work, college majors, training programs, hobbies, recreational pursuits, etc.

Work environments are created by the personalities of the people in them. For example, the dominant personality of workers who build houses — like, carpenters, plumbers, electricians — is typically Realistic, and together they create a Realistic environment.

“Realistic” people working in this environment have similar interests, skills, and values. Those who are successful and happy, are **congruent** (in agreement or harmony) with those who work there, what’s expected of them, and what they like to do.<sup>15</sup>

*Congruence affects work performance and satisfaction in different settings, like college and training programs.* For example, students who choose a college major that matches their personality are more likely to,

- Earn higher grades
- Stick with their major through graduation,
- Graduate on time, and
- Are more satisfied and successful in their career.<sup>16</sup>

Common sense tells us that you do your best when you are doing what interests you, and when you are working with people who share your interests, values, and abilities.

Gallup states, “We spend the majority of our waking hours during the week doing something we consider a career, occupation, vocation, or job. When people first meet, they ask each other, “What do you *do*?” If your answer to that question is something you find fulfilling and meaningful, you are likely thriving in Career Well-being.”<sup>17</sup>

“People with high Career Well-being are more than *twice* as likely to be thriving in their lives overall.”<sup>18</sup>

“*You don’t need to earn a paycheck to have thriving Career Well-being.* But you do need to find something that you enjoy doing — and have an opportunity to do it every day.”<sup>19</sup>

To quote eminent scientist Sonja Lyubomirsky, “Researchers have shown that when people behave in ways that fit their personalities, interests, and values, they are more satisfied, more confident, more successful, more engaged in what they are doing, and feel ‘right’ about it.”<sup>20</sup>



## Spiritual Well-Being

In addition to Gallup's 5 Facets of Well-Being there is a line of research centered around Spiritual Well-being, as noted in aqua in the [7 Facets of Happiness](#) graphic.

### A Psychologist's Perspective

Research psychologist Sonja Lyubomirsky has an excellent section in her book, *The How of Happiness*, on this topic. She points out that while religious or spiritual beliefs cannot be empirically tested or studied in a laboratory, the consequences of having them can and the evidence shows that,

"Spiritual people are relatively happier than non-spiritual people, have superior mental health, cope better with stressors, have more satisfying marriages, use drugs and alcohol less often, are physically healthier, and live longer lives. People who perceive the divine being as loving and responsive are happier than those who don't."<sup>21</sup>

To clarify the terms "spiritual" and "religious", Lyubomirsky writes,

"What's the difference? There is certainly a lot of overlap. Spirituality is defined as a 'search for the sacred' — that is, a search for a meaning in life through something larger than the individual self ['self-transcendence' is a good label<sup>22</sup>].

"Spiritual individuals refer to God or to related concepts like divine power or Ultimate Truth. Religion also involves a spiritual search . . . usually in a formal, institutional context.

"However, because the majority of spiritual people define themselves as religious, the benefits of spirituality are essentially identical to the benefits of religion."

And,

" . . . those of you who do not believe in God may still be able to sanctify ordinary things on earth . . . *Sanctification* [italics added], it turns out, can provide motivation, meaning and satisfaction.

"Couples who sanctify their marriage are more satisfied and invested, parents who sanctify parenting are more effective disciplinarians, and college students who pursue goals concerned with transcending the self and committing to a higher power, (e.g., 'Be aware of the spiritual meaningfulness of my life' or 'Learn to tune into higher power throughout the day') are relatively happier.

"So, spirituality offers something for those of us who are not or do not want to be affiliated with any formal religious institution."<sup>23</sup>

### Two Contemplative Scientists' Perspective

The authors of *Buddha's Brain*, Rick Hanson, Ph.D. and Richard Mendius, MD. (a neuropsychologist and neurologist) write that exciting scientific discoveries have led to a much better understanding of the mind/brain states that underlie positive mental health— and a clearer understanding of how to influence and activate them for greater well-being and happiness.

Their concept of *path of awareness* leads us naturally to the seventh and final facet of happiness: **Mind Well-Being**.





## Mind Well-Being

Mind Well-being is the inner circle of the [7 Facets of Happiness graphic](#). This facet is the essential “key” to greater happiness.

It is about *being intentional* — being aware of how you are *thinking* and *acting with intention*.

Contemplatives call this process of activating the mind the **Path of Awareness**. By better understanding how your *mind* works and affects your brain, you are better able to be intentional — to take actions that make you happier.

As the contemplative scientists, Hanson and Mendius, write “What flows through your mind sculpts your brain. Thus, *you can use your mind to change your brain for the better* – which will benefit your whole being, and every other person whose life you touch.”<sup>24</sup>

According to these scientists, the path to sculpting a “happier brain” is for your mind to be aware of,

- How you are thinking and feeling in the present, with a particular awareness of negative thoughts and feelings,
- Your having a positive and caring attitude toward yourself, and
- How the brain experiences and frequently overlooks good news.<sup>25</sup>

In harmony with this *path to awareness*<sup>26</sup>, is the psychological concept of **Being Intentional** – paying attention to how you *think*, what you *do*, and taking action. Intention plays a key role in your happiness and well-being – “taking charge” of the 40% of happiness that psychologist Sonja Lyubomirsky calls, **Intentional Activity**.

Lyubomirsky writes,

“... after we take into account our genetically determined personality (i.e. who we are) and the rich complex circumstances of our lives (i.e, what we face), 40 percent of the differences in our happiness levels are still left unexplained.

“What makes up this 40 percent? There is one critical thing left: our behaviour. Thus, the key to happiness lies *not* in changing our genetic make-up (which is impossible) and *not* in changing our circumstances (i.e., seeking wealth or attractiveness or better colleagues, which is usually impractical), but in our daily ‘intentional’ activities.

“With this in mind [this gives us] ... opportunities to increase or decrease our happiness levels through what we *do* in our daily lives and how we *think*”.

“This is terrific news. It means that all of us could be a great deal happier, if we scrutinize carefully what precise behaviours and thoughts very happy people naturally and habitually engage in...”<sup>27</sup>

We can,

- *Become more intentional* — paying greater attention to how we think, what we do, and
- *Take action* — as you will see in next section, “Choosing Happiness Boosting Activities”.

