

# The Happiness at Work Formula



The  
Right  
Job

+



The  
Right  
Culture

+



The  
Right  
Boss

=



Workplace  
Happiness

“I hope this book  
changes your working  
relationships for the  
better, forever.”

– Brandon Smith

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**How to Find and Get Your Perfect Job: A Step-by-Step Guide to Happiness and Fulfillment at Work/  
Brandon Smith.**

**How to Find and Get Your Perfect Culture: A Step-by-Step Guide to Happiness and Fulfillment at Work/  
Brandon Smith.**

**How to Find and Get Your Perfect Workplace Boss: A Step-by-Step Guide to Happiness and Fulfillment  
at Work/ Brandon Smith.**

**PART I:  
THE HAPPINESS  
AT WORK FORMULA**

# [1]

## Introduction

Welcome to the Happiness at Work Formula Series! Thank you so much for getting this guide and participating in the world of better work. It is my passion, and it means so much to me.

This guide has been developed for those who have struggled to find fulfilling work their entire careers, hopping from job to job, wondering if their daily grind is really “as good as it gets.” This guide is for those who never feel excited to go to work and who never get to be their most creative, engaged, or even productive selves. They feel like they are sleepwalking through their careers or doing their best and never getting where they want. Sound familiar?

It doesn't have to be that way. It's time for all of that to end. It's time for all of us to find careers we love to talk about and that make us proud. It's time to feel completely differently about going to work. If you know someone whose work is a labor of love, then you know first hand that this can actually happen. It can happen for you, too. Life is too short to sleepwalk or bang your head against the proverbial wall. That's why you're here, and it's why I do what I do.

As the Workplace Therapist, I've committed myself to improving the health and functioning of the workplace for over 20 years. From coaching

over 700 executives on how to be better leaders, from consulting organizations on how to create inspiring cultures, and from training business leaders in communication and leadership, I've parachuted into some of the most challenging business situations and have helped to right the ship.

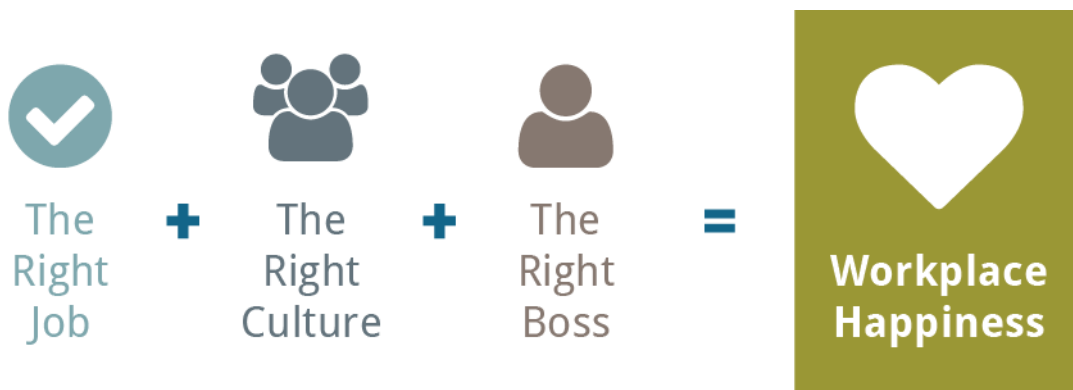
Along the way, I've worn lots of hats: therapist, executive coach, professor, consultant, speaker, radio host and blogger – and I've learned quite a bit. I've put all by best advice into this guide. By reading this guide and taking action in a way that works for you, you will be part of the solution to the crisis of workplace dysfunction. Thank you. I hope this helps you tremendously.

Good Luck on your career journey. I believe in you.

# [2]

## The Happiness at Work Formula

I've spent twenty years helping people solve what I call their Happiness At Work Formula (HAWF). What I've learned in my time teaching this process is that a person can find fulfilling work by solving each of the variables in the HAWF. It's actually very simple. You need to solve for 3 variables that fit perfectly with you and you'll be singing your way to work like an elf to the forest. What are the variables and this magic formula, you ask?



It's not rocket science, but few people ever solve this formula! If you are able to solve 3 out of 3, welcome to workplace bliss. Every day you'll feel like you're making your greatest contribution to your own life and even the world.

Two out of 3 ain't bad. Some people spend many years working in a 2 out of 3 situation. But something always feels a little off, something greater always feels like it's just out of reach. With 2 out of 3, things seem fine on the surface, but we are never truly satisfied underneath, and we are never living our best life. Listen to that feeling and figure out which piece is missing.

