When it comes to company communication, for example, leave out the policy-driven terminology. PTO should be called what it is: vacation, family time, a brain break ... telling employees that they deserve the time off and that they earned it. This shifts employee perspective away from a disengaging authoritarian leadership and shows them that their company cares.

**It's very nice to suggest ideas, but it seems like we have to "change the culture regarding work culture." What can we do as a society to make a broader change in the U.S. workforce's work culture?**

Most relevant, progressive companies in America today are either talking about how they have a great culture or how they're working to build a great culture. But in my experience, when you dig below the surface for the true effect these company cultures have on employees, very few of them translate to real employee happiness. This is because companies are making the mistake of strategically aligning culture with increasing accomplishment and achievement for the company instead of focusing on true employee fulfillment.

A lot of company leaders recognize that employees want to feel purposeful in their work and thus try to define and build a culture around purpose. This is a step in the right direction, but ultimately this kind of culture still stems from the leadership's strategic desire to achieve. To make a broader change in the perception of "work culture" in today's society, business leaders must shift the desire to cultivate a culture to achieve company success to that of actually providing the workforce with true fulfillment. If we can do that, then we can expect a significant increase in employee happiness across the country.