

Happiness at work

Building workplaces
for actual humans

World Workplace Europe,
Rotterdam, March 2023

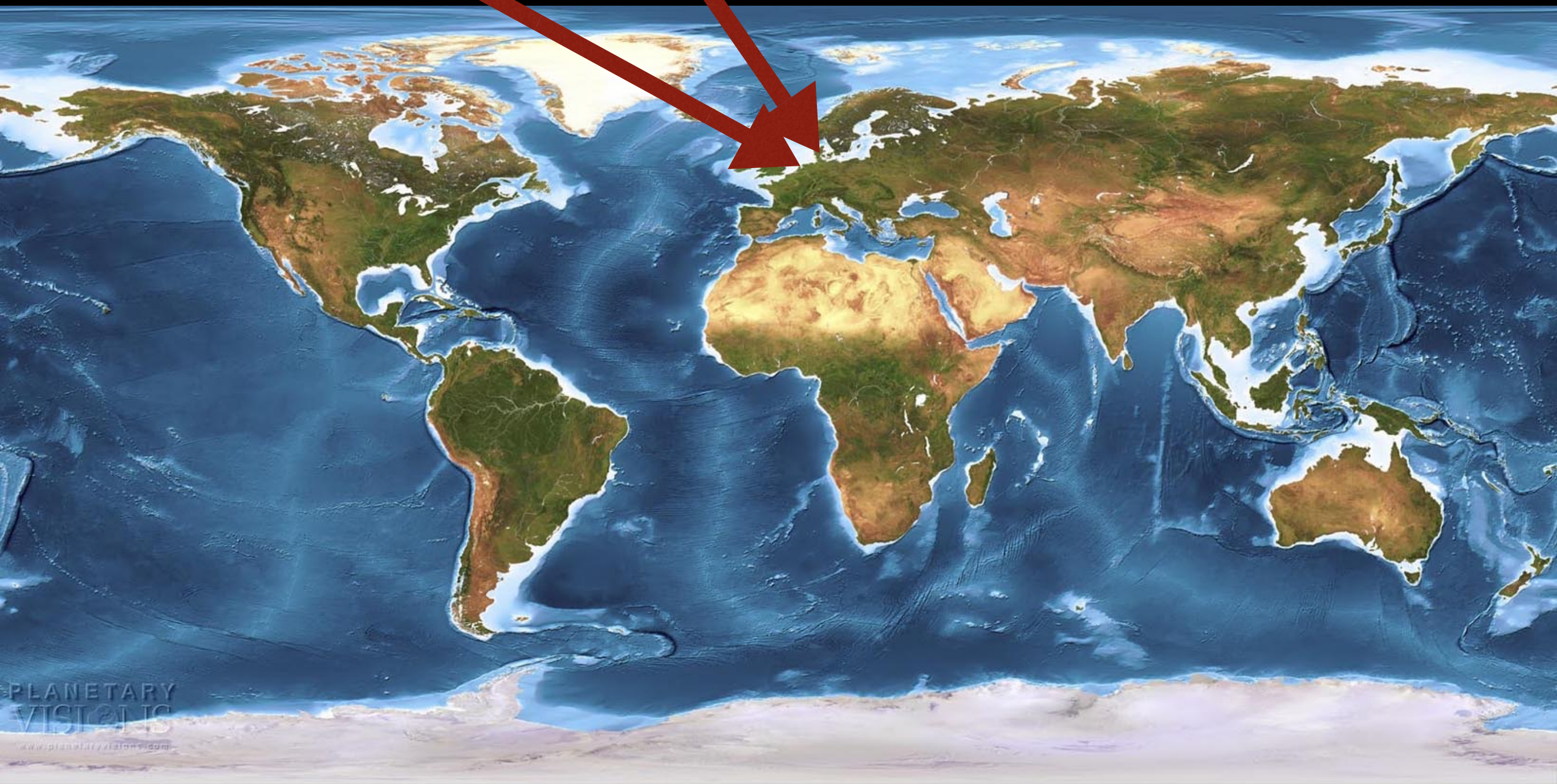
with Jon Kjær Nielsen #jondk



Materials:
jon.dk/ifma

Here

There







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.

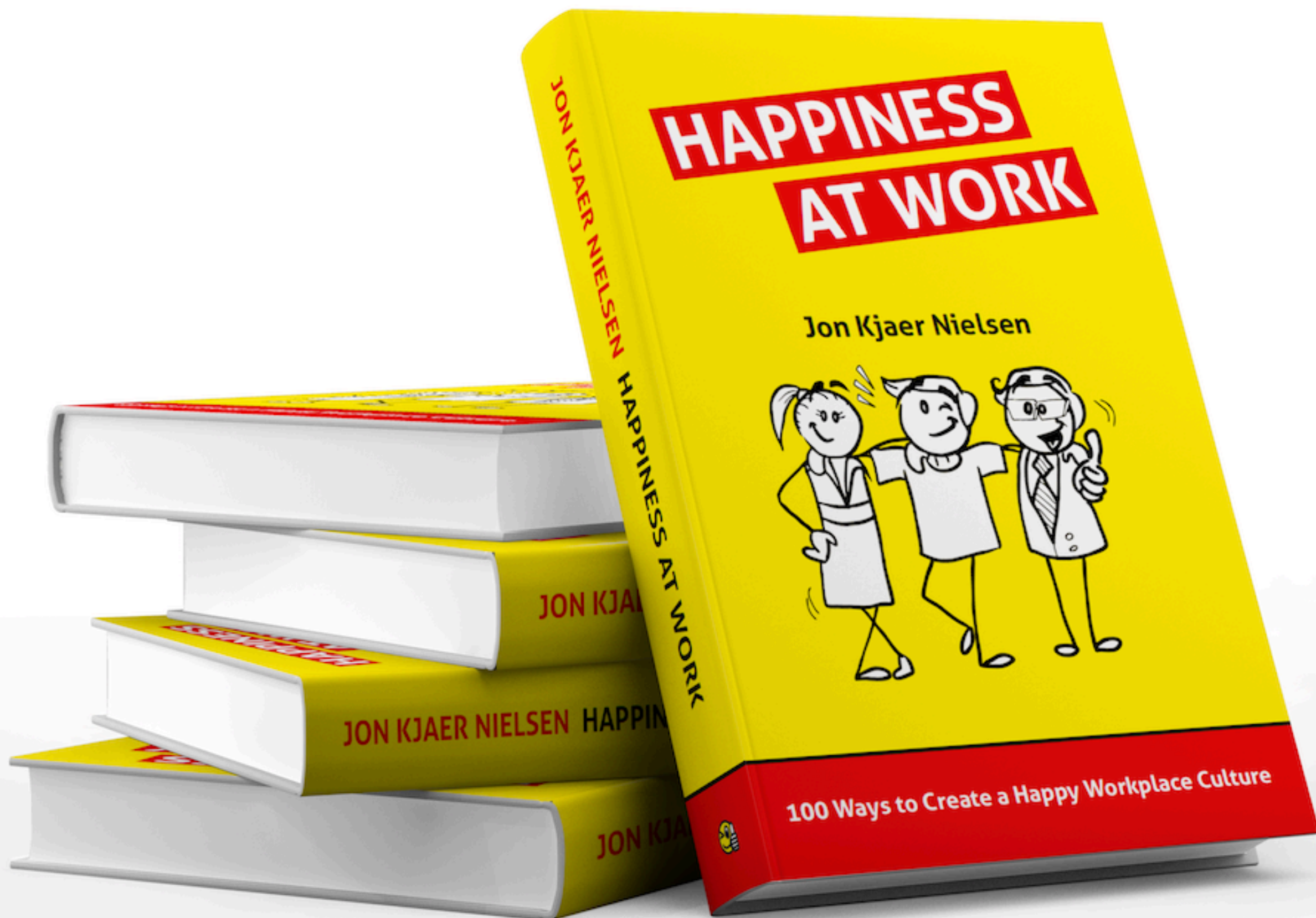
Independent consultant
since 2006.