One out of 3 means you clearly need to make a move soon. You will not be able to tolerate that situation for long. You are wasting your skills, your time, and also your company is wasting theirs. This is a bad match that needs to change.

There is one other possibility. 0 out of 3. If you find yourself here, I am very sorry. With 0 out of 3, every day feels like a slow death. This is a soul crushing experience. Get out now and solve the rest of your variables from a better position.

You need to solve these 3 variables in a way that matches your unique needs. In order to do that, each element requires a slightly different discovery and activity process. I've split The Happiness at Work Formula Guide into a 3-part series based on each variable:

- 1. How to Find the Right Job**
- 2. How to Find the Right Culture**
- 3. How to Find the Right Boss**

You can consult each guide as you need or as you choose to move along in the process.

Each guide contains the information on How to Find the Right Job, Culture, or Boss in order to solve a specific variable. You'll find advice and stories, and important questions to answer for yourself. I discuss the key concepts and ideas that have helped hundreds of people create fulfilling work. But information is only half the battle.

To truly solve the formula, you'll need action. This is where so many people fail. I like to tell friends that I can help anyone find their purpose in under an hour, but living out that purpose takes people a lifetime. That's like the concepts in this book. I suggest here many actions you can take to accelerate your journey. They are designed to walk you step-by-step toward solving the formula for that coveted workplace happiness. They are here to support you, but in the end, only you can make them part of your life. Since you're not one of my direct clients, I can't be there in person to help you discover, cheer you on, strategize, or practice putting this career information into action for you. But you have help through this guide, starting now.

Get a partner you can commit to or make a radical commitment to yourself. You might be able to fly through the exercises, and then it's up to you to create what you want in real life. That takes commitment, a little faith, lots of action, and that takes time. No one is going to do that for you. That part is completely up to you. I want this to help you immensely. I truly hope it becomes your most useful tool for finding happiness at work.

As you read this, I would love to hear how this guide has helped you as you join other intrepid individuals finding happiness at work and fulfilling careers. Send an email to [\*\*brandon@theworkplacetherapist.com\*\*](mailto:brandon@theworkplacetherapist.com) and let me know. I read every one. And the best stories I will put on my website so that



it inspires as many people as possible to find their own best career situations and achieve happiness at work. That's my ultimate mission. Also, if you know other people that are struggling at work, then share this with them. Or send them to **[www.theworkplacetherapist.com](http://www.theworkplacetherapist.com)** so they can find tools that can help them. Thank you!

# [3]

## Understanding Why You are Here & How to Get Somewhere New

If you've been struggling to find work that is truly meaningful to you, chances are very high that you have similar struggles to my clients. These struggles are common, pervasive, and at times, insidious. Let me tell you a story.

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### **Client Story: Cindy**

I was having dinner with Cindy, a successful marketing executive. In the middle of dinner, she paused, looked up over her salad and with a steely seriousness she said to me: "Is this it? Is this all there is? I just don't feel any excitement or fulfillment at work. It feels like I am just going through the motions."

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Does that sound like you? Hands down, the most frequently asked question I receive is: "how do I find fulfillment at work?" Everything from passion to meaning and purpose -- we're all looking for it. Are you energized with your work? Do you find meaning in what you do? Or do you feel as though

the work you do is slowly killing you with every key stroke? Sadly, if you are like most corporate professionals, it's probably the latter. You are not alone.

According to Gallup, 70% of the planet is unengaged at work. Some of those people, about 30%, are actually actively disengaged, doing everything they can to not be a good employee or switch jobs. With some new information, determination, and focused action we can change this, one person at a time.

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### **Client Story: Steve**

I once met a consultant named Steve that worked at a large, national consulting firm. Steve introduced himself to me as the “pricing specialist for the tire industry.” Pretty exciting, huh?

Look, you can actually find fulfillment in any job depending who you are, and pricing tires is no exception. It is very possible that Steve could have loved his job. But after he introduced himself to me, it was clear to me that he didn't. How did I know?

It was the way he introduced himself. He didn't say, “I'm the pricing specialist for the tire industry” with energy, a smile and a twinkle in his eye. Rather, he introduced himself to me with a look of confusion and puzzlement across his face. It was as if he was saying, “how in the world did this happen to me?”

Steve graduated from college top of his class and took the first job offered to him. He worked for several years and decided that he wanted “something different” but he wasn’t sure what. So he went back to school for an MBA.

