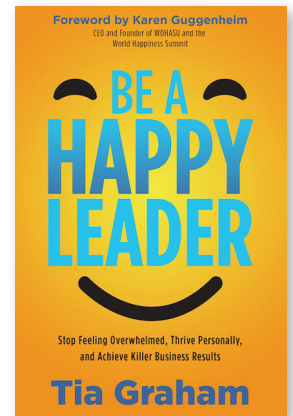


# Be a Happy Leader

Stop Feeling Overwhelmed, Thrive Personally,  
and Achieve Killer Business Results

by **Tia Graham**



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## THE SUMMARY IN BRIEF

*Be a Happy Leader* goes beyond the lanes of biases and biology to help leaders around the world learn how to lead a more meaningful and purposeful life. It is based on positive psychology and neuroscience. It unravels a solid methodology to unlock happiness in both personal and professional lives. As a leader, you can navigate the lanes of this book to discover your very own happiness havens.

Author Tia Graham carefully crafts the roadmap for a meaningful pursuit of happiness and unravels what can be at stake when happiness takes a backseat in your life. Her evidence-based research and extensive experience in understanding the path toward happiness lays the groundwork for every leader who seeks to “lead happily.” Through her work, she helps you understand that happiness is not impossible to achieve. With the right understanding, effort, consistency, and an unflinching belief in yourself, you can not only smile but also thrive as a leader.

## IN THIS SUMMARY, YOU WILL LEARN:

- How happiness can be extremely beneficial for your personal and professional life and what it means to be a happy leader.
- What can be at stake if prolonged unhappiness replaces positivity.
- How your happiness and professional life are inextricably linked.
- What the Happy Leader Methodology is and how you can inculcate it in your personal and professional life.

### Introduction

Somewhere down the line, as we grew older, we began to forget what happiness really felt like. Some of us came to a stage where answering the question, “what is happiness” seemed almost impossible.

Each one of us feels pain via stress, anger, fear, guilt, and sadness. But these occurrences must not permanently close the doors to happiness itself. Happiness is a commitment to your personal joy, contentment, and purpose while accepting the peaks and valleys of life. Being happy is more than possible and most importantly, happiness is directly linked with how well you, as a leader, would perform in your professional life. Through this book, you will know:

- What it feels like to create sustainable happiness and lifelong contentment.
- How many lives and careers you will positively impact if you have an exact methodology for success.
- What leading a healthy, fulfilled, and successful life truly means.

### Part 1: Navigating Happiness In Leadership

#### The Calling Of Leadership

Being a leader today means juggling expectations, teams, technology, and never-ending demands. So, naturally, the work you do can seem overwhelming.

Amidst so many things happening in a leader’s life, it can be fairly easy to not focus on being happy even when happiness, in itself, is the single most important ingredient that creates a successful life. But what exactly is happiness and how can you bring it into your personal and professional life?

Happiness takes conscious effort. Happiness demands your time. Happiness requires you to take all the necessary actions to design your life by keeping positivity and your personal well-being in mind.

#### Positive Leadership: What’s At Stake?

Positive psychology researchers completed a “meta-analysis,” a study of nearly every scientific happiness research article available. In this study, they reviewed over 200 studies on 275,000 people around the world. Their findings prove that happiness leads to success in your work, health, relationships, sociability, creativity, and energy.”

But what happens when you’re unhappy for long periods of time? Your immune system suffers – triggering sleep and digestive problems. Your personal relationships get filled with feelings of unfulfillment. Your self-esteem stoops which in turn tears you away from reaching your full potential. When you’re filled with negative feelings, your career, your team, and your organization end up taking the blow.

Every leader knows what both happiness and unhappiness can bring to the table. But how can you possibly achieve happiness to thrive in both your personal and professional life? The Happy Leader Methodology is the answer.

### Part 2: Be A Happy Leader Methodology

#### Eight Steps To Becoming A Happy Leader

Sometimes, there are parts of your job that may not be easy to handle. If, for example, you receive negative feedback from a stakeholder, boss, peers, or from direct reports, it can be highly likely for your motivation and psychology to take a hit. But good leadership is built on the foundation of happiness and greatness. The Happy Leader Methodology shines a guiding light on life, happiness, and achieving greatness as a leader. It lays out eight practical and comprehensive steps to becoming the leader you want to be.

#### Step One: Start With You

Step One is all about starting with YOU. It helps you to prioritize your happiness and well-being, find purpose in everyday life, cherish your physical body and mental state, cultivate positive personal relationships, live with awe, and understand the importance of continuous personal development and improvement.

Keep thinking about the happiest times in your life. It could be from recent times or from your childhood. The more you think about these times, the more it helps you understand your capability of being really happy and supports you in creating clear visions of what you need for your future work and life.”

Cherish your physical body and start exercising. There exists a direct link between your exercise level and happiness level. Your mind starts to thrive when your body immerses itself in movement. Aside from exercising, make sure you follow a healthy diet and have a healthy sleep routine. The food you eat has the ability to make you happy or sad and

your sleep cycles can directly influence your decision-making, creativity, memory, and critical thinking.

### Step Two: Zoom Out

Photographers zoom out to get the widest possible view of the scene. To leaders, it means to have a broad perspective and to view the entire organization and system, not just the area that is their responsibility. A broad perspective allows leaders to see divisions, challenges, and opportunities from many different angles, which positively affects decision-making.

