

Happiness at Work

Terma, August 25th 2026

with Jon Kjær Nielsen #jondk



Materials:
jon.dk/terma

You are here







Welcome to the world's happiest nation*

That calls for a **Carlsberg**

KIT



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

Preliminary title:

Love your job! - Or die trying





Jon Kjær Nielsen
Speaker & Author

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

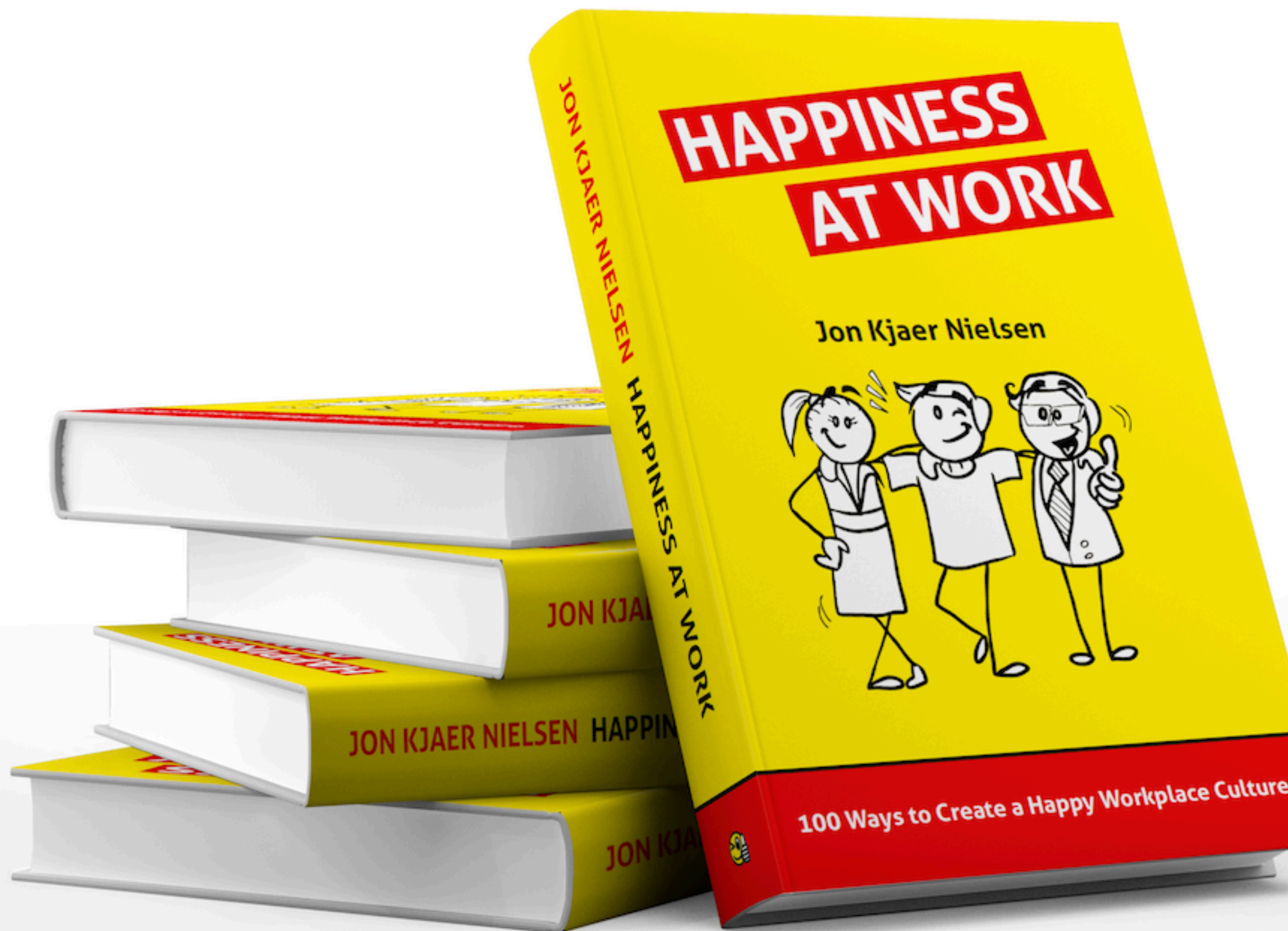
Independent consultant
since 2006.

