

Jessica Pryce-Jones, *Happiness at Work: Maximizing your Psychological Capital for Success* (Oxford, UK: Wiley, 2010), 254 pp.

In the prologue to this book, Jessica Pryce-Jones writes: “Reading this will tell you what happiness at work is, why it matters, and how you go about getting more of it.” I found this to be an accurate summation—but there is more. Also, reading this book tells leaders how they can go about creating a healthier, happier, work environment.

Following are some basic principles on which this book is based:

- You are responsible for your own levels of happiness;
- You have much more room to maneuver than you think;
- There is always choice; and,
- Self-awareness is an essential first step.

I liked that the book’s content is based on research. The author tested the hypothesis that “happiness” is the most significant of all work-related experience. If the hypotheses are true, the correlation between “happiness” and other work-related measures will be higher and more consistent than that between all other work-related measures.

Subjective reports of happiness correlated highly with the following three behavioral measures:

- 1) Working more discretionary hours;
- 2) Taking less sick leave; and
- 3) Staying longer in the job.

Subjective reports of happiness and these related behaviors were then correlated with a number of other work-related measures. Information was gathered through extensive focus groups and one-on-one interviews involving more than 80 people, spanning a variety of cultures and industries. An expert research analyst was hired to head up the statistical analysis.

“Happiness at Work” was found to be highly correlated with what the research team termed the five “Cs”:

- Contribution—the effort you make;
- Conviction—the motivation you have;
- Culture—how well you feel you fit at work;
- Commitment—the extent to which you are engaged; and
- Confidence—belief that you have in yourself and your job.

A chapter is devoted to each of these “Cs” (two chapters are devoted to Contribution) with a clear discussion of the nature and importance of each, the relations of each to happiness, and practical guidance on how to increase each of the “Cs.” These five “Cs” are surrounded by three attributes: pride, trust, and recognition. Finally at the heart of “Happiness at Work” is the experiencing of “achieving your potential.”

I like and readily recommend this book for a number of reasons. First, I trust the content due to its research base. Second, the book is filled with helpful guidance for both the individual seeking greater happiness at work and the employer/leader seeking to provide a more positive work environment. Third, the book is well written and helpfully structured with real-life illustrations and concluding summaries and top take-aways for each chapter. I fully expect to use this book in my work with pastors.

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Beverly A. Musgrave and Neil J. McGettingan, eds., *Spiritual and Psychological Aspects of Illness: Dealing with Sickness, Loss, Dying, and Death* (Mahwah, NJ: Paulist Press, 2010), 253 pp.

The recurring theme in this collection of twenty articles will reinforce what those involved in helping relationships have probably experienced many times over, namely that “a caring partnership can bring about real benefit and sometimes healing” (p. ix). The contributions are organized in four parts: theological, psychological, healing, and personal dimensions. The authors are primarily from the East Coast, about one third of whom are associated with Fordham University.

Co-editor Beverly A. Musgrave, a Roman Catholic and professor of pastoral counseling at Fordham, is the founder of Partners in Healing, a professional group that trains clergy and laity for pastoral ministry to the sick and dying. The inspiration for this work grew out of Musgrave’s own experience with serious illness in 1990, which landed her body, “stressed beyond...limits,” in a hospital’s coronary care unit. In an article recounting her experience,