Biker, book-worm, chef,
HappyWays Podcast host



A-Speakers
International Speakers Bureau





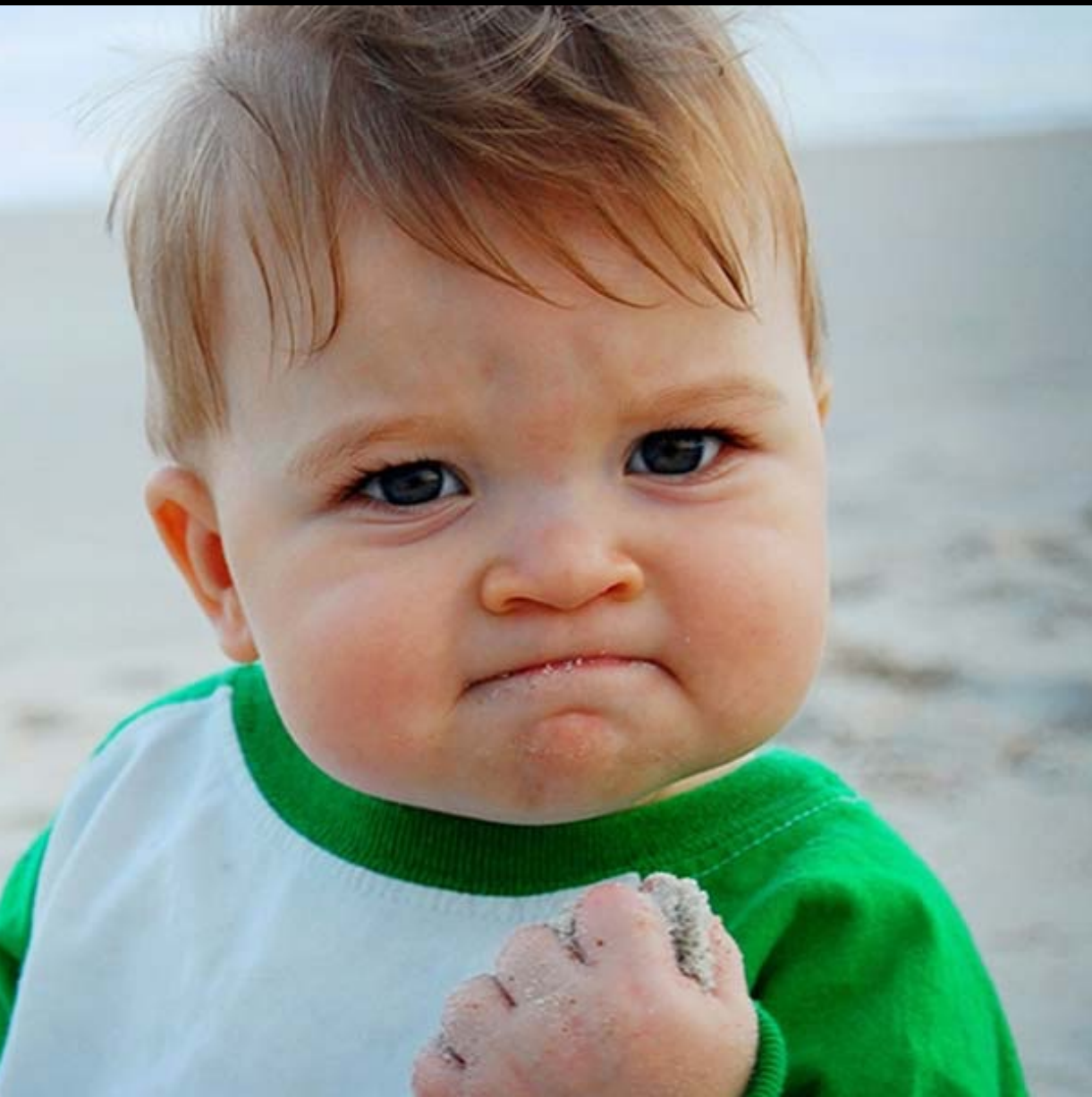
HAPPINESS AT WORK

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!