Biker, book-worm, chef,
HappyWays Podcast host



A-Speakers
International Speakers Bureau





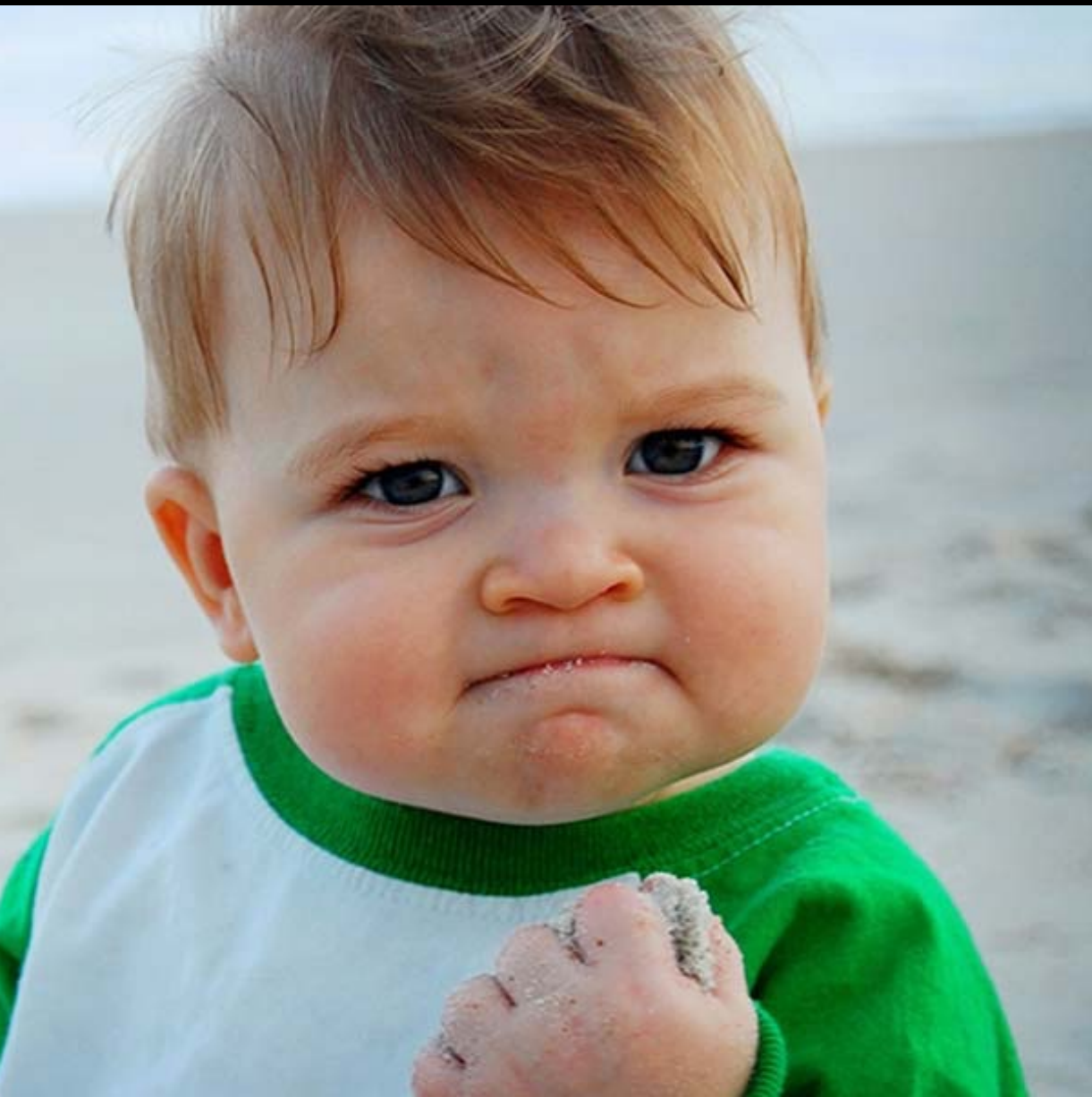
HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

Take action for better days



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

Arbejdsglæde!

Happiness at work

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





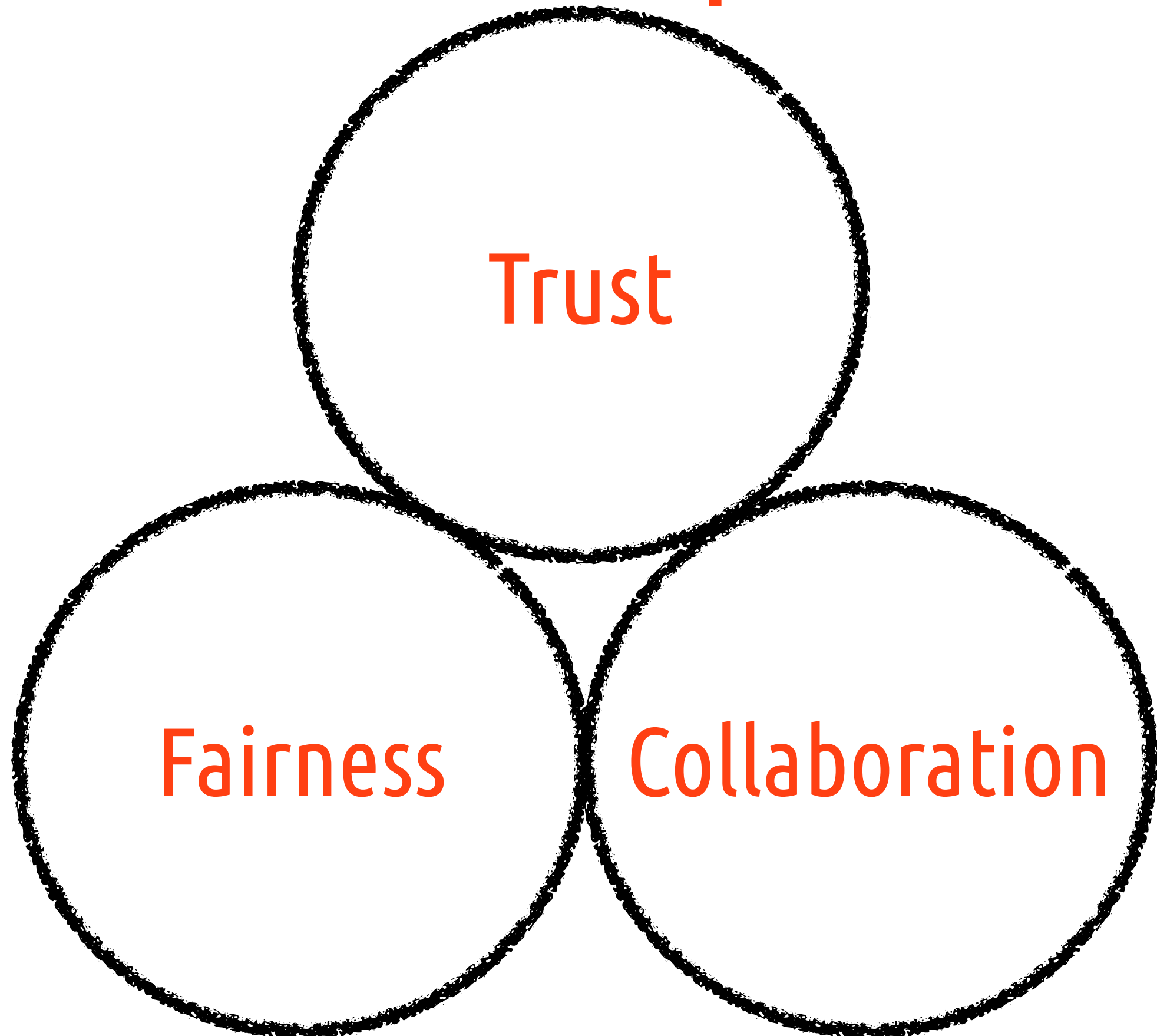
Reflection:
Think about a really
good day at work

- Hello!
- Tell me about a great day at work!





