

9 Ways to Help People Become Happier at Work

1. Be happy yourself.

Happy people surround themselves with other happy people. So find ways to be happy yourself, and the people around you will be happier too.

2. Know the people you work with.

When you understand a co-worker's back story it's easier to be empathetic. If they are having a rough time, you know that you may need to see if they need help with their work.

3. Build friendships.

People who have a best friend at work are "27% more likely to report that their opinions seem to count at work." (From Gallup.com) When we think our opinions count, we are much happier at work.

4. Recognize hard work.

If you notice someone working hard, then recognize their hard work. A compliment goes a long way to boosting someone else's morale as well as your own.

5. Stop letting jerks dictate the culture.

Too many bullies get away with bad behavior. We need to stop letting jerks dominate the work place. If you can confront a bully on their tactics then the whole office will thank you.

6. Create some fun.

Is the day dragging on? Then it's time to create a fun break. Too many people try to push through and end up getting less work done. Gather a group of people and get them talking about a fun event, or better yet, play a game of "who can name all fifty states?" The winner gets a bag of M&M's.

7. Listen and respond to people's emotions, not their problems.

It's easy to talk about compassion, but harder to actually be compassionate because we judge. Try not to judge people's comments or actions, and instead try to empathize with their pain. They will get a much needed load off their chest and you'll look like a hero in their eyes.

8. Help people find the meaning in the work that they are doing.

Helping someone find meaning in their work isn't easy because you don't want to be cheesy. So ask them what they think their strengths are. After listing their strengths, you can then talk about how much value they bring to the company.

9. Share a personal story.

We've all been in tough situations. When a person is in a tough situation with a boss, project or co-worker, tell them about your own similar struggles, so they feel like they can open up to you. You'll find some common ground and build a stronger friendship.