# Choosing Happiness Boosting Activities

## Being Intentional

There are three steps to this part:

1

### Assess

Assess your level of happiness for all seven facets with the [Happiness Strengths Scale](#) in Appendix A.

This self-administered assessment will help you identify the facet(s) of happiness you most want to strengthen.

2

### Explore

Explore the happiness boosting activities for the facet(s) that you want to strengthen ([see the following pages](#)). Make a note to yourself of those activities that interest you.

3

### Decide

[Decide](#) which of the happiness boosting activities you want to do.



## Exploring Happiness Boosting Activities

As you explore, your goal is to make a good decision, to choose one or more activities that you will work on daily, until it becomes a habit.

Choose activities that fit your genuine interests and core values.

As Dr. Lyubomirsky says, “. . .where there is a good fit, you will try harder and ‘feel right’ about what you are doing.”<sup>28</sup>

And, keep in mind that the Career Well-Being and Mind Well-Being are the facets that are likely to have the greatest impact on your overall happiness.

So, go ahead and get started! Begin by choosing the happiness facet that you most want to strengthen and explore the boosting activities described for it, make a note of activities that interest you, and then go to any other facets that you want to explore.



**Career Well-Being/Happiness Activities** *Do I like what I do each day?*



**Social Well-Being/Happiness Activities** *Do I have strong relationships and love in my life?*



**Financial Well-Being/Happiness Activities** *Am I effective in managing my economic life?*



**Physical Well-Being/Happiness Activities** *Do I have the health and energy to do what I want to do?*



**Community Well-Being/Happiness Activities** *Am I engaged with my community in the area where I live?*



**Spiritual Well-Being/Happiness Activities** *Do I want to strengthen my religious/spiritual life?*



**Mind Well-Being/Happiness Activities.** *Do I use my mind in a way that strengthens my happiness and well-being?*



# Career Well-Being/Congruence Activities

Do I like what I do each day?

HAPPINESS  
ACTIVITIES

As discussed [earlier](#), scientists agree that **Career Well-Being** is *all-important*<sup>29</sup>. Doing what you like to do, each day, has more than *twice the impact* on happiness as the other four Gallup well-being elements – Social, Financial, Physical, and Community.

Doing what fits your personality, interests, and values — in other words, doing what you like to do each day — is known as congruence.

“**Congruence**”, as described [earlier](#), refers to how well your interests/personality fit the work/activity you are doing — a vital key to happiness and well-being.

Keep in mind that “career” is broadly defined. It includes paid and unpaid work, volunteer work, hobbies, vocations and other activities that engage you — that you find fulfilling and meaningful, that fit your interests and personality.

Doing congruent activities has an added benefit — it usually leads to your being with other people who share your interests and have a similar personality.

## Assess your career well-being activities

Identify an activity that you like to do — this could be paid or unpaid work, learning about a particular area of knowledge, volunteer work, hobbies, a vocation or something else that engages you — that you find fulfilling and meaningful. And, write it down, as well as any others you may be doing. Then number them in order, with #1 being the one you most enjoy. (You will use this list on the next page).

But, first, are there any activities in the box above to the right that you want to pursue?

### Larry's Recommendations,

#### Read [Guide to Strengthening Career Well-Being](#)

In this free 17-page *booklet* (a PDF) you will get many ideas for activities, recommended by experts for you to pursue.

#### Read [How to Choose a Career Path](#)

This web page lays out a path for you, with links to other self-help articles — written by experts in the field, based on the best science and professional practices. Explore and choose an activity that fits you, that will boost your happiness.

#### Read [Career Well-Being: Key to Happiness](#)

It will give you a quick overview of what is known, and links to happiness boosting activities.<sup>30</sup>



# Career Well-Being/Congruence Activities

Do I like what I do each day?

HAPPINESS  
ACTIVITIES

Now, rate the #1 activity you wrote down for the previous page, using this scale,



Rate this activity,

1. I do this activity, or something like it every day.
2. This activity brings me in contact with other people who have similar interests.
3. I would like to do a career activity like this but don't. Because I,
  - a. Am unsure as to what my true interests are,
  - b. Need help in identifying activities that fit my interests and personality,
  - c. Need more information about an activity that interests me, before I decide,
  - d. Have difficulty making decisions,
  - e. Have a kind of "barrier" that keeps me from doing an activity like this — this could be, your mental state, finances, personal obligations, fear of upsetting someone, health problems, or something else . . . (it can often be helpful if you write it down).

(For further action, I recommend the career well-being readings at the beginning of this section).

4. I have an engaging activity like this that fits me, and I would like to expand it — do it more frequently, at greater depth, at a higher level, or do something similar.
  - a. A realistic goal for me, something I could frequently work on, is \_\_\_\_\_
  - b. I could become better acquainted with people who have similar interests, and learn what they are doing.

**(For more, be sure to read Step 3. Deciding & Acting: Happiness Boosting Activities)**



# Career Well-Being/Congruence Activities

Do I like what I do each day?

HAPPINESS  
ACTIVITIES



## Having and keeping a strong career well-being

Throughout our life we make decisions about “doing something you regularly enjoy”, your career. Making good decisions are vital to your happiness.

An important part of having a strong career well-being is making good decisions. This means examining your **A**lternatives, the **C**onsequences of the options, seeking out **I**nformation, and making **P**lans.

**Activity:** Learn more about the **ACIP** method of making decisions. It’s scientifically sound, practical, and popular. Apply it to the career decisions you are making.

An important part of this decision-making process, is to be vigilant — to frequently review the career decisions you have made, and to make good decisions in the future. Your goal is to answer “Yes!” to “Do you like what you do each day?”

**Activity:** Use the **ACIP** method to examine the career activities you are now doing – keep the definition of *career* from the previous page in mind! Are there **A**lternative ways you can strengthen what you are now doing? Could you expand or deepen what you are doing? Are there alternative activities you could also do? What are your **P**lans for the future?

It is important to remember that all of the happiness facets interact with each other. You may also want to strengthen one of the six facets below.