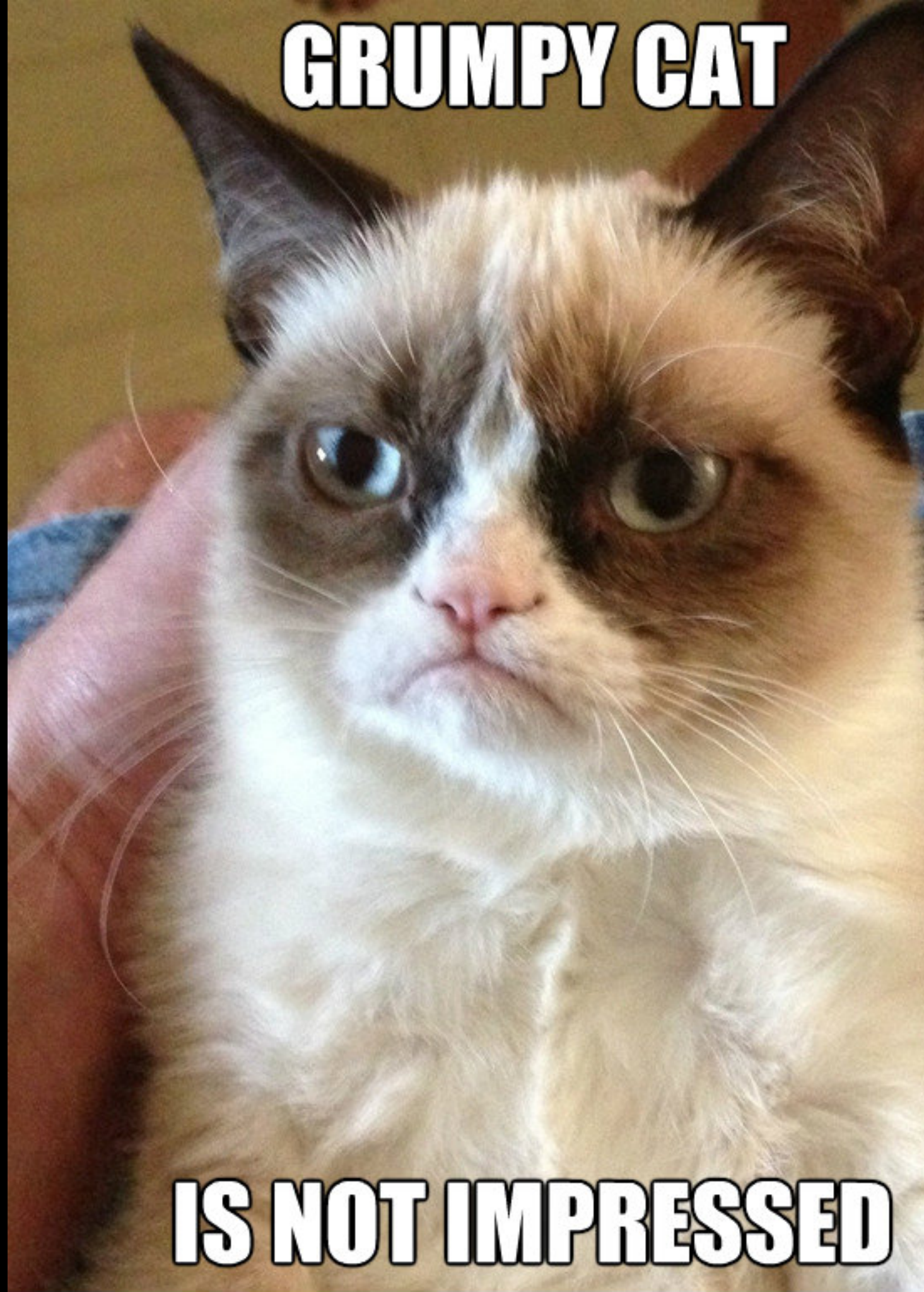
Social Capital



The fairness experiment



No
happiness?



