

Can you be happy at work? Take a look at these wellness trends



What is the **purpose** behind our **day-to-day activities**? Can we **make changes and improve our mood**? How is the **emergence of Artificial Intelligence** affecting the **world of work**? Experts took part in [Wellbeing 360](#) to share **workplace wellness** tips and trends.

In its 11th edition, this event organized by **Tecmilenio's Institute for Wellbeing and Happiness (ICBI)** brought together world-renowned personalities such as **Vanessa King, Daniel Granattal, and Tom Rath**.

*"We want to make **wellbeing a competitive advantage**, so that we can obtain **enormous life satisfaction in the workplace, enjoy our professional activity, and relish it on a daily basis,**"* stressed Rosalinda Ballesteros, director of the ICBI.

CONECTA shares the main aspects reflected upon during this year's [Wellbeing 360](#):

- [The 5 keys to happiness and wellbeing at work](#)
- [Small changes, big differences to your well-being](#)
- [Well-being is personal but contagious](#)
- [How can we exercise leadership in the era of Artificial Intelligence?](#)
- [Combining the company vision with personal fulfillment](#)



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The 5 keys to happiness and wellbeing at work

Why is achievement important in the workplace? According to [Vanessa King](#), an expert in **applied positive psychology**, **happiness is a crucial factor of everyday life.**

King, who is a board member at the global 'Action for Happiness' association, spoke about studies showing that **happy people give higher performance** and even **increase their company's value on the Stock Market.**

The author of *10 Keys to Happier Living* listed **5 keys to finding happiness at work:**

1. Connection

King explained that **each team member should feel connected** because this helps **them to feel part** of a community, meaning **they should feel seen and valued.**

2. Control

A feeling of control should be prioritized, since it indicates that the person is not under pressure, that they're **not working at anything but their own pace.**

3. Skills and progress

She highlighted that employees **must feel competent and that they're making progress.** They must have that **feeling of peace when crossing things off their to-do list.**

4. Contribution

King explained that we also feel good when we're accomplishing our goals, when **we're contributing and are efficient**.

5. Constructive Emotions

Finally, she said that workers **must be clear about their role within the organization** and the contribution they're making to the company and the world.



Small changes, big differences to your wellbeing

Small changes in our daily routine can make a big difference to people's general wellbeing, explained [Tom Rath](#) during his 'Eat, Move, Sleep' talk.

*"The most important thing I've learned is that health and living well aren't about big decisions or big changes, it's more related to **making small adjustments on a daily basis.**"*

So, beyond exercising, **staying active brings benefits to the body**, as well as a **balanced diet** that will provide energy, and eight hours of sleep that will make people wake up refreshed.

That's why he suggested thinking about what time you need to wake up tomorrow to calculate what time you should go to sleep in order to get 8 good hours of sleep and wake up a new and improved person.

*"**We need to get a good night's sleep to perform better at work.** Food provides the fuel for you to have a better day. It's the small changes that will improve our lives."*