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

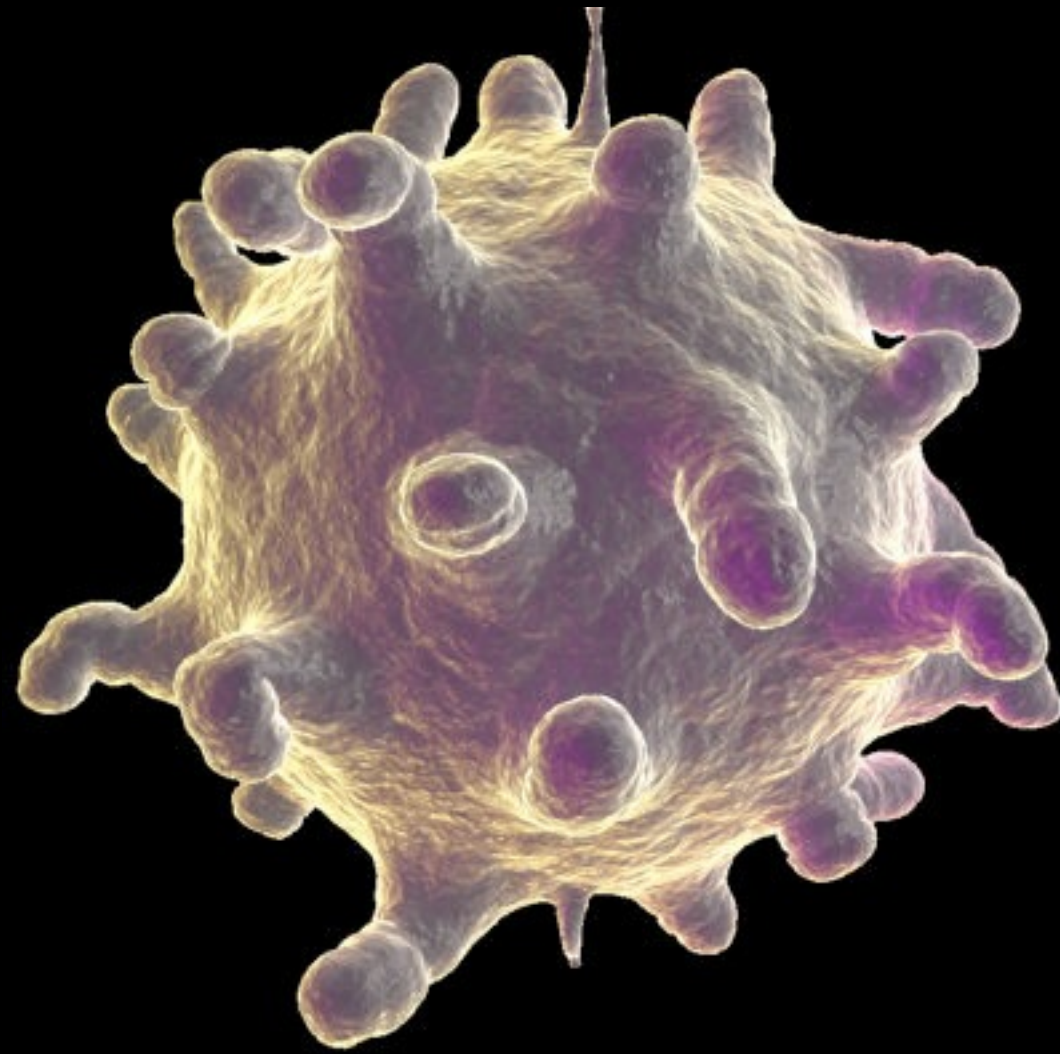
SPECIAL DOUBLE ISSUE

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



Arbejdsglæde

How much...?



Reflection:
Think about a really
good day at work

- Good morning
- Tell me about a great day at work!



