

Does Happiness Promote Career Success?

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Past research has demonstrated a relationship between happiness and workplace success. For example, compared with their less happy peers, happy people earn more money, display superior performance, and perform more helpful acts. Researchers have often assumed that an employee is happy and satisfied because he or she is successful. In this article, the authors review evidence in support of an alternative hypothesis—namely, that happiness is a source of why particular employees are more successful than others. To this end, the authors consider evidence from three types of studies—cross-sectional, longitudinal, and experimental—that relate happiness to various work outcomes. Taken together, the evidence suggests that happiness is not only correlated with workplace success but that happiness often precedes measures of success and that induction of positive affect leads to improved workplace outcomes.

Keywords: happiness; subjective well-being; positive emotion; work; career; success

A wealth of research suggests that happy and satisfied individuals are relatively more successful in the workplace. For example, happiness is related to income (Diener & Biswas-Diener, 2002), favorable evaluations by a superior (Cropanzano & Wright, 1999), helping fellow workers (George, 1991), and social support from colleagues and supervisors (Iverson, Olekalns, & Erwin, 1998). Most researchers have assumed that the accomplishment of such indicators of success in the workplace causes a person to be happy. In fact, the alternative hypothesis—that happiness causes success—may be equally plausible. In this article, we review the available literature to support the idea that happiness is an important precursor and determinant of career success.

We define a happy person as someone who frequently experiences positive emotions. Examples of positive emotions include joy, satisfaction, contentment, enthusiasm, and interest. The experience of slightly to moderately intense positive emotions most of the time has been found to be a strong predictor of judgments of happiness (Diener, Sandvik, & Pavot, 1991). Indeed, intense positive emotions do not predict happiness as well as low-grade but frequent positive emotions.

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