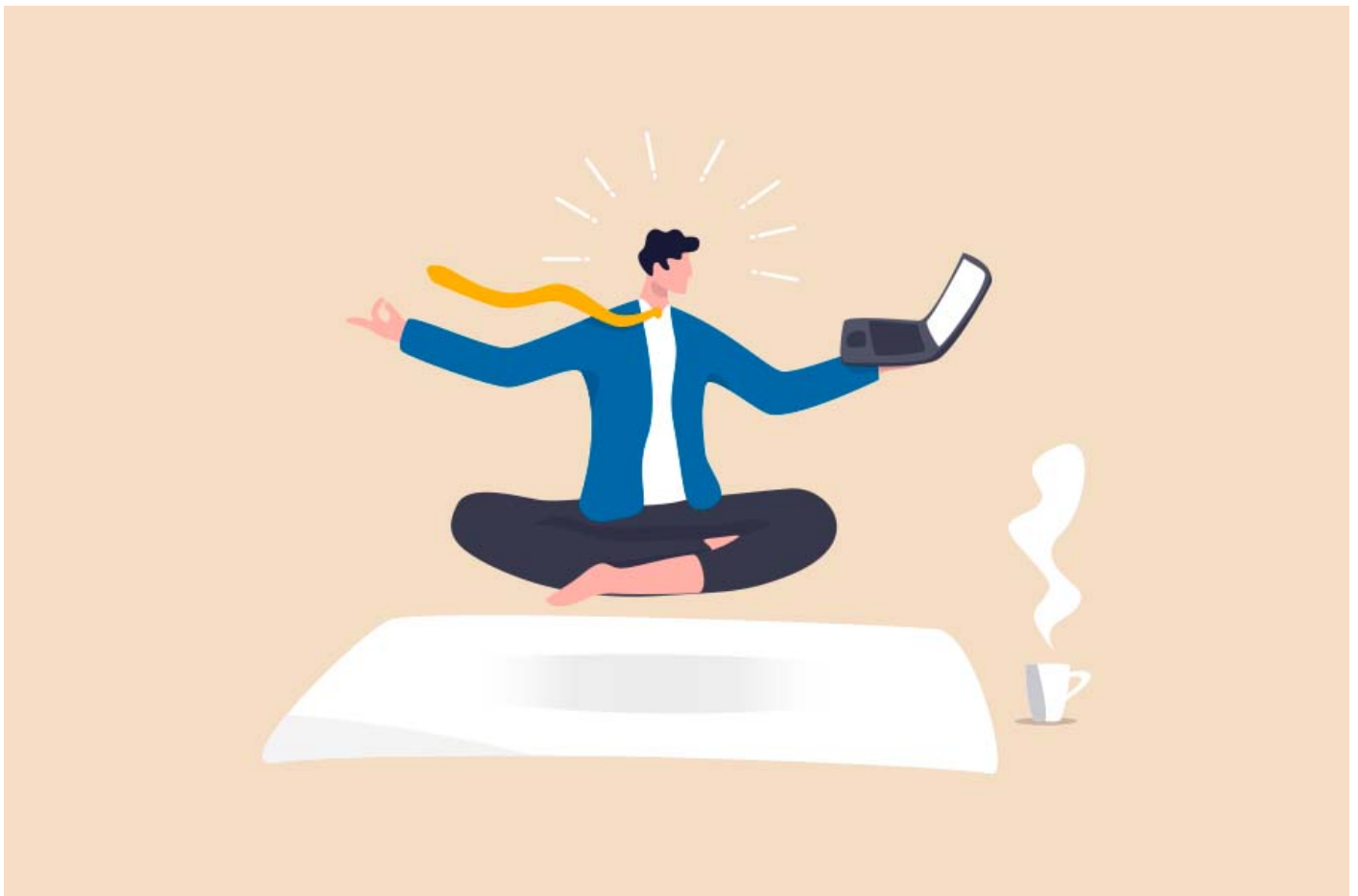
Wellbeing is personal but contagious

As human beings are unique, **each individual must be treated differently in work teams.** This was the explanation from **Juan Domínguez**, a former graduate student of Tec de Monterrey and human resources expert.

*“Part of **wellbeing** is understanding differences, as we are unique human beings and wellbeing is unique. There was a lot of talk about the science of happiness, but happiness is specific. Although it’s contagious, it’s also personal and acute.*”

*“We share common values, the same anatomy, but different purposes, different ways of looking at life. **Being able to understand those differences as leaders sets an important standard that translates into the organization’s wellbeing.**”*

According to his experience, the best results in companies are found under the **hybrid system**, which he recommends since you can go further collectively than you can individually.



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How can we exercise leadership in the era of Artificial Intelligence?

This question was reflected upon by [Daniel Granatta](#) during his talk at Wellbeing 360.

According to the Spaniard, **leaders must remain focused on their relationship with people** since they're important to the process.

*“**Leadership is about people, not machines.** We want to reassure people because there’s a lot to do here as humans. We’re not going to be swept away by machines and algorithms. Although technology is a necessary accessory, it’s an accessory in the end.”*



Combining the company vision with personal fulfillment

“When people are well, organizations do well.” This was the explanation from Érika Bautista, Deputy Director of Social Responsibility, Ethics, and Equity at Banca Afirme.

Bautista and other organization leaders in the areas of human talent and social responsibility spoke about the importance of wellbeing during the *‘Meaningful work: My work brings me closer to my life purpose’* panel.

For example, regarding **people’s work-life balance**, Lorena Hernández, Human Resources Consultant at Axtel, explained that **it can impact aspects such as physical health, development, and wellbeing.**

To that effect, **organizations need to create initiatives and social activities** so that employees integrate and spread positive attitudes by helping other people, according to Laura Ramírez, Human Talent Manager at Grupo Hunan.

“With a view to organizational purpose, institutions can lead their employees to understand how their life’s purpose is reflected in their day-to-day work,” concluded Iván Guerrero, leader of

Business Solutions in Wellbeing at **Tecmilenio**.

About Wellbeing 360° in 2023

[Tecmilenio's Wellbeing 360](#) gathers global experts to explore habits for having a greater connection with awareness, learning to live with an understanding of wellbeing, and the search for self-realization.

Tecmilenio director **Bruno Zepeda** explains that this 11th edition: *Positive Organizations: Wellbeing as a Competitive Advantage* is vital because:

“Wellbeing is no exception at an organizational level; it actually invites us to take responsibility for driving strategies and providing the tools necessary for employees to thrive in all aspects of their lives.”

According to **Rosalinda Ballesteros**, **as wellbeing is something that must be pursued for its own sake**, it is achieved when we understand **what our personal virtue is and what makes us better live by it**.

“For all those of us who are part of the Institute and Tecmilenio, living our life’s purpose is being able to share these topics.”

[Wellbeing 360°](#) includes [a platform](#) where you can view videos from experts in the Science of Wellbeing through which this event was followed live. This year, there were 27,000 community members and 13,000 new registrations on the platform.

****With information from Susan Irais, Rebeca Ruiz, Ricardo Treviño, and Verónica Ramírez.***

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