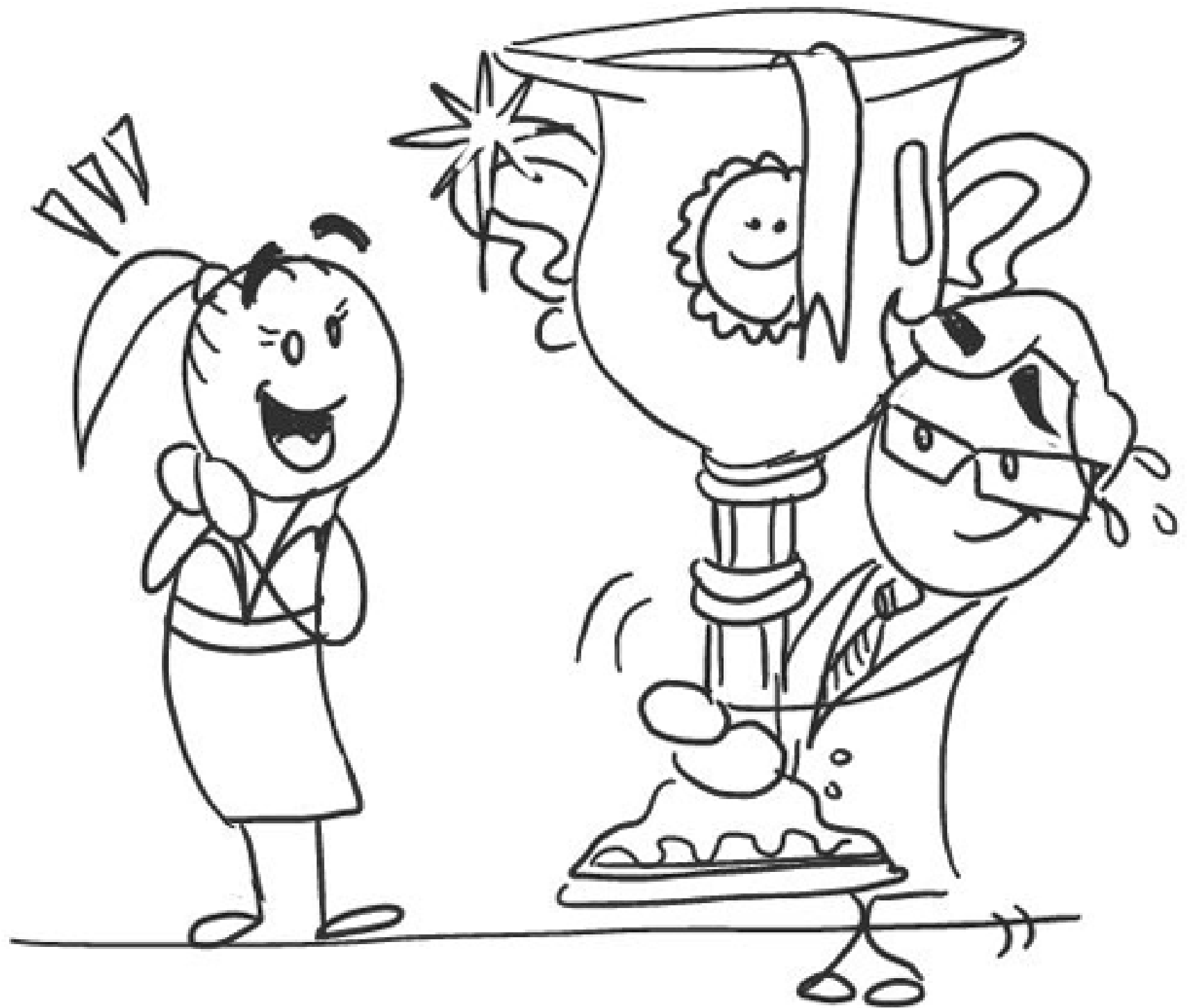
GRUMPY CAT

IS NOT IMPRESSED

Problem #2: Lack of Recognition

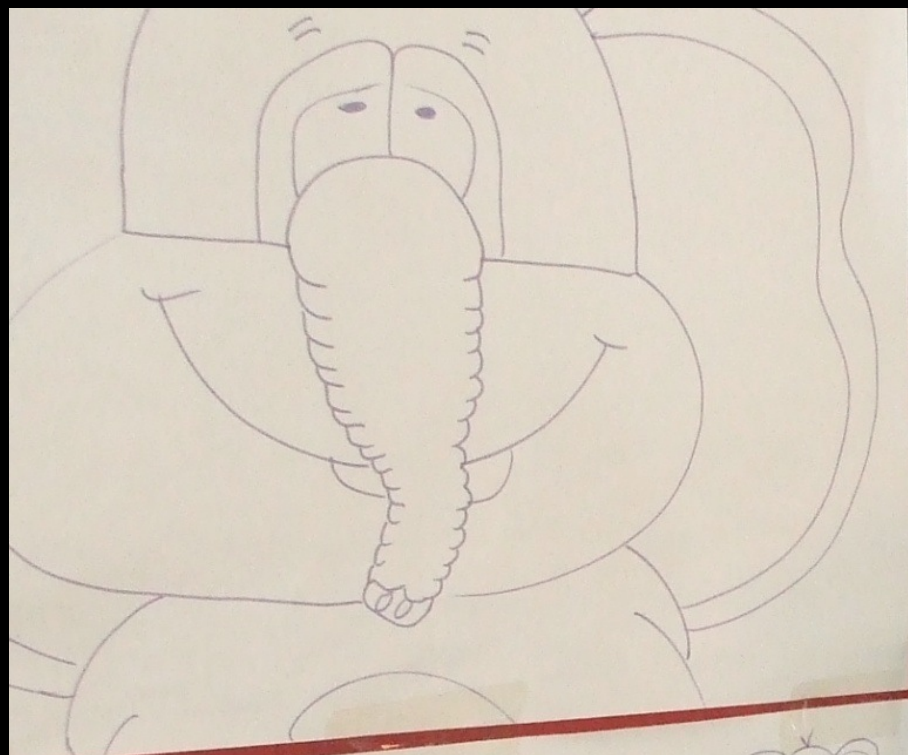


Recognition





#33 Order of the Elephant



LEFANT-ORDENEN 

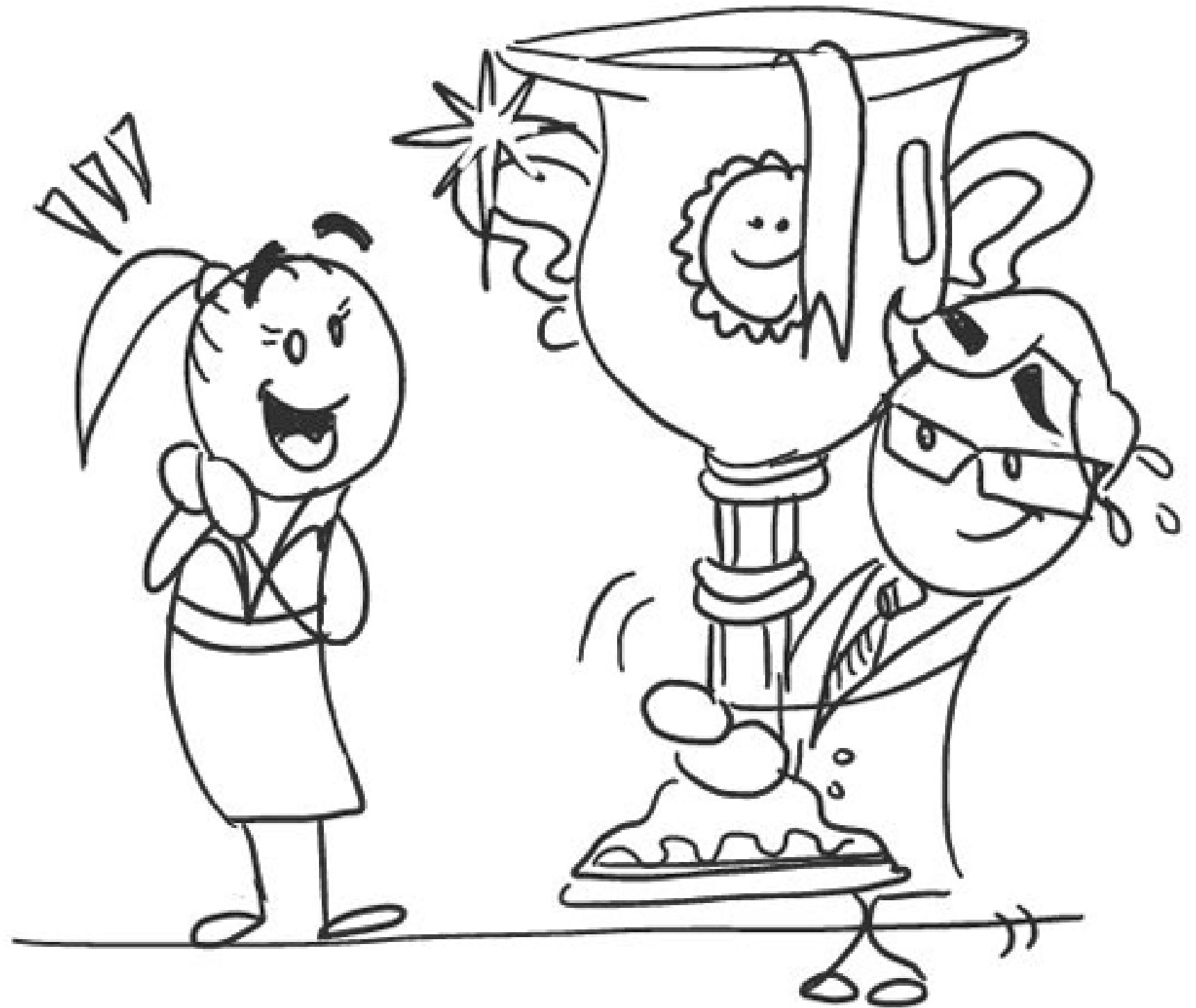
SADAN GØR DU:

- ⇒ 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?



Celebrate success

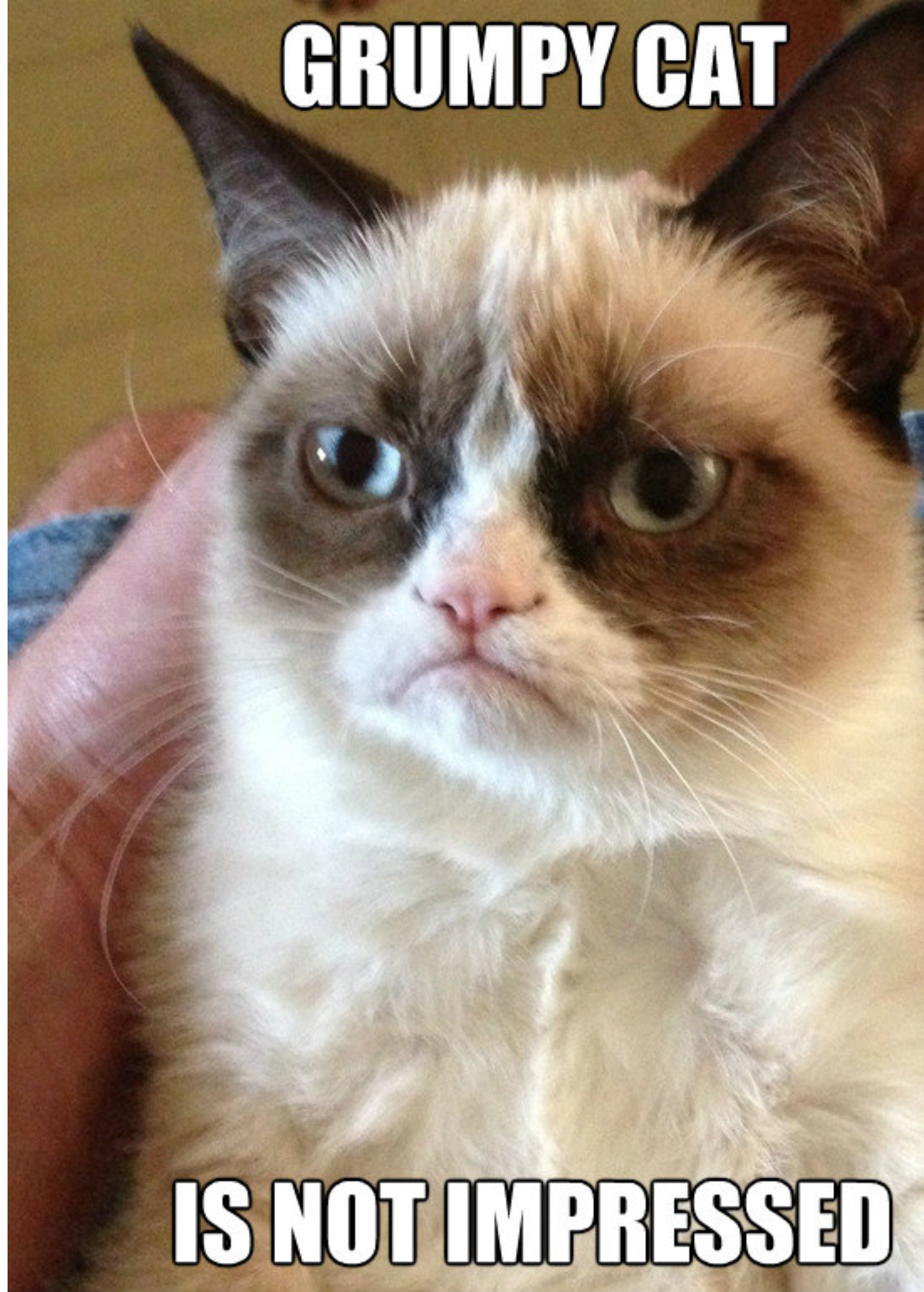




Problem #1: Whining and complaining



Playing The Victim



GRUMPY CAT

IS NOT IMPRESSED

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



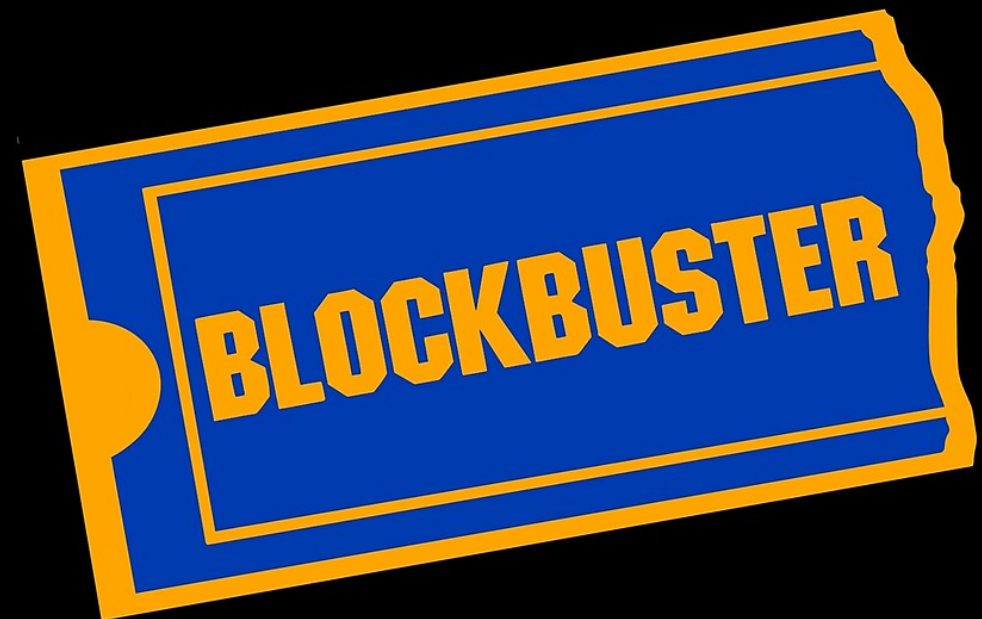
“We’ll have
to wait and
see...”







Change happened





Change happened