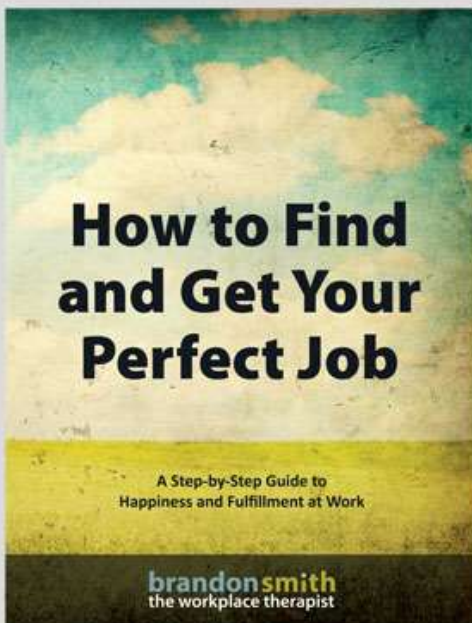
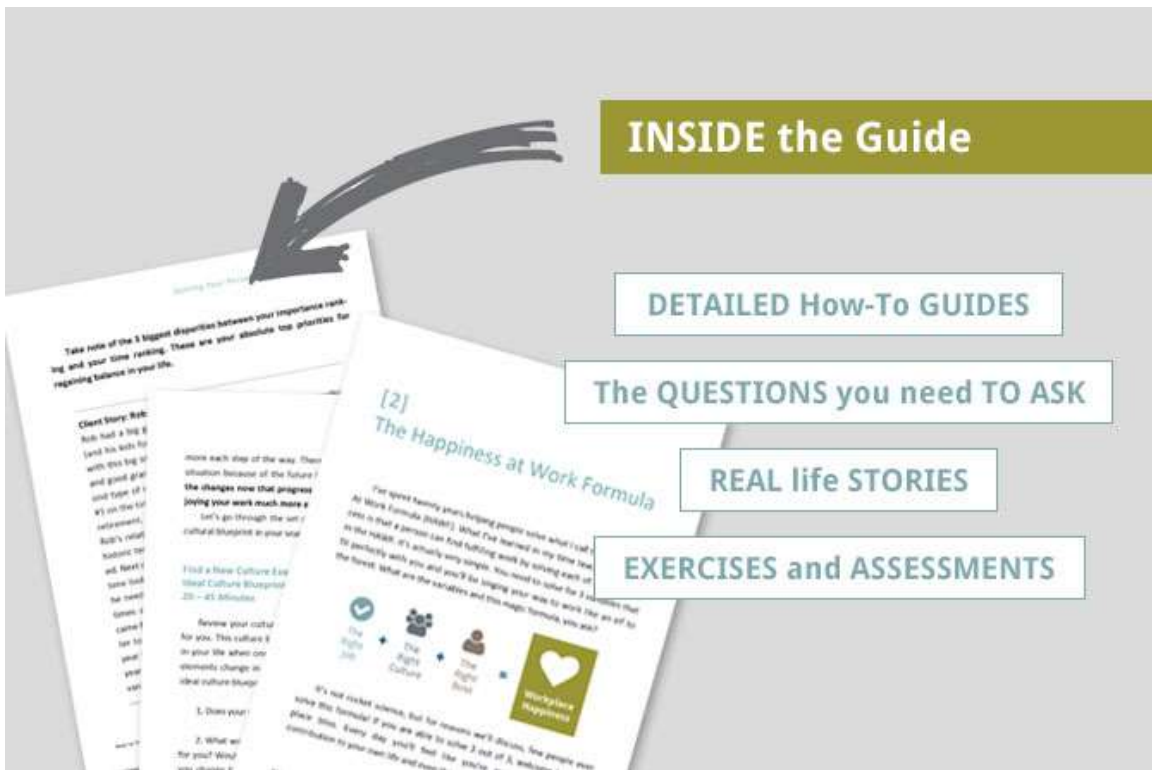
Upon graduation, he received an offer from a consulting firm. “Fantastic!” Steve thought. Consulting will be like a buffet. He could choose a project and an industry and if he didn’t like it, he could always go back through the line and pick something else. Surely, he would find the right fit. Any guesses as to Steve’s first project? Yep – pricing work for a tire industry client.

Steve did a phenomenal job because he wanted to be successful. So good was his work that the client wanted a follow-on engagement with Steve on the project. Then another client needed the same type of help. Ten years later, Steve is THE pricing specialist for the tire industry. If you’ve got a question about rubber, you can ask him.

