

Better everyday

- productive and happy

Novo Nordisk, June 2022

with Jon Kjær Nielsen #jondk



Materials: jon.dk/novo

Get more on the HappyWays Podcast

Take action

- Decide on 1 or 2 things you will do after today
- Small steps!





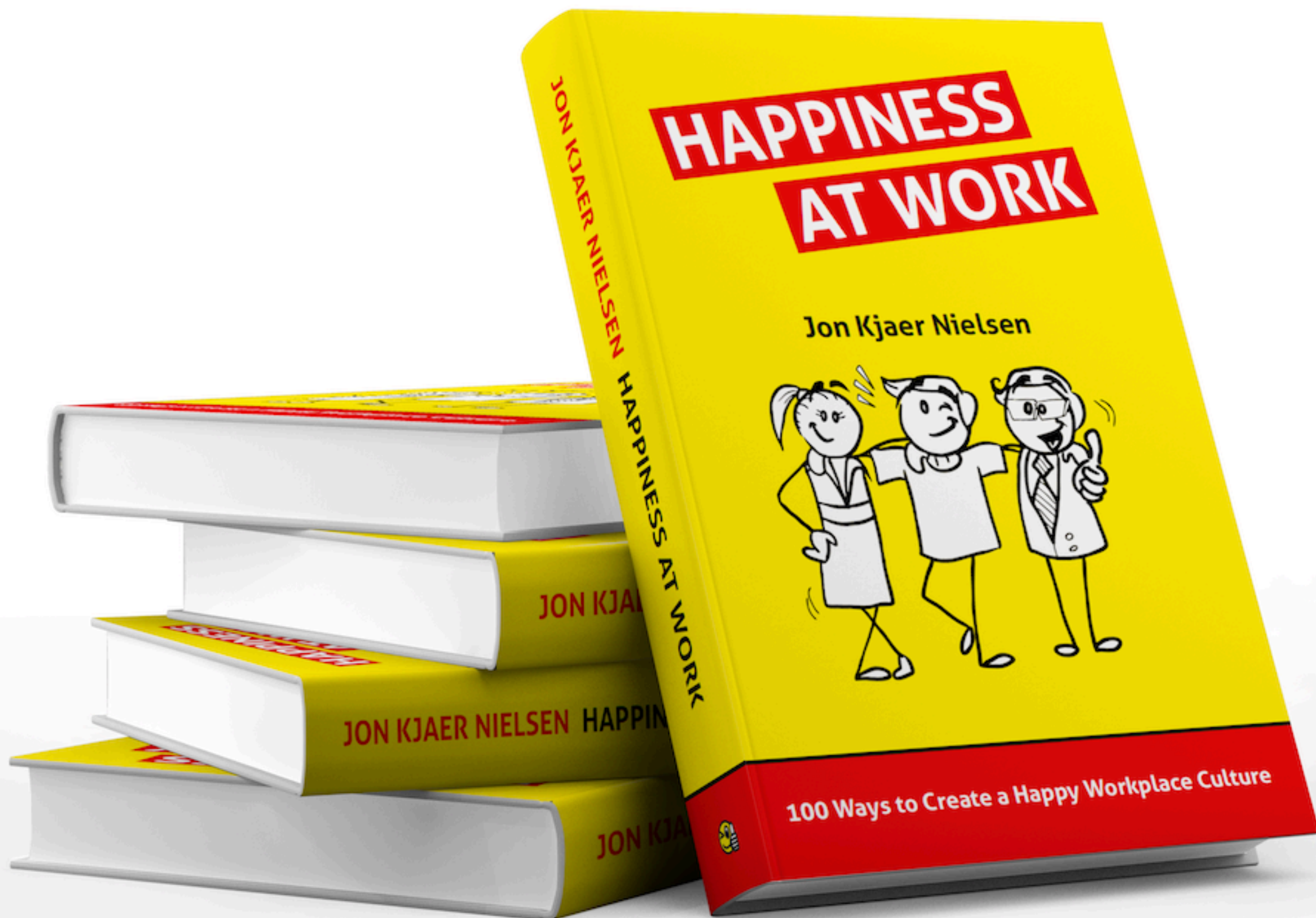


Jon Kjær Nielsen -
Speaker & Author

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

Independent consultant
since 2006.

Biker, book-worm, chef,
podcast host



HAPPINESS AT WORK

Jon Kjaer Nielsen




100 Ways to Create a Happy Workplace Culture

The HappyWays Podcast

- 03 - An end to whining and complaining at work
- 07 - Why I hate email
- 14 - On digital stress and detoxing
- 16 - Hacking productivity for happiness
- 19 - The good old days - on Rosy Retrospection
- 27 - On incompetence

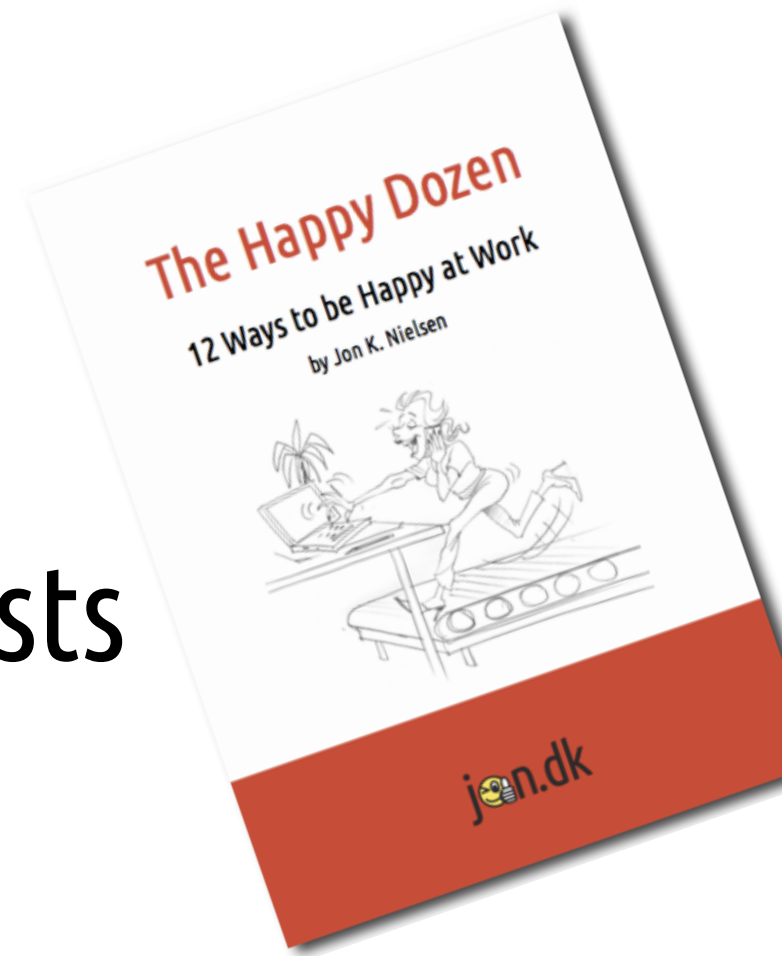
Subscribe on  iTunes

Subscribe on  STITCHER

Materials & more tools

Go to: jon.dk/novo

- Today's presentation
 - free ebook: "The Happy Dozen"
 - The HappyWays + RevolutJon!Podcasts
 - Goal tracking sheet
-
- Included in subscription: Online trainings on productivity and virtual meetings (danish)



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

HBR.ORG

Harvard Business Review



JANUARY-FEBRUARY 2012

68 **The Big Idea**

Runaway Capitalism
(Beware the Peacock Effect)

Christopher Meyer and Julia Kirby

139 **Managing Yourself**

The Skills Every
21st-Century
Manager Will Need

186 **Life's Work**

Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS



Productivity:

...happy doctors are
19% faster at making
an accurate
diagnosis...

See: The Happiness Advantage, by Achor



Sales:

Optimistic salespeople
bring in 88% money

See: Learned Optimism, by Seligman





Reflection:

Recall a good
day at work

Negative impact

- Poor Hygiene Factors

Hygiene Factors (Herzberg)