Step Two teaches you to Zoom Out and widen your perspective on things. By practicing zooming out, you can see the business from your peer's perspective and become a stronger communicator during executive meetings – ultimately building trust and teamwork at the executive level.

### Step 3: Execute Brilliantly

To execute brilliantly means that you are efficient and accurate in executing your job. This step helps you unravel how to get clarity of your goals and create boundaries.

Start by focusing on your speed. In a world where competition continues to grow every moment, it is critical for you to always stay one step ahead. Speed allows you to accomplish your work, analyze the success, pivot, and keep going.

Create comprehensive plans and take action. Accountability should always go hand-in-hand with the goals you set. The best approach for this is to create clear strategies with accountability and due dates for larger goals that you are looking to accomplish. Be a master at using your calendar and stay fully organized.

### Step 4: Prioritize Relationships Over To-Do Lists

Your success is truly defined by the success of the members in your team. This step helps you prioritize really getting to know your team members and the stakeholders who affect both you and your overall team.

Take the time to understand your team's personality, backgrounds, strengths, and weaknesses. Ask them what sparks their motivation and the kind of communication they would be most comfortable with. Understand your stakeholders' perspective on the team, the company, the competitors, and the opportunities. Dissecting what your team and stakeholders want will help you understand how to specifically work with each of them."

### Step 5: Your Number One Priority

Cultivate "Active Whole-Being Listening" to ensure each one of your team members feels heard. Being a great listener takes intention and effort. The idea is not to listen and then jump in with all of your ideas and suggestions. Instead, you want to partner with them to gain new insights and communicate solution ideas.

A great leader uses teaching as a tool to encourage their team. As a leader, you can teach in many different ways. For example, you can bring together your entire group and ask what topics and knowledge they would like to learn and make it a point to share valuable knowledge with them in a way that will constantly help them progress. Remember, when your team members are happy and motivated, they will be more productive, engaged, creative, and efficient. Your job is to boost them up and show them that you believe in them.

Lastly, think of an HR team as your partner and resource, not simply people to whom you delegate work. When leaders play an active role in recruiting, they stand a better chance of hiring valuable talent.

### Step 6: Measure To Excel

The only way you can be "wildly successful" is if you find ways to consistently gauge your progress. But how exactly can you determine what to measure? The answer? Put the spotlight on your "Wildly Important Goals." These are the two to three most important goals for the team for the year. If a team achieves or beats its Wildly Important Annual Goals, they are viewed as successful.

Once you and your team master the art of measuring your goals, everyone will be aligned and connected with your organization's bigger purpose and goals, and less competition, improved cooperation, clarity, and vision will exist. "

### Step 7: Be The Spark

Ask yourself, on a scale of 1 to 10, how energetic are you at work right now? Does your team gain energy from being in your presence, or are you draining them?

Energy is an open-loop circuit, meaning that the vitality you bring to a situation or group will be felt and taken in by the other people around you. Energy is powerful. It can be a positive force in your professional and personal success, and it can be very detrimental. "Emotional contagion" is a well-established phenomenon, where we can take on the emotional states of those surrounding us.

Your spark or your energy is the vitality you can bring to your group. Happy leaders tend to be more passionate and energetic about their work and this contagious energy later gets shared by their teams.

### Step 8: Master Your Mindset

What does a mindset mean, exactly? “A “mindset” is a set of notions or assumptions held by one person or a group of people. Your mindset at work and in life directly connects to your happiness. Having a positive and optimistic mindset is a choice and is the result of effort and daily habits, or “rituals,” as I like to call them.

The best way to master your mindset is to take your self-development game extremely seriously by consistently brainstorming and thinking about how you can grow and change. Only if you master your mindset, you can create an environment of self-development for your team.

Another way to work on your mindset is to remain open-minded and welcome new ideas instead of dismissing them without exploring them. When you are positive and open, you are happier inside and a much easier person to work with.

## Part 3: The Ripple Effect

### A Work In Progress

We are told how to be happy. You and I learn how to live and view the world from our parents, family members, and friends, and from how society tells us to view it. We are influenced by our cultures and where we grew up. We are constantly shown messages by the media. Society tells

us how to be happy.

Happiness, however, comes from within. It takes conscious effort and some serious mental and lifestyle transformations. The happiness movement, the science of happiness, and adult neuroscience are changing the way people and organizations view happiness. It’s proven that a direct connection exists between your happiness and your professional success.

By being a lifelong learner you can not only find new ways to be happier but also know how to flex, grow, and adapt to changing environments.

## Conclusion

The plethora of benefits that being happy offers is often not acknowledged. Happiness is more than just showing up with a smile. It is the foundation for your personal and professional success. Happy leaders have higher levels of productivity and creativity. They carry optimism and energy that is contagious. They often attract the best talent and create the most loyal employees. Happiness also brings great health and professional success. So, with the countless benefits that happiness has to offer, the question emerges, why should there be any space for unhappiness in life?



**Tia Graham** is the Founder of Arrive At Happy (aah!), a Certified Chief Happiness Officer, and has worked with dozens of global companies such as Goldman Sachs, Four Seasons, and Kashi to elevate engagement, sales, and drive bottom line results. With multiple certifications in neuroscience, positive psychology, leadership coaching, and employee morale she supports executives and teams through advising and experiential events.

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