

# Happiness at work - It's all about culture

Topsoe, August 2023

with Jon Kjær Nielsen #jondk



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

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

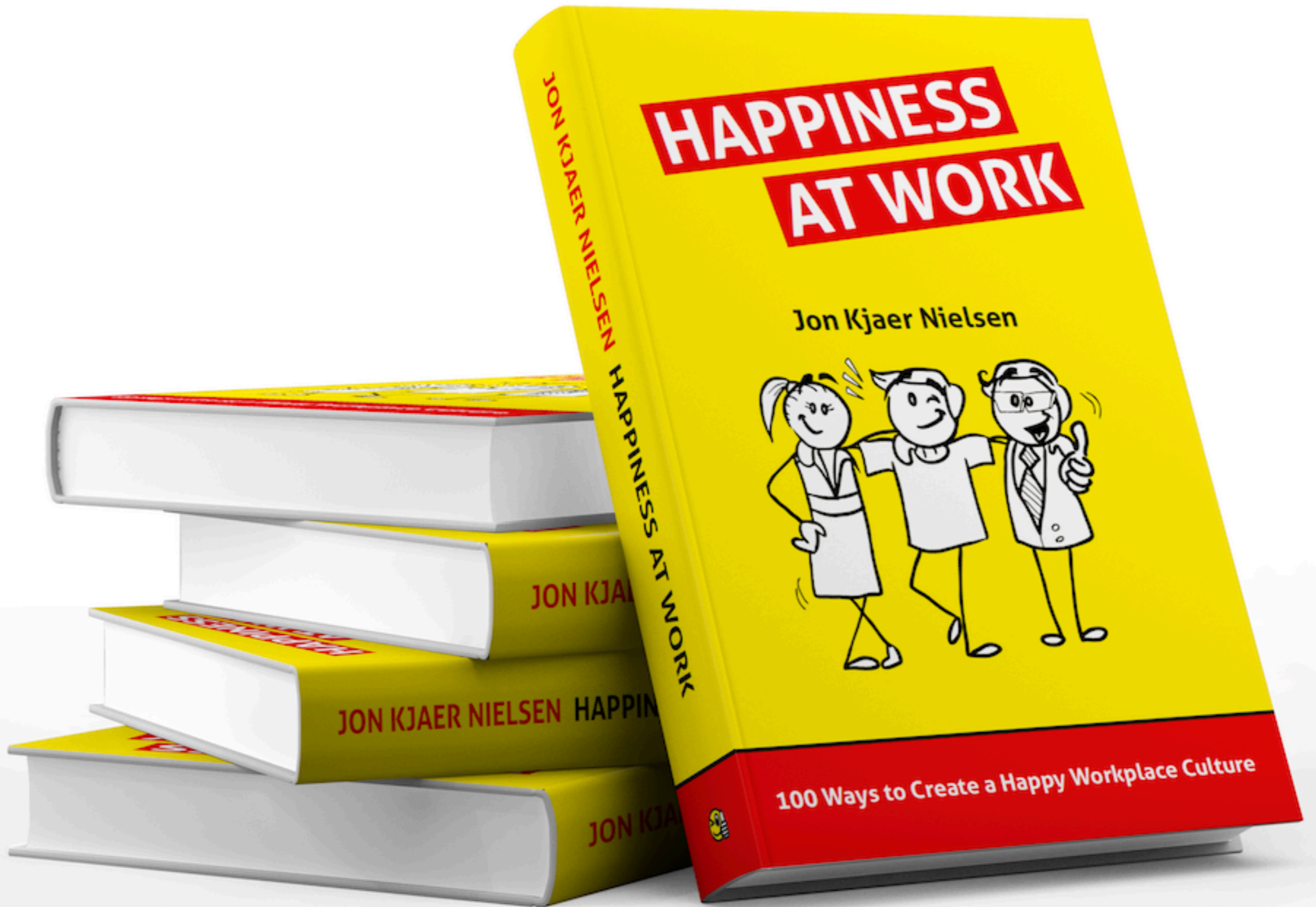


A-Speakers  
International Speakers Bureau



Linked in





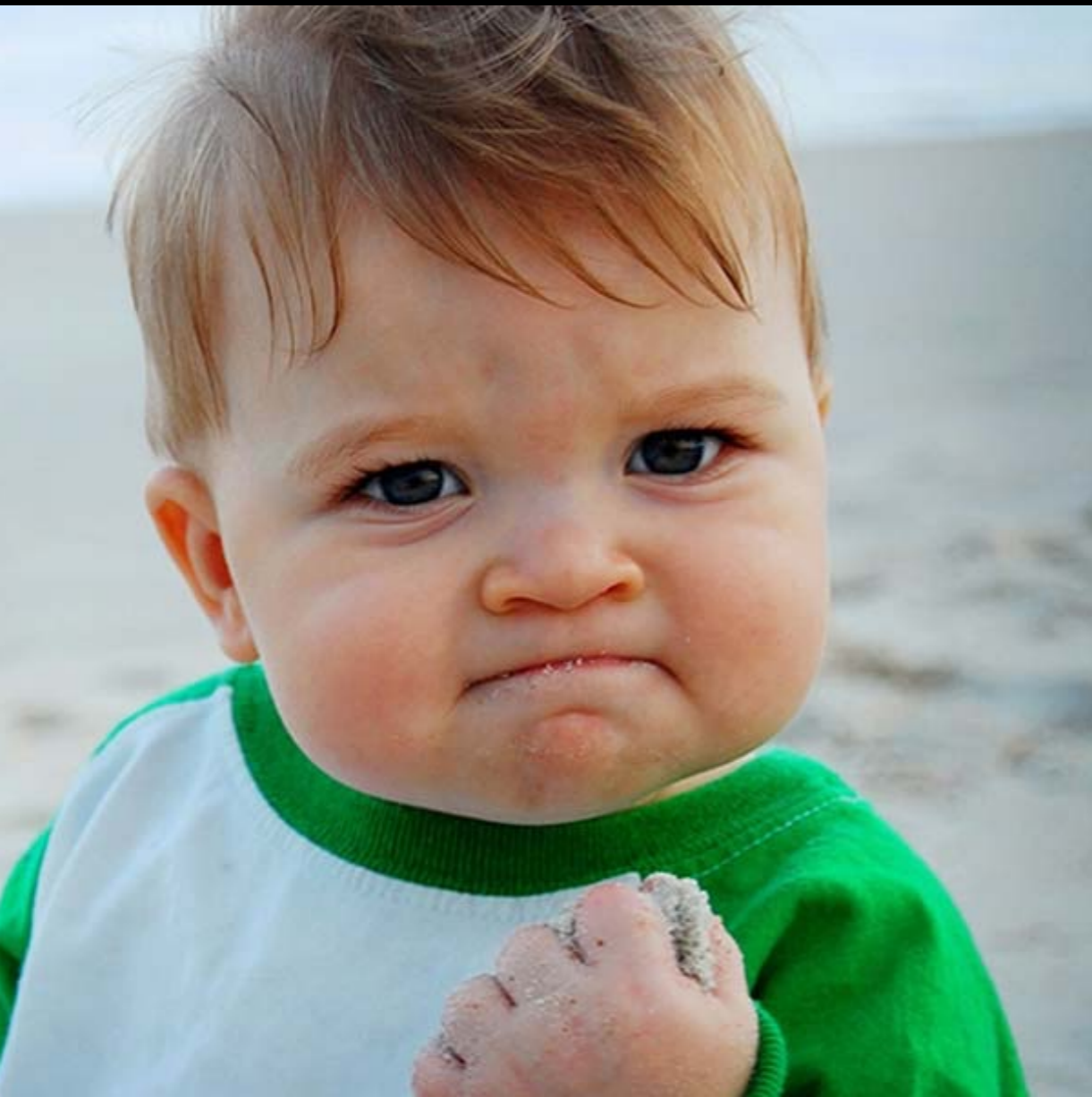
# HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