**TOWER
RECORDS**





Why the hesitation?

Fear & U

How do you see this play out, or experience it yourself?

- The unknown
- Reduced competency
- Loss of status
- Broken relations
- Outside control (lack of autonomy)
- Perceived meaninglessness



Key:
Willingness to
jump off the fence



Great coworkers!

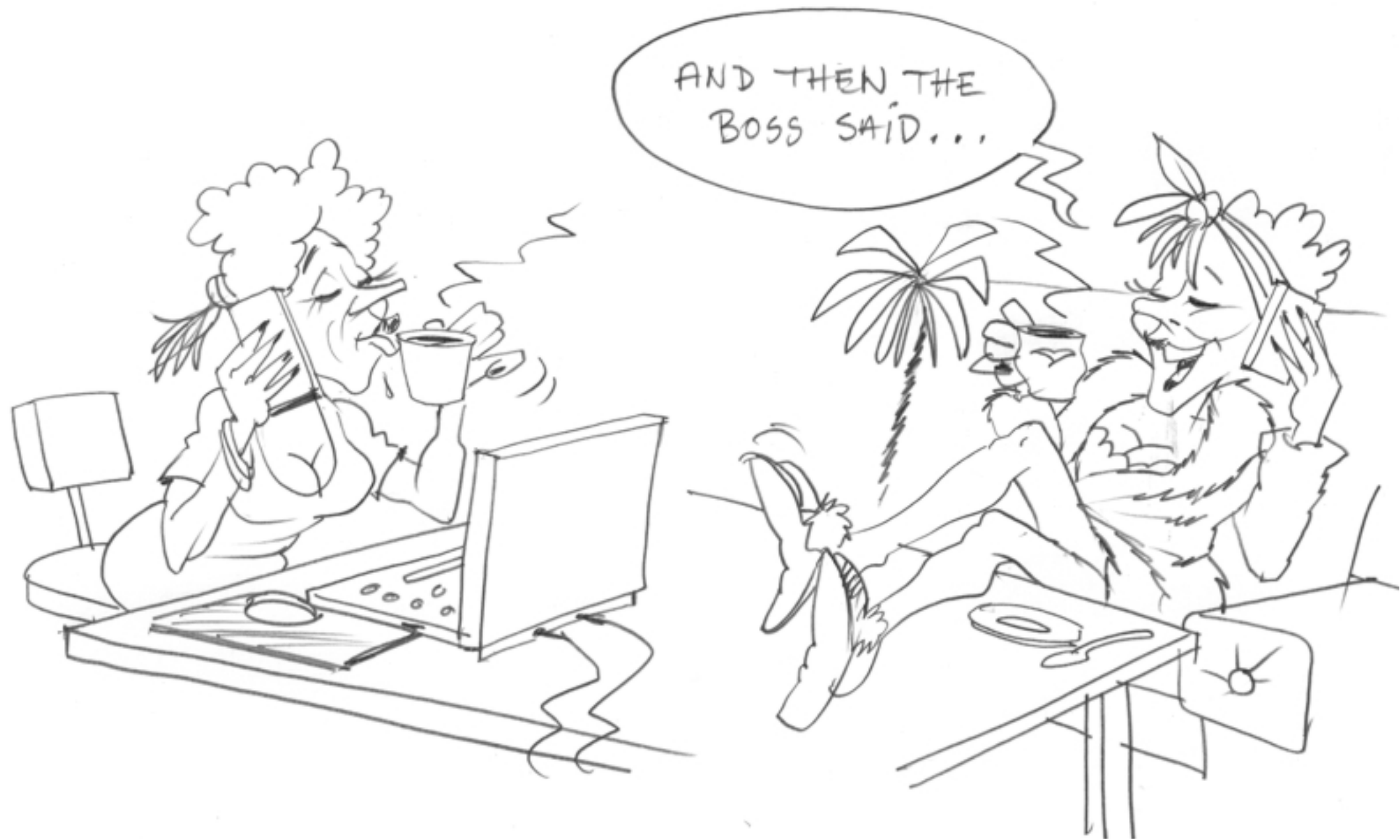
Positive Relationships!



