

distress, psychosocial support, cognitive functions, recovery goals, high-income, prevention, persist

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2. Setting realistic _____ is crucial when the patients are overcoming an addiction.
3. Not all mental illnesses _____ until adulthood.
4. Which countries rank among the _____ ones?
5. Children suffer emotional _____ when their parents divorce.
6. Not only depressed patients, but also their families get a lot of _____ in the centre.
7. _____ are higher order mental processes that help us gather and process information.

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a happiness manager / a chief happiness officer

There's a lot of confusion surrounding this new C-suite title – Chief Happiness Officer. While some consider it to be just another useless position, others are building successful companies with the help of a Chief Happiness Officer.

I'll admit, researching this topic was not as easy as I was expecting it to be. There are a lot of positions associated with this title. Some of them include specific happiness-related responsibilities while others are just nomenclature tweaks.

A Chief Happiness Officer is, in its essence, an HR Manager with a special qualification: he/she believes happy employees make better employees. Engaging employees, motivating them and raising performance levels are all HR attributions. Whilst these are the most common responsibilities used to describe the CHO position, there are many more HR areas where happiness matters.

Every single action towards a person regarding their relation with the company, meaning all HR processes, can be re-defined to ensure a happy experience and a happiness-driven workplace. Recruitment and onboarding, career planning, performance management, succession management, engagement and recognition, off-boarding and retirement, these are all areas that can benefit immensely from a happiness-oriented approach.

Ensuring that employees are happy is a BHAG (Big Hairy Audacious Goal). As an HR Manager, you can aspire to reach it by applying a series of values or principles to every single interaction with that employee (future, current or ex-employee alike).

Happiness in the workplace has become a valid concern for both employees and managers alike. Dismissing it without further research and analysis is not a wise thing to do. For a CHO, happiness is the secret ingredient to add to your planning. By monitoring and analyzing the happiness levels in your organization, you will be able to accurately predict and manage employee engagement and employee retention.