# 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





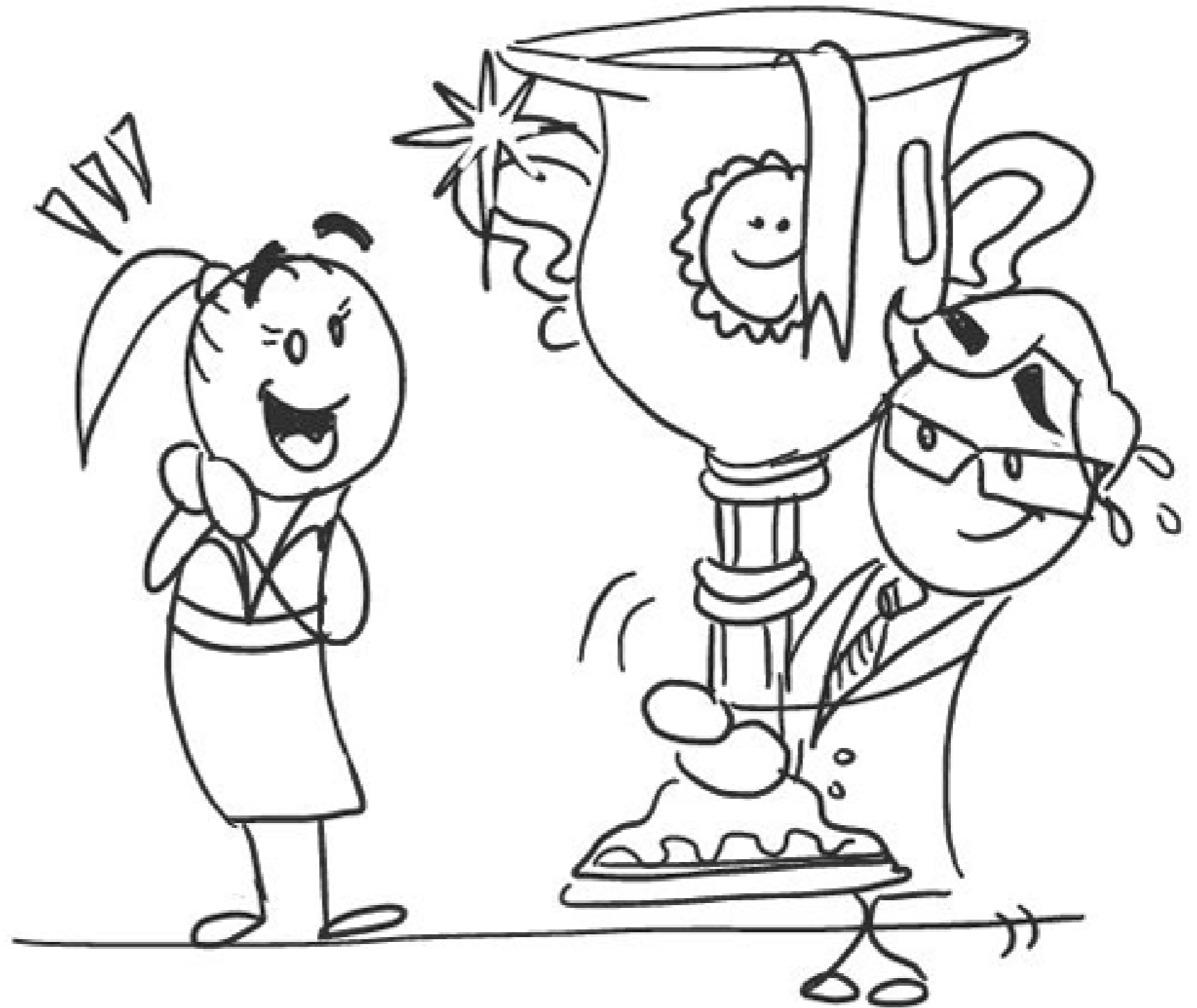
# Problem: Covering the basics



# Lack of Recognition

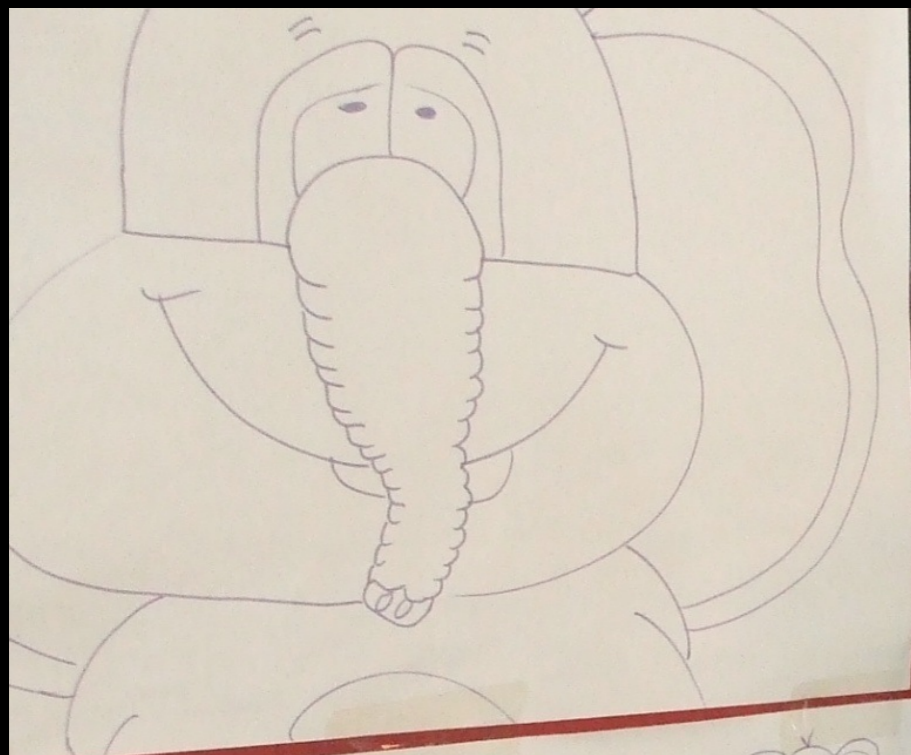


