

references



Dear IE Alumni:

I hope you enjoyed the GAF 2011 session on *Happiness* with Eduard Punset. Given the importance of this topic in general – and particularly in times of economic difficulty – I wanted to offer a list of references for those of you who might like to explore the topic further. I would be happy to take your comments or questions, so feel free to get in touch.

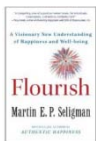
Warm Regards,
Lee Newman, PhD
Dean, IE School of Social & Behavioral Sciences

Lee.Newman@ie.edu • Twitter: @NewmanLee • Web: LeeNewman.org • Blog: BehavioralDecisions.org

Happiness and Positive Psychology

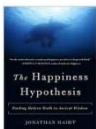
References: Recent findings in the behavioral sciences have shed new light on both what it means to be happy, and how we as individuals, organizations, and societies might foster happiness in our lives and in our work. Below are highly accessible references on the topic of happiness that are well grounded in behavioral science.

New at IE: In 2013, IE will launch a new Executive Master to train senior managers in using positive psychology and behavioral science to transform the way they design and lead their organizations. A session on *Decision Making and Happiness* is now included in an iMBA elective on Behavioral Decision Making.



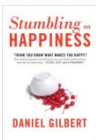
Flourish: A Visionary New Understanding of Happiness and Well-being.
by Martin Seligman (U. Pennsylvania)

This is the recent book by the founder of the field of positive psychology. It offers an easy-to-read and scientifically supported view on “well being” and how it can be cultivated.



The Happiness Hypothesis: Finding Modern Truth in Ancient Wisdom
by Jonathan Haidt (U. Virginia)

Haidt merges a scientific and cross-civilization view of happiness, offering the reader ideas about how to construct a fulfilling and meaningful life.



Stumbling on Happiness
by Daniel Gilbert (Harvard University)

A fun book that mixes science and personal experience to highlight common misconceptions that challenge us in our pursuit of happiness.



Flow: The Psychology of Optimal Experience
by Mihaly Csikszentmihalyi (Claremont Graduate University; University of Chicago)

In this book (and subsequent books), the author explores the science of *flow* – a state that we have all experienced in which we are deeply absorbed and immersed in what we are doing.



Article: Why it Pays to Be an Optimist, Martha Mangelsdorf, Sloan Management Review, Winter 2011
<http://sloanreview.mit.edu/the-magazine/2011-winter/52204/why-it-pays-to-be-an-optimist/>

Article: But Will it Make You Happy? By Stephanie Rosenbloom, New York Times, August 7, 2010
<http://www.nytimes.com/2010/08/08/business/08consume.html>



Video: Dan Gilbert on “Our Mistaken Expectations”, TED Talk, 2008.
http://www.ted.com/talks/dan_gilbert_researches_happiness.html



What are your strengths? The following are well-validated tools you can use to start to identify and understand how to pursue a positive life and career by leveraging your strengths.

Tool: VIA Survey of Character Strengths (free, as used in the book “Authentic Happiness”, by M. Seligman)
<http://www.viacharacter.org/www/en-us/viamecharacterprofile.aspx>

Tool: StrengthsFinder 2.0 (provided with book “Strengths Finder”, by T. Rath)
<http://www.amazon.com/dp/159562015X/ref=nosim/?tag=thegalluporganiz>

references

Resilience, Psychological Fitness and Dealing with Uncertainty

Description: Coping with stress, ambiguity and uncertainty requires that managers learn to leverage their strengths to develop resilience and psychological fitness. Below are several articles and videos on this topic.

New at IE: Content on managerial resilience and dealing with ambiguity is now incorporated into the leadership components of IE's in-company executive education programs.

How Positive Psychology Can Boost Your Business by Jill Hamburg Coplan, Business Week, Feb 13, 2009.
A brief look at how entrepreneurs are implementing positive psychology to improve their businesses.

Building Resilience by Martin Seligman, Harvard Business Review, April 2011.
How developing strengths and psychological fitness might be transferred from a US Army program into the workplace.

Social Intelligence and the Biology of Leadership by Daniel Goleman, Harvard Business Review, September 2008.
Behavioral and brain sciences offer ideas about improving performance by through social intelligence.

Video: Martin Seligman on "Positive Psychology", TED Talks, 2008.
http://www.ted.com/index.php/talks/martin_seligman_on_the_state_of_psychology.html

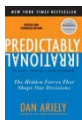
Video: Brene Brown on "The Power of Vulnerability", TED Talks, 2010
http://www.ted.com/index.php/talks/martin_seligman_on_the_state_of_psychology.html

Video: Nancy Etcoff on "The Surprising Science of Happiness", TED Talks, 2009.
http://www.ted.com/talks/nancy_etcoff_on_happiness_and_why_we_want_it.html

Behavioral Decision Making

Description: New research in behavioral science and economics has identified many cognitive and emotional biases that challenge our ability to make effective judgments and decisions. There is perhaps no more important a set of than those we make about our own happiness and future. Below are several references to explore this topic further.

New at IE: Courses and sessions on behavioral decision making are now being taught across a number of IE programs including the International MBA, several new university Masters, the International Executive MBA, and a range of open and in-company Executive Education programs.



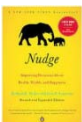
Predictably Irrational: The Hidden Forces that Shape Our Decisions
by Dan Ariely (Duke University; MIT)

A fun and accessible book highlighting the many behavioral biases that we all possess when making simple, everyday decisions. Ariely is a key figure in the emerging field of behavioral economics.



Why Smart People Make Big Money Mistakes and How to Correct Them
Gary Belsky & Tom Gilovich (ESPN Magazine & Cornell University)

Another fun, easy-to-read book that applies new ideas from behavioral economics to help us understand how to make better financial decisions.



Nudge: Improving Decisions About Health, Wealth and Happiness
by Richard Thaler & Cass Sunstein (University of Chicago)

Thaler is one of the pioneers of behavioral economics, and in this book he and legal scholar Cass Sunstein lay out a vision of how policymakers and organizations can produce desired outcomes by implementing small "nudges" designed to shape our decision making.



Video: Dan Ariely, on "Irrationality in the Workplace", McKinsey Quarterly, 2011
http://www.mckinseyquarterly.com/Dan_Ariely_on_irrationality_in_the_workplace_2742

Video: Daniel Kahneman, on "The Riddle of Experience vs. Memory", TED Talk, 2010
http://www.ted.com/talks/daniel_kahneman_the_riddle_of_experience_vs_memory.html

Video: Sendhil Mullainathan, on "Solving Social Problems with a Nudge", TED Talk, 2009
http://www.ted.com/talks/sendhil_mullainathan.html