Negative impact

- Poor Hygiene Factors
- Lack of recognition
- Whining and complaining

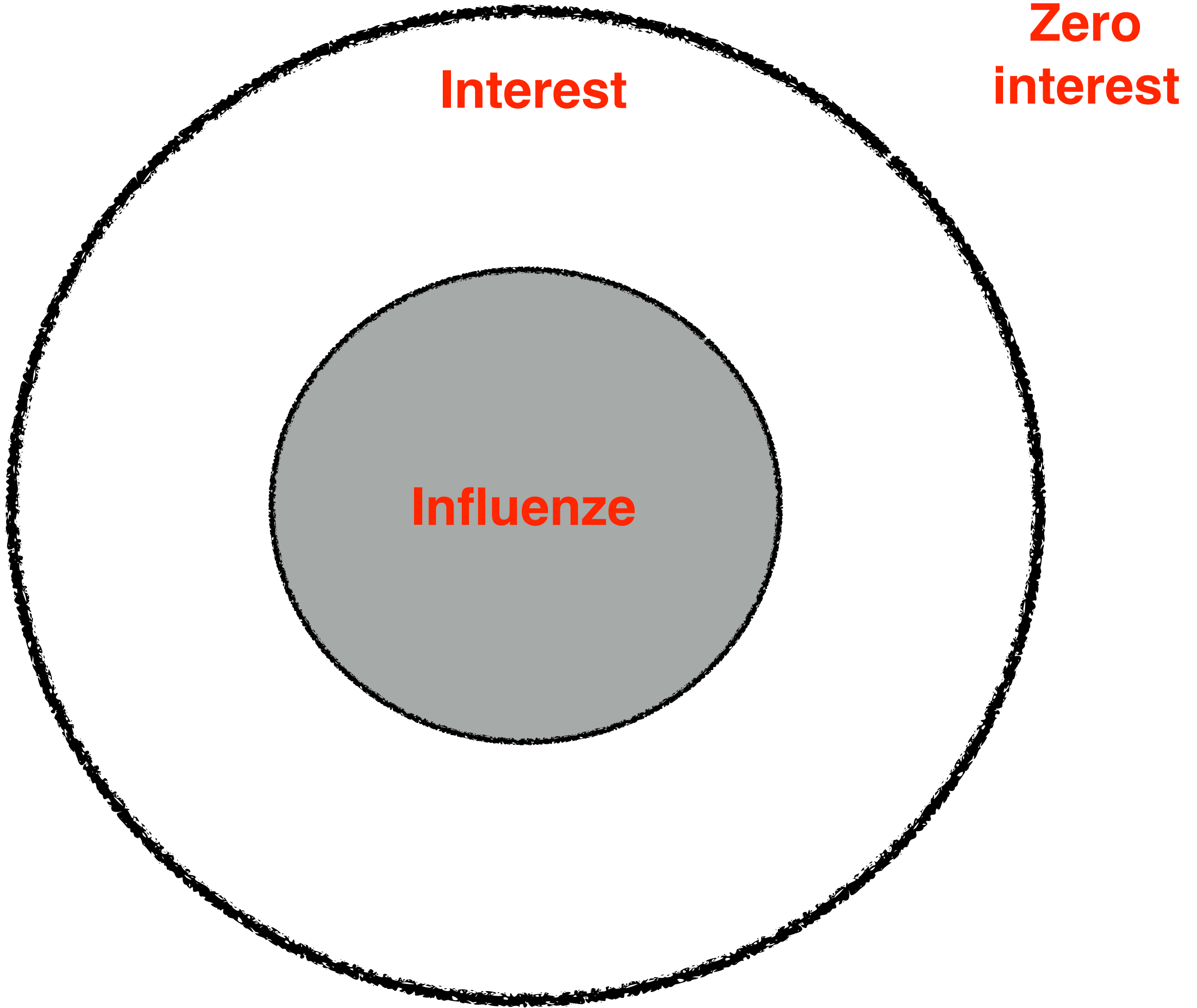
Playing The Victim

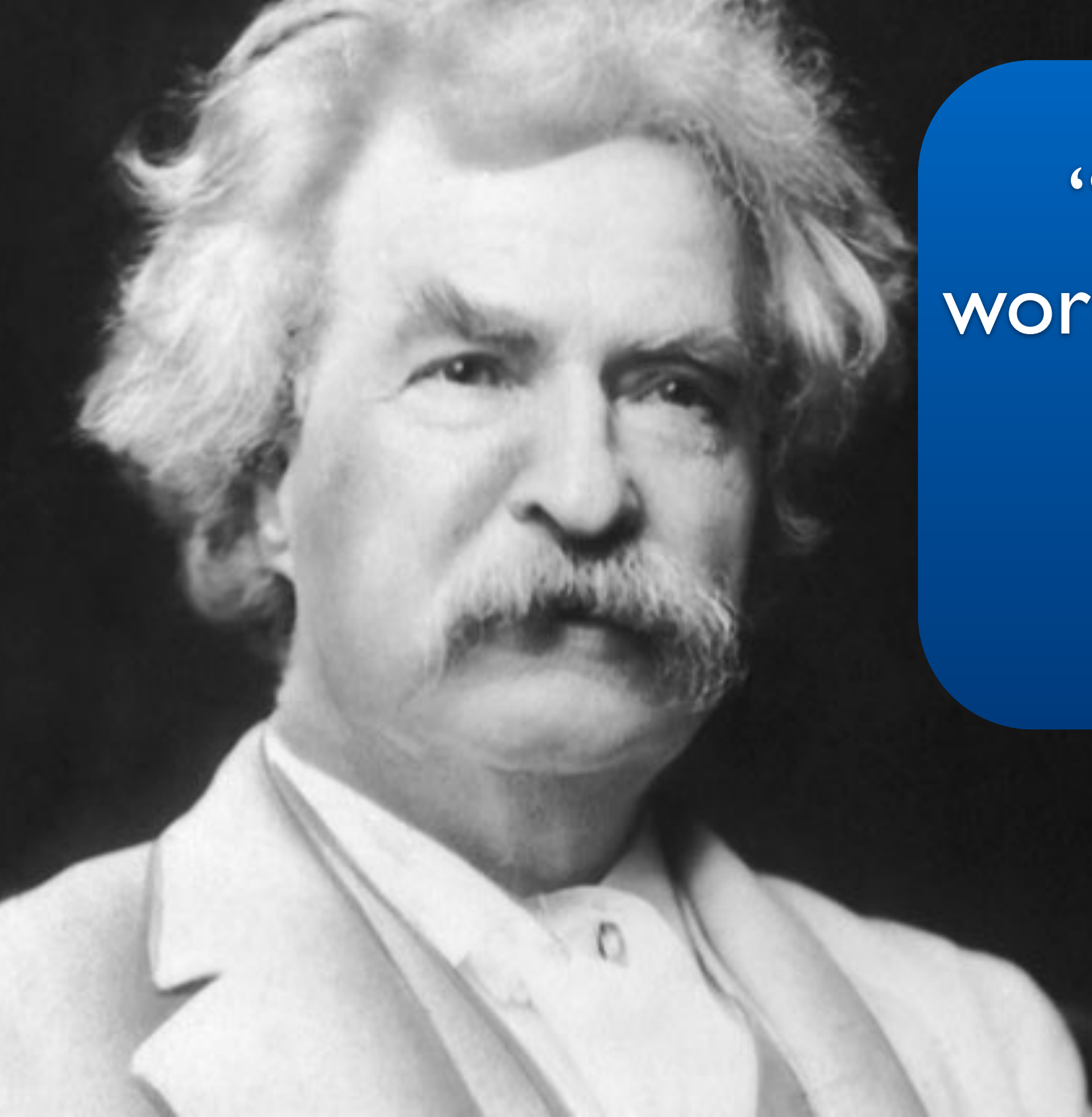


GRUMPY CAT

HappyWays Podcast
Episode 03:
An end to whining
and complaining

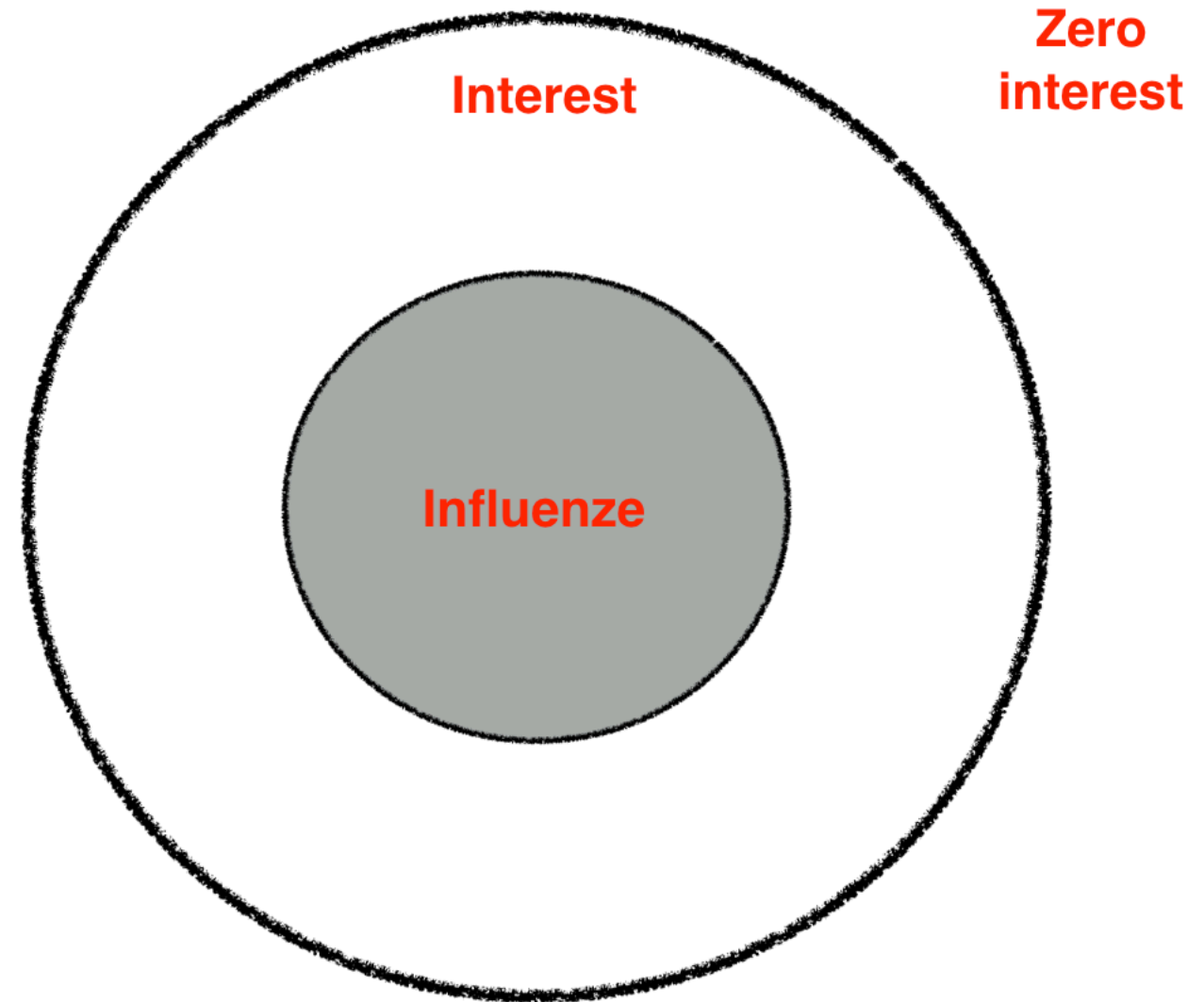
IS NOT IMPRESSED





“I’ve had a lot of
worries in my life, most
of which never
happened”
- Mark Twain

Worrying
usefully



Key to life: Nothing is
ever anybody's fault



Positive psychology

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

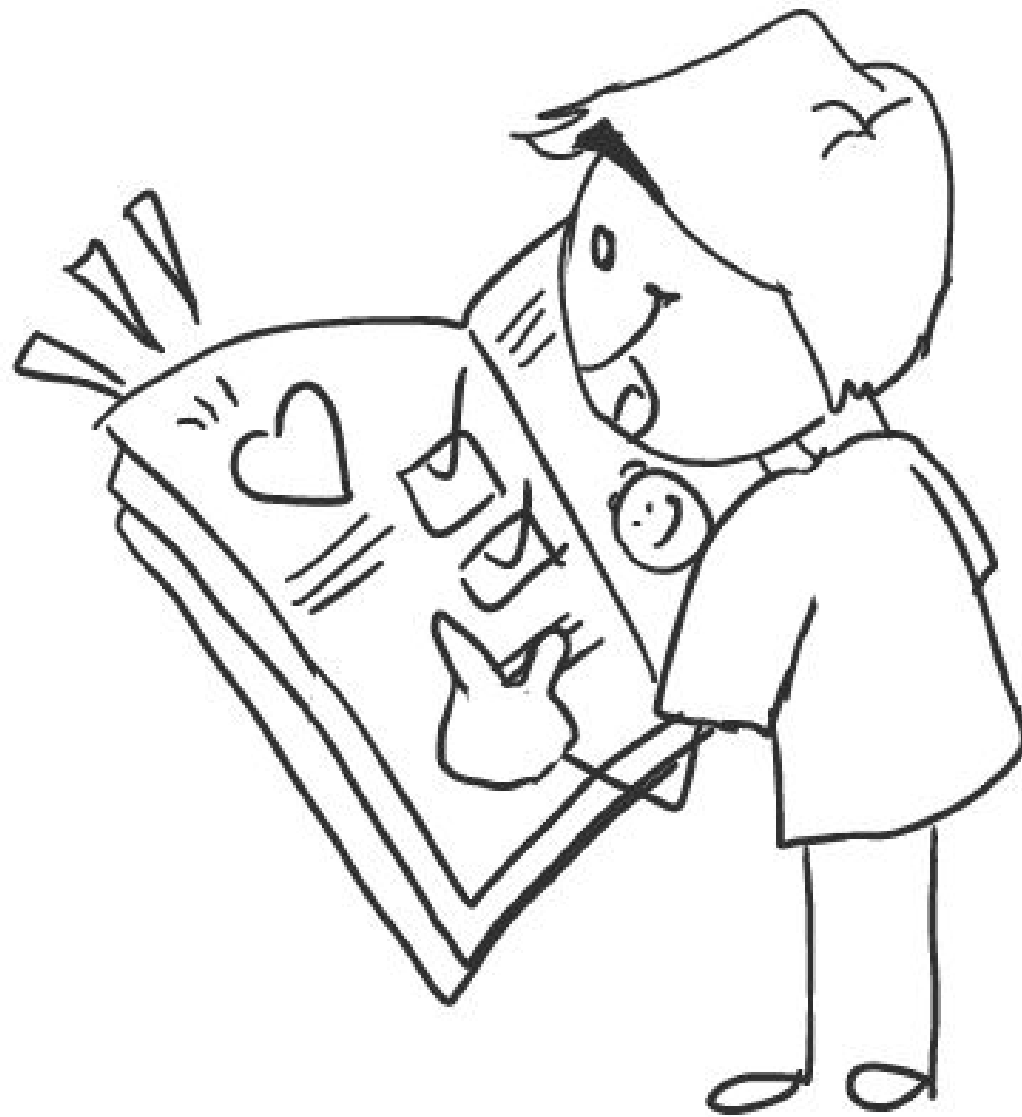
- Martin Seligman



Optimism



What Went Well?



Apps:

- Five minute journal
- Gratitude Journal



“We’ll have
to wait and
see...”









Change happened





1914 "Tomb" Buick
This vehicle was built in 1914 and was one of the first Buick cars to be built in the United States. It was built in the Buick Motor Cars factory in Flint, Michigan.

