

# Happiness at work - It's all about culture

DSV, April 2023

with Jon Kjær Nielsen #jondk



[Materials:  
jon.dk/dsv](https://jon.dk/dsv)

There







**Welcome to the world's  
happiest nation\***

That calls for a **Carlsberg**

**KIT**



# Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness







Jon Kjær Nielsen  
Speaker & Author

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

Independent consultant  
since 2006.

Biker, book-worm, chef,  
HappyWays Podcast host

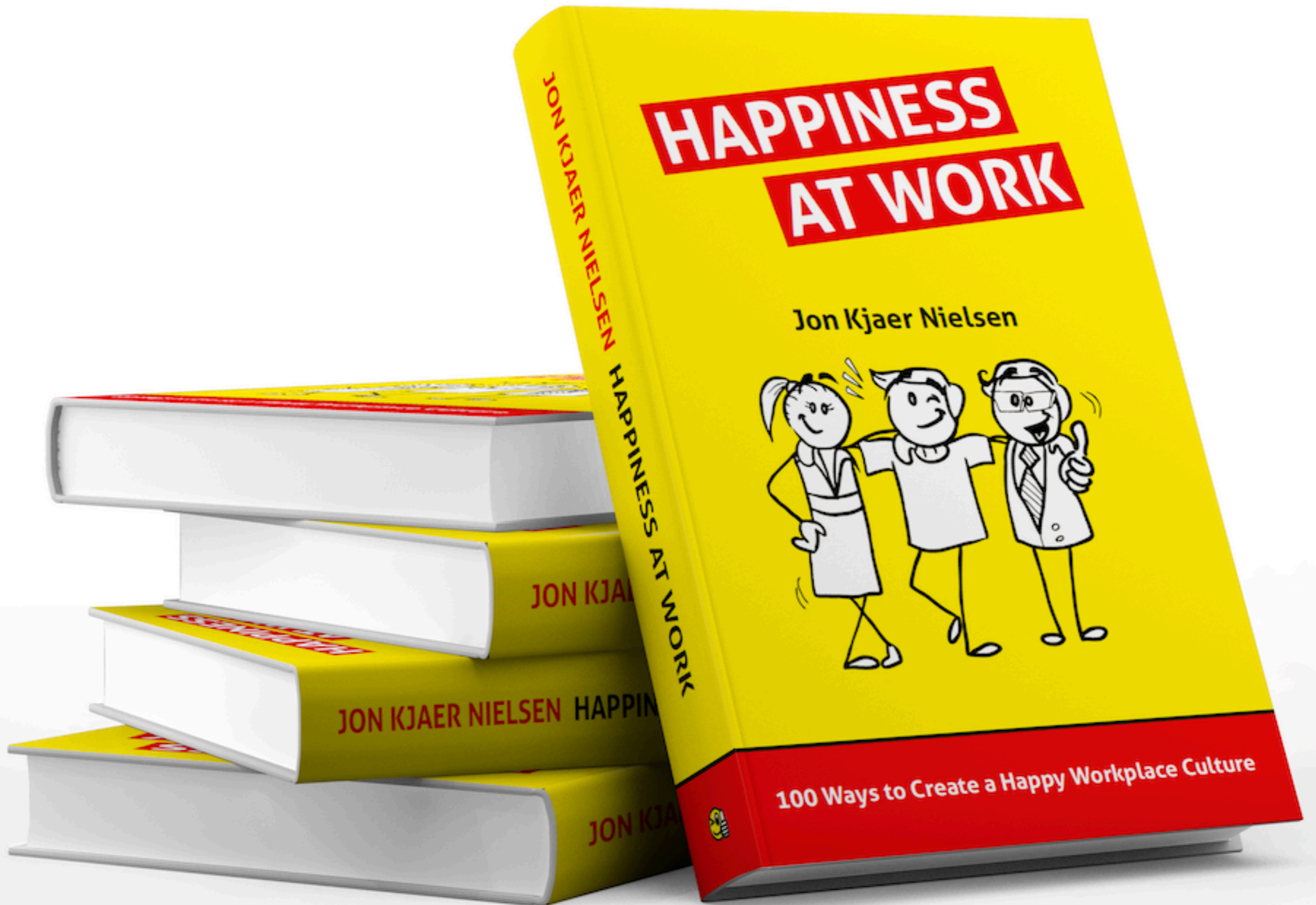