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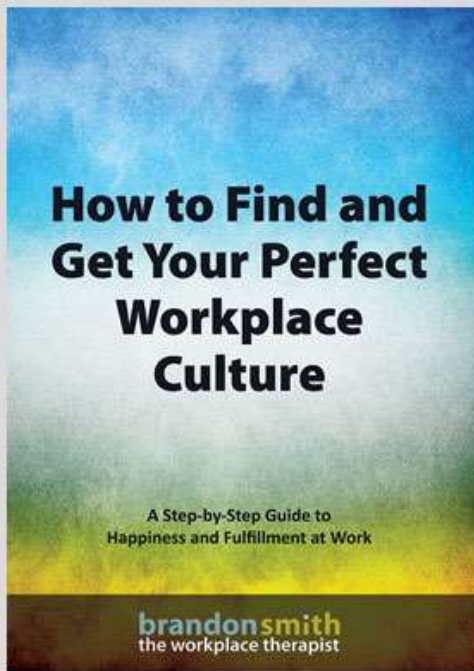
The moral of the story? If you don’t intentionally decide what work you want to do – the kind of work you get energy and fulfillment doing, someone else will decide for you. And it won’t be based on what they think you might enjoy from the buffet. No. It will be whatever is left over.

## Ready for More?



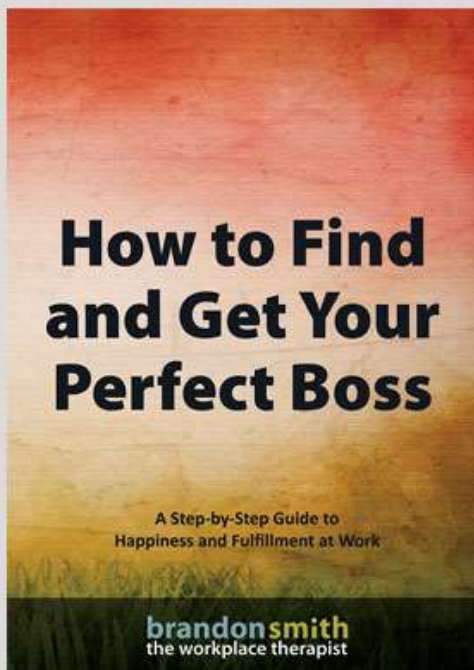
**You will learn exactly what you need to do every step of the way uncover and get your perfect job.**

- ✓ The process that has worked for hundreds of people.
- ✓ An in-depth analysis of the job mistakes most people make.
- ✓ A tested framework for building your personal vision that you will use to make the best career choices.
- ✓ The 5 Questions for finding work that can fulfill you.
- ✓ An expert method for job hunt preparation.
- ✓ A roadmap for leaving your current job the right way as you take your next big ideal step.
- ✓ 11 client stories of people that are facing the same struggles as you.
- ✓ 26 exercises for you to put top advice into action.



**You will learn exactly what you need to do to discover and get your perfect workplace culture.**

- ✓ The 4 worst cultures to work in and how to deal with them.
- ✓ 2 quizzes and a series of exercises for creating the work-life balance you have always wanted.
- ✓ How to find the top 3 values that are most important to you and your life.
- ✓ The 10 most important elements of culture and how to modify them to fit your needs.
- ✓ How to use #1 most important part of culture change. Hint: you can't do it alone.
- ✓ The 4-step repeatable template for creating continuous culture change in your organization.
- ✓ My 10-step process for uncovering the culture of your future workplace before you take your next job.



**You will learn exactly what you need to do to discover and get your perfect boss.**

- ✓ The 2 main reasons why so many of us have pains in the boss
- ✓ How to uncover patterns that keep your career blocked, and break them forever
- ✓ 5 Quizzes to help you assess your situations and decide on which actions will work
- ✓ The #1 most important tactic for revolutionizing your boss relationship
- ✓ How to Get Others to Change 101 - a short course in the hardest human endeavor
- ✓ Getting your boss to like you
- ✓ Switching jobs and finding your perfect boss

**And more!**

## ABOUT THE AUTHOR



Brandon Smith, The Workplace Therapist, has been interviewed by numerous news sources including NPR, Fox News, the Wallstreet Journal, and the Today Show. He's created one of the foremost online resources for professionals trying to make the most of their work, and he's an award-winning business instructor at Emory University and Georgia State University. Brandon is one of the few business experts that has also trained as a clinical therapist. Coaches focus on behaviors that drive performance, and therapists know how to work with emotion and resistors to change. It's this unique combination that allows Brandon to bring exceptional value to his clients seeking to transform themselves and their businesses. He works with companies through his own executive consulting firm, The Worksmiths.

### **Find Brandon online:**

[www.theworkplacetherapist.com](http://www.theworkplacetherapist.com) | [www.theworksmiths.com](http://www.theworksmiths.com)

## **GET ALL OF THE GUIDES FOR THE HAPPINESS AT WORK FORMULA**

*How to Find the Right Job*

*How to Find the Right Culture*

*How to Find the Right Boss*