Choose your next area of exploration:

- **Social Well-Being Activities** – Do I have strong relationships and love in my life?
- **Financial Well-Being Activities** – Am I effective in managing my economic life?
- **Physical Well-Being Activities** – Do I have the health and energy to do what I want to do?
- **Community Well-Being Activities** – Am I engaged with my community in the area where I live?
- **Spiritual Well-Being Activities** – Do I want to strengthen my religious/spiritual life?
- **Mind Well-Being Activities** – Do I use my mind in a way that strengthens my happiness and well-being?

► **Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities**



## Social Well-Being/Happiness Activities

*Do I have strong relationships and love in my life?*

HAPPINESS  
ACTIVITIES

Social connections are important. The Gallup research teaches that our friendships and social circles affect our:

- Behavior, like diet and exercise habits,
- How we feel,
- Physical health (including being obese, memory loss for those over 50, dying from heart disease, and catching a cold), and
- Well-being of those in our social network.

“In addition to close relationships and proximity [friends nearby], the sheer amount of time we spend socializing matters . . . to have a thriving day, we need *six hours* of social time . . . the six hours includes time at work, on the telephone, talking to friends, sending e-mail, and other communication. . . each hour of social time quickly decreases the odds of having a bad day.”<sup>31</sup>

“Each additional close friendship you have contributes even more to your life and daily experiences. Our research has found that people who have at least three or four very close friendships are healthier, have higher wellbeing, and are more engaged in their jobs.”<sup>32</sup>

### More Social Happiness Boosting Activities

In addition to Gallup’s activities, the ones on the next pages — *practicing kindness and nurturing relationships* — have been extensively studied by scientists and are shown to boost people’s happiness.

They are described in research psychologist Sonja Lyubomirsky’s book, *The How of Happiness*. I also recommend her *Myths of Happiness*.<sup>33</sup>

The activities featured in her works are briefly summarized here in this text. See her books for more details.

#### Gallup Recommendations,

1. Spend six hours a day socializing with friends, family, and colleagues (includes time at work, on the telephone, talking to friends, sending e-mail, and other communication),
2. Strengthen the mutual connections in your network,
3. Mix social time with physical activity, like a long walk with a friend to motivate you to be healthy.



# Social Well-Being/Happiness Activities

*Do I have strong relationships and love in my life?*

HAPPINESS  
ACTIVITIES

## Practicing Kindness

There are many opportunities to practice kindness. You probably do this already. If not, you may need to open your mind and eyes wider — you will see them. The options for helping are unlimited.

What you do can be small and brief — at home, work, school, in your community – something kind over and above what you are used to – **a kindness given freely and independently.**

Research shows that the following *actions* can impact your happiness:

- Choose what acts you intend to do, how often, and how much — pick one day of the week (say, Tuesday, and no other) that you do this.
- Do one new and special large act of kindness, or three to five small ones, at that time.
- Vary your actions continually — spice it up!
- Work on your empathy — your ability to understand the feelings and points of view of others.
- Do a kind deed each week that you do not tell anyone about, that you do not expect anything in return.

Be sure to write down what you plan to do and keep a diary of your successes. Start off slowly . . . over time this habit will grow.

In this unique time where many people are vulnerable to the emotional, physical, and economic toll of the Coronavirus pandemic, acts of kindness are especially felt by those who are single and socially isolated. Reaching out and being kind to those in need will benefit both you and them.







# Social Well-Being/Happiness Activities

Do I have strong relationships and love in my life?

### Nurturing Relationships

Investing in your social connections and happiness is an excellent strategy for becoming happier. It leads to better relationships, and people like to be around happy people.

Happy people are more likely to have lovers and friends. They give you support in times of stress and trauma. They are there to confide in, and to share a problem. And, it is in these relationships, of course, that we experience love—platonic or intimate.

Experts recommend having three friends or companions you can count on.

Pick one of the strategies to the right and begin working on your social happiness today!

Choose your next area of exploration:

• **Career Well-Being/  
Congruence  
Activities** – Do I like what I do each day?

• **Financial Well-Being  
Activities** – Am I effective in managing my economic life?

• **Physical Well-Being  
Activities** – Do I have the health and energy to do what I want to do?

• **Community Well-Being  
Activities** – Am I engaged with my community in the area where I live?

• **Spiritual Well-Being  
Activities** – Do I want to strengthen my religious/spiritual life?

• **Mind Well-Being  
Activities** – Do I use my mind in a way that strengthens my happiness and well-being?

- Make time
  - o “Show interest in other people and offer them encouragement. Once a friendship forms, create rituals that allow you to get together and be in touch on a regular basis . . .”<sup>34</sup> like a weekly or monthly time to do something together, perhaps a daily email . . .
- Communicate
  - o Honest and appropriate self-disclosure encourages your friend to do the same. It fosters intimacy and deepens your friendship. In doing this, it is important to do the following:
    - o Really *listen*
    - o Avoid giving unsolicited advice
  - o Give your full attention and eye contact to the friend
  - o Refrain from immediately launching into a story about yourself
  - o Be empathetic (work to understand your friend’s *feelings*)
  - o Show affection (including hugs) and admiration
- Be supportive and loyal
  - o Recognize and take pleasure in your friends’ successes
  - o Stand up for them when they are not there
  - o Keep secrets
  - o Avoid putting down their *other* friends
  - o Return favors

### Nurturing Intimate Relationships

Intimate relationships can take many forms.

Dr. Lyubomirsky recommends doing the following to nurture intimate relationships:

- Talk and *listen* to your partner a lot.
  - o Commit to extra time each week with your partner.
- Spend at least five minutes every day expressing gratitude for particular things your partner has done.
- Increase the number of times you show affection to your partner — physically, verbally (giving genuine praise), and by things you do (acts of kindness are especially important).

► **Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities**



# Financial Well-Being/Happiness Activities

Am I effective in managing my economic life?

## HAPPINESS ACTIVITIES

Research findings about how people's economic life impacts their overall well-being and happiness are conclusive.

Spending money on yourself does *not*, generally, boost well-being, but spending money on others, or to charities, does. The reason is not so much the item or purchase itself, but it is *how* the money is spent that matters.

Buying *fun and memorable experiences* — like going out to dinner — increases your well-being and that of others, but buying *things* does not lead to lasting happiness.

Did you also know that as your individual income level rises above \$25,000 a year, the pleasant *experiences* you buy produce *two or three times the levels of well-being* when compared with *material purchases*?