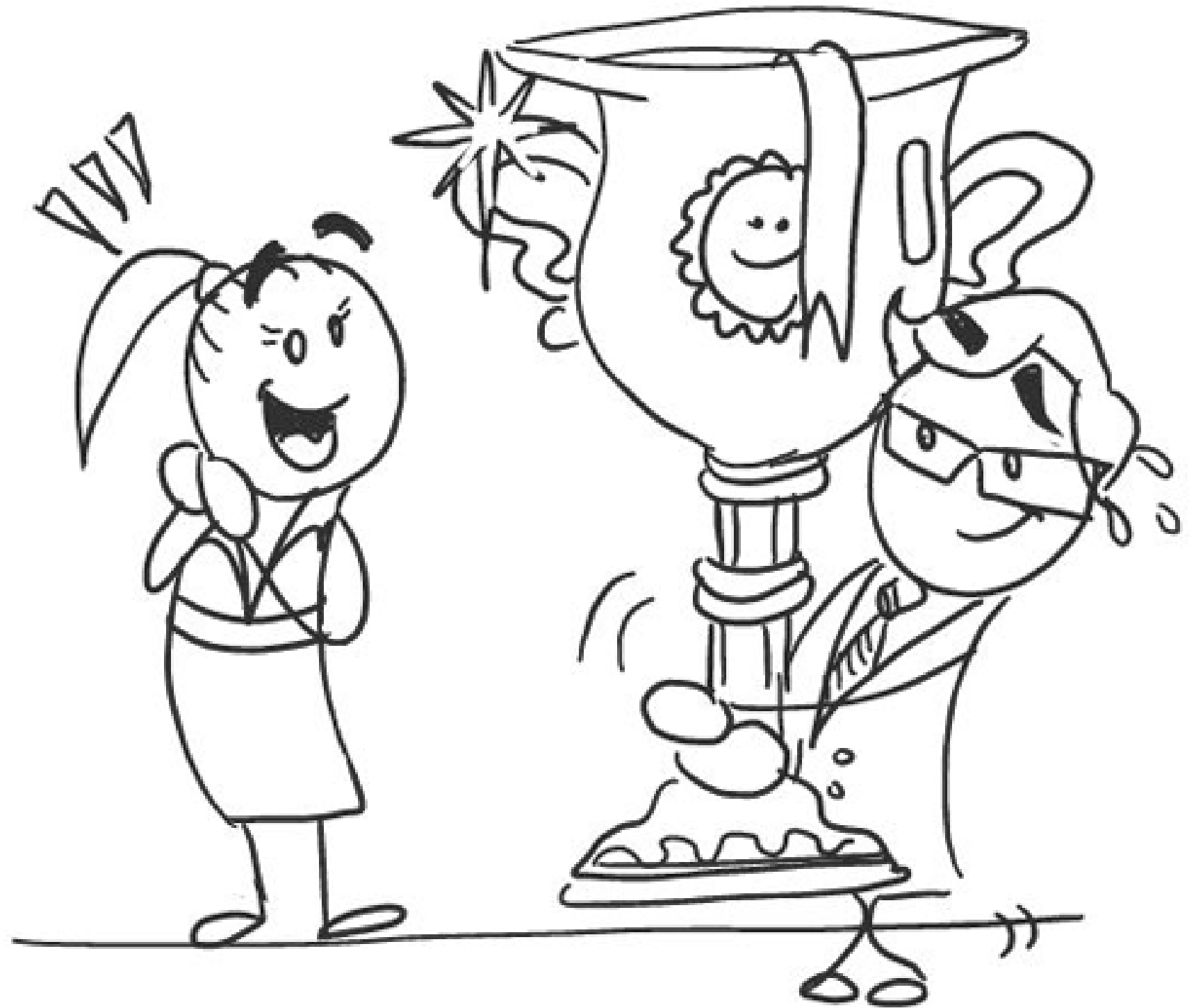


Problem:

Covering the basics

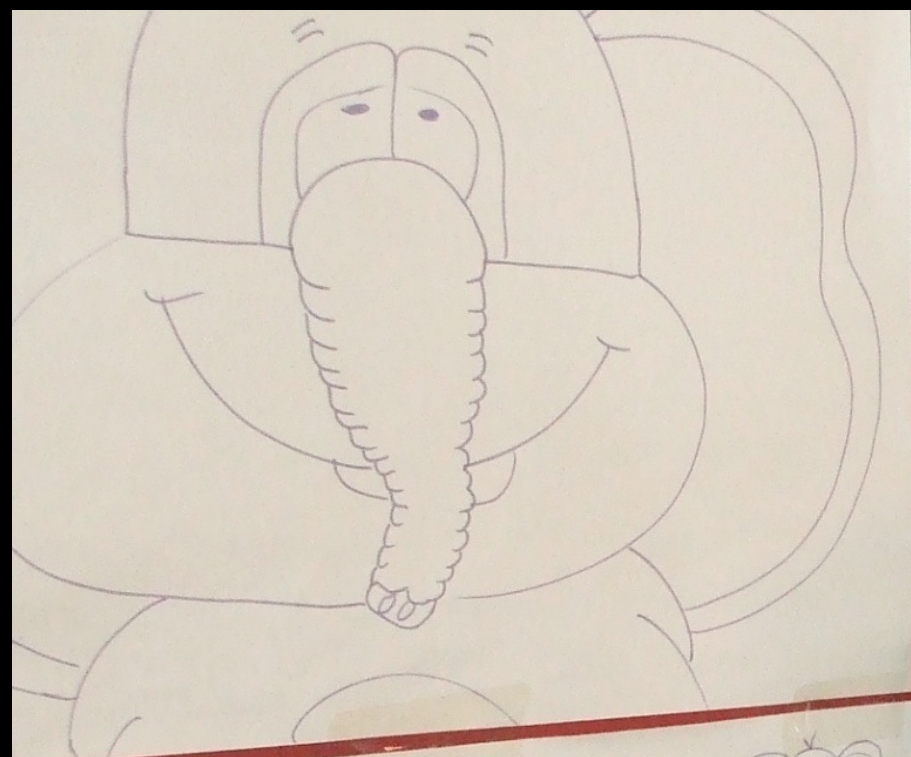



Lack of Recognition





#33 Order of the Elephant



LEFANT-ORDENEN 

SADAN GØR DU:

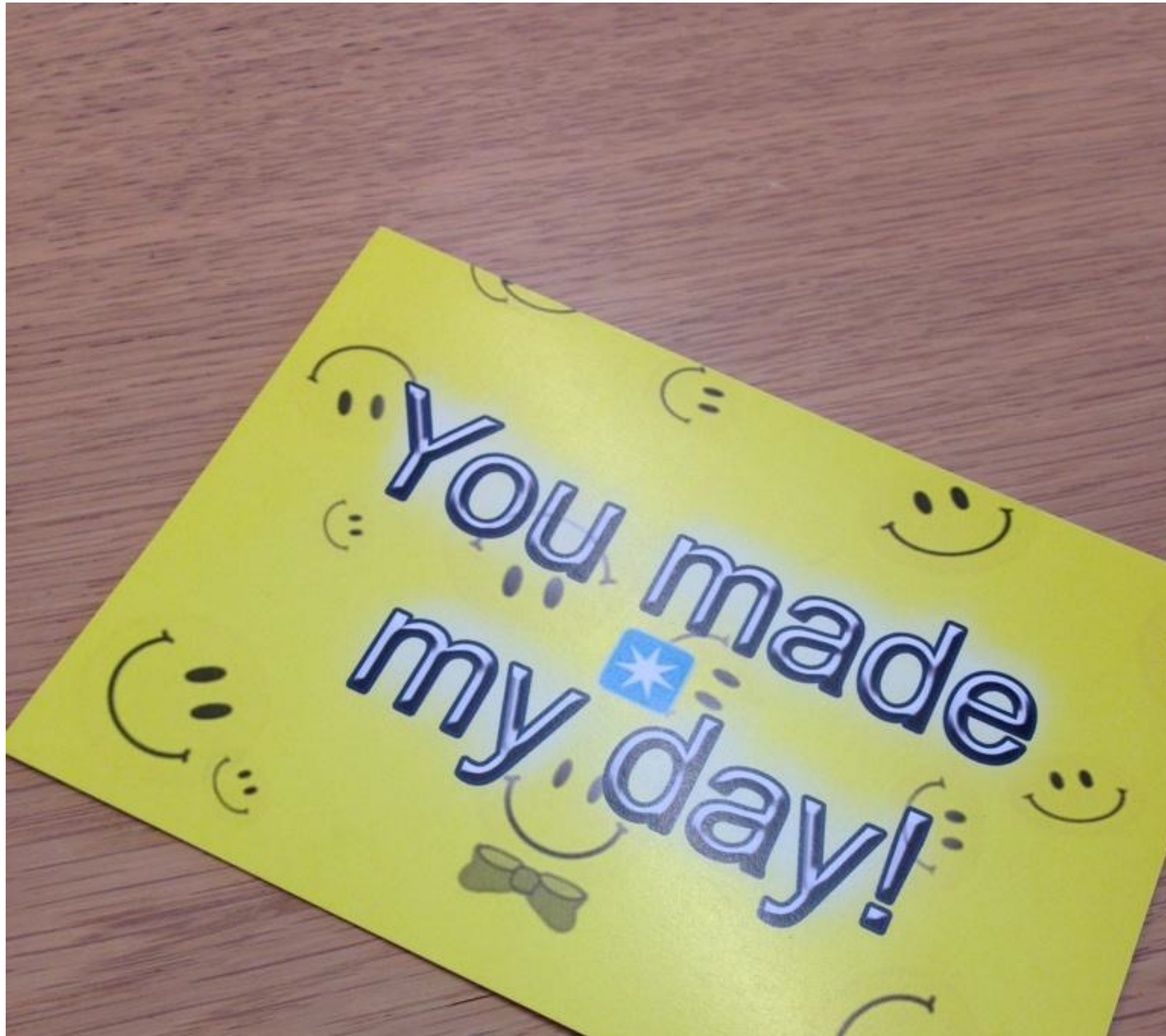
⇒ ALLE KAN UDDELE

- ⇒ 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

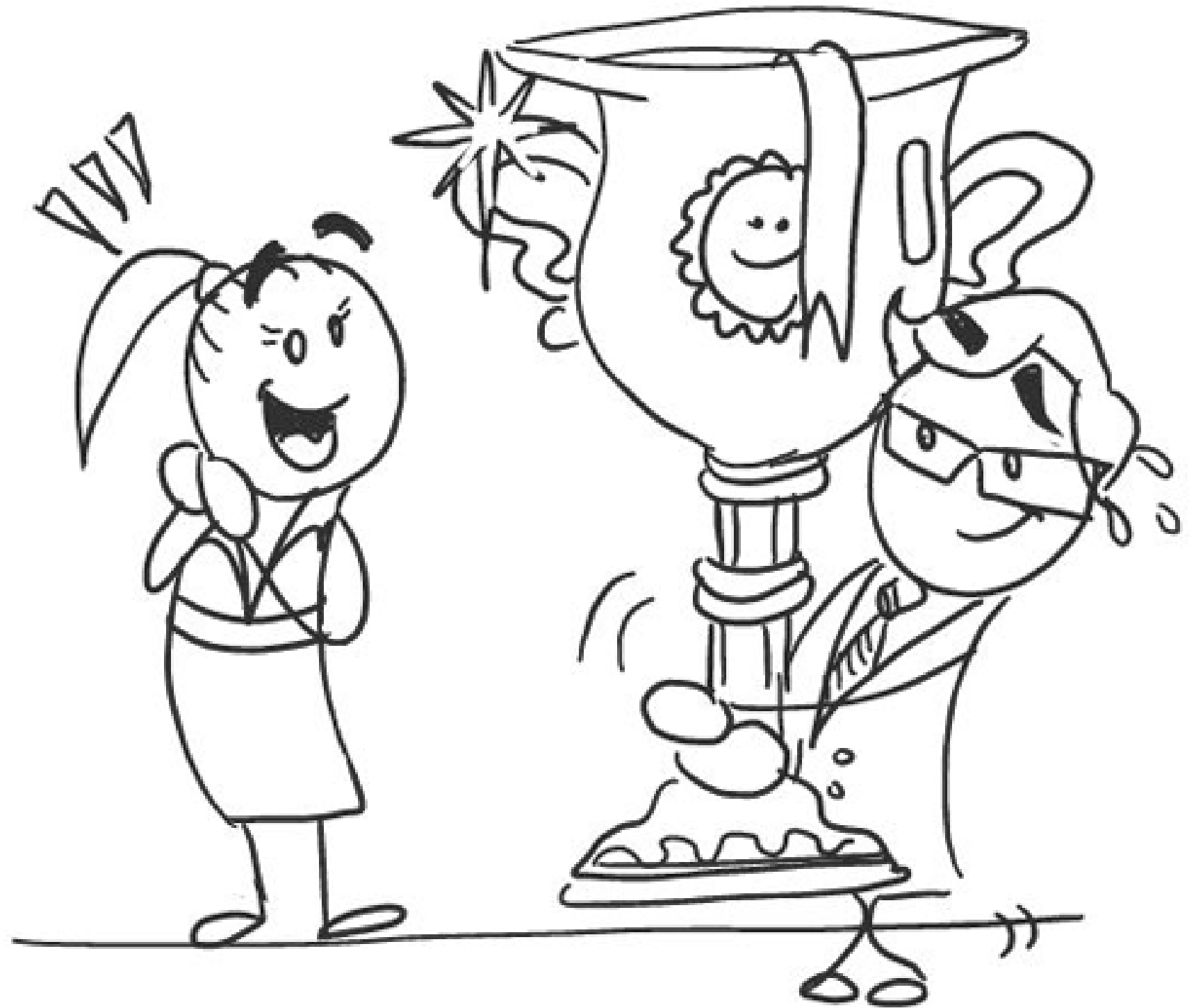
STÅ PÅ SKRIVEBORDET, I DAG OG NESTE DAG
KOLLEGAEN HVORFOR DEN?