# Recognition





# #33 Order of the Elephant



## ELEFANT-ORDENEN

### SADAN GØR DU:

⇒ ALLE KAN UDDELE

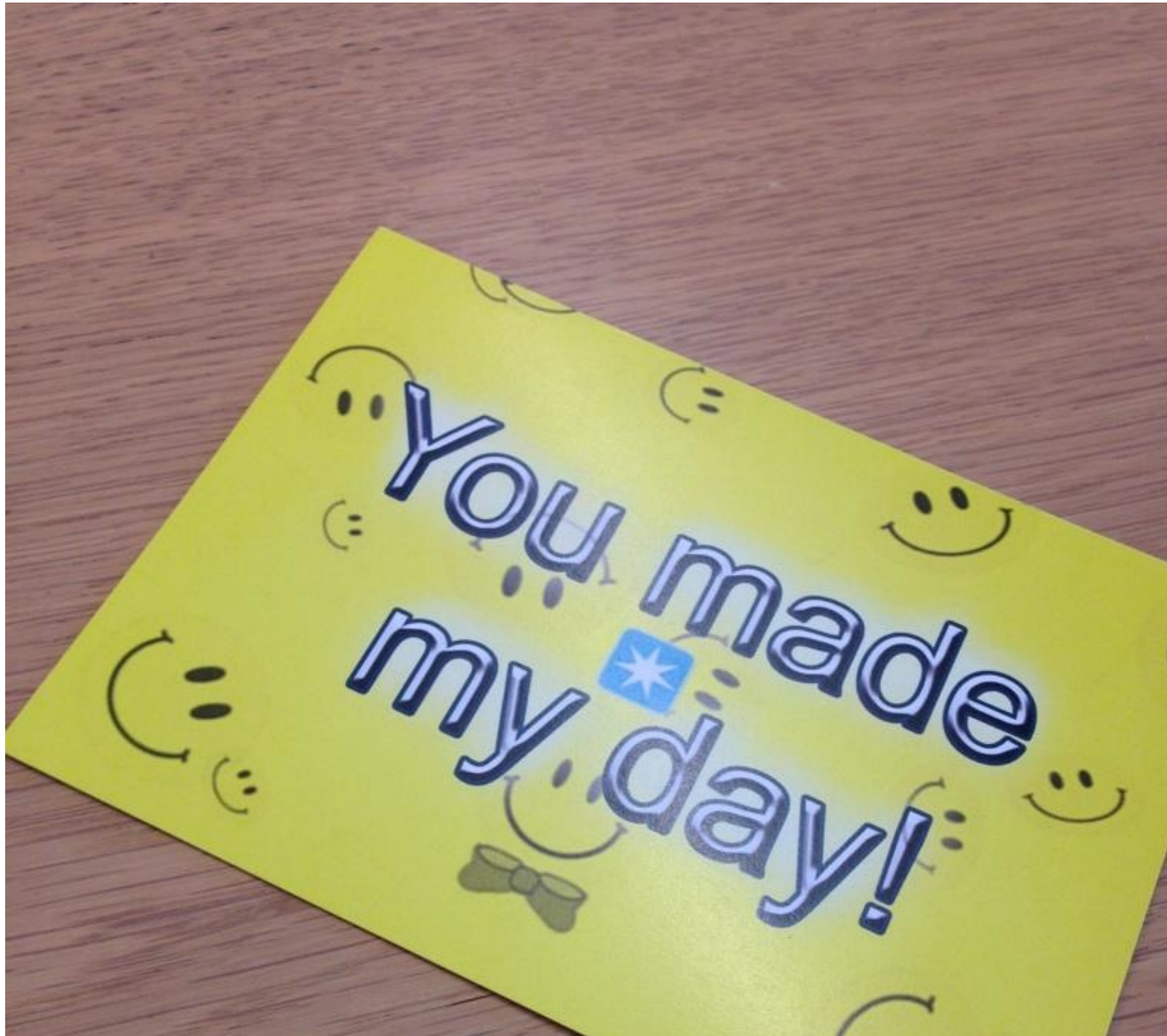
⇒ GIV TIL EN KOLLEGA, F.EKS:

- 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?



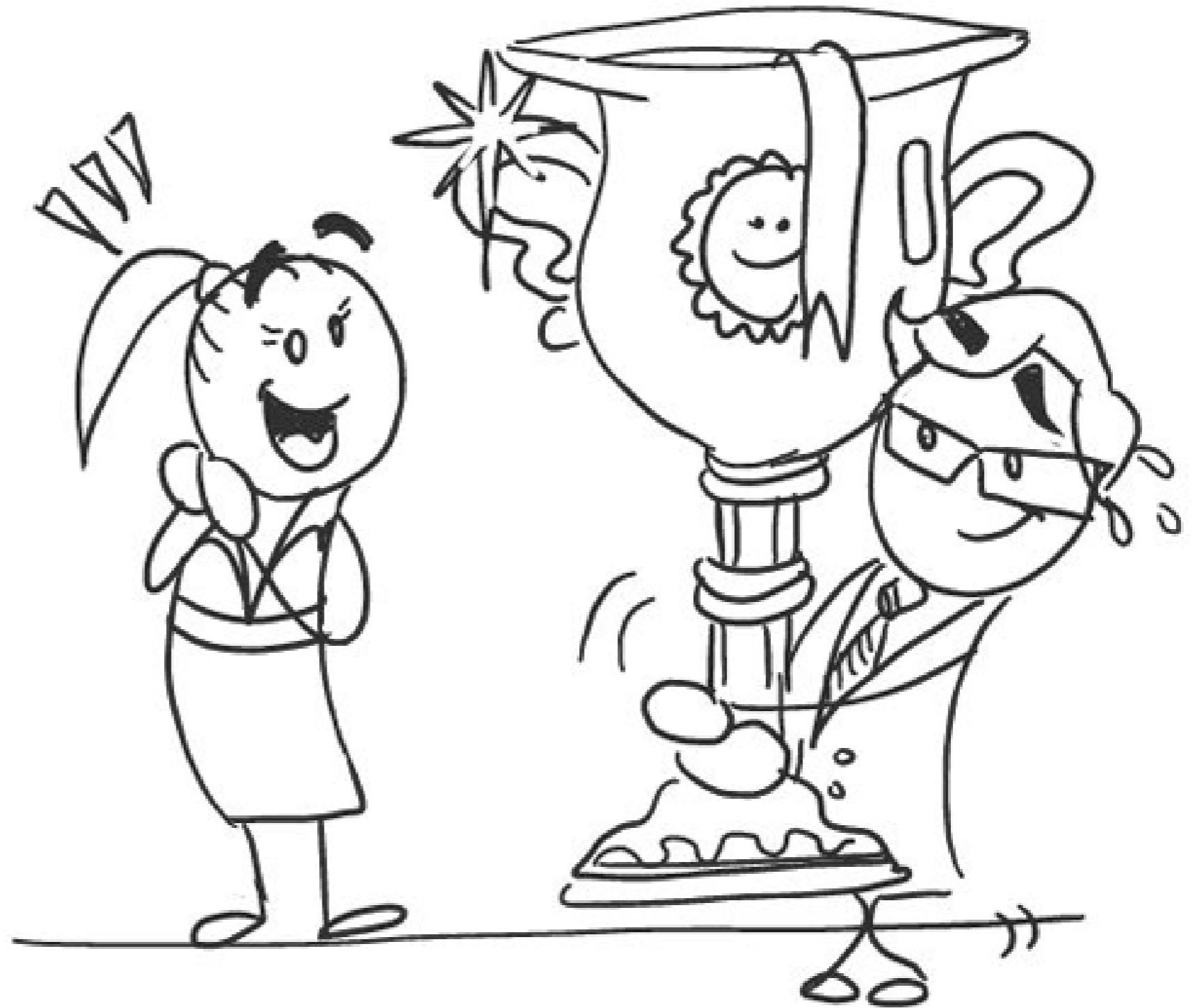
# #23 Well Done! cards



# The Rose Day



# Celebrate