

Well-Being and Career Success

Lisa C. Walsh, S. Gokce Boz, and Sonja Lyubomirsky

Abstract

Building on two previous reviews (Boehm & Lyubomirsky, 2008; Walsh et al., 2018), we summarize cross-sectional, longitudinal, and experimental evidence demonstrating that well-being (e.g., positive emotions, life satisfaction) relates to, precedes, and leads to career success on numerous outcomes, including job satisfaction, performance, productivity, engagement, income, negotiation, and creativity. We also briefly consider how companies might improve worker well-being by measuring employee happiness, building thriving work cultures, and deploying well-being enhancing positive activities (e.g., expressing gratitude, doing kind acts) in the workplace.

Keywords: happiness, well-being, positive emotions, life satisfaction, work, career, success