A-Speakers  
International Speakers Bureau



Linked in





# HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

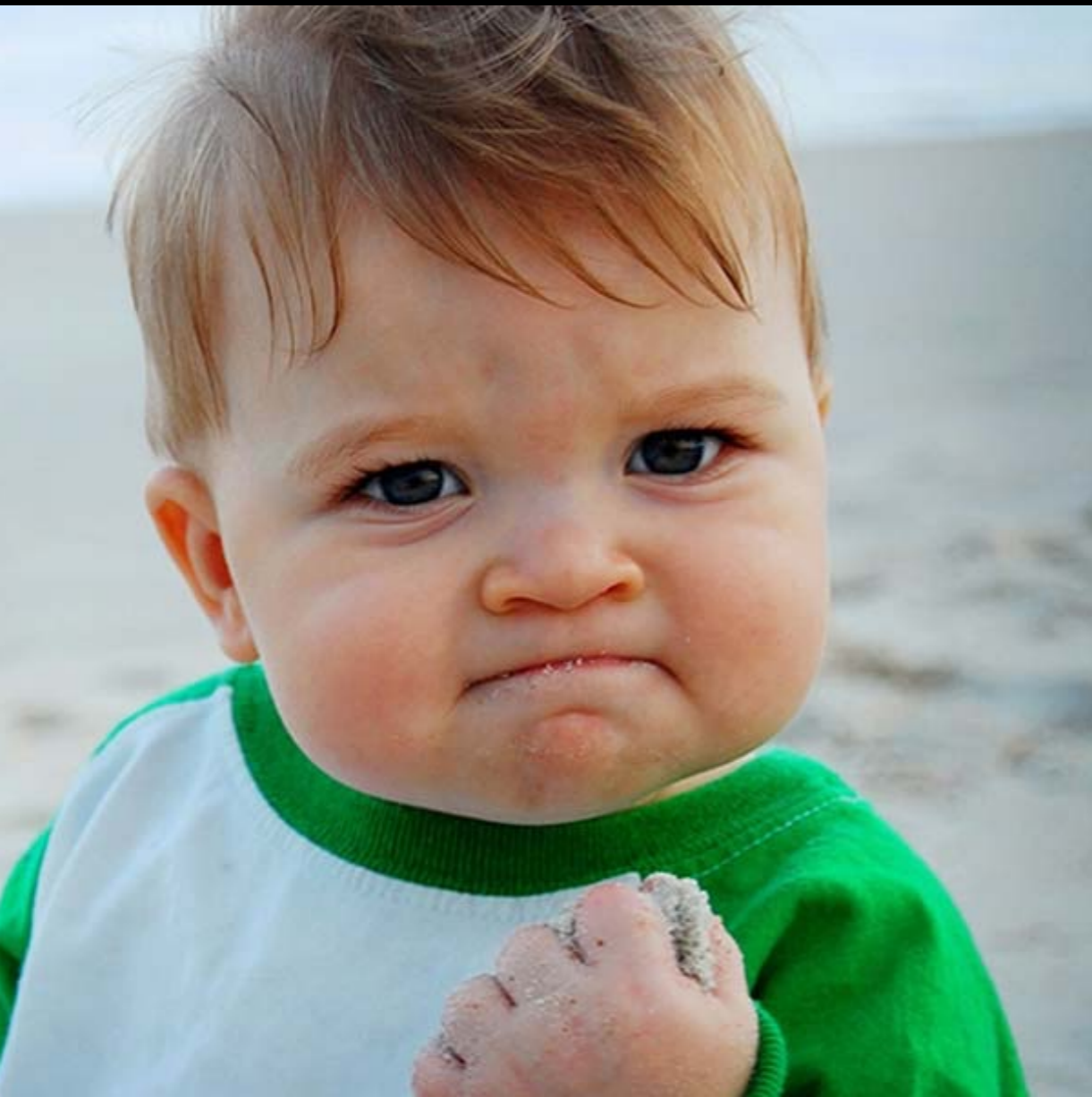
HAPPINESS AT WORK

JON KJAER NIELSEN

JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

# Take action for better days



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



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

188 **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*



# Arbejdsglæde

How much...?