#2 Ask someone on a DATE



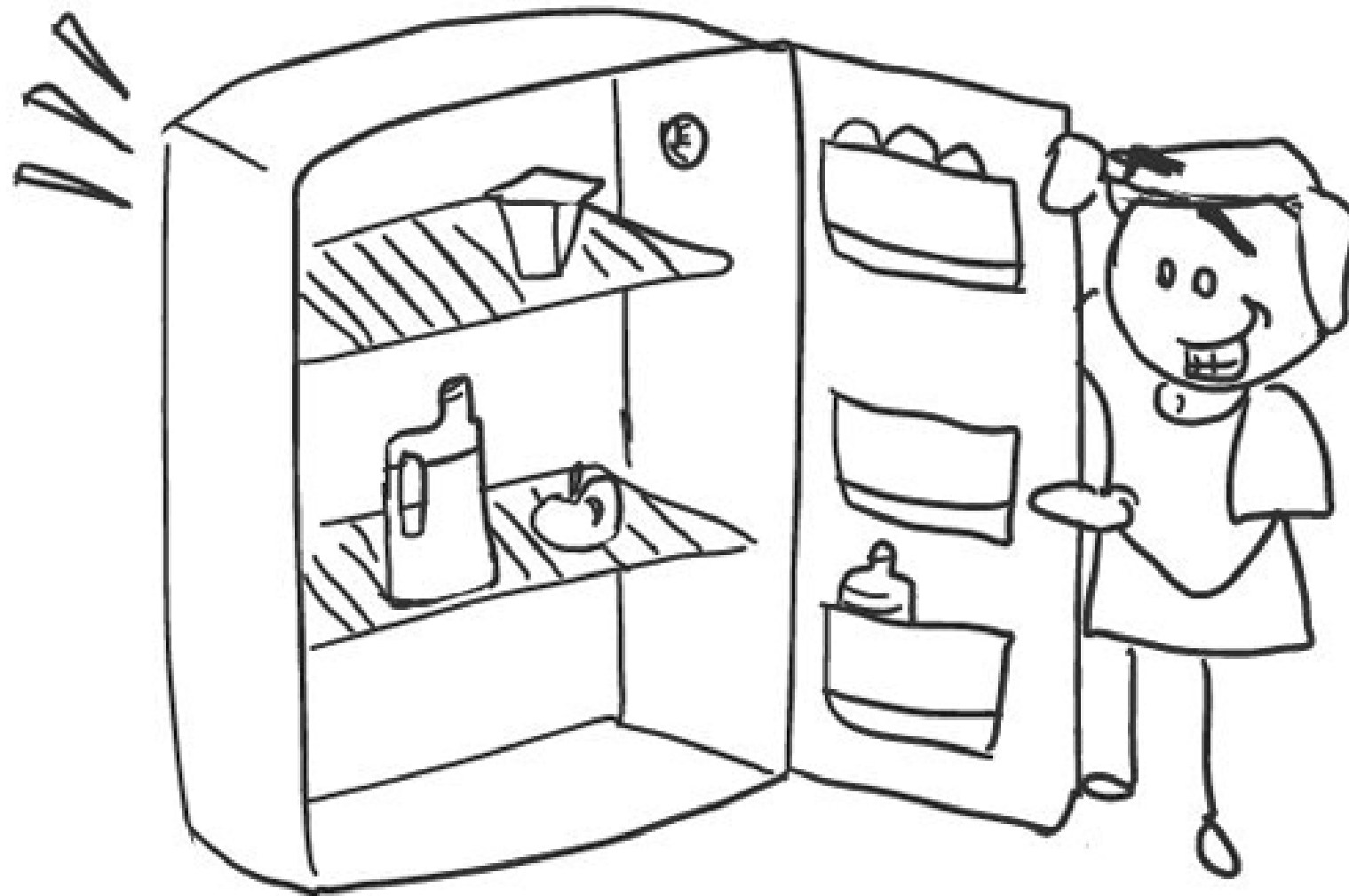
Coffee on the phone



Change jobs



Show your fridge



#26 Costume day



#18 Help me out



Culture





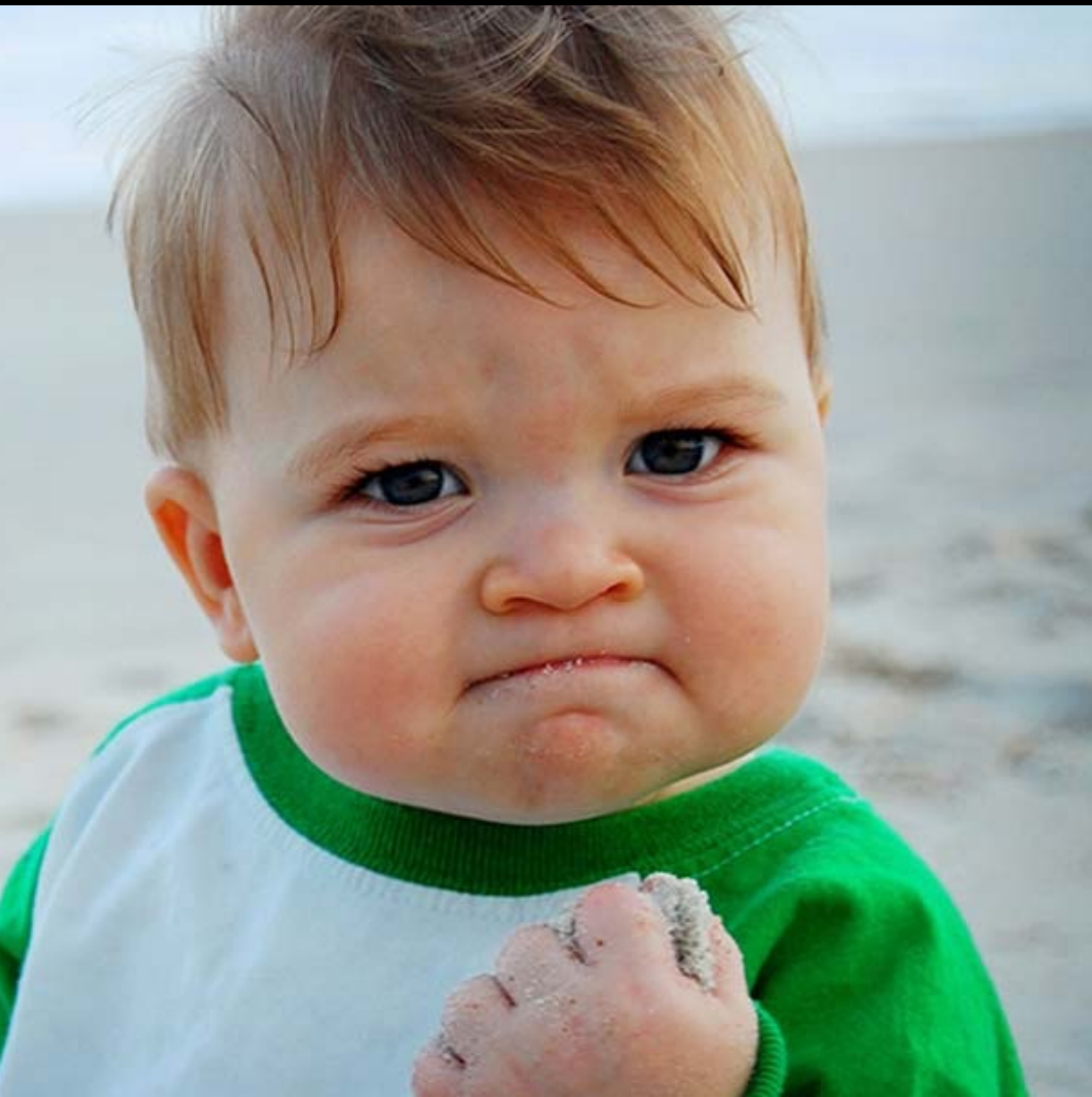
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