Additionally, managing your income wisely—*thinking and deciding* in a smart *intentional* way—is more important than how much you earn.

Living within your means, paying bills and planning for the future leads you to *feeling financially secure* — this *perception* that you have more than enough money to do what you want to do — has *three times more impact on your overall well-being and happiness, than does your income level*.

Thus, “financial security is both possible and practical for people across the range of income levels.”<sup>35</sup>

“If you want to improve your Financial Wellbeing, first make sure that your Career Wellbeing and your Social Wellbeing are thriving.”<sup>36</sup>

### Gallup Recommendations,

1. Buy experiences such as vacations and outings with friends or loved ones
2. Spend on others instead of solely on material possessions
3. Establish default systems (automated payments and savings) that lessen daily worry about money

Choose your next area of exploration:

• **Career Well-Being/  
Congruence  
Activities** – Do I like  
what I do each day?

• **Social Well-Being  
Activities** – Do I have  
strong relationships  
and love in my life?

• **Physical Well-Being  
Activities** – Do I have  
the health and energy  
to do what I want to  
do?

• **Community Well-  
Being Activities** – Am  
I engaged with my  
community in the area  
where I live?

• **Spiritual Well-Being  
Activities** – Do I want  
to strengthen my reli-  
gious/spiritual life?

• **Mind Well-Being  
Activities** – Do I use  
my mind in a way that  
strengthens my  
happiness and  
well-being?

► **Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities**



# Physical Well-Being/Happiness Activities

Do I have the health and energy to do what I want to do?

## HAPPINESS ACTIVITIES



So much could be said about the importance of physical well-being. Research shows that what you eat, the exercise and sleep you get *makes a big difference in your happiness and overall well-being.*

I will quote Gallup's summary, "The Essentials of Physical Wellbeing", inserting bullets to make the points stand out.

"People with thriving Physical Wellbeing effectively manage their health. They:

- **exercise regularly** and feel better throughout the day as a result;
- **make good dietary choices**, which keeps their energy high throughout the day and sharpens their thinking;
- **get enough sleep** to wake up feeling well-rested and to process what they learned the day before—and to get a good start on the next day.

People with thriving Physical Wellbeing look better, feel better, and will live longer."<sup>37</sup>

### Gallup Recommendations,

1. "Get at least 20 minutes of physical activity each day—ideally in the morning to improve your mood throughout the day,
2. Sleep enough to feel well-rested (generally seven to eight hours) but not too long (more than nine hours), [and]
3. Set positive defaults when you shop for groceries. Load up on natural foods that are red, green, and blue."<sup>38</sup>

Choose your next area of exploration:

• **Career Well-Being/ Congruence Activities** – Do I like what I do each day?

• **Social Well-Being Activities** – Do I have strong relationships and love in my life?

• **Financial Well-Being Activities** – Am I effective in managing my economic life?

• **Community Well-Being Activities** – Am I engaged with my community in the area where I live?

• **Spiritual Well-Being Activities** – Do I want to strengthen my religious/spiritual life?

• **Mind Well-Being Activities** – Do I use my mind in a way that strengthens my happiness and well-being?

► **Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities**



# Community Well-Being/Happiness Activities

*Do I have the health and energy to do what I want to do?*

**HAPPINESS  
ACTIVITIES**

At a basic level, you want to live in a community in which you feel safe and secure. Then, you want to live in a community that fits your personality, family, and interests.

Beyond these, active community involvement leads to greater happiness, even for those who are less socially inclined. **Why?**

Because this participation usually involves social groups that connect you with a wider network of friends. These groups give you the opportunity to practice kindness, nurture relationships (see Social Well-Being), and give back to the community — all shown to strengthen your happiness.

Contributing to your community's well-being

- Gives most people an “emotional boost” and confidence that we have the ability to create change;
- Keeps us from being too preoccupied with ourselves and getting us into harmful emotional states;
- Inoculates us against stress and negative emotions.

Again, as was discussed in [Career Well-Being](#), “High well-being is people acting in ways that fit their personalities, interests, and values — *doing what you like to do each day*.” This is important. And, it is true for Community Well-Being as well.

One easy way to find community activities that fit you is to make your interests known to your family and network of friends or social group. That way they can alert you to opportunities.

Choose your next area of exploration:

• [Career Well-Being/  
Congruence  
Activities](#) – Do I like what I do each day?

• [Social Well-Being  
Activities](#) – Do I have strong relationships and love in my life?

• [Financial Well-Being  
Activities](#) – Am I effective in managing my economic life?

• [Physical Well-Being  
Activities](#) – Do I have the health and energy to do what I want to do?

• [Spiritual Well-Being  
Activities](#) – Do I want to strengthen my religious/spiritual life?

• [Mind Well-Being  
Activities](#) – Do I use my mind in a way that strengthens my happiness and well-being?

## Gallup Recommendations,

1. Identify how you can contribute to your community based on your personal mission [that fit your personalities, interests, and values]
2. Tell people about your passions and interests so they can connect you with relevant groups and causes
3. Opt into a community group or event. Even if you start small, start now.

► [Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities](#)



## Spiritual Well-Being/Happiness Activities

Do I want to strengthen my religious/spiritual life?

HAPPINESS  
ACTIVITIES



### Two Spiritual Leaders' Insights

*The Book of Joy: Lasting Happiness in a Changing World* details five days with Nobel Peace Prize Laureates His Holiness the Dalai Lama and Archbishop Desmond Tutu. It is an excellent source of ideas and activities.

In this book, the chapters for Days 4 and 5 are devoted to *The Eight Pillars of Joy* — Perspective, Humility, Humor, Acceptance, Forgiveness, Gratitude, Compassion, and Generosity.

Its following chapter, *Joy Practices*, includes Developing Mental Immunity, Morning Intention Setting, Overcoming the Obstacles to Joy, Cultivating the Eight Pillars of Joy, Rejoicing in Your Day, and Relationship and Community — The Greatest Joy.<sup>39</sup>

I recommend the book to you.

### Strengthening Activities

Happiness expert Lyubomirsky lists and describes a number of activities for strengthening your religious or spiritual life:

- Seek meaning and purpose in your life, which Lyubomirsky says is “one of the most difficult things you can do.”
- Pray
- Sanctify — find the sacred in ordinary life
- Meditate<sup>40</sup>



# Spiritual Well-Being/Happiness Activities

Do I want to strengthen my religious/spiritual life?

