

# Leader's Happiness

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**Abstract:** *The aim of this paper is to show the importance of a happy leader in leadership of his team. A person's happiness can be attained when the goal is achieved. We can look around various examples in our life either big or small, when we fill with the pride of joy of achieving the mission. A leader may be a Business, political or spiritual leader definitely have some qualities and styles that act as personality traits and he become cheerful at one stage when the goal is achieved. Definitely it's a matter of concern that what makes a leader blissful by its personal success or team work. This paper focuses on analyzing the points of joy in a leader's life and eminence. We are exploring the leader's gaiety that he posses and keep his toes on tunes.*

**Keywords:** *Leadership, Management, Happiness, Positive Workplace*

## I. INTRODUCTION

According to Peter Drucker, "Leadership is the lifting of a man's vision to higher sights, the raising of a man's performance to a higher standard, the building of a man's personality beyond its normal limitations." (Manager, 2016) "Leadership is the most studied and least understood topic of any in the social sciences". Leadership is a set of behavioral skills which can be learned. Yet experience shows that conventional leadership training strategies are not enough to transform individuals into leaders. Leadership behaviors are also attributable to individual differences, and traits or characteristics of the latter continue to be a subject in the leadership literature. Such traits include personality factors associated with influencing others and cognitive abilities such as convergent and divergent thinking (Alexander, 1995). Leaders take charge, make things happen, dream big dreams and then translate them into reality. Leaders attract voluntary commitment from followers, energize them and transform organizations into new entities with greater potential for growth, excellence and market superiority (Callos). In contemporary writings, the leader is described as a member of a group, albeit with specific possibilities to influence the group, and leadership is, consequently, a series of interactive

processes where leaders inspire followers by creating common meaningful images of the future (Lucia Crevani, 2010).

### A. CHARACTERISTICS OF GREAT LEADERS ARE AS FOLLOWS

- ✓ **DECISIVENESS** - Perhaps the greatest responsibility for leaders is that they must step in when there is a dispute, uncertainty, or a deadlock, and be the one to make a decision.
- ✓ **COMPETENCE** - Certainly the hardest trait to define, Competence for many leaders is less about domain-specific skill and often more about their character, social skills, and ability to focus the energies of their team on the most important tasks.
- ✓ **INTEGRITY** - It is a characteristic that can increase employee's commitment and satisfaction to their job, which in turn can increase their performance. Ruling through fear will never bring true respect, making it impossible to build a team that is supportive and hungry to do well.
- ✓ **VISION** - "So, what should we do next?" This question often falls squarely in the lap of the leader, which is why the ability to truly analyze the long term strategy and goals of a company (or an individual team) is so

important for leaders. When the group feels lost, it's the leader's fault, and it's also the leader's responsibility to ensure that everyone knows that a road map is in place.

- ✓ *MODESTY* - Surprising to hear, as many would associate a leader with a boisterous personality that is brimming with confidence—and they'd mostly be right. However, true leaders can often be found doing “quiet work”, and their ability to shine success on their team at large (instead of entirely on themselves) goes a long way in garnering true respect from their peers, rather than turning them into egomaniacs who take credit for their team's accomplishments.
- ✓ *PERSISTENCE* - leaders who were able to turn companies from good to great (or lead companies out of the red) showcased high levels of persistence, in spite of the many unplanned “the sky is falling” events that tended to crop up. Their unshakable nature was critical for moving the whole team toward their goals (Ciotti, 2013)

#### B. SOME CONDITIONS FOR A GOOD LEADER

- ✓ *FALLIBILITY AND HUMILITY* - Great leaders acknowledge weaknesses, but focus on strengths. A smart leader freely admits he doesn't know how to do everything and that simple statement allows him to work his strengths to their best advantage. No team wants an arrogant leader or even arrogant team members.
- ✓ *MUTUAL RESPECT* - Team members want to be respected as individual, human beings and valued employees. They don't want to be treated as a number and merely bossed around, which is what a manager would do. They also want their work to be respected and acknowledged for its good quality.
- ✓ *TEAM AND INDIVIDUAL GROWTH* - One reason people work is to build on existing skills and develop new ones. It's very important that a leader fully supports exploring the full potential of every single individual in the team as well as the team as a whole. If people are constantly learning and challenging themselves, they will be keen to work and perform to high standards. This is vital because if a leader's team isn't growing, their job becomes next to impossible.
- ✓ *TRUST WORKS BOTH WAYS* - Nobody likes the boss watching them all the time, but it's vital that they're available when necessary. People do need guidance and then to be left alone to get on with the work. This means the leader has to trust their team to do the best work possible and demonstrate that trust by letting them do it. This allows the team to prove themselves by meeting the required expectations.
- ✓ *OPEN COMMUNICATIONS* - A leader has to build rapport and keep the channels of communication open in both directions. A true leader knows the value of input from their team. The team wants to be kept up to date with any news that affects their role within the organization. Staff should feel comfortable in airing ideas and grievances alike and know that they will be listened to sincerely. It doesn't matter if not all their ideas are accepted. Being able to voice them is the key.