Reflection:  
Think about a really  
good day at work



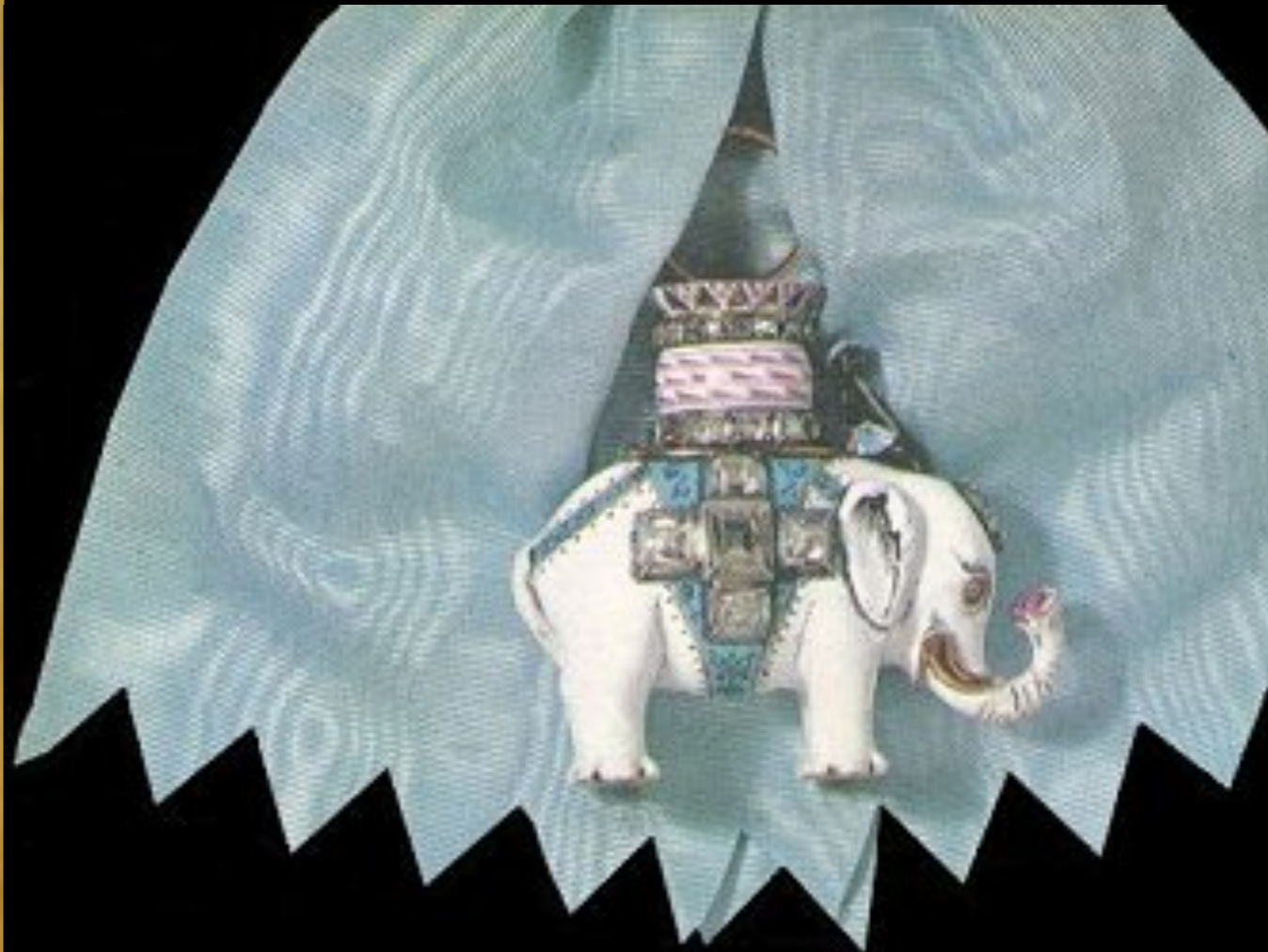


Problem:  
Covering the basics

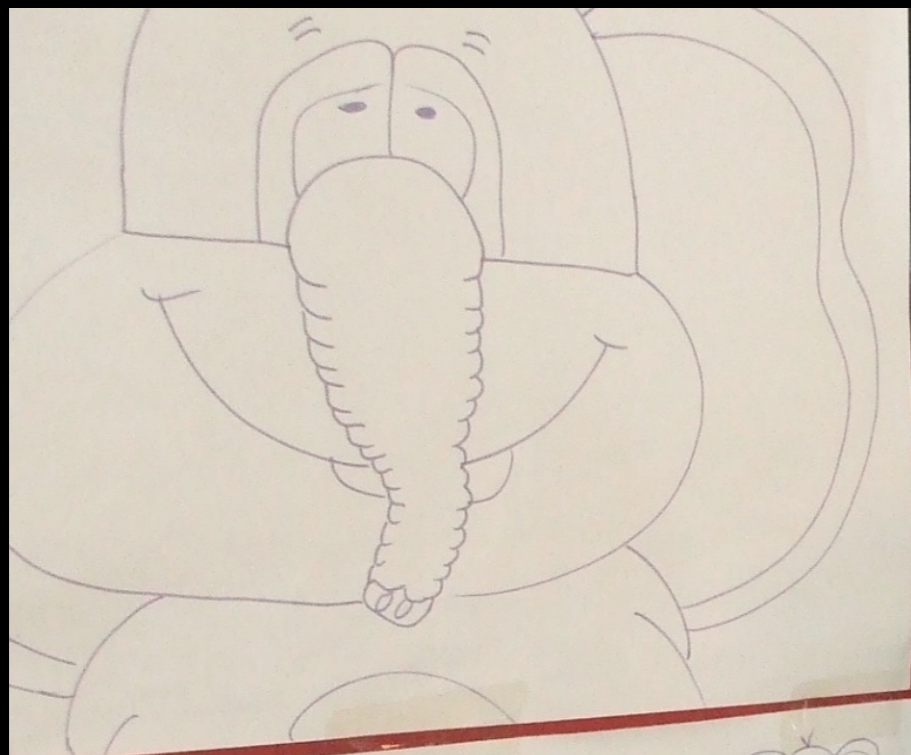