### Meditation

Here are excerpts about how to get started as gleaned from *Buddha's Brain*:

- “Find a comfortable place where you can focus and won’t be disturbed.
  - Find a posture that is both relaxed and alert, spine reasonably straight.
  - Meditate as long as you like, starting with short periods, [say 5 minutes].
  - Take a deep breath, relax, and drop all concerns . . . with eyes open or closed.
  - Bring your awareness to the sensations of breathing, don’t try to control it . . .
  - Try to stay with the sensations of each breath, from beginning to end . . . you may want to count each breath one to ten . . . to say a word with each breath . . . [I say as I breathe in “life” and “love” as I breathe out . . .] it’s normal for your mind to wander, just return to the breath . . . relax
- . . . See if you can keep with ten breaths (a challenge at first).
- Keep settling into the breath . . . notice how it feels to . . . perhaps a peacefulness . . . how it feels to be aware of the peaceful, spacious awareness.
  - Be aware of whatever else is moving through the mind [using the breathing as a kind of anchor], Aware of thoughts and feelings, wishes and plans, images and memories — all coming and going.
  - Have a sense of acceptance — even kindness — toward whatever passes through the open space of awareness.
  - Keep settling into the breath, perhaps with a growing sense of peacefulness.
  - Notice how it feels to get caught up in the passing contents of awareness — how it feels to let them go by.

- Be aware of peaceful, spacious awareness itself.
- Bring the meditation to an end, when you like. Notice how you feel, and take in the good of your meditation.”<sup>41</sup>

As with all happiness boosting activities, you will want to commit to doing them frequently—daily or several times a week—so they become a lifelong routine.

You will see meditation again in the following section, as an activity to boost Mind Well-Being. It is there because it can strengthen your *path of awareness* — the awareness of how you are *thinking*, enabling you to *act with greater intention*.

Choose your next area of exploration:

- [Career Well-Being/Congruence Activities](#) – Do I like what I do each day?
- [Social Well-Being Activities](#) – Do I have strong relationships and love in my life?
- [Financial Well-Being Activities](#) – Am I effective in managing my economic life?
- [Physical Well-Being Activities](#) – Do I have the health and energy to do what I want to do?
- [Community Well-Being Activities](#) – Am I engaged with my community in the area where I live?
- [Mind Well-Being Activities](#) – Do I use my mind in a way that strengthens my happiness and well-being?

► [Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities](#)



# Mind Well-Being/Happiness Activities

Do I use my mind in a way that strengthens my happiness and well-being?

## HAPPINESS ACTIVITIES

To answer “Yes!” to this question, I recommend that you choose strategies that thriving people use, like those listed below.

### Learn and Apply Your ABCs

As William Shakespeare said, “*There is nothing either good or bad but thinking makes it so.*” **Your beliefs control how you feel.**

This simple but powerful idea goes a long way in explaining, why our self-esteem is positive or negative, the decisions we make, as well as how happy we are.

Think of a time when you have had a setback or disappointment at work or in school and apply this **A-B-C approach**:

**A:** What was the **A**ctivating event? What started the experience?

**B:** What **B**eliefs did you have about it?

**C:** What were the **C**onsequences of your belief about what happened? How did you feel about it?

### Here’s an example:

Sam, a second-year social studies teacher, is trying a new way to teach students about the U.S. Constitution. When he tries

it out, the students find it confusing and frustrating.

Instead of thinking, “Why can’t I do things right? Why didn’t I see this wasn’t going to work? What a waste of time,” Sam thinks, “I’m disappointed, but I will learn from this and try something different next time.”

**A:** Sam tried a new learning activity that confused and frustrated his students.

**B:** He believed, “It will go better next time. It’s not the end of the world.”

**C:** He felt disappointed but was willing to try something different another time.

### Learn and practice these skills:

- Understand how your beliefs affect how you feel and act.
- Listen to what you say about yourself to identify irrational or harmful beliefs you may have.
- Learn how to avoid these negative beliefs by substituting positive more rational ones.

Keep a “Thought Log” by writing 3 columns on a piece of paper:

**A:** Activating Event,  
**B:** Beliefs,  
**C:** Consequences: Feelings and Behavior.

The next time you have an emotional event or encounter a disappointment, evaluate what happened using the Thought Log.

With respect to your self-esteem, learn to look for and avoid these common irrational and harmful beliefs that cause low self-esteem:

1. *I am a bad, unlovable person if someone rejects me.*
2. *I am a bad or worthless person when I act weakly or stupidly.*
3. *I must be approved or accepted by people I find important!*
4. *I can’t stand really bad things or very difficult people.*
5. *I must do well in everything I do, or it is terrible.*<sup>42</sup>
6. This skill, the ability to step back and examine your beliefs, your perspectives, is a vital part of becoming happier, of what I have called the *Path of Awareness, Being Intentional*, and other concepts described.



# Mind Well-Being/Happiness Activities

Do I use my mind in a way that strengthens my happiness and well-being?

In *The Book of Joy: Lasting Happiness in a Changing World* is the following:

***"A healthy perspective really is the foundation of joy and happiness*** [bold and italics added] because the way we see the world is the way we experience the world. Changing the way we see the world in turn changes the way we feel and the way we act, which changes the world itself. Or, as the Buddha says in the Dhammapada, "With our mind we create our own world."<sup>43</sup>

*The Book of Joy* offers many opportunities to strengthen your Mind Well-Being and other facets of your happiness — activities that you can do or create your own. I highly recommend it.

To learn more about this important area — what I have called the ABC approach — there are many excellent books and resources. A classic is David Burns' 1980 hugely popular book *Feeling Good*.

An internet search of *cognitive therapy*, or *cognitive behavioral therapy* will net you many sources.

An excellent book, *A Mindfulness Guide for the Frazzled* by Ruby Wax (2016), is a fun and instructive read. The author is a comedian and TV writer who also holds a Master's degree in Mindfulness-based Cognitive Therapy from Oxford University. (And, yes, she had the book's content vetted by her major professor.) It includes a chapter, *The Six-Week Mindfulness Course*, that looks very good to me.