- ✓ *PROMOTION* - Opportunities for promotion should be available for team members wishing to move upwards within the organization. If a team member has their eye on a particular position, the leader should be able to work with them to develop the necessary skills to fulfil the job requirements. Teams need the right leader to guide them. If these conditions don't exist, somebody has to address the problems before major issues arise (HOGG, 2016).

#### C. EXPECTATION GUIDELINES TO CHANNELIZE THE RELATIONSHIP BETWEEN THE TEAM LEADER AND TEAM MEMBERS

*EXPECT TEAM MEMBERS TO BE CONTRIBUTORS:* This means that the leader will have to nurture a team environment that builds the confidence and trust levels of team members. Team members must believe that they can express diverse opinions without reprisal; that they can make mistakes without feeling diminished; and that they will be valued for their achievements.

*EXPECT TEAM MEMBERS TO COMMUNICATE WITH ONE ANOTHER:* Team members must first learn that open communication is valued and then they must be given a forum for constructive communication. They need to understand that they must take the responsibility to communicate to get things done, improve procedures, work out issues, and deal with changing conditions.

*EXPECT TEAM MEMBERS TO COOPERATE:* Leaders must help employees appreciate what a team is and what it can achieve when it works. Team members need to realize that coordinated work is more productive than a string of individual actions. Leaders should help team members generate working agreements among themselves.

*EXPECT TEAM MEMBERS TO PROBLEM SOLVE:* Team members must learn that they are active players who focus on getting things done correctly and efficiently. This means that leaders must help the team articulate issues; stays focused on the problem, not personalities; and find a common language to deal with change.

*EXPECT TEAM MEMBERS TO BE LEARNERS:* Leaders need to create a work culture where team members share expertise, train new hires, cross train, and, ultimately, understand that continuous learning is an organizational value (Workshopexercises, 2016).

#### II. THE IMPORTANCE OF POSITIVE WORKPLACE'S TO LEADERS

According to Shawn Achor, founder and CEO of Good Think, Inc., It's important to become happy, which will then help you become a success. It's important to organizations for employees to be happy, and not just for the employees themselves. “The greatest competitive advantage in the modern economy is a positive and engaged workforce,” In his book, happiness is defined as “the joy we feel striving after our potential.” It occurs along the way to achieving one's potential, not just when that potential has been achieved. “This definition is crucial for leaders to understand,” People can also

help fulfill their potential by better understanding the role of social support at work. The key to remember is that giving support is even better than receiving it. "In an era of do-more-with-less," Achor says, "we need to stop lamenting how little social support we feel from managers, coworkers and friends, and start focusing our brain's resources upon how we can increase the amount of social support we provide to the people in our lives. The greatest predictor of success and happiness at work is social support. And the greatest way to increase social support is to provide it to others." "In the working world," he says, "working with leaders", I began to discover that some same principles that caused Harvard students to rise to the top were also the same principles used by leaders to become more successful. Everyone at work can consciously help themselves to thrive more. Some basic strategies involve managing energy by sleeping well, eating a balanced diet that includes frequent high-protein snacks, and taking breaks, ideally every 90 minutes. But Spreitzer and her colleagues also found that the way people engaged in their work had an effect on how well they thrived. "When individuals engage their work in a way that helps others, learn new things, and find meaning in their work, they report higher levels of thriving,"

Leaders can create the kind of workplaces that can help people thrive. Spreitzer says, "Leaders can (1) provide their people with more opportunities for decision making discretion, (2) share more information about the organization, its strategy, and competitors, (3) set and reinforce norms that promote civil and respectful behavior, and (4) offer performance feedback, especially about what is going well. When leaders create workplaces with these characteristics, their people feel like they can grow, develop, and thrive in their work." (Winter, 2012) When leaders experience high levels of positive moods, they are more likely to radiate their confidence and determination, and to display convictions about their thoughts during team interactions. Leaders with highly positive moods can create positive, self-efficacious feelings among team members. When working with these types of leaders, members are likely to feel more positive and to offer more positive evaluations of the leaders which, in turn, increase their respect and admiration for the leaders (i.e., idealized influence). Therefore, it is plausible that leader positive moods will lead to more idealized influence behaviors (Nai-Wen Chi, 2011).

According to Dana Joseph positivity is the key: Generally happy people make better leaders than Debbie Downers. The analysis zeroed in on the relationship between trait positivity (or the general tendency to respond positively to situations) and several leadership criteria, including leadership effectiveness. Trait positivity was an even better predictor of effective leadership than extroversion or neuroticism (emotional instability). 11% of the variance in leadership effectiveness were due to trait positive affect. On the other hand, negative affect accounted for 6% of the variance in leadership effectiveness. In other words, the less happy someone was, the less likely they were to be a successful leader. Interestingly, not all negative emotions were linked to low leadership effectiveness. Those who displayed anger were more likely to be perceived as poor leaders than those who displayed anxiety. The key link between happiness and leadership effectiveness, the researchers say, seems to be

that happy people typically demonstrate a certain management style called transformational Leadership.