This Vehicle Adopted By:
Western Lake Erie Chapter SDC

TESLA



Key:
Willingness to
jump off the fence



Relationships



Change jobs



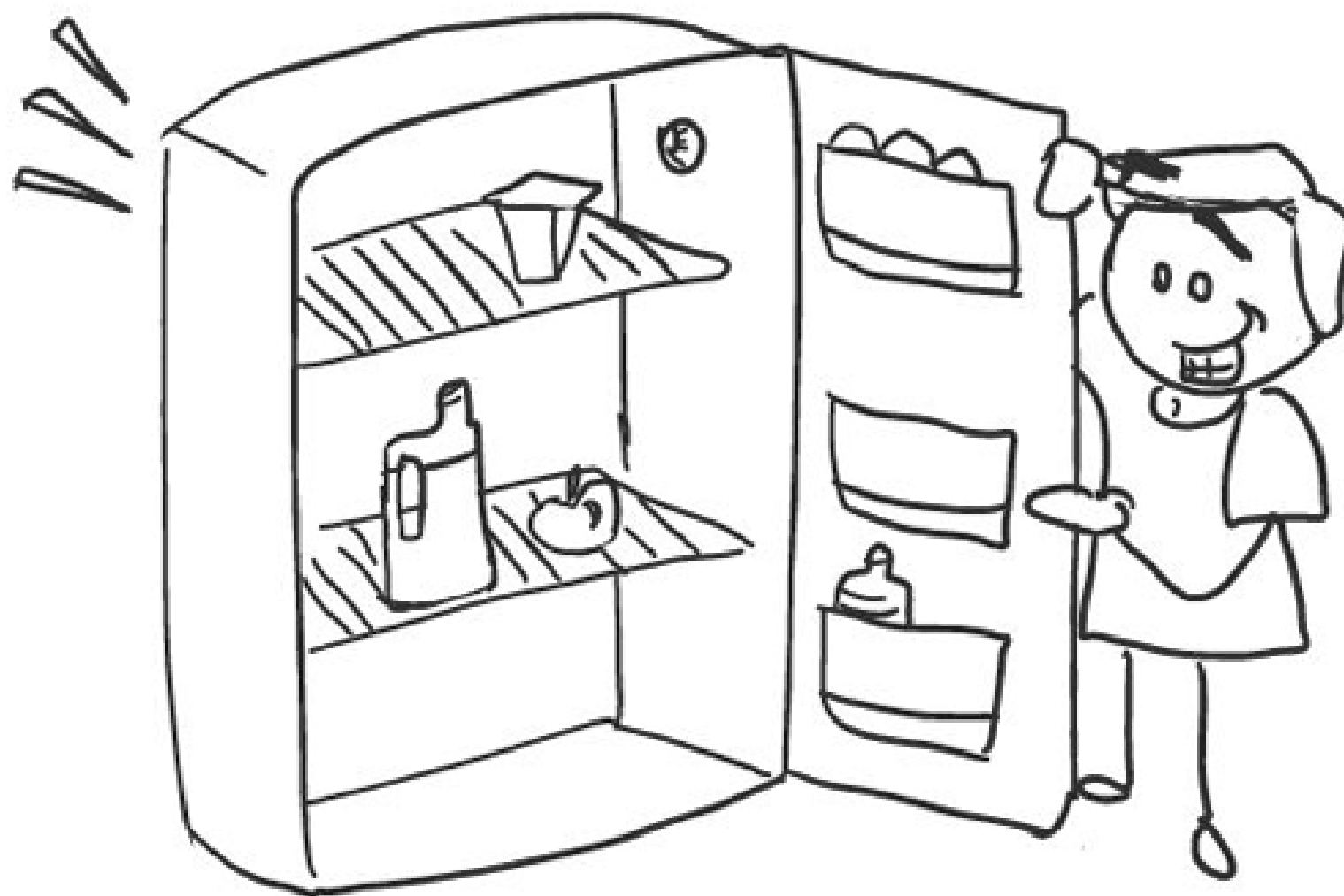
#2 Ask someone on a DATE



Coffee on the phone



Show your fridge



#26 Costume day



#18 Help me out



Brief team discussion: “What do you most appreciate about your coworkers?”

- Describe the ideal colleague



Recognition

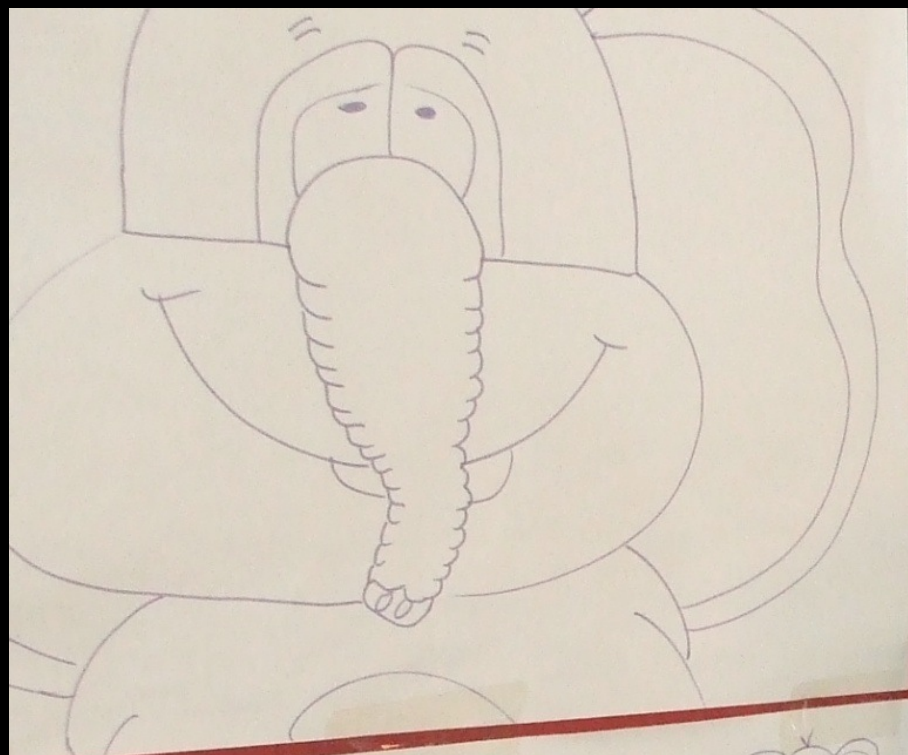



The Rose Day





#33 Order of the Elephant



LEFANT-ORDENEN 

SADAN GØR DU:

- ⇒ ALLE KAN UDDELE
- ⇒ GIV TIL EN KOLLEGA, F.EKS:
 - NÅR DER ER GJORT NOGET GODT
 - NOGET FAGLIGT SMART
 - NOGET EKSTRA
 - NOGET DER GØR DIG GLAD
 - GJORT DET NEMMERE

STÅ PÅ SKRIVEBORDET, I DAG OG NESTE DAG
KOLLEGAEN HVORFOR DEN?

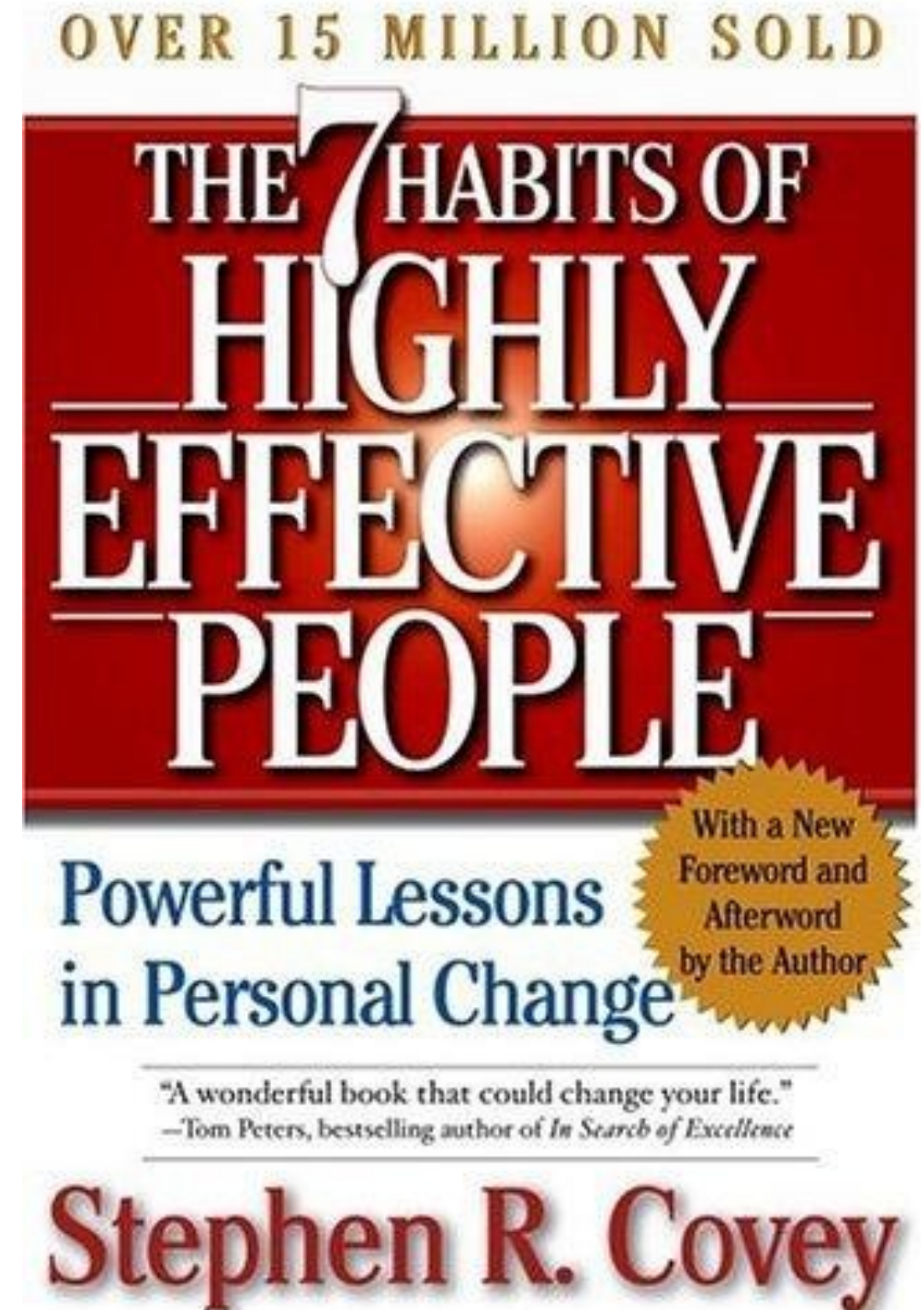




TIME

**OUR MOST
PRECIOUS
RESOURCE**

Got habits?



Mandag

23

Tirsdag

24

Skt. Hans dag

Onsdag

25

Torsdag

26

Fredag

27

Lørdag

28

Søndag

29

26 27 28 29 30 31
M T O T F L S M T O T F L S M T O T F L S M T O T F L S M T O T F L S
23 24 25 26 27 28 29 30 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
JULI AUGUST

32 33 34 35
M T O T F L S M T O T F L S M T O T F L S M T O T F L S
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

2008

JUNI

Uge 26

1 hour
vs.
1 hour



Reactive mode





The main issue:

Focus & energy

Personal productivity:

Your struggle?