#23 Well Done! cards



Celebrate success

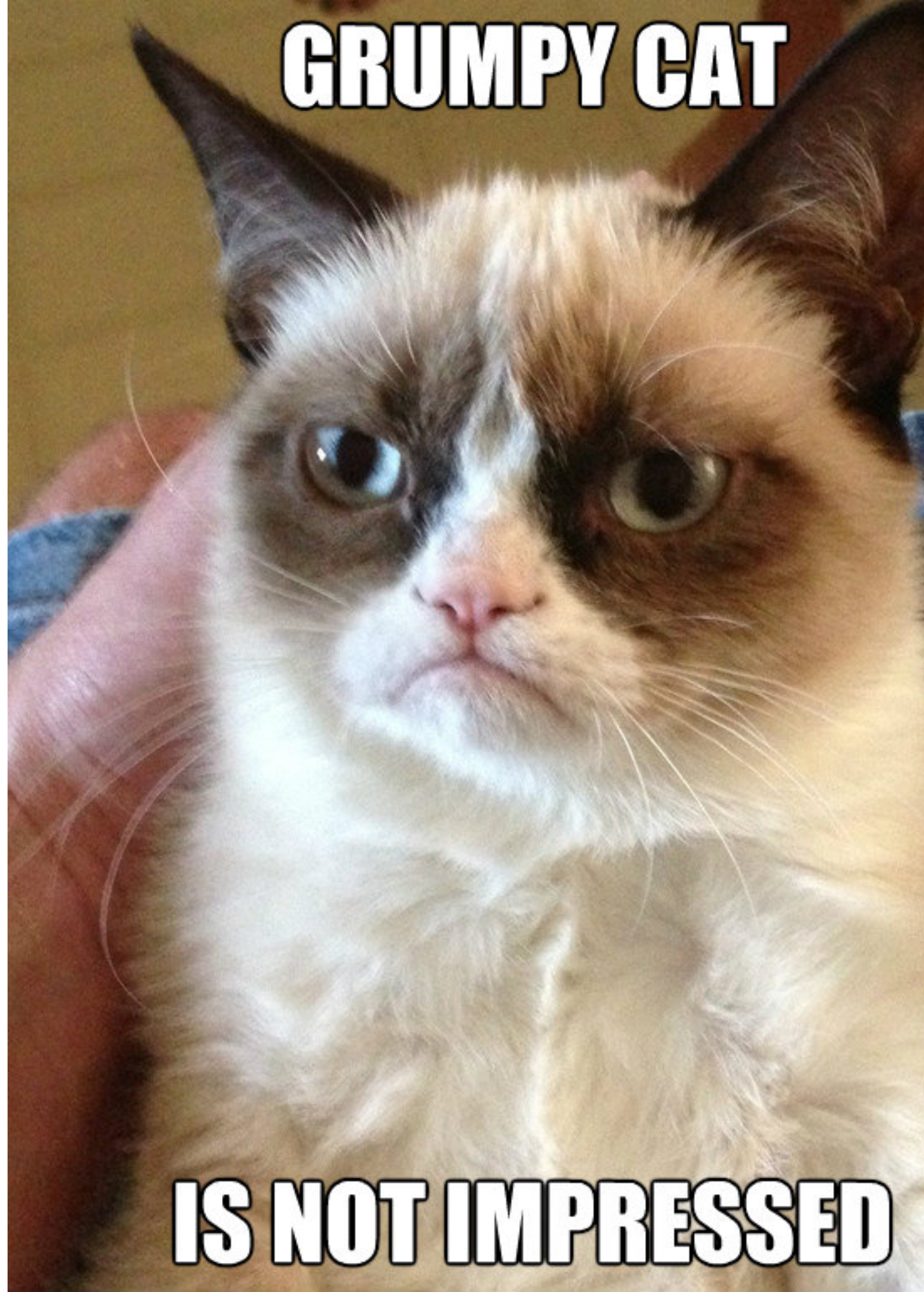




Problem #1: Whining and complaining



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



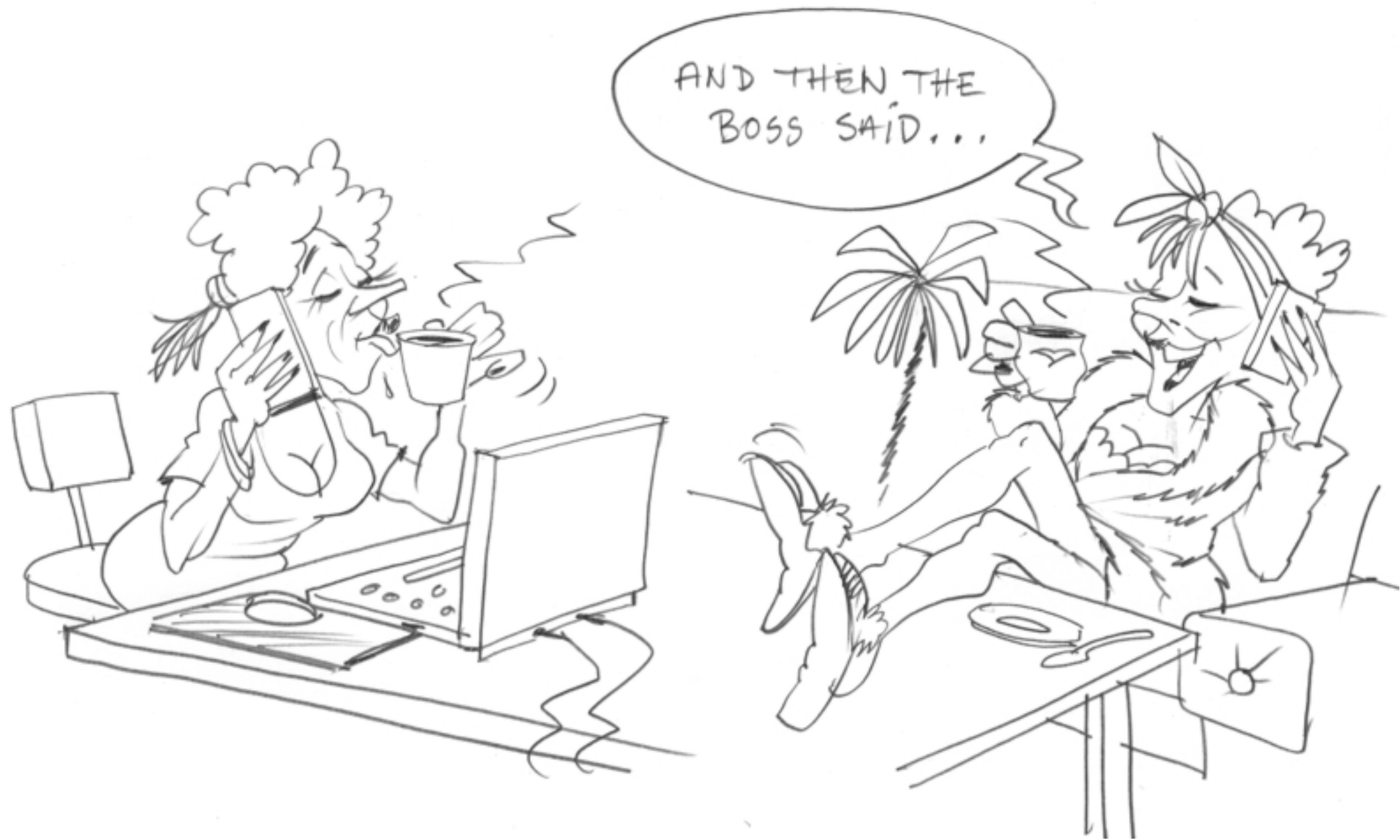