Transformational leaders are skilled at things like inspiring and motivating their team, stimulating their team intellectually, and mentoring their subordinates. (A popular example of a transformational leader is Nelson Mandela) there's a strong correlation between transformational leadership and leadership effectiveness. It's simply easier to be a transformational leader when you're a happy person. "Positive affect allows people to be inspirational, motivational, and respectful of their followers," she says. "For example, when you're giving a speech to a room and you have difficulty being positive, it's difficult to inspire and motivate the audience." (LEBOWITZ, 2015)

#### A. THE PERSPECTIVE OF HAPPY LEADERS

- ✓ Their life has purpose and meaning.
- ✓ They concentrate on positive thoughts.
- ✓ They judge their wins and failures the same.
- ✓ They prioritize what's important.
- ✓ They don't compare themselves with others.
- ✓ They cultivate meaningful relationships.
- ✓ They invest in diversity.
- ✓ They're constantly growing.
- ✓ They do what they say they're going to do.
- ✓ They believe in themselves (Lolly-Daskal, 2016).

#### B. TECHNIQUES HELPFUL TO THE LEADERS

Happiness starts with our thoughts and ripples down to our behavior. If we want happiness in our leadership and life, stop looking for it in achievements and circumstances and start developing the mindset of happy people. A leader needs to encourage happiness in every facet of the business.

- ✓ Be Happy Yourself
- ✓ Help People See Their Progress
- ✓ Make Time for Your People
- ✓ Show People the Autonomy That They Already Have
- ✓ Help Them Find Meaning in Their Work
- ✓ Listen and Respond to Their Emotions, Not Just Their Problems
- ✓ Stop Letting Assholes Dictate the Company Culture
- ✓ Encourage Friendships
- ✓ Recognize Hard Work
- ✓ Find out Why People Leave
- ✓ Know Your People
- ✓ Have More Fun
- ✓ Good Managers are Aware of their Limitations as Well as Strengths
- ✓ Follow Through Promptly on Policy Issues
- ✓ Set the Example and the Tone (STAIB, 2015)

#### C. TRAITS OF LEADERSHIP

According to Brian Tracy, "Become the kind of leader that people would follow voluntarily; even if you had no title or position." The two traits that we evaluate first when gauging others for leadership are warmth and competence. In fact, a recent analysis of multiple behavioral studies published

in the *Harvard Business Review* declares that these two traits are overwhelmingly influential when it comes to evaluating others. Insights from the field of psychology show that these two dimensions account for more than 90% of the variance in our positive or negative impressions we form of the surrounding people (Ciotti, 2013).

Environmental factors which include biological, physical, psychological and geographical conditions where individuals exist generally have more dominant influence of personality traits and interests. High self-esteem leaders possess more ability than they need to perform the leadership responsibilities in order to succeed at work. Thus, they may adopt dramatic, relaxed, impression-leaving, friendly, open and precise communication styles (Oludele Mayowa Solaja, 2016).

The contents of Happiness have in common is that all refer to pleasant judgments (positive attitudes) or pleasant experiences (positive feelings, moods, emotions, flow states) at work. Most happiness constructs in organizations are conceptualized at the person level, where all the variance of interest occurs between individuals. Personal engagement and psychological presence at work are concepts refer to the amount of the authentic physical, cognitive, and emotional self that individuals devote to their work and the feelings of attentiveness, connection, integration, and focus that accompany moments of high engagement. The concept of *vigor* at work is defined as a positive affective experience involving energy resources, including feelings of physical strength, emotional energy, and cognitive liveliness. In contrast to some of the above constructs that involve attitudes and/or cognitions, measures of affect at work directly assess moods or emotions experienced while working. The traditional affect circumplex features two dimensions, hedonic tone (pleasure to displeasure) and arousal or activation (Fisher, 2010). At the organizational level, one might consider the attributes of the organization's culture and HR practices as likely causes of happiness among organization members. The Great Place to Work Institute suggests that employees are happy when they "trust the people they work for, have pride in what they do, and enjoy the people they work with." Trust in the employer, built on credibility, respect, and fairness, is seen as the cornerstone (*Greatplacetowork*).

#### D. HAPPINESS ACTUALLY WORKS

As a supervisor, manager or leader, we can influence how happy our teams feel. This isn't only a good thing to do - it can help to boost performance, productivity and retention. So why not think what you can do. Happiness at work is a win-win. Happy, engaged people are healthier, more productive; they have more ideas, are more likely to contribute over and above the responsibilities of their job and help out colleagues, are less likely to leave or be off sick and are more likely to get to work on time. They are better to be around as happiness is also catching. So, if your team is happy - you and others around them are more likely to be happy too (King, 2016).

### III. CONCLUSION

This Leadership research focused on the Happiness trait of leaders requires a continuous examination of all the conditions of the leaders. Being happy always is a win win stage for everyone. A leader's happiness definitely depends upon the success of the mission. The accomplishment of the target and successfully expected results of the team members from their leader also one of the reasons to make him cheers. We are concluding this paper that a happy and positive leader is persuaded by his teammates and he is successful in every odd situation due to his optimistic attitude towards life.

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