### Meditate

(see [Spiritual Well-Being/Happiness Activities](#) for details)

Meditation is here as an activity for this facet because it can strengthen your path of awareness—the awareness of how you are thinking, enabling you to *act with greater intention*.

As, Lyubomirsky writes,

*"The key is to notice your mind wandering and then to turn inward and 'detach' from your thoughts. Don't let ruminations and fantasies and plans and memories control you — take charge of them.* This will take practice and repetition, as beginners usually can only 'quiet' or 'still' the mind for no more than a few seconds at a time. A common experience is the moment you think you've emptied your mind, it starts to fill up again.

"Build the length of time you are able to meditate from five to twenty minutes and try to do it every day."<sup>44</sup>

Two other activities I highly recommend from her *How of Happiness* book are, ***Expressing Gratitude***<sup>45</sup> and ***Cultivating Optimism***.<sup>46</sup>

For more go to [www.MayoClinic.org](http://www.MayoClinic.org) and search for "mindfulness".

Choose your next area of exploration:

- **Career Well-Being/Congruence Activities** – Do I like what I do each day?
- **Social Well-Being Activities** – Do I have strong relationships and love in my life?
- **Financial Well-Being Activities** – Am I effective in managing my economic life?
- **Physical Well-Being Activities** – Do I have the health and energy to do what I want to do?
- **Community Well-Being Activities** – Am I engaged with my community in the area where I live?
- **Spiritual Well-Being Activities** – Do I want to strengthen my religious/spiritual life?

► **Or, go to Step 3. Deciding & Acting: Happiness Boosting Activities**



## Step 3. Deciding & Acting: Happiness Boosting Activities

For each of the activities you have put on your list you will give it three ratings. Write down your rating using the scale below:



1. "Yes, this activity fits me — my interests, personality, and values, It's something I would like to do each day."  
(The activities that best fit your genuine interests and deeply held values will bring you the greatest happiness.)
2. "Yes, this activity will help me achieve one of my long term goals."  
If you agree, *write down what that goal is.*  
(An activity that fits a long term goal of yours is more likely to deliver true and lasting happiness).
3. "Yes, this activity will help me work toward a goal that is personally involving and rewarding to me."  
(Working toward *intrinsically* rewarding life goals will give you greater satisfaction and pleasure than extrinsic ones.<sup>47</sup>)

Did rating your activities of interest give you "food for thought"? Heighten your *awareness*? Help you decide which activity, or activities you want to pursue? Likely, it has.

### Now, decide where to start.

Be sure the activity is *specific* and *observable* so you can record your progress. You also want it to be something you will work on daily or at least weekly. You may need to rewrite the activity so that it does these things.

### Having difficulty deciding which activity to pursue?

Career Key has an excellent, popular, science-based "do it yourself" article for choosing a career — [The ACIP Decision Making Method](#).<sup>48</sup>

Like all Career Key self-help articles, there is no cost; they are practical, written by experts, are evidence-based, and the website is registration- and ad-free.

## ***In Conclusion . . .***

*The path to awareness and action leads to greater happiness. The key lies in what we do in our daily 'intentional activities', being intentional!*

Happiness expert Dr. Sonja Lyubomirsky writes, "I hope you are now convinced that it takes a great deal of effort and determination to become happier . . . [the good news] is that the effort is greatest at the beginning, but it diminishes with time, and your new behaviours and practices become habitual through repetition."<sup>49, 50</sup>

I hope what I have written helps you create a happier life, strengthening your "40%". Creating it has been more challenging and absorbing than I had imagined. And, on my "path of awareness and action", I have become a happier person! May this be true for you, as well!

Please submit a feedback request ticket at [Career Key Support](#), with happiness in the subject.

## Acknowledgements

In writing this book, I am indebted to the thousands of scientists worldwide working to advance our knowledge of well-being and happiness. My goal has been to understand their work and glean from their findings what youth and adults would find helpful in strengthening the happiness in their lives.

The Gallup organization and its scientists have made great strides in this area, and I am grateful to Tom Rath and Jim Harter for their efforts in reporting this work in their book *Wellbeing, The Five Essential Elements*. I am also indebted to their research for providing a strong link between the careers we choose and our overall happiness and wellbeing.

This “career wellbeing” link indirectly drew in a body of research I was well acquainted with — 50+ years of research investigating John Holland’s theory of vocational personalities and work environments. This research and its derivative measures, classification systems and guides, of the RIASEC types, has had an enormous beneficial impact on career counseling and guidance worldwide — a major force in strengthening people’s well-being and happiness.

One of the ironies of research is that the need to focus sharply on a body of knowledge you may cause one to “miss the forest for the trees.” The Gallup book, for example, does not refer to the Holland research. This is not altogether surprising. I found this “narrow focus” to be true in investigating the different streams of happiness/well-being research.

So, it was with real pleasure that I came across *The How of Happiness, A Practical Guide to Getting the Life You Want* by research scientist Sonja Lyubomirsky where she brings in several of these streams of research. She, her colleagues and graduate students are doing outstanding work. As a reader of this book, you will recognize how helpful their work has been for me to write it . . . and to be able to refer you to her book for more!



It was psychologist Martin E. P. Seligman's visionary book, *Flourish*, and leadership as president of the American Psychological Association that first got me to think in terms of "positive psychology", and ways "to help you flourish"! This stimulated me to explore the research and writings of Ed Diener and his colleagues in the area of Subjective Well-Being — a tremendous body of work contributed to by hundreds of scientists worldwide.

I must acknowledge North Carolina State University's generosity in enabling retired professors to access online the entire world of science research, without which I could not have created this work.

I am grateful to my daughter Juliet Wehr Jones-Vlasceanu for her invitation to have Career Key publish this book, her sharp editorial pencil, and outstanding desktop publishing skills. Her offer also enabled me to use her talented team of Kate Bates, the Winter Group — Linda Winter and Rebecca Hawron, and The Coding Copywriter Gerilyn Hayes — to create this attractive, well-organized eBook — all from an academic manuscript, full of footnotes!

I am grateful and indebted to my son, Mark Wehr Jones, who introduced me to *Buddha's Brain*, written by the two eminent scientists, Rick Hanson, Ph.D. and Richard Mendius, MD, and, to my brilliant son-in-law, Cristian Vlasceanu who brought my attention to the importance of having religious/spiritual well-being as a separate facet of happiness/well-being.

