

Why investing in your employees' health, happiness, and relationships is one of the best investments you will ever make.

"You can't expect people to do well in their business if they've got problems at home."

-S. Truett Cathy, Founder of Chick-fil-A

The single greatest advantage in the modern economy are flourishing and engaged employees. Science shows:

- Positivity and happiness turn on all the learning centers in the brain, allowing it to function at peak efficiency - intelligence, creativity, and energy all increase
- Happy people have lower heart rates and lower stress hormones, and are less likely to get sick - and when they do get sick, they recover faster
- Happy employees are up to 31% more productive than unhappy employees, and happiness raises sales by up to 37%
- Happy employees offer better service, which makes for happier customers
- Companies pay 41% less in health-related costs for employees who are happy and healthy
- Happy and positive people are 40% more likely to receive a promotion
- Positivity and happiness increase accuracy on tasks by as much as 19%
- Enthusiasm and emotional balance also reduce the risk of heart disease

- Gratitude is a wonder drug: it strengthens the immune system, betters our sleep, improves mood, leads to better physical and psychological health, boosts social support and optimism, and reduces anxiety, aches and pains and even suicidal thoughts
- People with higher levels of enthusiasm, optimism, social support, and self-regulation are more likely to avoid or successfully manage illnesses such as strokes, heart attacks, diabetes, and depression
- Meditation and mindfulness lead to less stress, better sleep, relaxed brains and bodies, increased focus and attention, and more emotional stability
- Employees who score low in life satisfaction miss an average of 1.25 more days per month, or 15 days of lost productivity per year
- Happy people have 23% greater energy in the midst of stress

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It's time to crush the myth that emotions don't matter at work.

Marriage and relationship wellness is corporate America's business. Divorce and failing relationships impact how an employee performs at work:

- Increased absenteeism and presenteeism
- Decreased health
- Increased anxiety and stress
- Increased EAP, medical usage and health insurance costs
- Affairs in the workplace
- Four times more likely to abuse alcohol
- More likely to resort to physical abuse & violence to resolve tensions at home.

Current research and thinking from the worlds of economic and social sciences highlight two major conclusions:

- Unhappily married employees decrease profitability
- Happily married employees increase profitability

On the Flipside, employees in successful relationships increase profits for their employers:

- Greater commitment and loyalty to employers
- Lower rates of absenteeism and presenteeism
- More dependable, motivated and stable
- Increased creativity and productivity
- Reduced health insurance costs
- Increase retention and overall morale of the workforce
- Reduced turnover

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It is in every company's best financial interest to understand how marriage and family wellness affect their business and to invest in the promotion of positivity in their employees.