# Lack of Recognition





# #33 Order of the Elephant



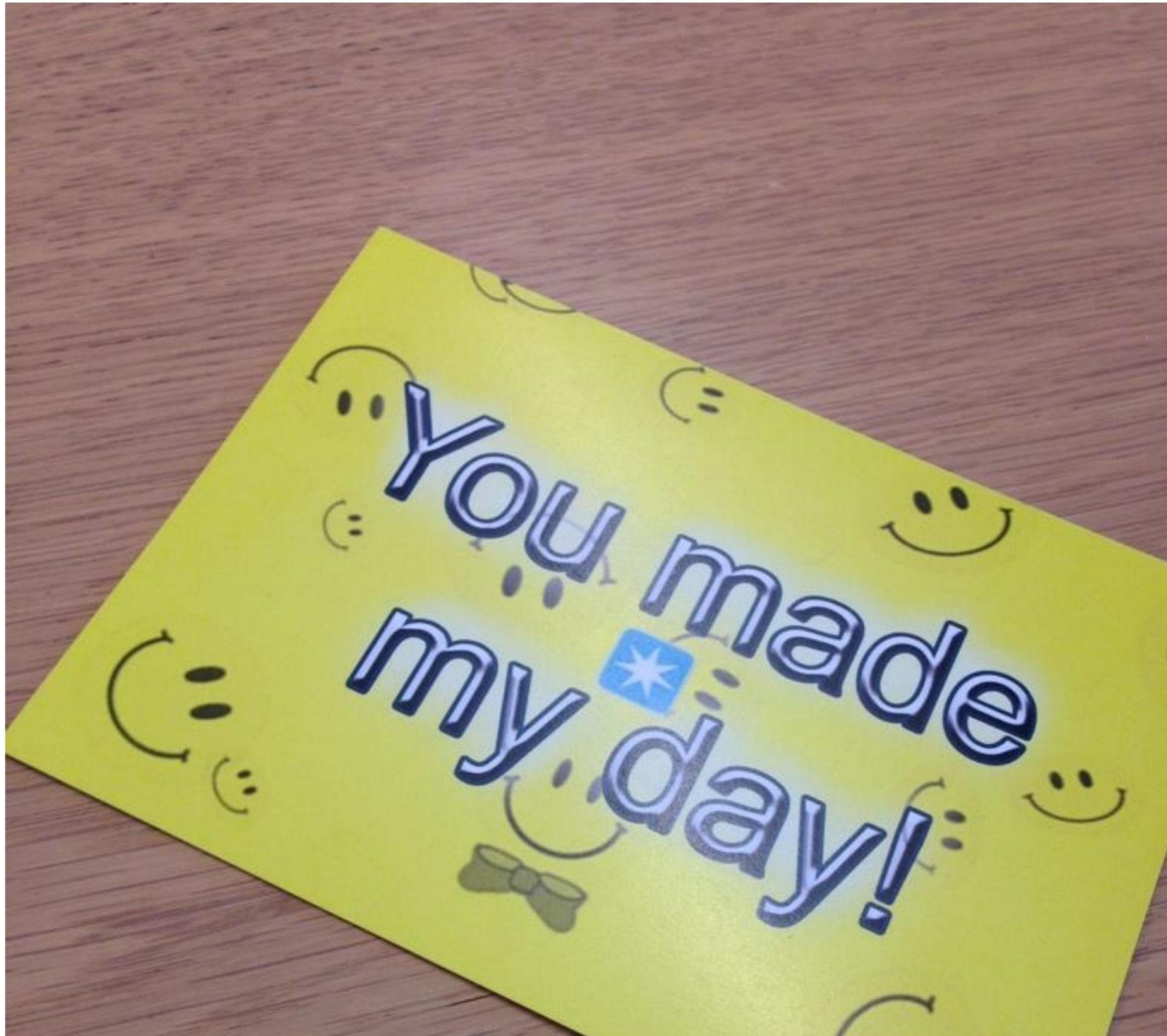
## ELEFANT-ORDENEN

### SADAN GØR DU:

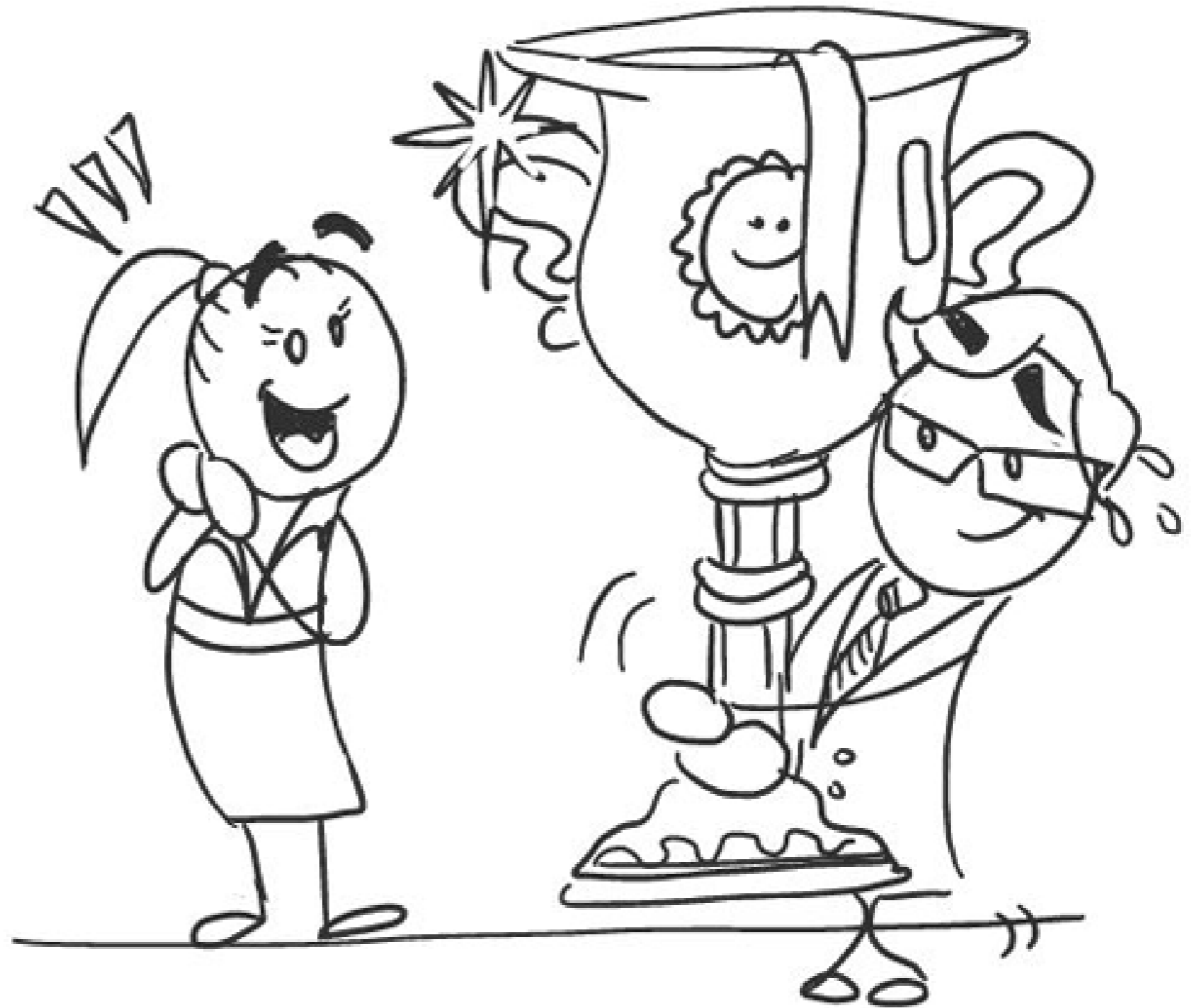
- ⇒ ALLE KAN UDDELE
- ⇒ GIV TIL EN KOLLEGA, F.EKS:
  - NÅR DER ER GJORT NOGET GODT
  - NOGET FAGLIGT SMART
  - NOGET EKSTRA
  - NOGET DER GØR DIG GLAD
  - GJORT DET NEMMERE
- STÅ PÅ SKRIVEBORDET, I DAG OG NESTE DAG
- KOLLEGAEN HVORFOR DEN?