TIME
OUR MOST
PRECIOUS
RESOURCE

There is too much work

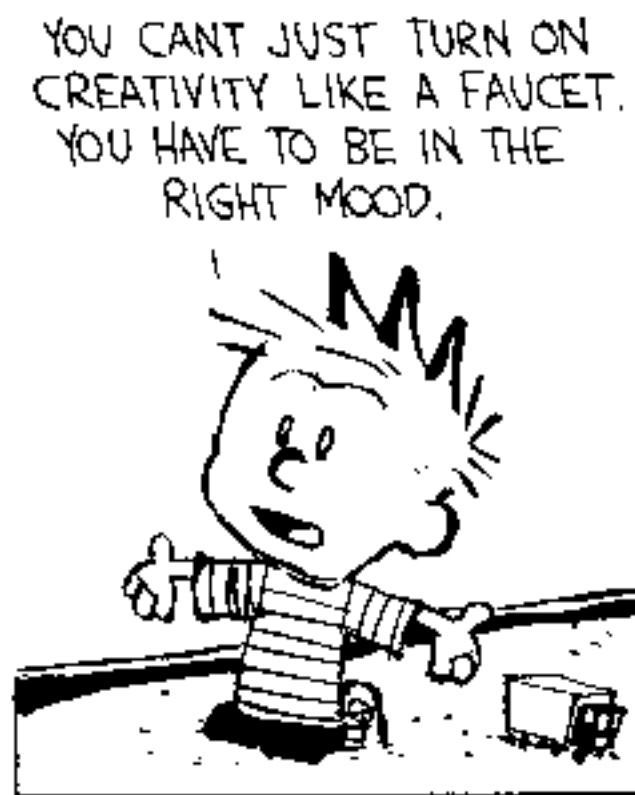
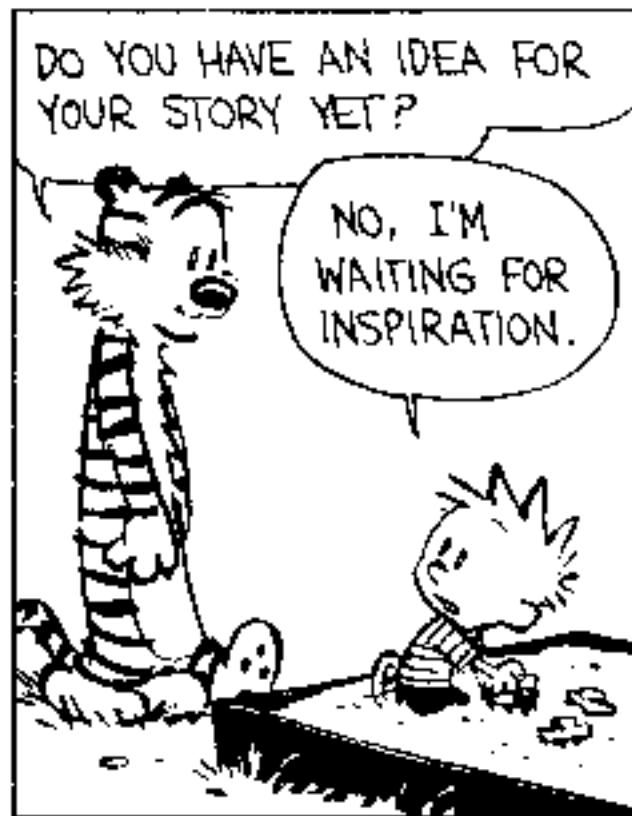


#2

It is possible to be
happy at work, despite
having too much of it



Parkinsons Law

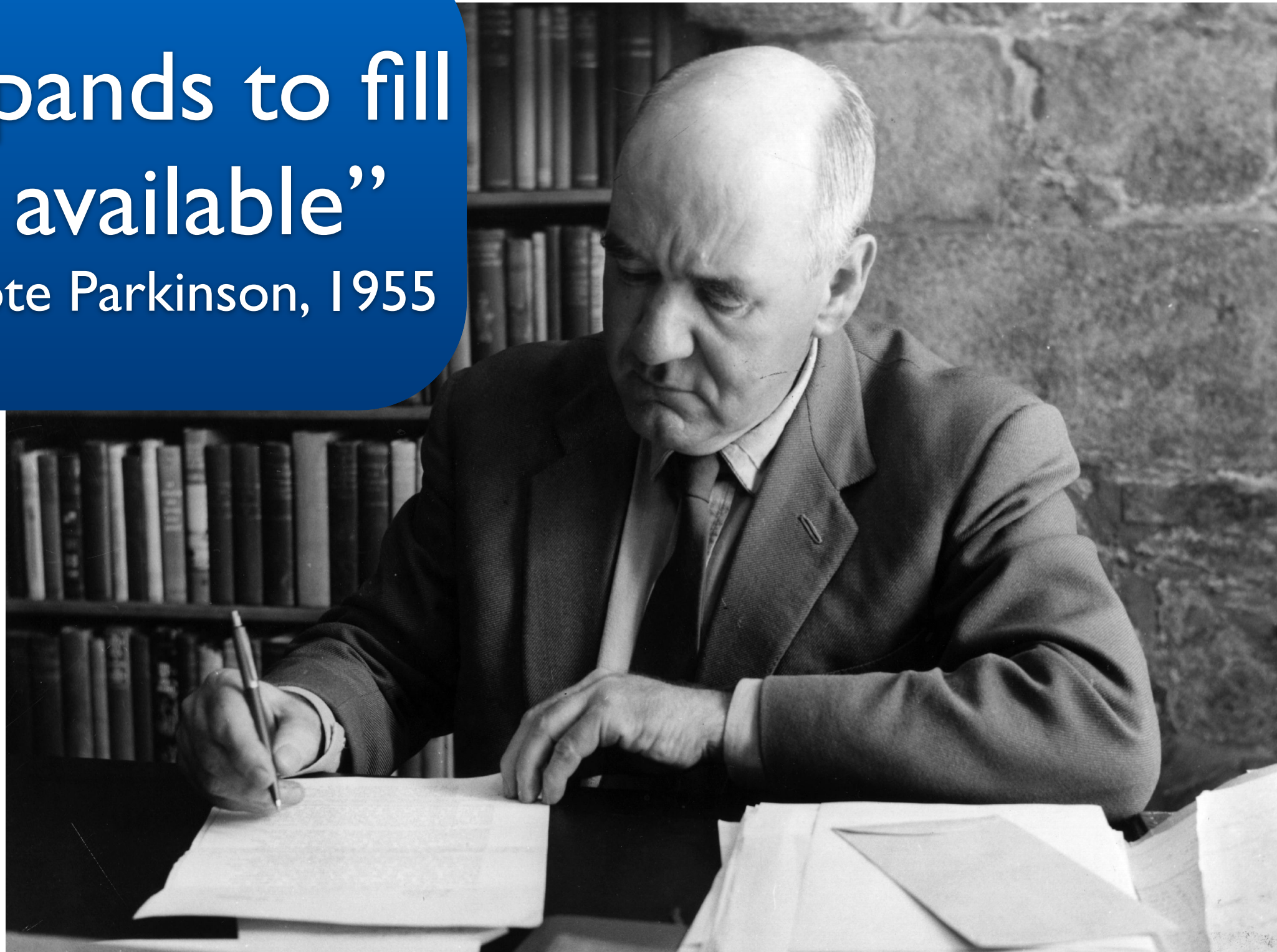


#3

Parkinsons Law

“Work expands to fill
the time available”

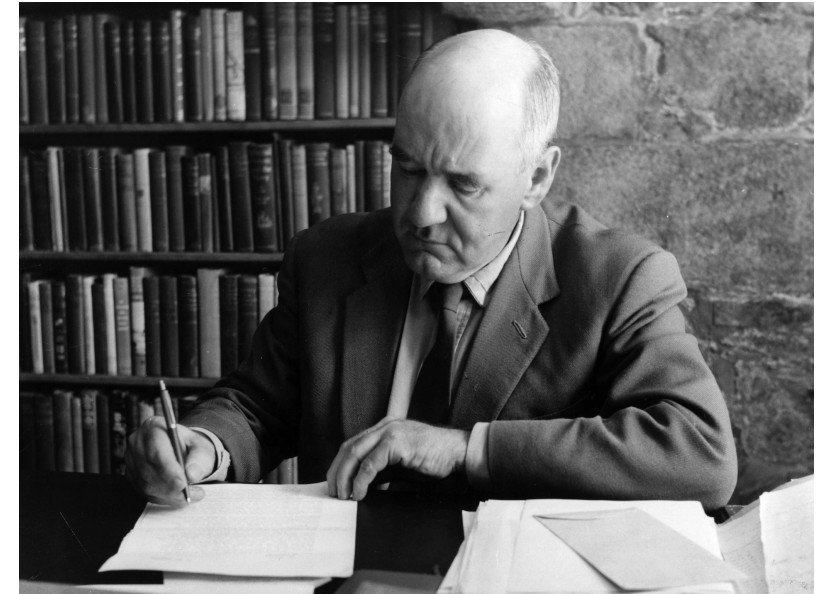
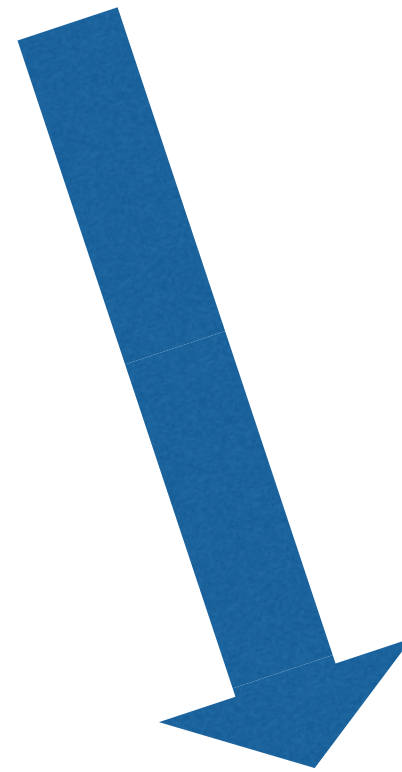
- Cyril Northcote Parkinson, 1955



Parkinsons Law



Tactical use of
deadlines



Limited time on
task

Ninja approach:
Don't do it

App: Pomodoro

For PC:Tomighty



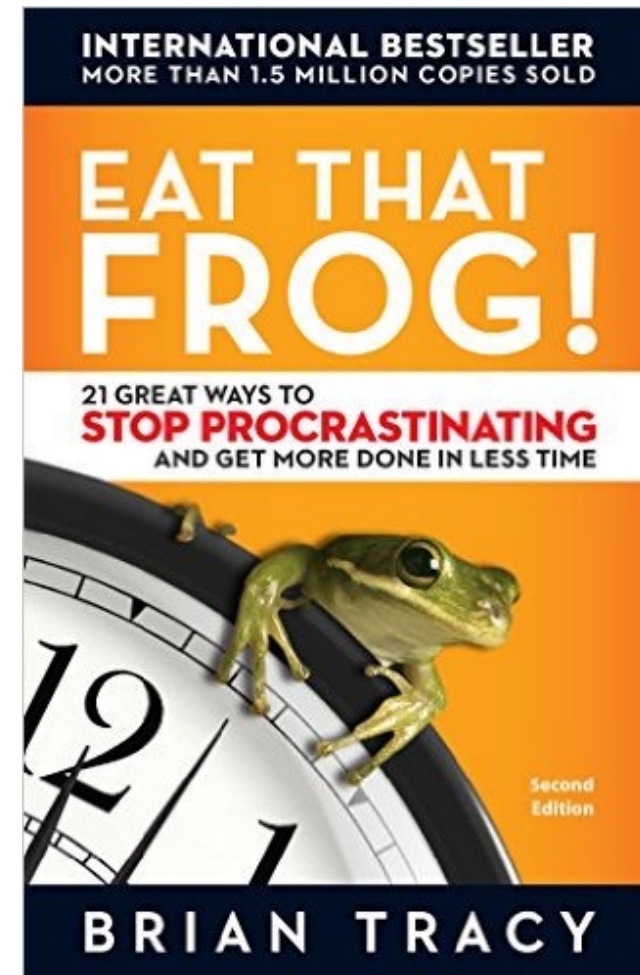
*Instructions:
"Pomodoro Technique"*

Worries and problems expand over time

#4



Tracy: Do the most unpleasant thing first,
the thing you're most like to put off.

