



Brighton
Jones®

Happiness as Business Strategy

Cory Custer

Director of Compassion

“If you want others to be happy, practice compassion.
If you want to be happy, practice compassion.”

- Dalai Lama

- What is one thing you can confidently say about everyone at the organization you work for?
- If everyone at your organization was happier would it be good for business?
- What is your organization doing to help its employees to be happier?
- Is your organization's happiness strategy working?

BRIGHTON JONES MISSION:

We are a team that helps our clients, colleagues, and the global community Live Richer Lives.



1st Safety first

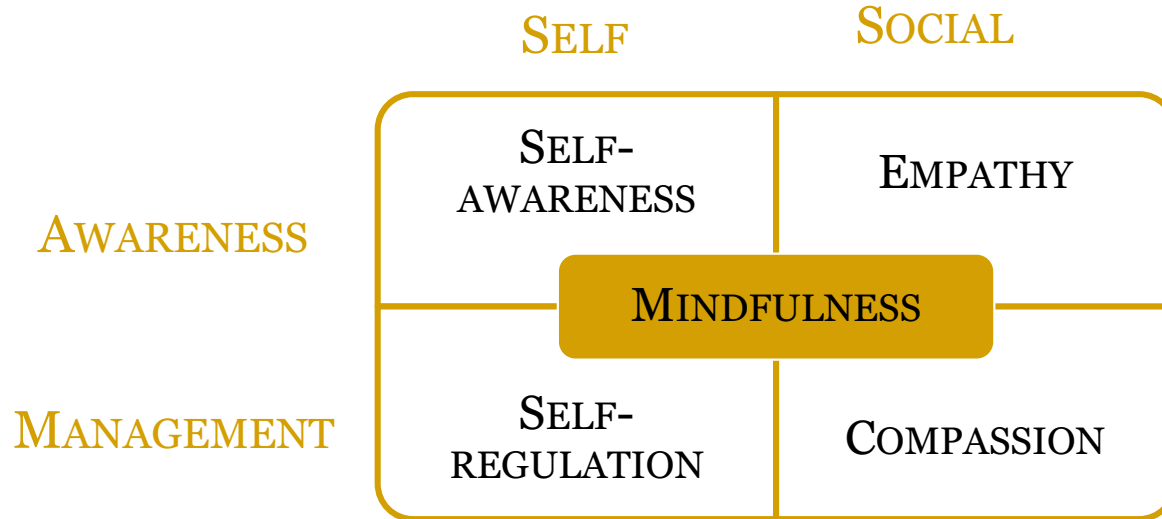
2nd Happiness

"I talk about happiness as a skill. It's actually something that can be cultivated. Everything we've learned about the brain suggests it's no different than learning the violin... if you practice, you'll get better at it."

- Richard Davidson

MINDFULNESS-BASED EMOTIONAL & SOCIAL INTELLIGENCE

“The ability to monitor one's own and others' feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions.” – Peter Salovey & John Mayer (1990)



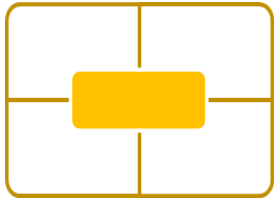
MINDFULNESS-BASED EMOTIONAL & SOCIAL INTELLIGENCE

MESI



Happiness

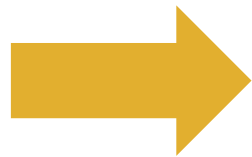
Mindfulness



Definition

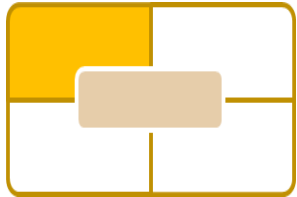
“The awareness that emerges through paying attention on purpose, in the present moment, and nonjudgmentally to the unfolding of experience moment by moment.” – Jon Kabat-Zinn

Mindfulness



A calm, concentrated & curious state of mind that results in a super-charged power of observation

Self-awareness

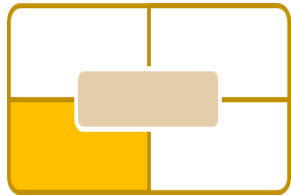


Definition

The ability to observe and understand our internal states – our thoughts, feelings, and perceptions.