And, finally, I wish to thank my family and friends to whom I sent a draft for their feedback. Their comments and encouragement were very helpful.



## About the Author

Dr. Lawrence “Larry” K. Jones and his wife Jeanine Wehr Jones founded Career Key because they wanted to help people and their families, worldwide, lead happy and more satisfying lives. By providing accurate, practical career and education advice to everyone, their goal was to empower people to make informed decisions and act in their best self-interest and, ultimately, the best interests of their country.

Dr. Jones is a Professor Emeritus in the College of Education at North Carolina State University, where he specialized in the areas of school counseling and career counseling and development. He received his Master’s degree from the University of Pennsylvania and earned his Ph.D. in counseling psychology at the University of Missouri. To learn more about Dr. Jones, his personal life story and unique perspectives on career and life well-being, [click here](#).



Lawrence K. Jones, PhD.

*I can't wait to hear your feedback on this eBook and your personal experience in boosting your happiness.*

*Submit a feedback request ticket at [Career Key Support](#), with happiness in the subject. In the same place, scroll down to sign up for our newsletter to stay informed about Career Key – including when we add new happiness boosting activities.*

# APPENDIX A: Happiness Strengths Scale by Lawrence K. Jones, Ph.D.

Record your rating for each of the eight statements. Print out this page and record your rating.

1. I manage my economic life well — I have enough money to meet my needs and do what I can to be financial secure.



2. I have the health and energy to do what I want to do — I exercise regularly, make healthy eating choices, and get enough sleep so I am well-rested in starting a new day.



3. I feel safe and have pride in the community where I live, and I contribute to it in ways that fit my strengths and passions.



4. I have strong relationships and love in my life — with people who help me develop and grow; to achieve, enjoy life, and be healthy.



5. I wake up every morning with something I look forward to doing each day that fits my personality, interests, and values.



6. I am aware of how I am thinking and feeling in the present, and then, act intentionally in ways that strengthen my happiness.



7. My religious/spiritual life is sufficiently strong.





Here is the key to identifying the happiness facet a statement assesses:

1. Financial Well-Being
2. Physical Well-Being
3. Community Well-Being
4. Social Well-Being
5. Career Well-Being
6. Mind Well-Being
7. Spiritual/Religious Well-Being

From this exercise, have you identified a happiness facet you would like to strengthen?

Use the results to guide you as you explore the ways to strengthen your happiness as described throughout this book.

## APPENDIX B: Happiness: Heredity, Personality, and Universal Human Needs.

Digging a little deeper, we learn:

**1.** Heredity accounts for at least 50% of our personality, which includes our personality traits/types and interests.

This is important because, “Researchers have shown that when people behave in ways that fit their personalities, interests, and values, they are more satisfied, more confident, more successful, more engaged in what they are doing, and feel ‘right’ about it.”<sup>51</sup>

There are five or six of these inherited personality traits/types that research has identified.<sup>52</sup> Here are two examples:

- *Extroversion* (outgoing/energetic vs. solitary/reserved)
- *Enterprising* (likes to lead and persuade people, to sell things and ideas; avoids activities that require careful observation and scientific, analytical thinking)

So, when you ‘behave in ways that fit your personality’ (traits) you will be more satisfied, confident, successful, and engaged in what you are doing, and feel ‘right’ about it. You will be happier when *who you are* matches what you *do*

**2.** We all have common, universal needs. How well you are able to fulfill these needs affects your happiness. They are organized in a rough hierarchy,

- Self-transcendence,<sup>53</sup>
- Mastery, Self-direction/-actualization (fulfillment of personal potential),
- Feeling respected and pride in activities,
- Social support and love,
- Safety and security,
- Basic needs for food and shelter.

Generally, you need to fulfill the lower ones first, although you will likely work on more than one at a time.



**APPENDIX C:** Happiness or Subjective Well-Being (SWB) Research looks at happiness broadly, a kind of inclusive multi-dimensional umbrella concept, including the aspects covered in this book. It has two essentials at the core,

1. **Cognitive Well-Being**, your judgment of how happy you are, and
2. **Affective Well-Being** is how you feel about your level of happiness.

It is useful for understanding happiness and well-being in general and making public policy decisions, rather than a guide for strengthening a person's happiness.

The research tells us,

"... high SWB [or Happiness] leads to a number of beneficial outcomes, including health and longevity, supportive social relationships, work productivity, and citizenship ... the research overall suggests that SWB does not merely correlate with such beneficial outcomes, it also causes them."<sup>54</sup>

## What's under the SWB umbrella? How do the Facets compare in strength?

In the graphic to the right, you will see the seven facets<sup>55</sup> of happiness/well-being. They make up what encompasses Subjective Well-Being.

To show the comparative impact each facet has on happiness, the facets differ in size.<sup>3</sup> So, for example, Career Well-Being/ Congruence is much larger than social or financial well-being.<sup>56</sup>



## APPENDIX D: Footnotes

<sup>1</sup>Lyubomirsky, S. (2007). *The How of Happiness: A Practical Guide to Getting the Life You Want*. London: Piatkus, pp. 20-24.

<sup>2</sup>Lyubomirsky, S. (2007), pp. 20-24.

<sup>3</sup>Facet: “any of the definable aspects that make up a subject (as of contemplation)” from Merriam-Webster, <https://www.merriam-webster.com/dictionary/facet>.

<sup>4</sup>There is also a broad line of research called Happiness/Subjective Well-Being, or SWB. To learn more, go to Appendix C.

<sup>5</sup>To be clear, all of these terms — Well-Being, Wellbeing, Happiness, and Subjective Well-Being — mean the same thing. They refer to how comfortable, healthy, and happy we are.

<sup>6</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, New York: Gallup Press. pp. 6-7. The size of the Mind and Spiritual wellbeing are estimates. I was unable to find any studies that compare the impact they have on happiness when compared with the other five facets.

<sup>7</sup>I am broadening this essential element to include this question, “Am I taking care of my soul?” The compelling reasons for doing this are explained later when the happiness boosting activities for this element are described.

<sup>8</sup>Rath, T. & Harter, J. (2010), pp 6-7.