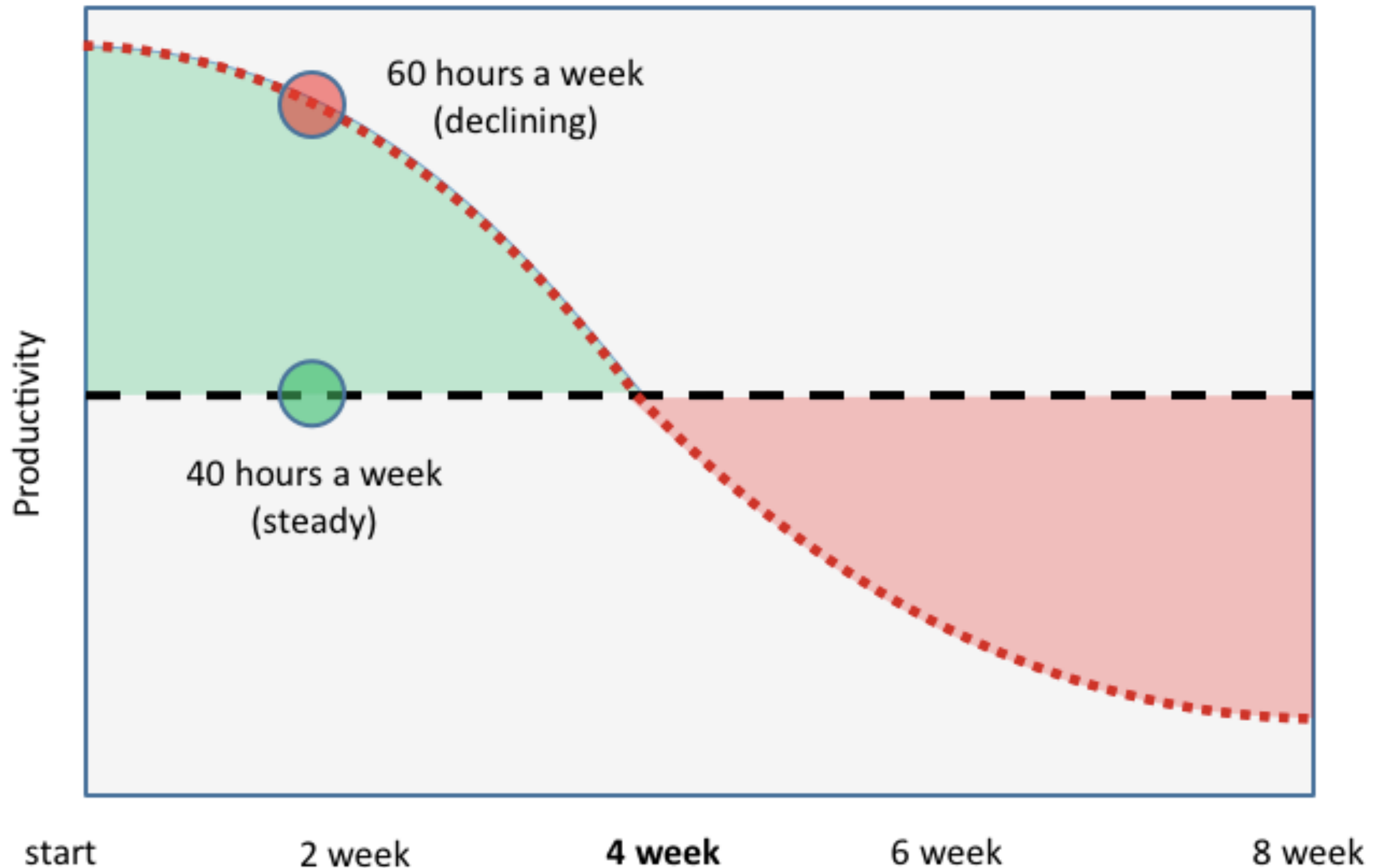


Variation:
Do the one thing that would have the biggest impact.

The myth of more hours



Productivity and time



#5

Productivity and time
are not connected



#5

Productivity and time are not connected

Take
breaks

HappyWays Podcast 14:
Digital Stress and Detox

Use time off to
recharge

Limit work
hours

Diet &
exercise

#6

“Urgent” will not make it more important. But we think it will.



	URGENT	NOT URGENT
IMPORTANT		
NOT IMPORTANT		

#7

Time for focus & flow



Silent agreement



Personal Open Hours



Electronics off

»The best minds of my generation are thinking about how to make people click ads. That sucks.«



JEFF HAMMERBACHER

FOUNDER & CHIEF SCIENTIST, CLOUDERA (2011)

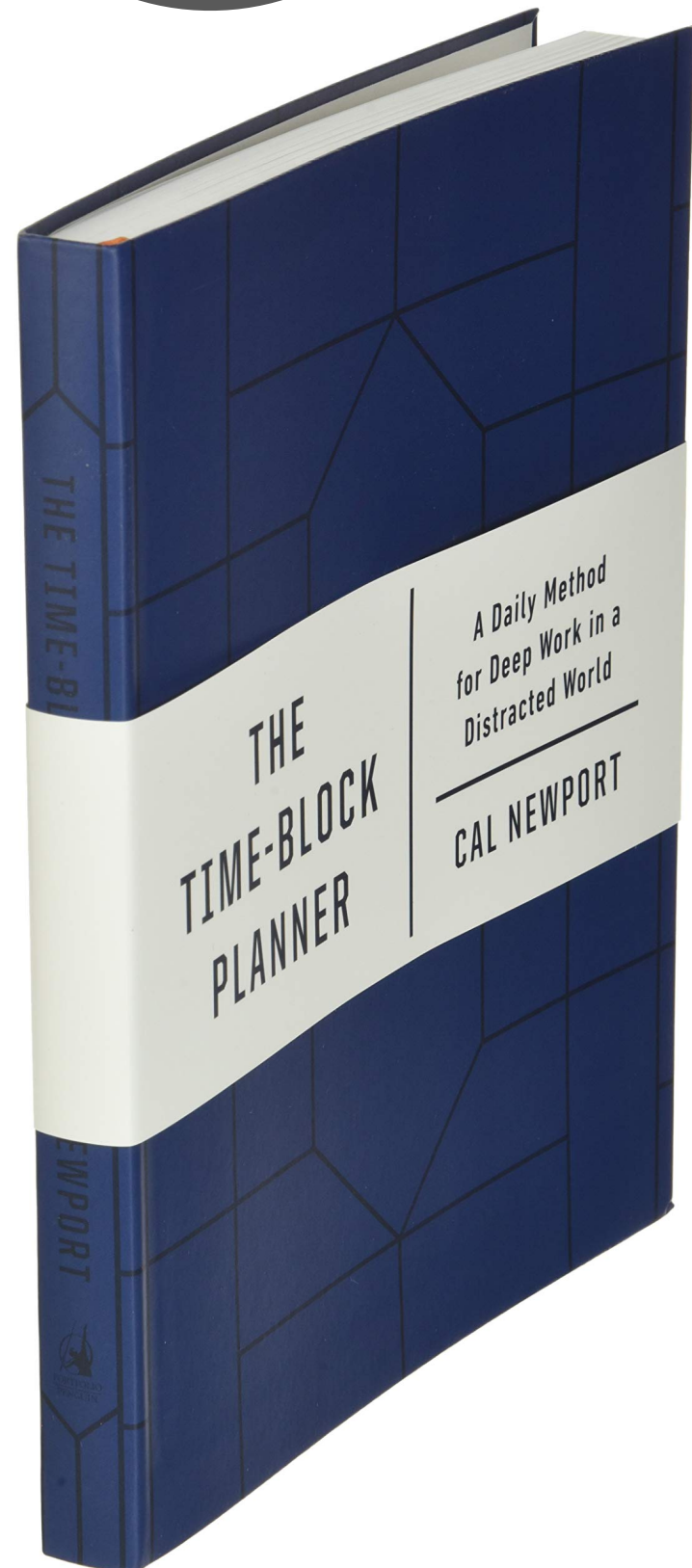


Plan your day, today

[illegible]

#8

Time Block Planner



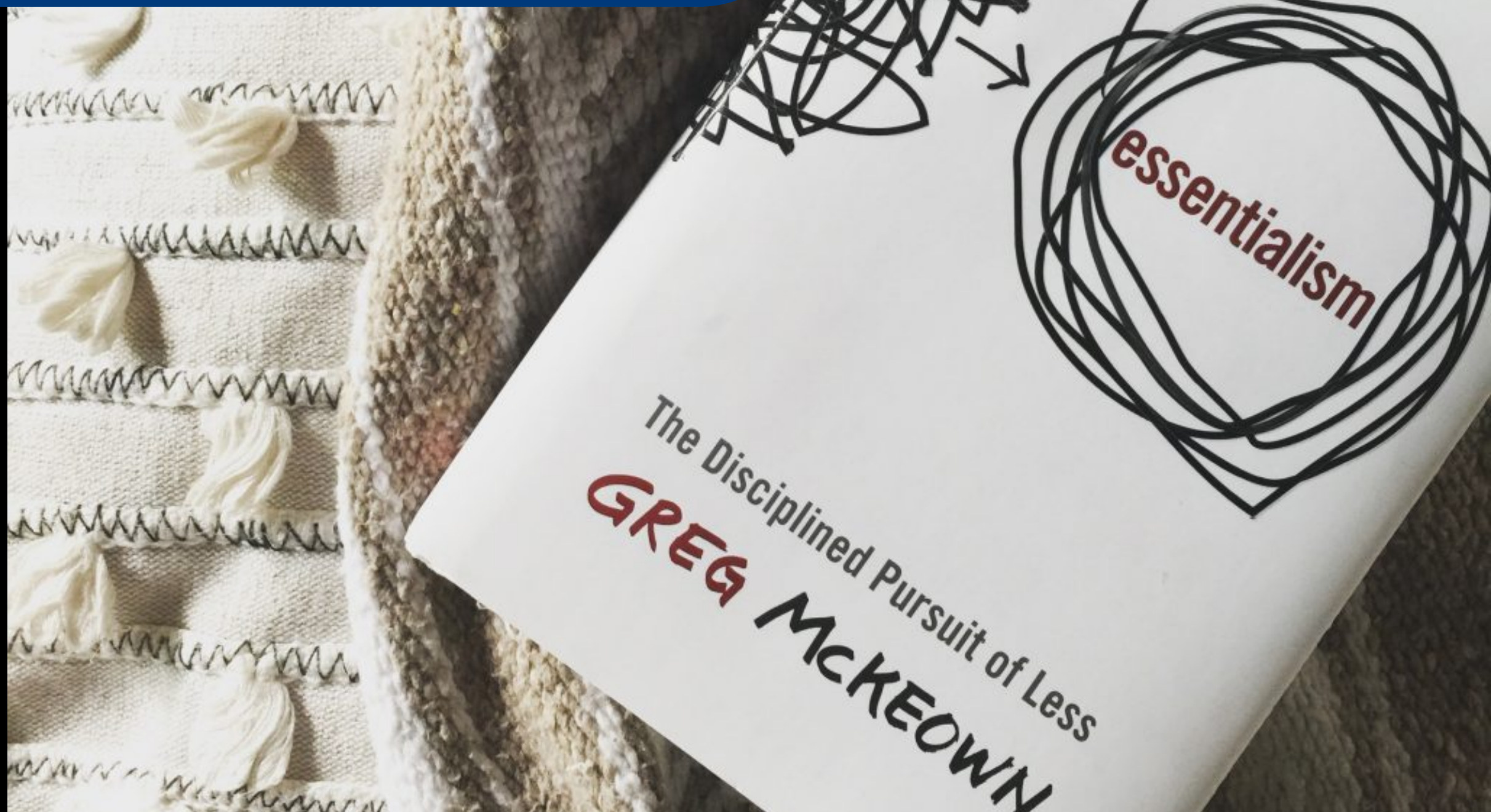
		(1) Morning Tasks	
9	finish report		email triage
10			submit form
			call Karen
	(1)		fill out doodle
11	research client x	(1) cont.	
		email	
12	lunch w. Sam	lunch w. Sam	
1		start research	
	email	research	
2			
3	planning meeting	planning meeting	planning meeting
4	edit copy & shutdown	finish research & shutdown	shutdown