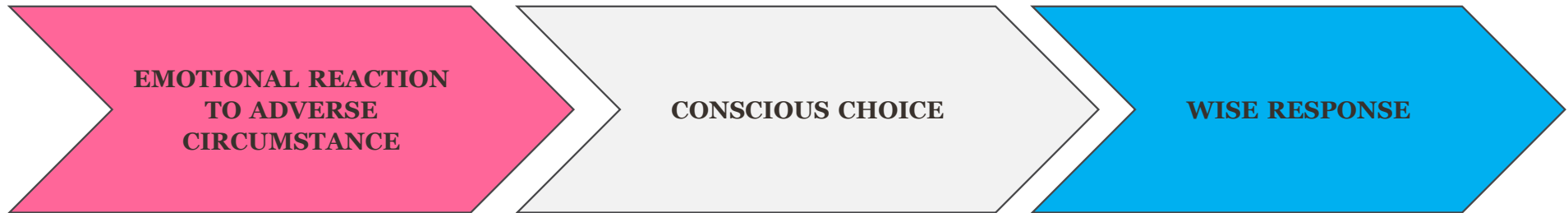


Self-regulation



Definition

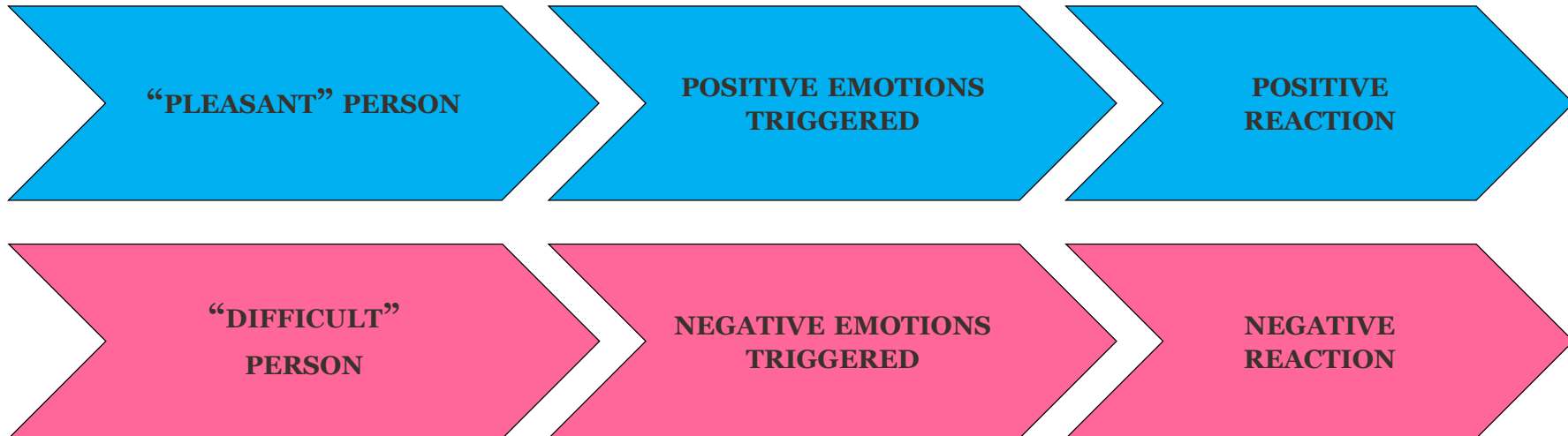
The ability to manage distressing emotions; to remain calm and respond wisely rather than react emotionally.



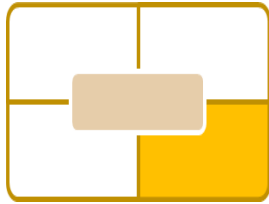
Empathy

Definition

Awareness of, understanding, and sharing the emotions of others.



Compassion



Definition

“Compassion is a mental state endowed with a sense of concern for the suffering of others and the aspiration to see that suffering relieved.” – Thupten Jinpa



MESI helps us:

- respond more wisely in adverse circumstances
- respond more compassionately with “difficult” people (or when anyone is acting “difficult”)
- build stronger relationships
- become better people
- be happier!

The Brighton Jones Happiness Strategy:

- Treat happiness as an “inside job” (i.e. something we control)
- View happiness as a skill we all can learn & get better at
- Help everyone in the Brighton Jones “ecosystem” learn & practice the skills of happiness



MINDFULNESS-BASED EMOTIONAL & SOCIAL INTELLIGENCE PRACTICES

