**Joy - It’s an Inside Job**

We all want to be and feel happy.

**Happiness** – An emotional response to an outcome. It’s a means to an end. Depends on reactions of others

Every time we attain happiness, we raise the bar. – I finally have a Mercedes…now I want a Lamborghini. We never seem to get enough.

Problems Kids Face Today:

* Behavior problems
* Suicidal ideation
* Career focus
* Inequity
* Increasing mental health issues
* Community health concerns
* Diversity challenges

If our happiness depends on the actions and responses of others, and the kids we deal with are in crisis, attaining and achieving happiness can be a huge challenge.

**Joy** – When doing the work becomes the reward. It’s always in process. Joy is always under construction.

**Happiness vs Joy**

**Happiness Joy**

External Internal

Dependent on circumstances Independent of circumstances

Emotional response Act of will

Having what you want Wanting what you have

External euphoria Inner contentment

Effect Cause

Result Foundation

Inconsistent Consistent

Temporary Eternal

Cosmetic Character

From outside circumstances From within

Meets surface needs Meets deepest needs

Thermometer - registers conditions Thermostat – regulates conditions

Evaporates in suffering Intensifies in suffering

**Happiness** – A mile wide and an inch deep

**Joy** – A mile wide and a mile deep

When it comes to motivation (Daniel Pink – Motivation Ted Talk/ Karl Duncker’s Candle Problem) - Tangible rewards increase performance for mechanical skills, but decrease performance with cognitive skills. Being effective with today’s kids requires creative, cognitive thinking. Our motivation to be and remain good at what we do over time must come from within. **Happiness can be the icing on the cake when it occurs, but we cannot be the motivating fuel behind what we do.**

**Focus on Joy – It’s not the product…it’s the process!**

To remain motivated in all that we do, we all need to feel like we matter!

You may feel helpless at times because you can’t solve the problem…But YOU can be the person who puts the problem solving in motion.

Fred Factor – Mark Sandborn

* There are no insignificant or ordinary jobs when they are performed by significant and extraordinary people
* There are no unimportant jobs, just people who feel unimportant doing them.
* Everyone makes a difference – you choose whether it’s a + or a – difference.
* Nobody can prevent you from choosing to be exceptional.
* Success is always built in relationships – Be real, Be genuine, Be a better listener, Be empathetic, Be honest, Be helpful, Be prompt.
* You must continually create VALUE for others and it doesn’t have to cost a penny
* Switch attention from being employed to being employable
* Reinvent yourself regularly – Everyone has a passion for significance – Nobody wants to be insignificant.

Choose JOY – It’s an inside Job!

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