<sup>9</sup>These elements are universal, they transcend countries and cultures. They are also interdependent, each influencing the others.

<sup>10</sup>Rath, T & Harter, J. (2010), p. 4.

<sup>11</sup>Rath, T & Harter, J. (2010), p. 15.

<sup>12</sup>Nauta, M. M. (2010). The development, evolution, and status of Holland’s theory of vocational personalities: Reflections and future directions for counseling psychology. *Journal of Counseling Psychology*, 57, 11-22.

<sup>13</sup>Nauta, M. M. (2010), pp 11-22.

<sup>14</sup>In the 7 Facets of Happiness graphic, Congruence is included in the Career Well-Being facet.

<sup>15</sup>For more on the theory, go to one of Career Key’s most popular articles. Just Google, “Holland’s theory, career key”.

<sup>16</sup><https://www.careerkey.org/fit/education/how-to-choose-a-major>

<sup>17</sup>Rath, T. & Harter, J. (2010), p 15.

<sup>18</sup>Rath, T. & Harter, J. (2010), p 18. *Wellbeing: The Five Essential Elements*, p. 16.

<sup>19</sup> Rath, T. & Harter, J, p. 18.

<sup>20</sup>Lyubomirsky, S. (2008). *The Myths of Happiness*. New York: Penguin Press, p. 12.

<sup>21</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 242.

<sup>22</sup>You will recall that “self-transcendence” is the highest of the hierarchy of needs (p. 2).

<sup>23</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 242-243.

<sup>24</sup>Hanson, R. & Mendius, R. (2009). *Buddha’s Brain*. Oakland: New Harbinger, pp. 5-6.

<sup>25</sup>To sculpt a happier life requires thoughtfulness, work, patience, and learning the best ways to do it.

## APPENDIX D: Footnotes (Continued)

<sup>26</sup>For more, go to the Spiritual Well-Being discussion.

<sup>27</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 22-23.

<sup>28</sup>Lyubomirsky, S. (2007). *The How of Happiness*, p. 77.

<sup>29</sup>"One of the more encouraging findings was that, even in the face of some of life's most tragic events like the death of a spouse, after a few years, people do recover to the same level of wellbeing that they had before their spouse passed away. But this was not the case for those who were unemployed for a prolonged period of time —particularly not for men. Our wellbeing actually recovers more rapidly from the death of a spouse than it does from a sustained period of unemployment." Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 16.

<sup>30</sup><https://www.careerkey.org/fit/happiness/career-well-being>

<sup>31</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 39.

<sup>32</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 42.

<sup>33</sup>I have no conflict of interest in recommending Dr. Lyubomirsky's books. And, I take full responsibility for my interpretation of their contents.

<sup>34</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 149-150.

<sup>35</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 63.

<sup>36</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 59.

<sup>37</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 88.

<sup>38</sup>Rath, T. & Harter, J. (2010) *Wellbeing: The Five Essential Elements*, p. 89.

<sup>39</sup>The Dalai Lama Trust, Desmond Tutu, and Douglas Abrams (2016). *The Book of Joy*. New York: Penguin Random House.

<sup>40</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 246-254.

<sup>41</sup>Hanson, R. & Mendius, R. (2009). *Buddha's Brain*. New Harbinger, p. 87.

<sup>42</sup>From A. Ellis, 1992, in L.K. Jones, *Encyclopedia of Career Change and Work Issues*, Phoenix: The Oryx Press. pp. 242-246,

<sup>43</sup>The Dalai Lama Trust, Desmond Tutu, and Douglas Abrams (2016). *The Book of Joy : Lasting Happiness in a Changing World*. New York: Penguin Random House, p. 194.

<sup>44</sup>Lyubomirsky, S. (2007). *The How of Happiness*, p. 254.

<sup>45</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 87-100

<sup>46</sup>Lyubomirsky, S. (2007). *The How of Happiness*, pp. 100

<sup>47</sup>Intrinsic goals are inherently satisfying and meaningful to you. Extrinsic ones are pursued to please other people.

## APPENDIX D: Footnotes (Continued)

<sup>48</sup><https://www.careerkey.org/focus/decision-making/4-step-acip-career-decision-making-process>

<sup>49</sup>Lyubomirsky, S. (2007). *The How of Happiness*, p. 291

<sup>50</sup>Could you be depressed? I have written this website/ebook from an optimistic point of view, assuming that you aren't. But many people are, especially in this pandemic era. If there is any question in your mind, I encourage you to seek out medical help. Using its index, you can find sections about depression in Dr. Lyubomirsky's 2007 book, *The How of Happiness*.

<sup>51</sup>Lyubomirsky, S. (2008). *The Myths of Happiness*, p. 12

<sup>52</sup>Extroversion is one of the "Big 5" that also includes, Openness to Experience, Neuroticism, Agreeableness, and Conscientiousness. Enterprising is one of the six Holland personality types; the others are Realistic, Investigative, Artistic, Social, and Conventional.

<sup>53</sup>A person with Self-transcendence seeks to further a cause beyond the self and to experience a communion beyond the boundaries of the self through peak experience. "This may involve mystical experiences and certain experiences with nature, aesthetic experiences, sexual experiences, and/or other transpersonal experiences, in which the person experiences a sense of identity that transcends or extends beyond the personal self." From: Koltko-Rivera, M. E. (2006). Rediscovering the later version of Maslow's Hierarchy of Needs: Self-Transcendence and Opportunities for Theory, Research, and Unification. *Review of General Psychology*, Vol. 10, No. 4, (p. 303)

<sup>54</sup>Diener, E., Heintzelm, S. J., Kushlev, K., Tay, L., Wirtz, D., Lutes, L. D., & Oishi, S. (2017). Findings All Psychologists Should Know from the New Science on Subjective Well-Being. *Canadian Psychology*, 58, No. 2, 87–104, (p. 93)

<sup>55</sup>Facet: "any of the definable aspects that make up a subject (as of contemplation)" from Merriam-Webster, <https://www.merriam-webster.com/dictionary/facet>

<sup>56</sup>The size of the Mind and Spiritual well-being are estimates. I was unable to find any studies that compare the impact they have on happiness when compared with the other five facets.



# TO BE HAPPIER

**Dr. Lawrence K. Jones**

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