# #23 Well Done! cards



# Celebrate success



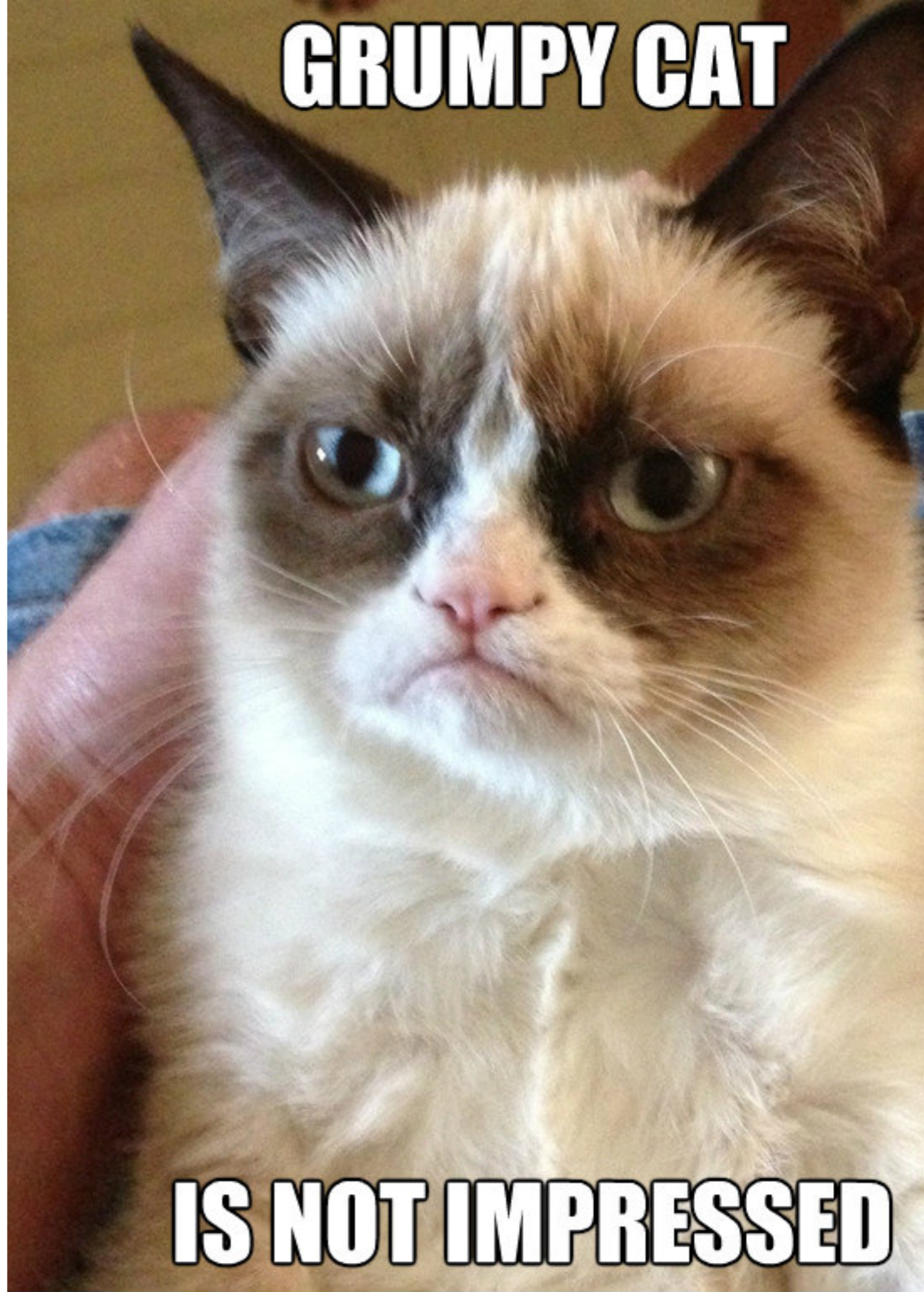


# Problem #1: Whining and complaining





# Playing The Victim



# 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



**BEST TIME  
EVER TO GET  
BRACES!**



Smile at the World  
ORTHODONTICS

