

Happy at Work & Loving Change

Jon Kjær Nielsen

jon.dk

Take action

- Decide on 1 to 3 things you will do after today
- Small steps!

Question:

When only I have

then I will be happy



Jon Kjær Nielsen - Speaker & Author

M.Sc. in engineering, 2002. Former HR Specialist.

Independent consultant since 2006.

Biker, snowboarder, chef.





accenture



BILKA



BESTSELLER*

Danske Bank

Deloitte.



HMN GASSALG



KMD

KPMG

krak

københavns E



KØBENHAVNS KOMMUNE



KØBENHAVNS UNIVERSITET

microsolutions

midt regionmidtjylland



MODERNISERINGSSTYRELSEN

movia

novozymes Rethink Tomorrow



NIRXAS

Nordea novo nordisk

RAMBOLL



SKAT



RISØ

telenor



TERMA



TEKNOLOGISK INSTITUT

youSee mere ud af skærmen



THANKS!

Materials: jon.dk/danchip

- Presentation
- List of tools
- Articles
- Join us on Facebook:
 - Jon.dk
 - HappyWayscom





Sources of happiness

Task:

Think about a really
good day





Negative impact

- Disturbances in the Hygiene Factors



Coca-Cola

Marque déposée

Coca-Cola

Coca-Cola

Coca-Cola

The Victim T-shirt



Negative impact

- Disturbances in the Hygiene Factors
- Whining and complaining
- Lack of recognition
- Percieved injustice
- Bad relationship with your boss

“We’ll have
to wait and
see...”



Positive psychology



Human flourishing



Positive psychology

“One of the most significant findings in psychology in the last twenty years is that individuals can choose the way they think.”

- Martin Seligman





Positive emotions

How much...?

The Losada ratio:

3-to-1

Positive beginnings



Optimism



Benefits

Increase in sales

A more healthy life

A longer life

Greater innovation

What Went Well?





A red circle with a grey drop shadow, containing the text "#2" in a bold, black, sans-serif font.

#2

Engagement

Flow

#3

Relationships



Take someone on a DATE



The Rose Day



A red circle with a grey border containing the text "#4" in a bold, black, sans-serif font.

#4

Meaning



03638

03638

What am I proud of...

- What am I particularly proud of about my workplace?
- Where do I see myself making a difference?

#5

Achievement



Positive emotions

Engagement

Relationships

Meaning

Achievement

Question:

When only I have

then I will be happy

Zappos
•com









Myth

Resistance to
change is bad

Resistance:

Fear & uncertainty

Fear & uncertainty

- Instability
- The unknown
- Diminished competencies
- Loss of status
- Lost relationships

Making it easier





Making it easier

- Attractive goal -> Meaning
- An chance to achieve results
- Positive experiences
- Freedom & influence
- Honesty & openness

Ambassadors



Embrace the critique



Celebrate success





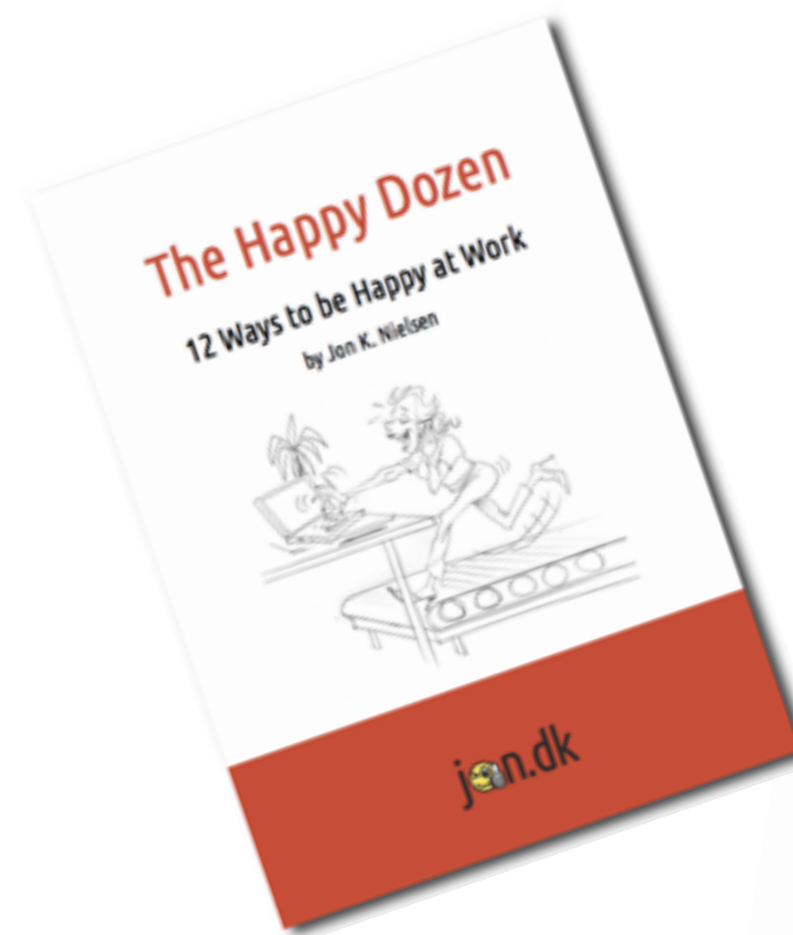
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