Figure 3

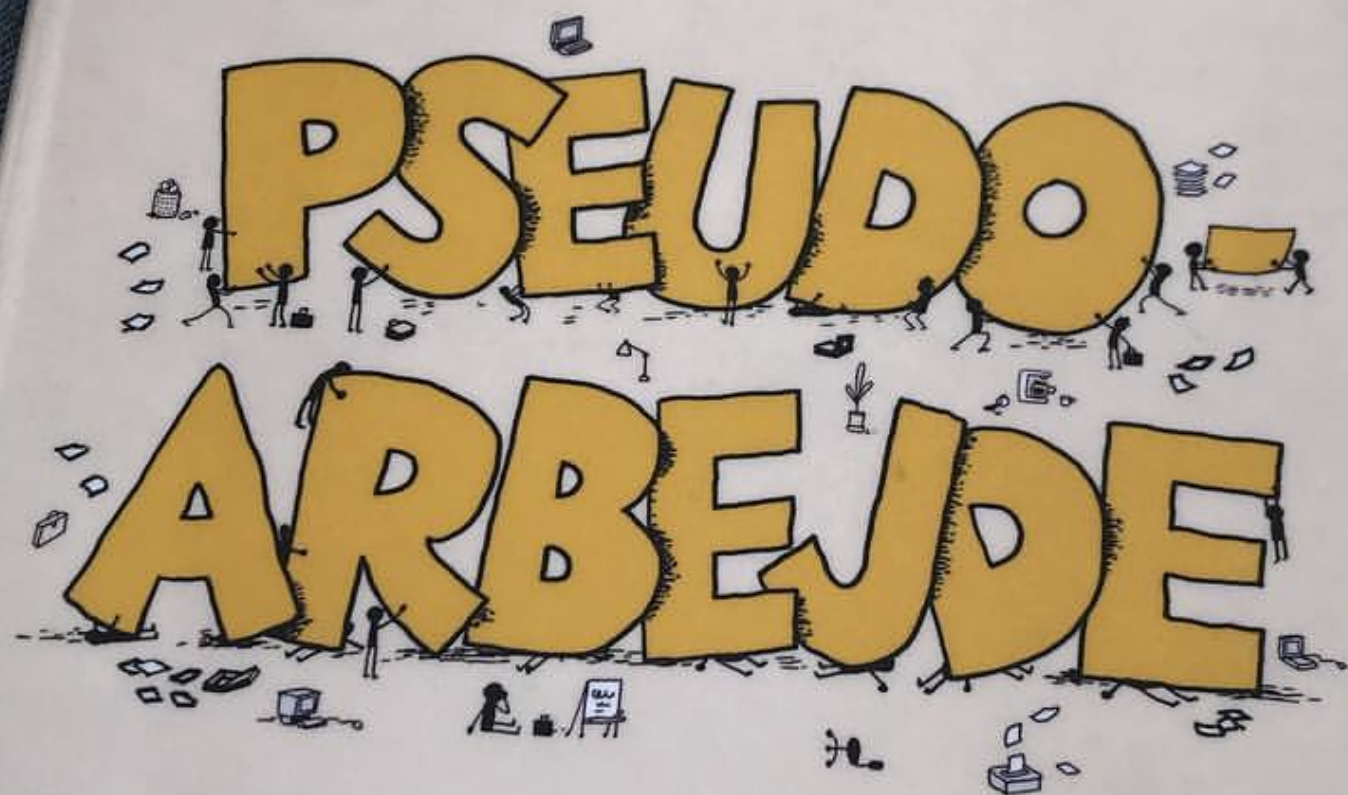
Solution: Focusing on the essentials



The last book you
might ever read



DENNIS NØRMARK &
ANDERS FOGH JENSEN



HVORDAN VI FIK TRAVLT MED
AT LAVE INGENTING

~~20~~

~~80~~

80

20



Personal Summit



Personal Summit (weekly)

Define what you are aiming at:

- How was last week?
- What is my Could Do for this week?
- Bonus: Share this list with someone

My Morning Ritual



My Morning Ritual



1

What is one thing that would have a big impact?

My Morning Ritual



1

What is one thing that would have a big impact?

2

What will I do today?

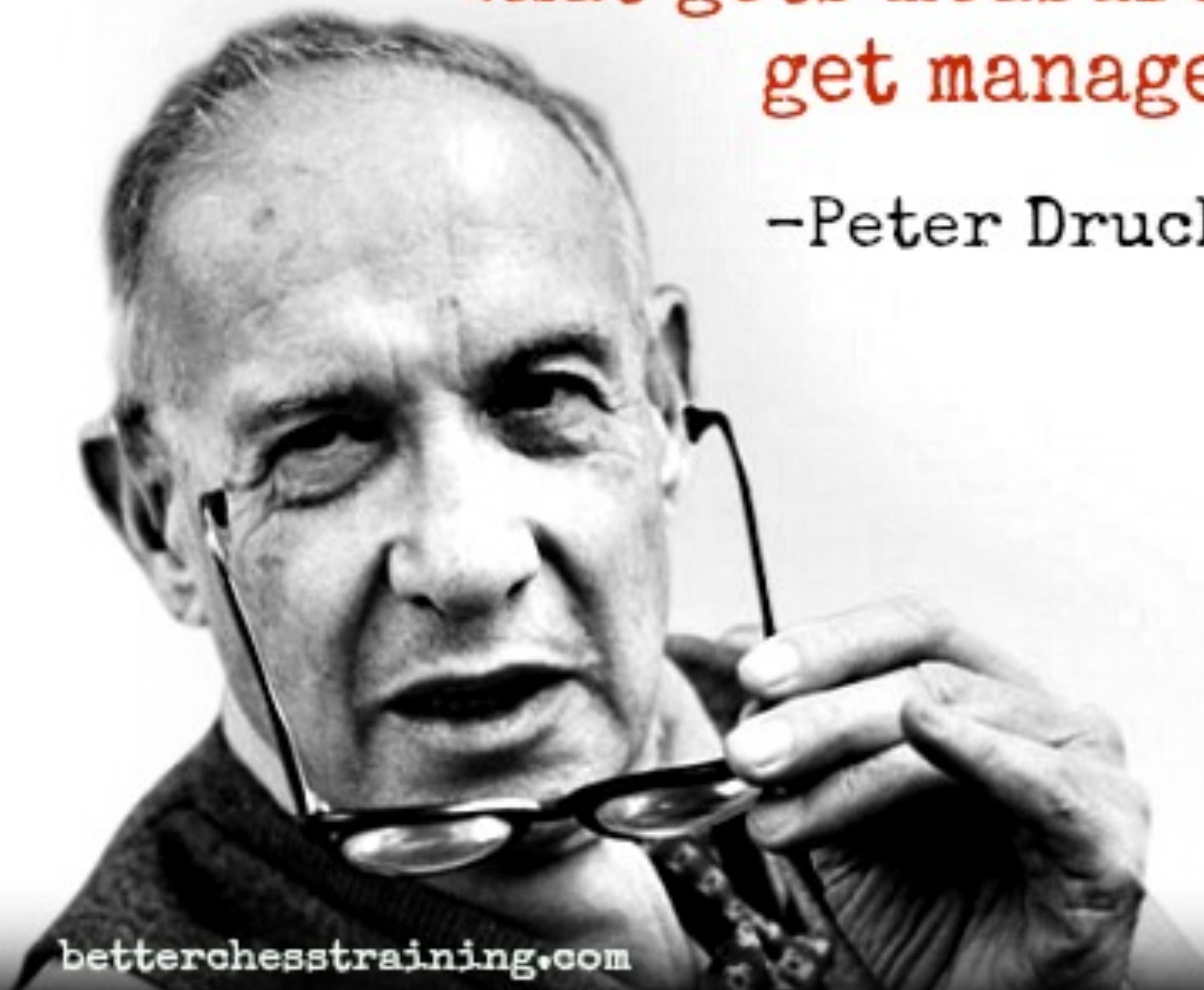
#9

Measure progress



What gets measured,
get managed.

-Peter Drucker



The Seinfeld method



Bor arbejder som taxa chauffør. Efter et langt tålløb har han endelig fået fodfæste på arbejdsmarkedet. Han har været på kontant-hjælp i mange år og har uddannet sig i at være vagtmand og webintegrator. Først med taxa-kørekortet i bløddet. Musikken, jeg begyndte at spille, kom som en frisk vind. Det var en hjælp, men han har ikke et stabilt indtækt og har svært ved at få økonomi til at hænge sammen. Han har svært ved at finde arbejde og har svært ved at få økonomi til at hænge sammen. Han har svært ved at finde arbejde og har svært ved at få økonomi til at hænge sammen. Han har svært ved at finde arbejde og har svært ved at få økonomi til at hænge sammen.

SEPTEMBER.

	MANDAG	TIRSDAG	ONSDAG	TORSdag	FREDAG	LØRDAG	SØNDAG
35							1
36	✓ Lørdag 09.12.17 Vejl. og chok.	✓ Møde af 12.12.17 Wolff og P. (billeder, og video)	✓ Heldags her og der cl. 2	✓ Julehøjt Vejl. og chok kunstner.	✓ 2. julehøjt rekl. i bl. og tv	7	8
37	✓ 2. julehøjt af efter. (Julestjerne (Julestjerne))	✓ Solens m. 12.12.17	✓ Højtids kl. 12.12.17	✓ Højtids højtids kl. 12.12.17	✓ Ingen ⇒ 12.12.17 (højtids)	14	15
38	✓ Café Chokolade (TX)	✓ Spis Forsøge Hilf-til. (TX)	✓ Ger møde (TX)	✓ Døden Fotograf - foto højtids (TX)	✓ Fotograf den for (TX)	21	22
39	✓ Vejl. rekl. (TX)	✓ Højtids Højtids (TX)	✓ Højtids Højtids (TX)	✓ Højtids Højtids (TX)	✓ Højtids Højtids (TX)	28	29
40	✓ Fotograf Børne Prise (TX)						

mus forbi

Measure progress

10 vindende væner

Maj '18

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	
1																															
2																															
3																															
4																															
5																															
6																															
7																															
8																															
9																															
10																															

Den Effektive Hverdag - læs om kurset på Jon.dk

Download:
jon.dk/cfas

12 vindende vaner

Navn: Demo Eksempelsen

Få flere redskaber på Jon Kjær Nielsens YouTube-kanal.

Dette skema kan downloades af læsere af nyhedsbrevet "Målrettet Mandag" - ugentlig inspiration til en bedre hverdag. Tilmelding gratis via Jon.dk/mandag

Januar 2021		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S
1	Stå op når uret ringer																															
2	Ingen mobil efter kl 21, sengetid 22:30																															
3	God morgen (beskriv her dit eget faste ritual, med avis, kaffe, ingen stress osv...)																															
4	Lave To-do liste som det første på kontoret, før e-mail																															
5	Tag 2 timers med total arbejdsro i løbet af dagen																															
6	30 minutters motion																															
7	Ingen sukker, kage, slik																															
8	Begræns sociale medier til 2 gange, max 10 minutter pr. gang																															
9	Højst 1 genstand alkohol																															
10	Taknemmelighed: Find 3 ting jeg er glad for i dag. skriv ned																															
11	Gåtur i naturen																															
12	En halv times leg med børnene																															

Binært målesystem. Udfyld dine prikker dagligt når du har gjort dagens handling.

Undgå elastik i metermål. Alle handlinger bør være formuleret så klart, at du altid kan svare ja/nej til, om du har gjort det. "Vær sød" er elastik i metermål - "giv et kram" er klart og præcis.

En god proces er vigtigere end målet.

På hver linje skriver du en ønsket, daglig handling (kan være et forbud) som du mener vil forme din dag i retning af det du ønsker.

En ekstra udfordring.

Du kan klare at gøre hvad som helst, når kun det er i én måned. 30-dages udfordringen er en særlig udfordring til dig selv, noget

30-dages udfordringen	F	L	S	M	Ti	O	To	F	L	S
Tag et billede i naturen hver dag, samme sted										


Daglig score		F	L	S	M	Ti	O	To	F	L	S
1	Min vægt (Mit mål: 3 kilo ned denne måned)										
2	Armbøjninger (mål: 100 dagligt)										
3	Antal skridt gået i dag (mål: 10.000)										
4	Portioner frugt&grønt (mål: 6 dagligt)										
5	Antal kopper kaffe (mål: max 3)										

Hold styr på dine tal.

Nogle mål har godt af mere end et dagligt ja/nej. Har du et mål om at gå 10.000 skridt dagligt, så kan det være godt at føre regskab

Daglig score er hvor du skriver resultatet af alle måltal du går op i. Eksempler: antal skridt gået, din vægt, antal stykker frugt&grønt spist, antal armbøjninger eller ture med hunden.