*SmileAtTheWorld.com*



LAMAR

# What Went Well?

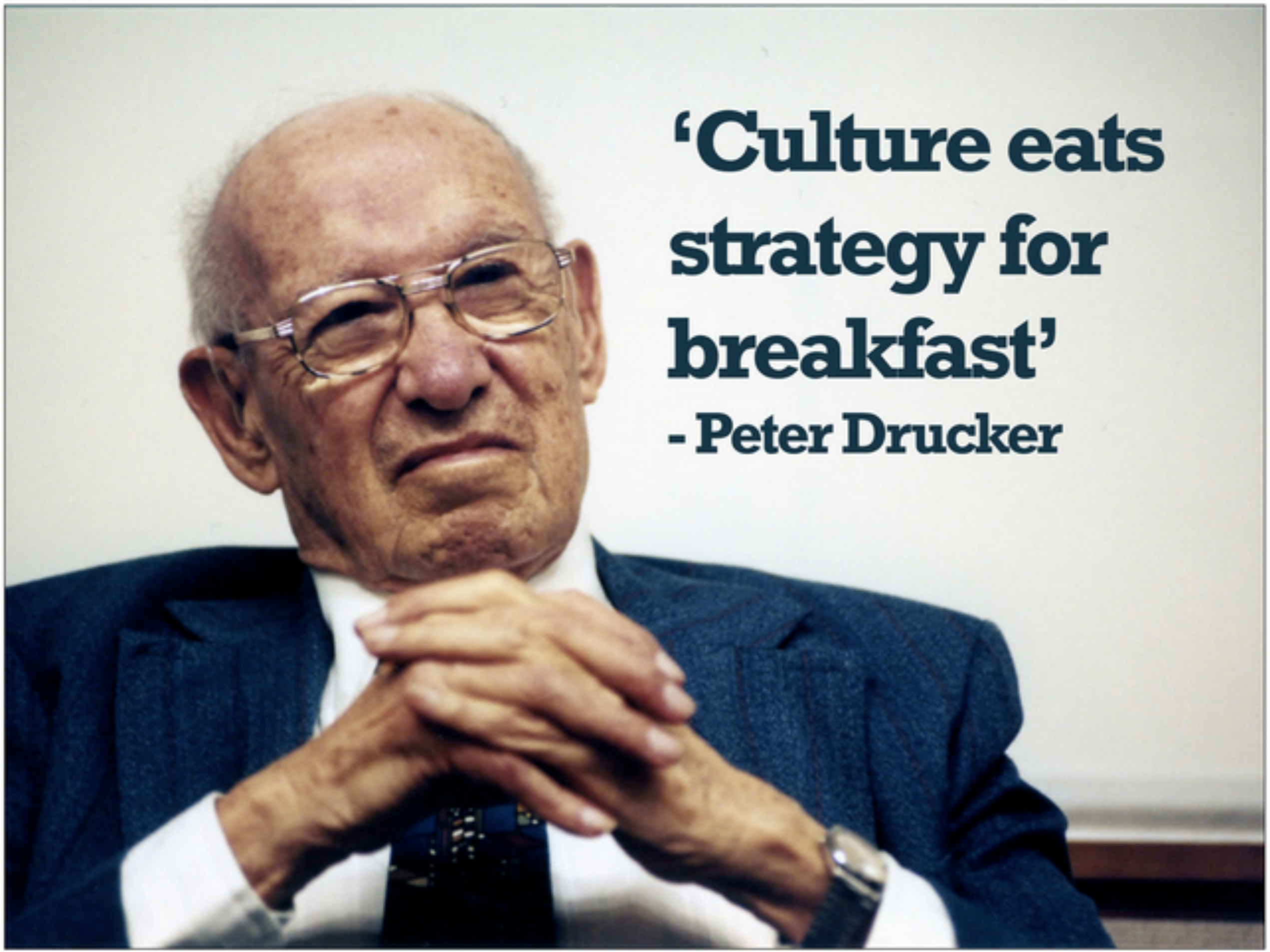


Key to life: Nothing is  
ever anybody's fault



# Culture





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





# #83 Listen to your new people



“We’ll have  
to wait and  
see...”