Positive Relationships



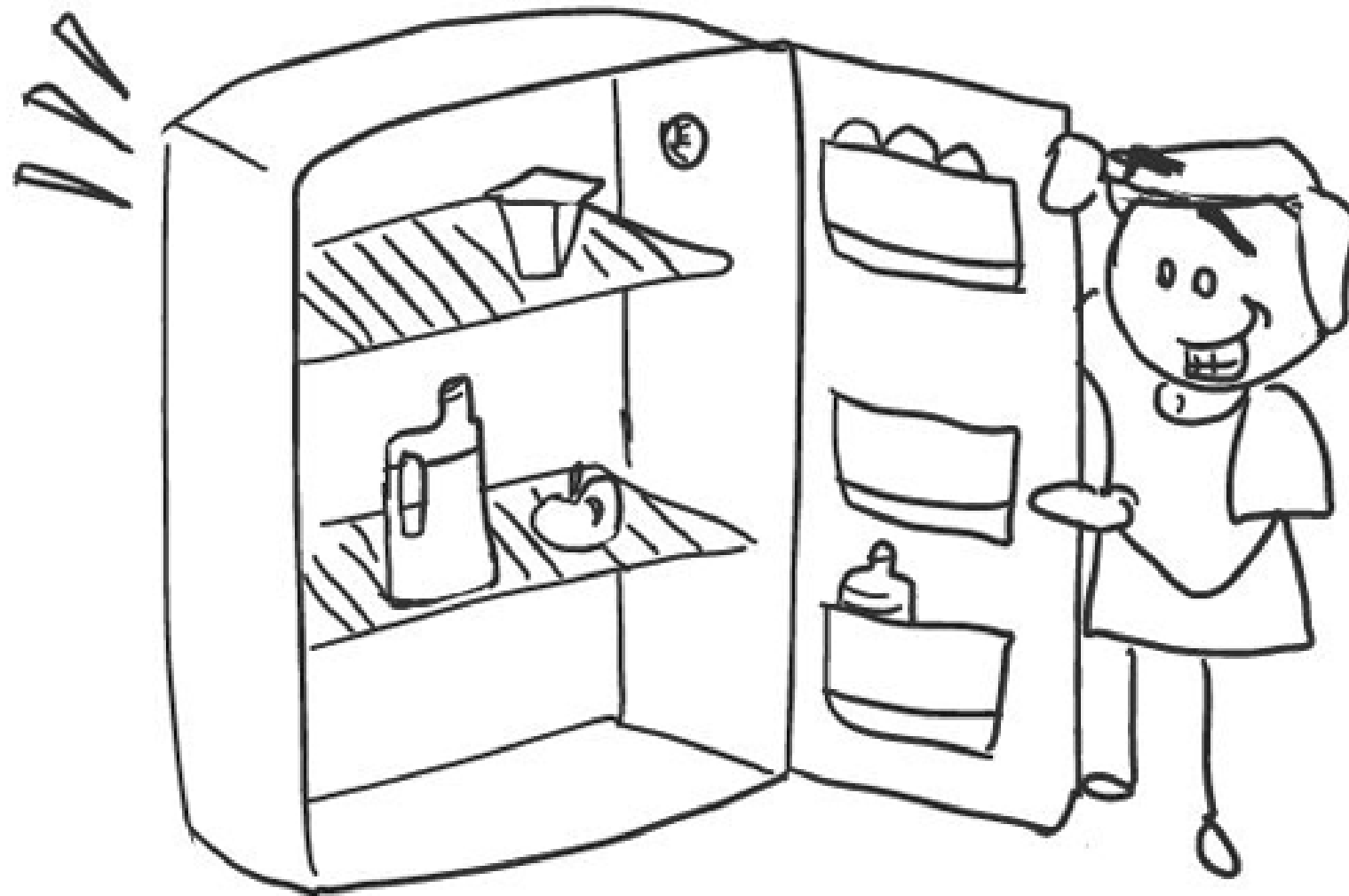
#2 Ask someone on a DATE



Coffee on the phone



Show your fridge



#26 Costume day



#31 Appreciation Day



#18 Help me out



“We’ll have
to wait and
see...”