Measure progress



My 12 Sacred Choices

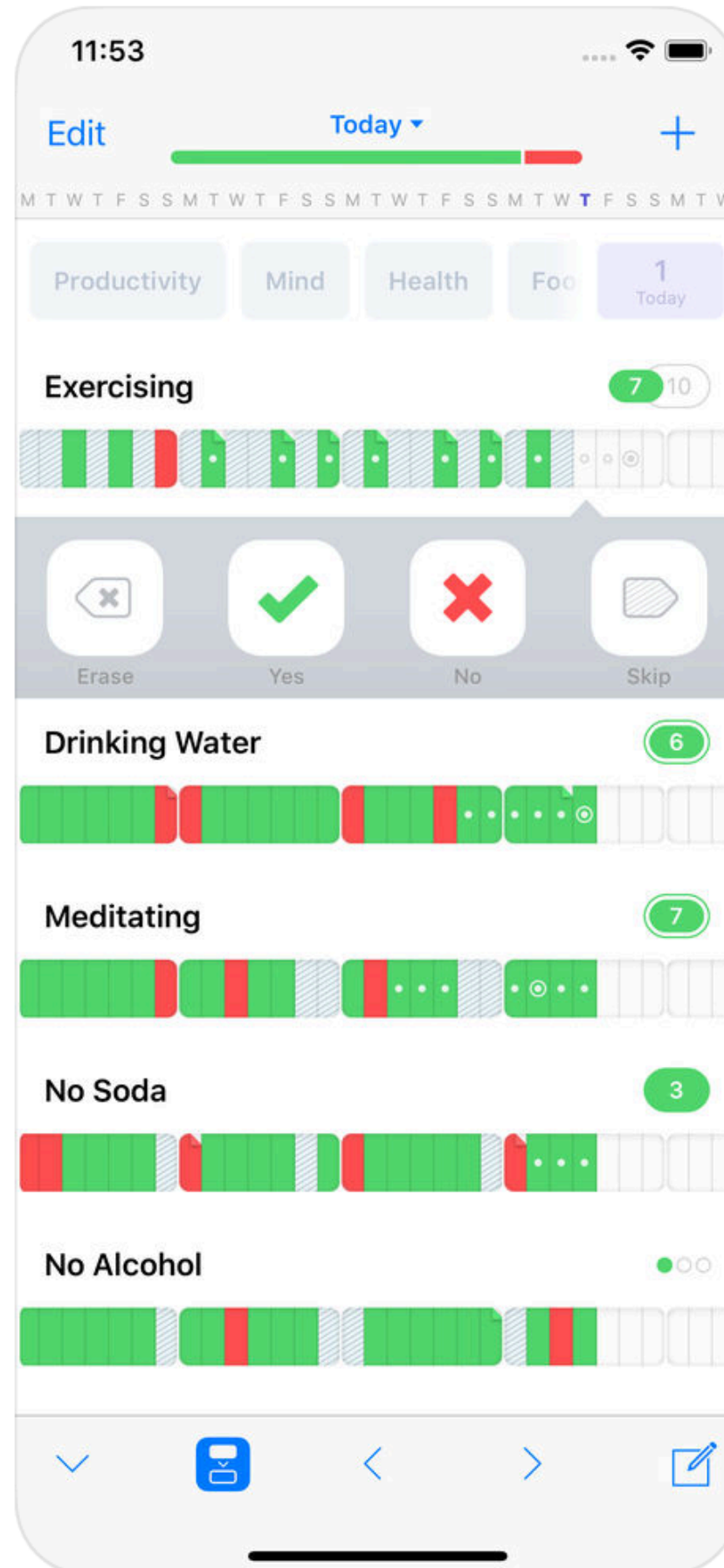
JANUARY 2018

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T
1 Get up on time	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2 Make my bed in the morning	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3 Yoga, first thing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4 Max 4 e-mail sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5 Work for 3 hours on Priority 1	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6 Work on the house	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7 Review goals, plan day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8 Meditation, 10 min. minimum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9 Eat only whole plant food → 3 fruit/day	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
10 No alcohol → Max 2 drinks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 No browsing Social Media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 Reach out to a friend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5/12 6/12 7/12 8/12 9/12 10/12 11/12 12/12

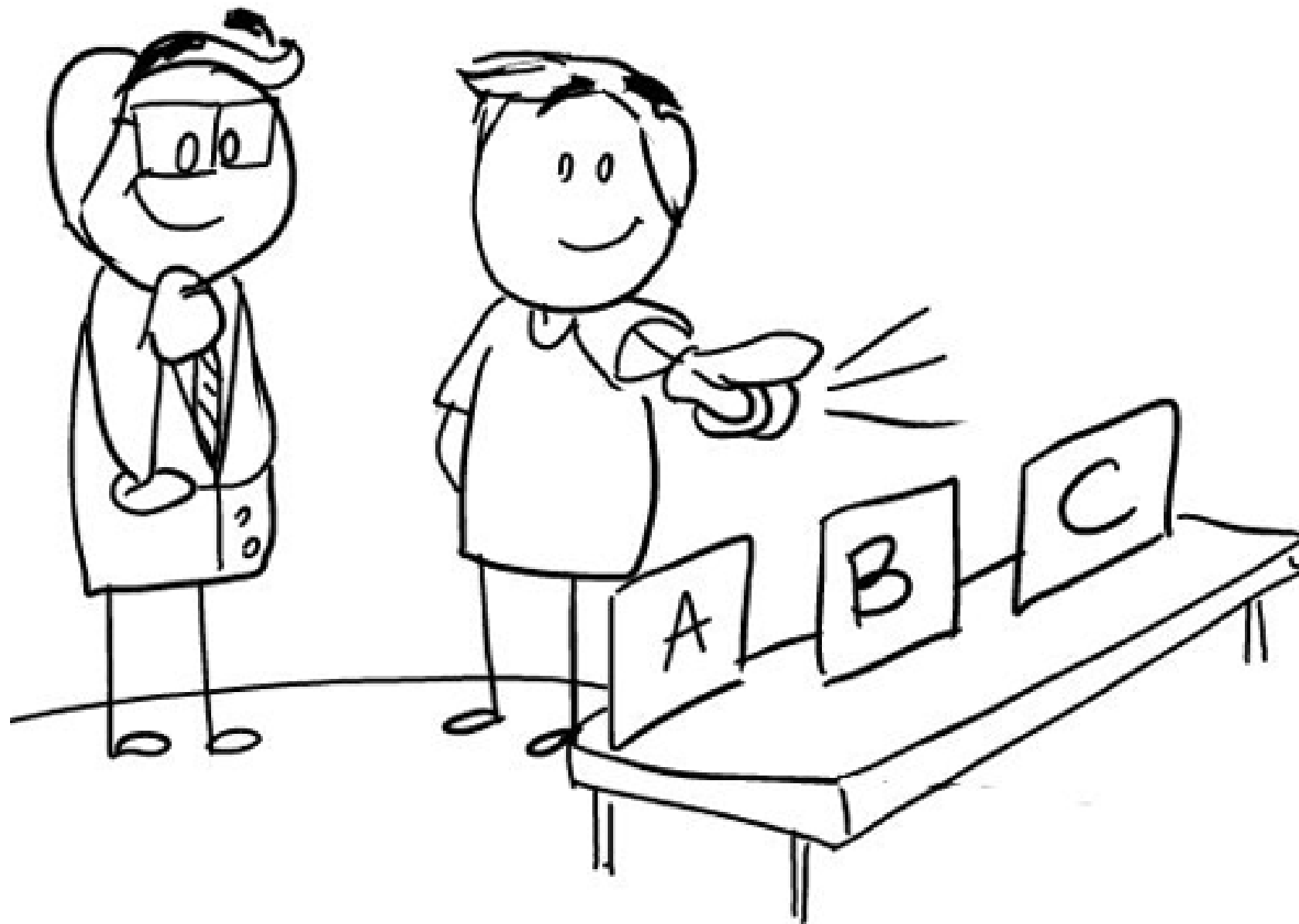
↑ ↑ ↑

Way of Life app



#10

Decision making is a limited ability





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walter isaacson

ashton kutcher

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truly rotten

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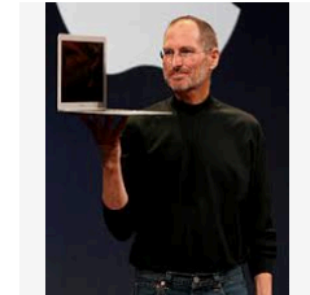
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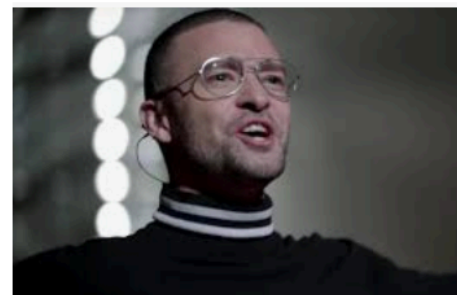
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9to5mac.com



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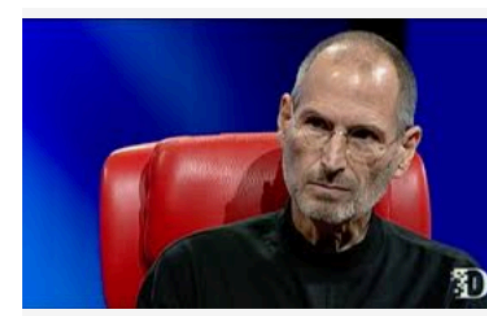
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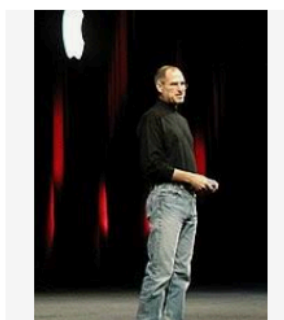
Steve Jobs Wax Figure | Madame Tu...
madametussauds.com



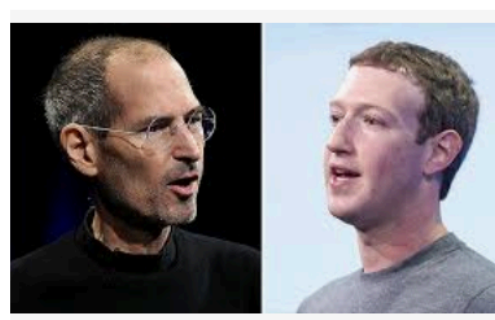
Steve Jobs
entrepreneur.com



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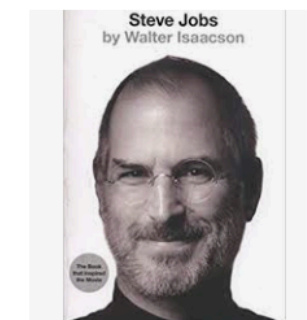
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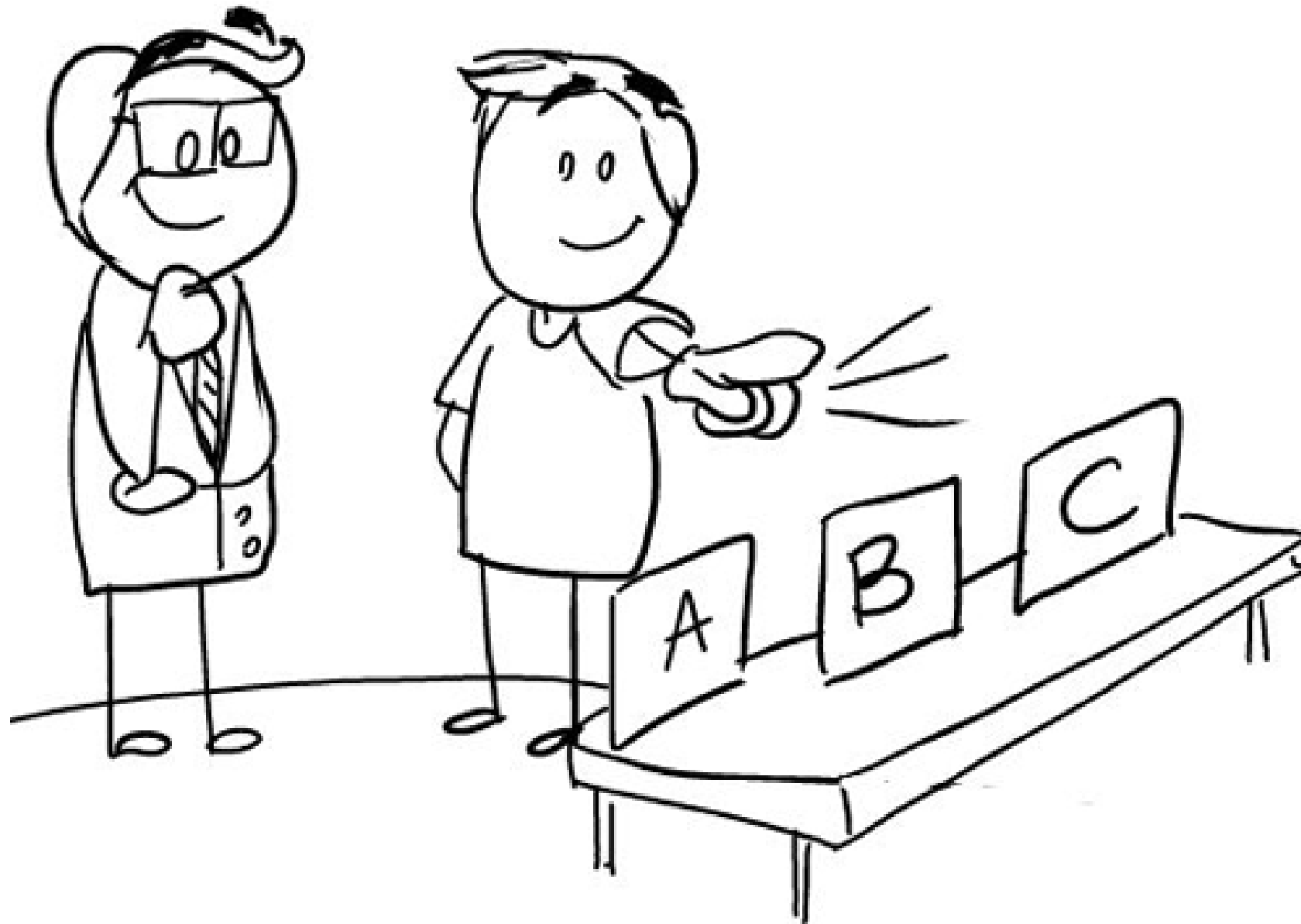


16 Pieces of Advice From Steve Jobs | Gra...
grammarly.com



Steve Jobs: The Exclusive ...
amazon.co.uk

Make fewer decisions



Balance?