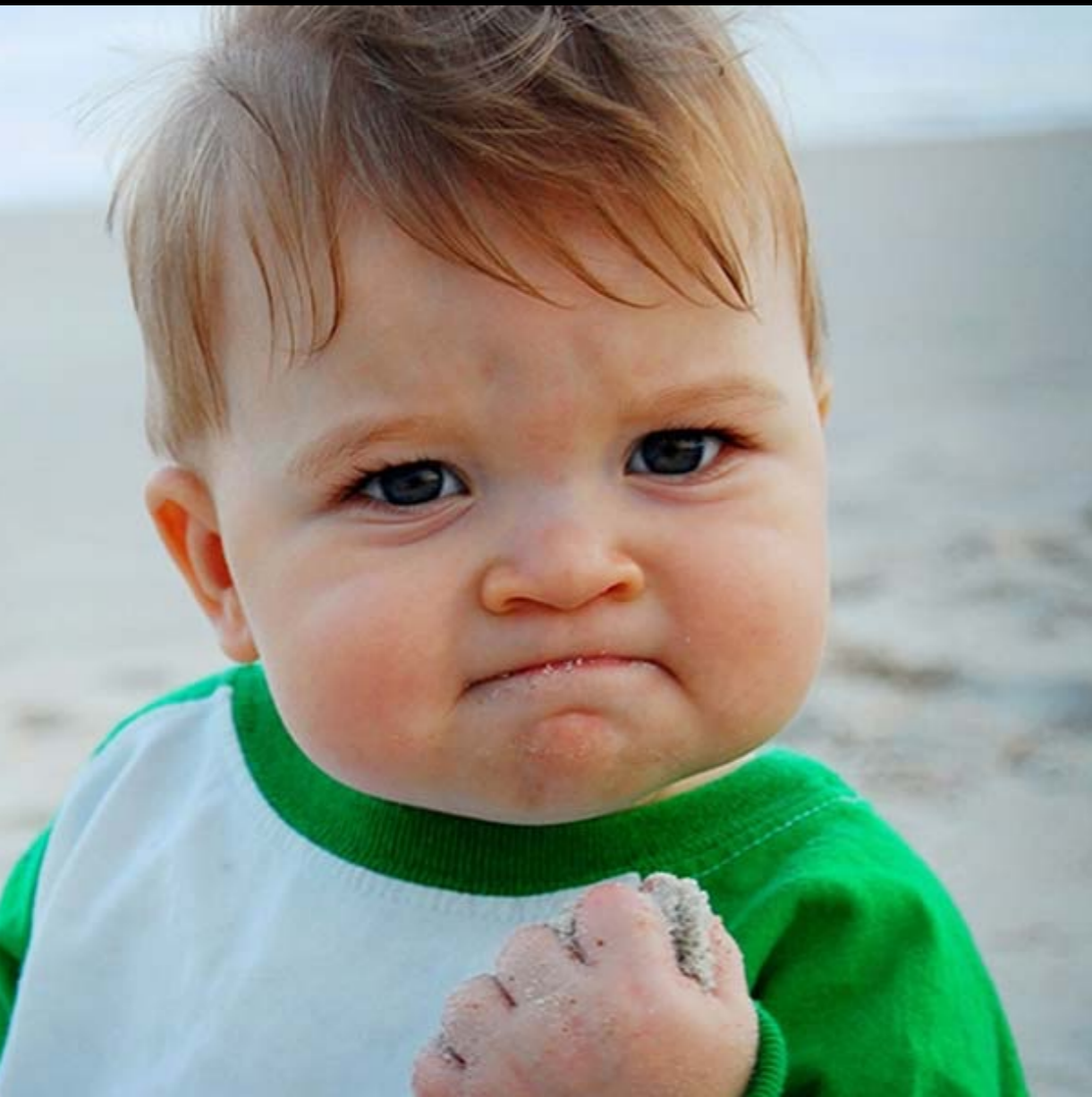
Change happened



Key:  
Willingness to  
jump off the fence

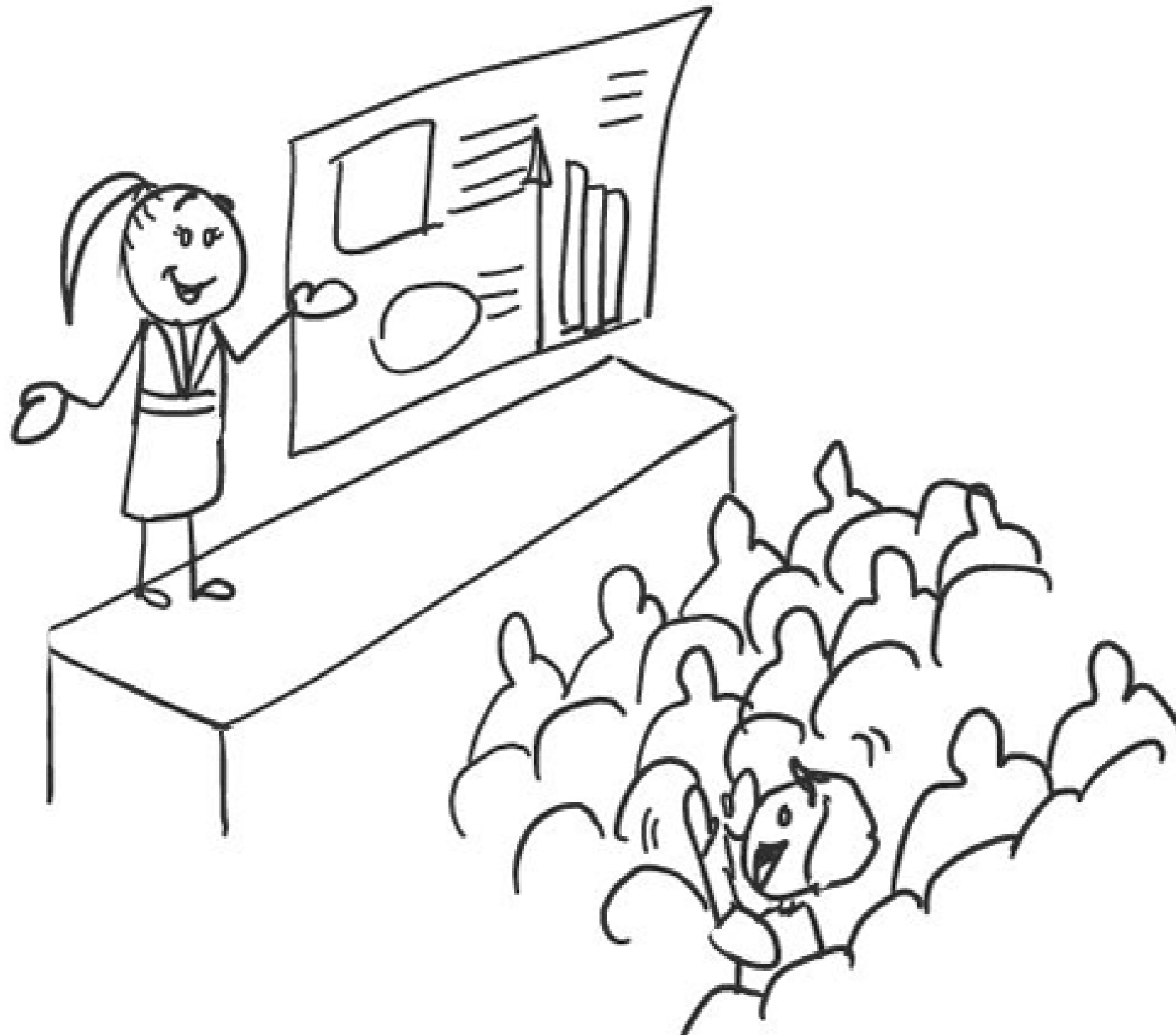


# Take action for better days



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

# #58 Ambassadors





# Happiness at work - It's all about culture

DSV, April 2023

with Jon Kjær Nielsen #jondk



[Materials:  
jon.dk/dsv](https://jon.dk/dsv)