

# THE EXTRA POINT

BY JERRY ROBERTS



## # 249 A Workplace Program for Happiness and Wellbeing

Should Guam have an islandwide program for happiness and wellbeing in the workplace? I'm Jerry Roberts and maybe you've never thought about that but today I'll tell you about a country that has. It's next, on The Extra Point.

Happiness, wellbeing, the workplace. I kind of like how all that rolls off the tongue, and I'd like to see some resources dedicated to that. One place that has done just that is a small country in the middle east most people are unfamiliar with, the United Arab Emirates. It is home to a bit over nine million people, most of those foreigners who have come there to work, and is just a hair closer to Guam than San Francisco, about 5,900 miles away. The UAE's biggest city, Dubai, is a magnet for business people who want to get established in the region.

Many people don't know what to make of the UAE. The country is pro-business to be sure and people from all over the world converge there for that purpose; yet it's a Muslim society with harsh laws and is a regular target for human rights activists.

Perhaps in an effort to show a different face to the world, the UAE has launched The National Programme for Happiness and Wellbeing, citing 120 practical models to enhance wellbeing at the workplace in both public and private sectors. It's not just the government pushing a plan on government offices and agencies, but including the business community as well.

One official said the program supports the country's aim to establish a work environment that prioritizes human capital and promotes wellbeing practices, focusing on four pillars: better overall health, stronger relationships, building skills, and aligning the goals of the individual to the vision of the organization.

The models were developed to help human resources departments improve workplaces

and provide them with fresh ideas to motivate employees, boost productivity and spur growth for workers and employers.

Just a few notes on each of the four pillars. For the health section, it includes both mental and physical wellbeing. This also includes teaching emotional intelligence, which I think is huge and actually needs to start in the kindergarten years.

Next is building better relationships. They want to teach people how to communicate with each other, ways to handle conflict, and how to operate as a team.

Skill building will serve to expand the talents and capabilities of workers, creating higher levels of confidence. This is married up to showing managers how to motivate workers.

Finally, the program will seek to help workers establish goals that match up to the objectives of their employer. If those goals are properly set and then met, everybody wins.

While this is not a program that would work in the United States because business would not stand for an invasive government program that dealt with such things, the thought behind it is solid. I've been doing most of this for the past 25 years and the best employers do focus on variations of those four pillars, and more, in order to attract and keep the best workers. Does your employer need a program for happiness and wellbeing?

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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