Helping
Sparring
Collaboration
Shared solutions
Building a community

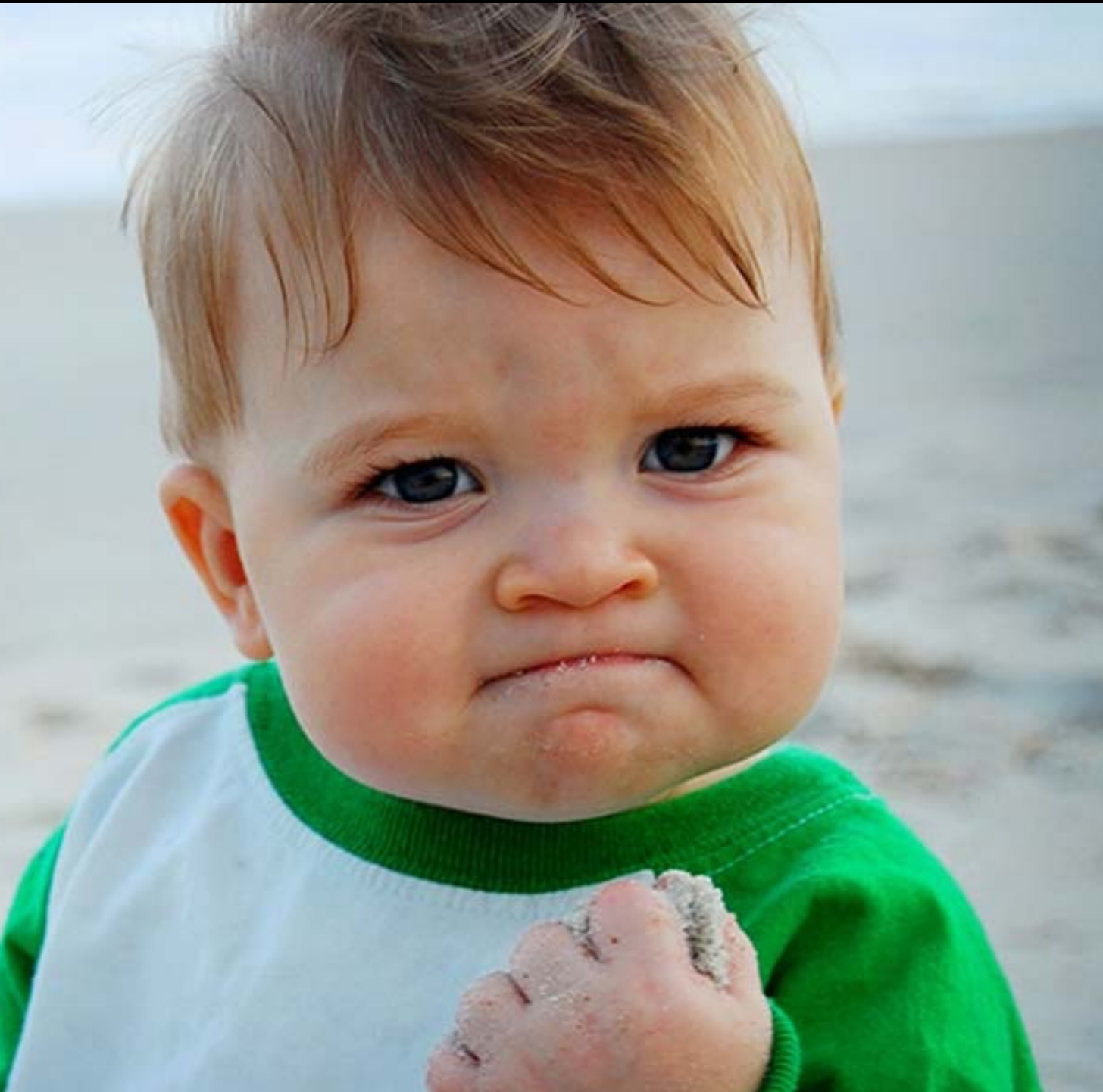
Focused work

PRIME TIME

Success buddies



Planning the change



- Decide on 1 or 2 new habits you would like to start (or stop doing)
- Daily behaviour

Happy at Work(shop)

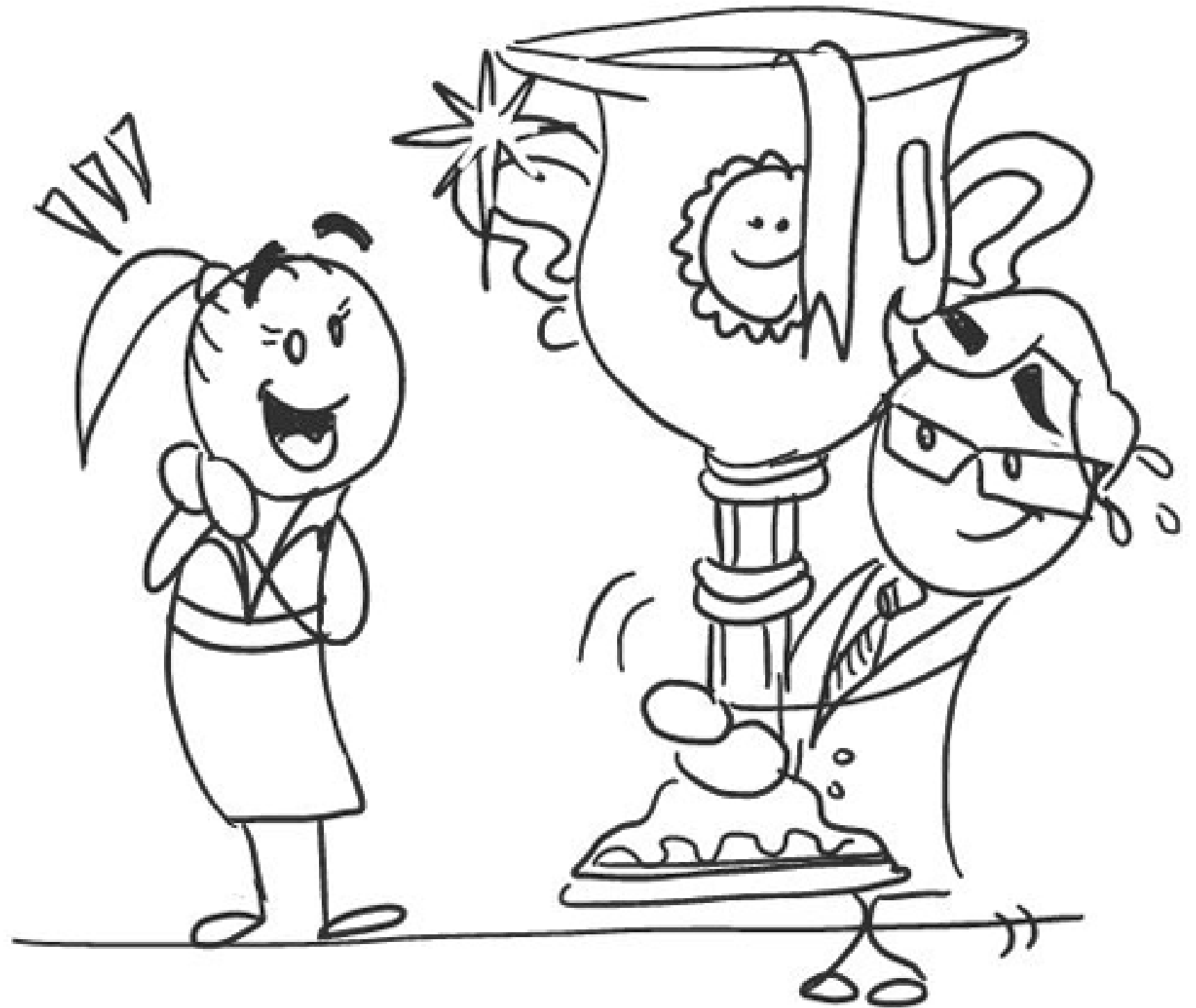
- How do I find the space and time to do focused work / hard work (hopefully during Prime Time) ?
- ...while also being part of a group and a dynamic workplace with shared goals?

The to-hell-with-it-effect

I GIVE UP



Celebrate success

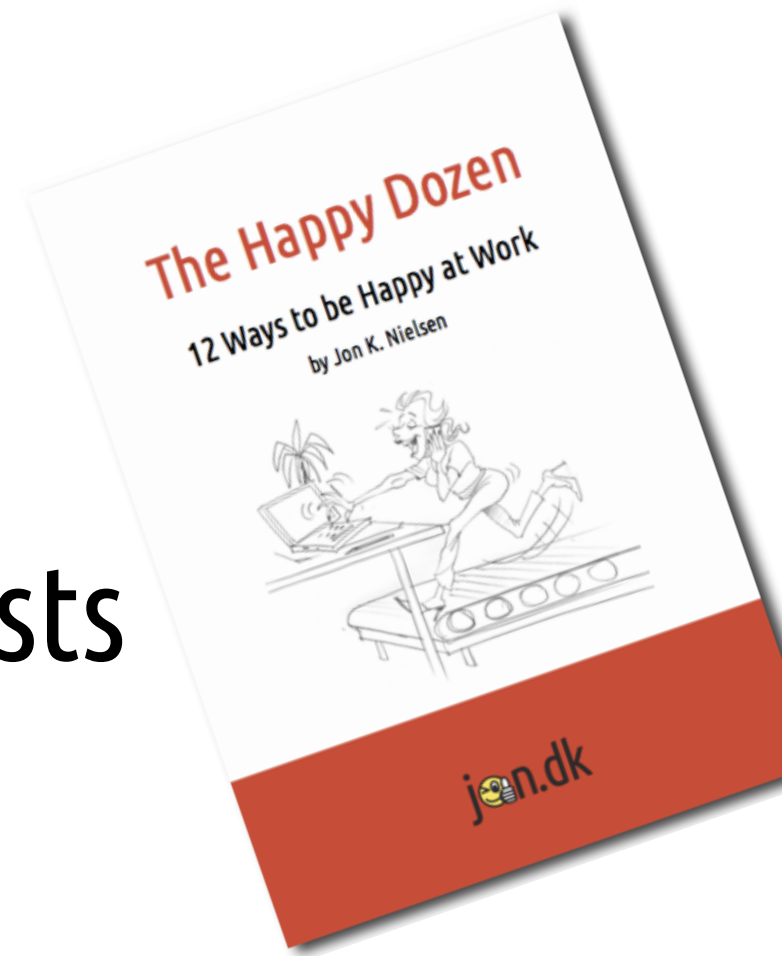




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 - The HappyWays + RevolutJon!Podcasts
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Better everyday

- productive and happy

Novo Nordisk, June 2022

with Jon Kjær Nielsen #jondk



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