Change happened



Key:
Willingness to
jump off the fence



Culture





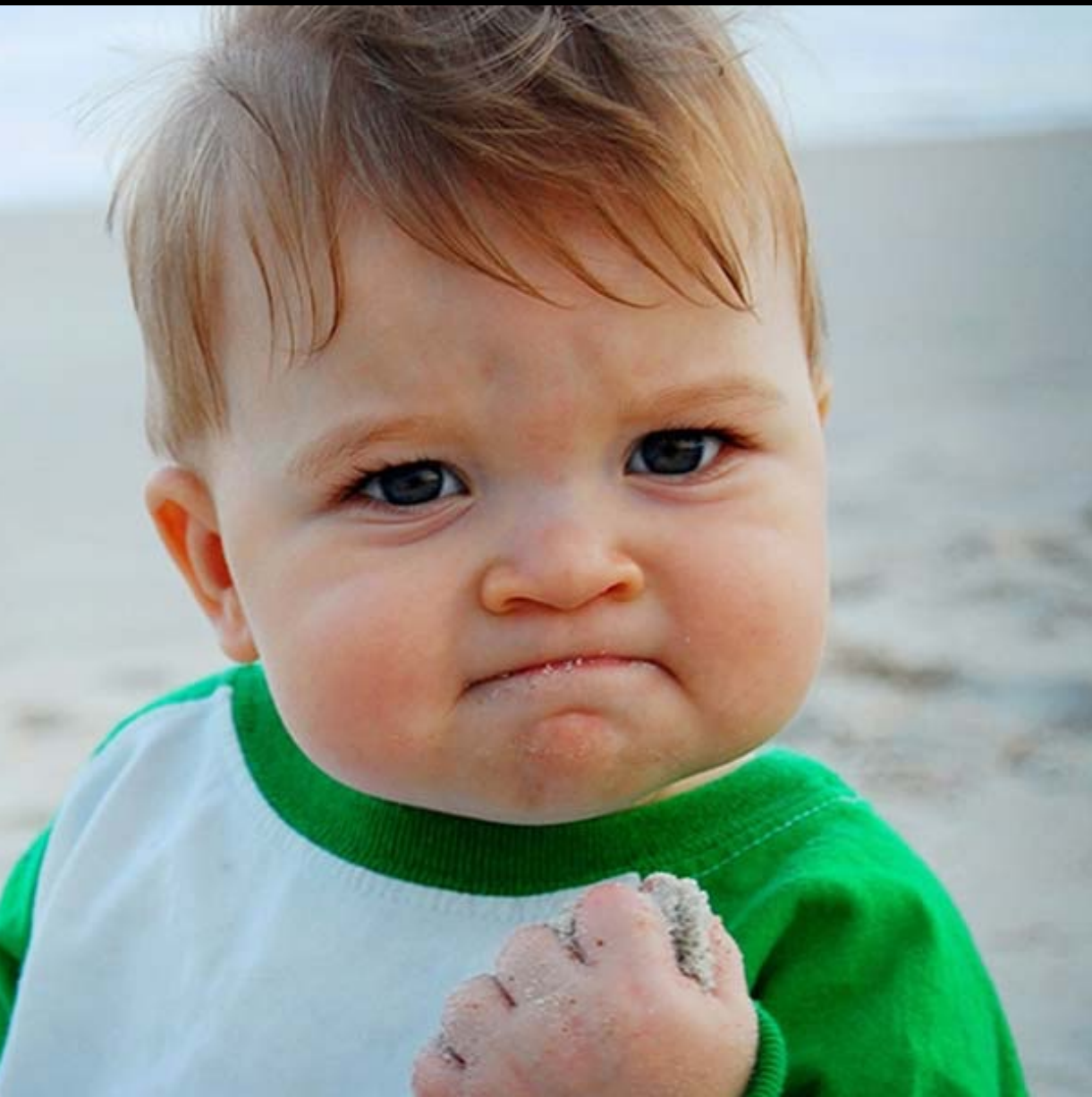
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



#83 Listen to your new people

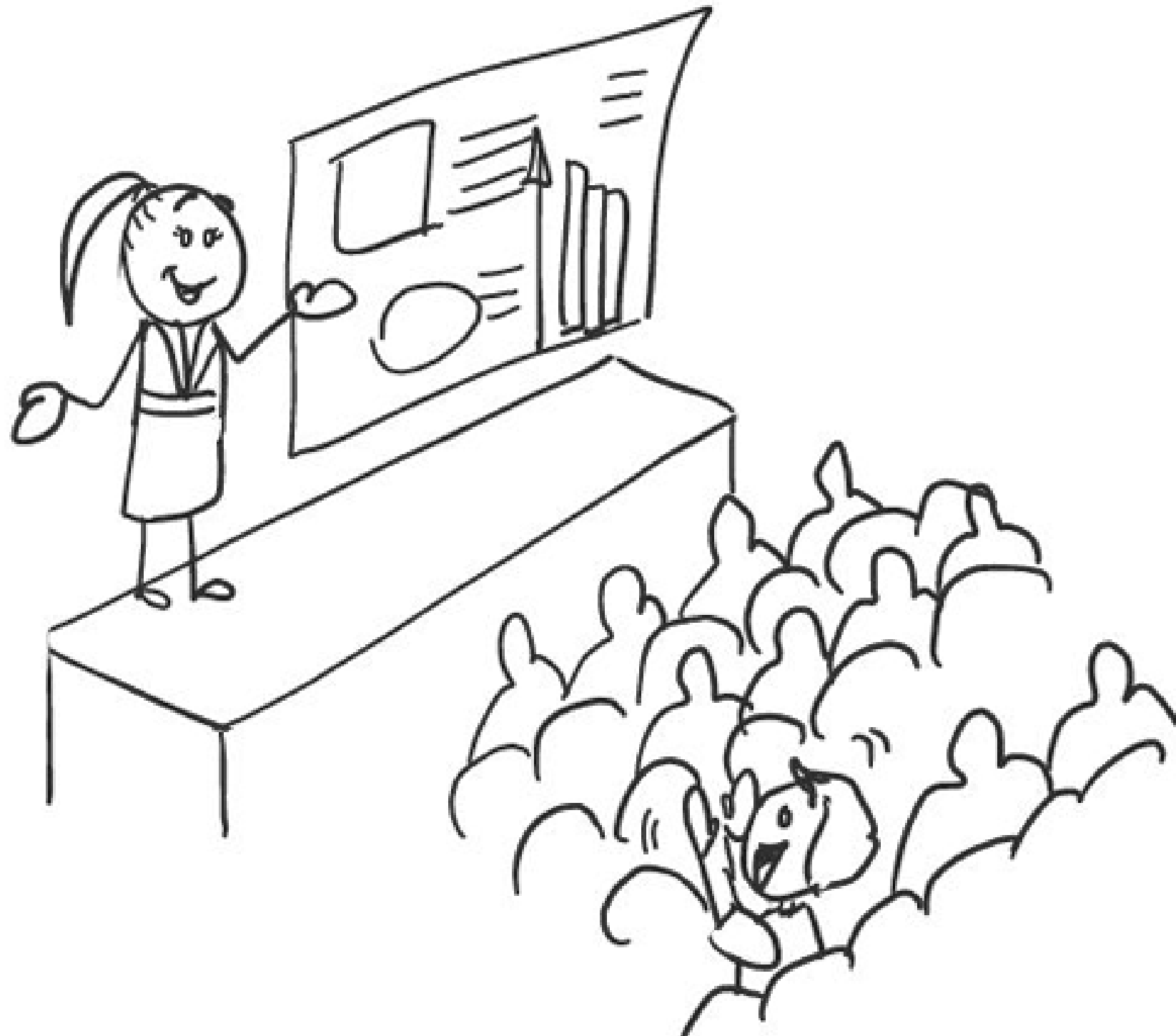


Take action for better days



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

#58 Ambassadors



Happiness at work

Building workplaces
for actual humans

World Workplace Europe,
Rotterdam, March 2023

with Jon Kjær Nielsen #jondk



Materials:
jon.dk/ifma