



## **How to Be Happy – How to lift your Happiness Quotient**

Australian researcher Dr. Leigh Kibby measures HQ and finds some of the secrets to Happiness. “I have found Happiness Habits,” says Dr. Kibby whose Happiness Quotient or HQ, involves measuring several different factors that contribute to happiness. These include how you think, how you act and how you manage your emotions. Dr. Kibby combines these factors into the Happy Factor, the result is how you enact 9 Happiness Habits.

### **1. Act Happy – Fake it ‘til you Make it**

Behaviour has a strong tendency to govern thinking and how you feel. So to be happy, act happy. This includes smiling, laughing, sharing a joke or two anything that can help your body act happy.

### **2. Think Happy – As I think, therefore I am**

The mind is a powerful machine and Dr. Kibby’s research found that emotions can be governed by how you think. So, his simple answer is, “think happy thinks” he jokes.

### **3. Feel Happy – See Happy**

Looking for happiness events is also one of Dr. Kibby’s Happiness Habits. Happiness uplift “.... is triggered by witnessing acts of human moral beauty or virtue. Elevation involves a warm or glowing feeling in the chest,” cites Jonathan Haidt in *Prevention & Treatment*. 2000 Mar Vol 3(1) 3

### **4. Do Happy – Make a Difference**

Do something for someone, somewhere at sometime to make their life happier, says Dr. Kibby. “Even in a job like packing paper clips, if you understand how people are helped by what you do, how you make a difference to them, you will be motivated to care more about what you are doing,” Reports researcher Adam Grant in the USA journal *Psychology Today*.

### **5. Happiness Helping – Sharing and Caring**

“The more we accept, acknowledge and share our emotions in a way that leads to a discussion about values, the better off we are,” says Dr. Leigh Kibby. His sharing techniques solve a riddle from internationally recognised research conducted by James Pennebaker in USA and Bernard Rimé in Belgian and the growing empirical evidence that talking about emotions improves health.

### **6. Happiness Reason – The Happiness Compass**

“When basic needs are filled, my work indicates that the happiness of fulfilment through the combination of values and life purpose is crucial,” cites Dr. Leigh Kibby who has applied his solutions into workplace practices where he has helped find fulfilment which has produced increases in staff satisfaction from 51% to 89%.

### **7. Happiness – Willpower, The Happiness Magnifying Glass**

Happiness is not always easy and working hard at it counts. “...grit may turn out to be at least as good a gauge of future success as talent itself .... the ability to persist in the face of obstacles is almost always an essential ingredient in major achievements....” says Peter Dinklage in *Psychology Today Magazine* (Nov/Dec 2005).

### **8. Happiness Resilience – Get up happy more times than you get knocked down sad**

Sticking at happiness means having will power. It also means having a certain emotional and intellectual toughness when things are not working out states Dr. Kibby. “Studies by the psychologist, Martin Seligman, have found that resilient people are happier,” comments author Jeffrey Zaslow of the *NY TIMES*

### **9. Wise Happiness – Think Global Happy, Act Local Happy**

The world is a big place and no-one can fix everything. Like the old proverb cites Dr. Kibby, “Know what you can change, know what you should change, know how you can make the change and be wise enough to choose what to change and when.”



## **BACKGROUNDER**

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Dr. Leigh Kibby, PhD; Grad Dip GW; B Ed; DipT

Dr. Kibby, known as “Dr. Leigh,” is one of the world’s truly innovative thought leaders having founded the Noetic Psychology movement and developed numerous new paradigms such as the Sustainability Triangle (Psychology-Sociology-Ecology), L.E.T. (Language-Emotion-Thought) framework, Affective-Cognitive Integration Model (the NEW Emotional Intelligence), “The Intelligence of Emotions” and Psychological Genome concept. He is also one of Australia’s leading trainers having taught Noetic techniques to over 2500 people including General Practitioners (Family Physicians), Police, teachers, youth workers and the corporate sector. Dr. Leigh also devised some of the most successful development programs for the unemployed - Empower Plan and Making the Change. His Paradigm Shift seminar has been described by senior executives as the most personally profound and professionally uplifting programs they have attended in their entire careers.

Leigh is also a former primary and high school teacher who has had three children’s books published, has designed a series of Australiana greeting cards. Leigh’s work roles include:

- Managing Director, Kinematic Pty, Ltd (<http://www.kinematic.com.au>)
- Quality Manager / Manager, Business Programs Unit, ACU, Office of International and Community Education
- Manager – Victoria, Youth Business Initiative, Victoria
- Managing Director, INSPIRATIONAL ENTERPRISES
- Teacher, VICTORIAN EDUCATION DEPARTMENT and SOUTH AUSTRALIAN EDUCATION DEPARTMENT
- Intelligence Officer, Australian Security and Intelligence Organisation

Other roles include:

Executive Manager of a group responsible for over \$30 million of projects with organisational wide impact and customer delivery impact.

Consultant to a multi-million dollar IT performance and quality team in order to produce savings of approximately \$8-10 million year on year.

\$500 000.00 income stream achieved for entirely new business within 18 months of launch.

A 200% increase in sales revenues for a division of a finance company.

National accreditation of professional mentoring programs for GPs - accredited by Royal Australian College of General Practitioners.

Cultural change program assessed as best in the world by Director of centre for business research in leading Australian University.

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### **Qualifications**

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- PhD Thesis – Emotional Intelligence, Emotions Management and Ethical Behaviour, successfully completed 2004, Deakin University, Victoria
- Graduate Diploma in Group Work and Counselling, 1988, Adelaide University, South Australia
- Bachelor of Education (double major), 1986, Deakin University, Victoria
- Diploma of Teaching, 1979, RMIT University, Victoria

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### **Publications / Presentations**

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- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- Two papers titled “Servant-leadership” and “Noetic Leadership” presented at the 2003 British Academy of Management Conference.
- Presented two papers titled “Servant-leadership Skills” and “Noetic Leadership Skills” at the 2004 Gallup Leadership Institute Conference.
- Co-author of “Intelligent Emotions Management” for the internationally released book “Key Issues in Organisational Communication”.
- Workplace Spirituality from Emotions – article under review
- Conflict the Compassionate Way: Techniques for Managing Emotions and Conflict – article under review