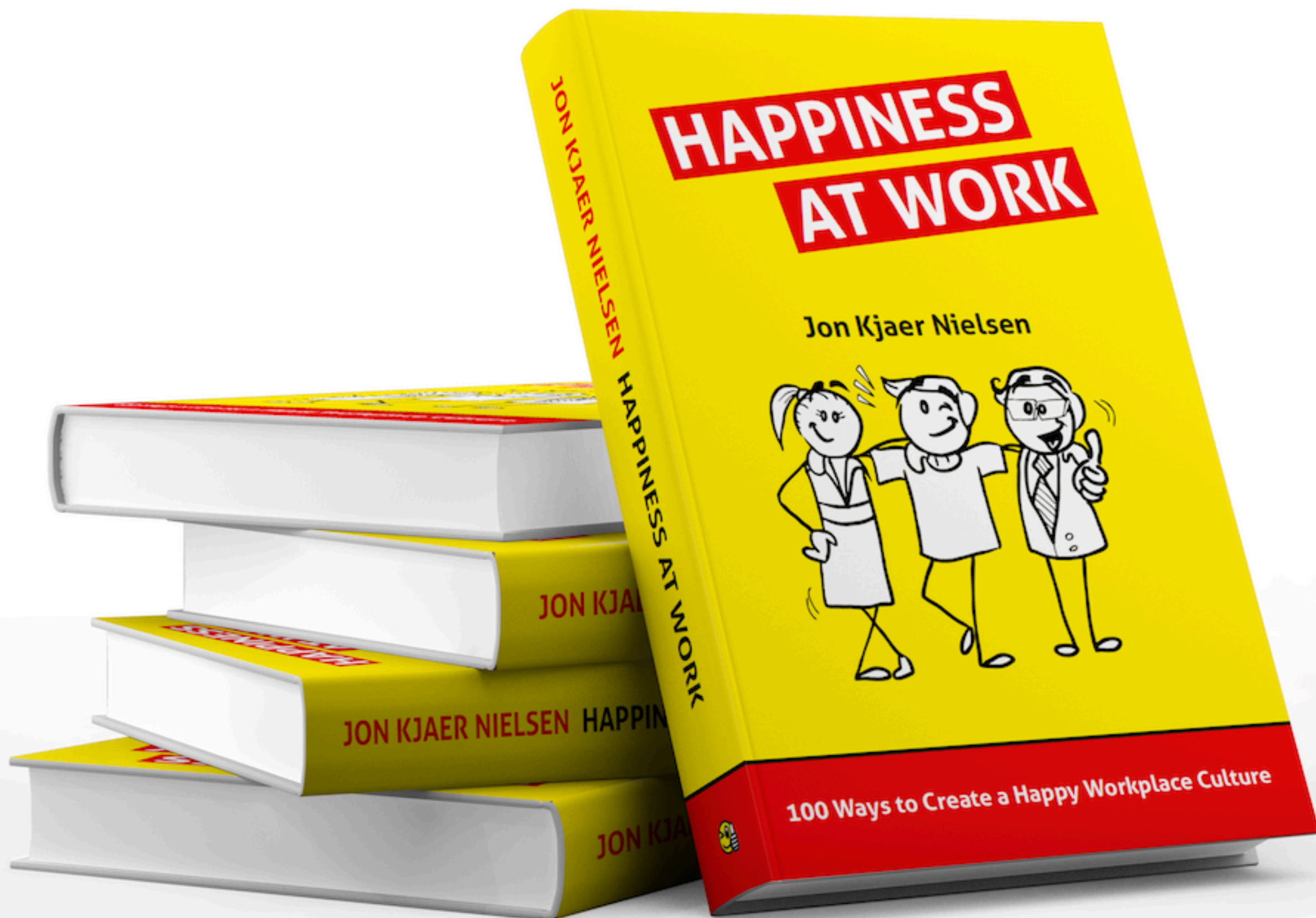
#83 Listen to your new people



Take action for better days



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



HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

Søg



Jon Kjær Nielsen

@jondk · 1.020 abonnenter · 97 videoer

Jeg brænder for at skabe fede arbejdspladser og

jon.dk

Tilpas kanal

Administrer videoer

Start

Videoer

Live

Playlister

Opslag



+ Opret



Til dig

Hvorfor går du på arbejde?



AI? Forandringer? Tidlig pension 19.20

Hvorfor går du på arbejde + Tidlig pension i en AI tid
14 visninger · for 4 timer siden





Forandringer 24.19

Modstand mod forandringer, her er årsagerne
335 visninger · for 1 år siden





Jon Kjær Nielsen
Klub Trivsel & Jon.dk

Signe Bjørg Lyck
Finansforbunde 24.28

Det Store Fordybelseseksperimentet, med Signe Bjørg Lyck
76 visninger · for 1 år siden



Humørmetret - tip #13 til arbejds

Humørmetret - tip #13 til arbejds
130 visninger · for 3 år siden

Videoer

Hvorfor går du på arbejde?



AI? Forandringer? Tidlig pension 19.20

ROBOTERNE KOMMER!
- allerede i 2024



38.55



4.00



2.03



Jon Kjær Nielsen
Klub Trivsel & Jon.dk

Signe Bjørg Lyck
Finansforbundet 38.36

Fremtidens Faforening



Jon Kjær Nielsen
Klub Trivsel & Jon.dk

Signe Bjørg Lyck
Finansforbundet 24.28

Fremtidens Faforening

Happiness at Work

Terma, August 25th 2026

with Jon Kjær Nielsen #jondk



Materials:
jon.dk/terma