success



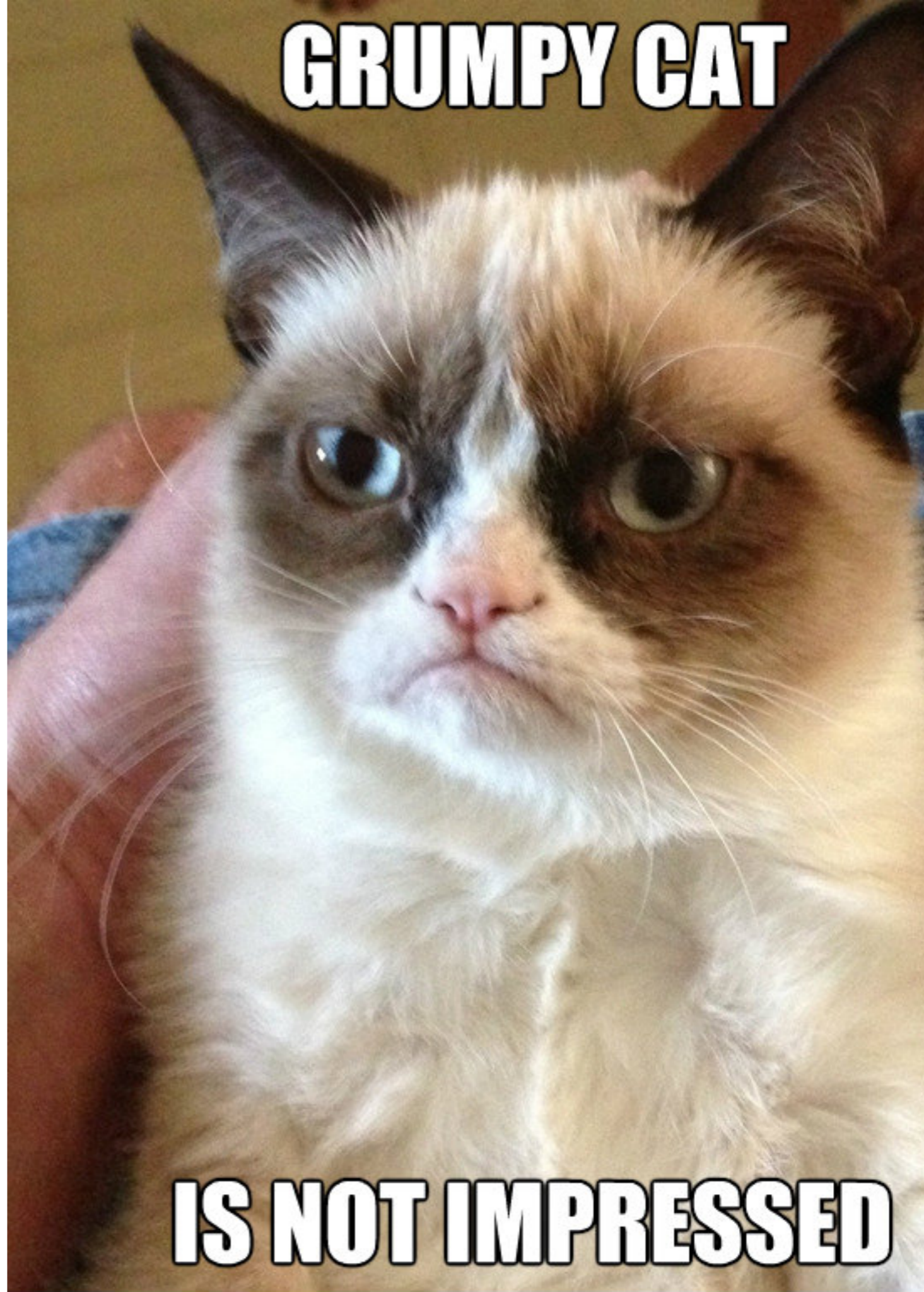




# Problem #1: Whining and complaining



# 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!**



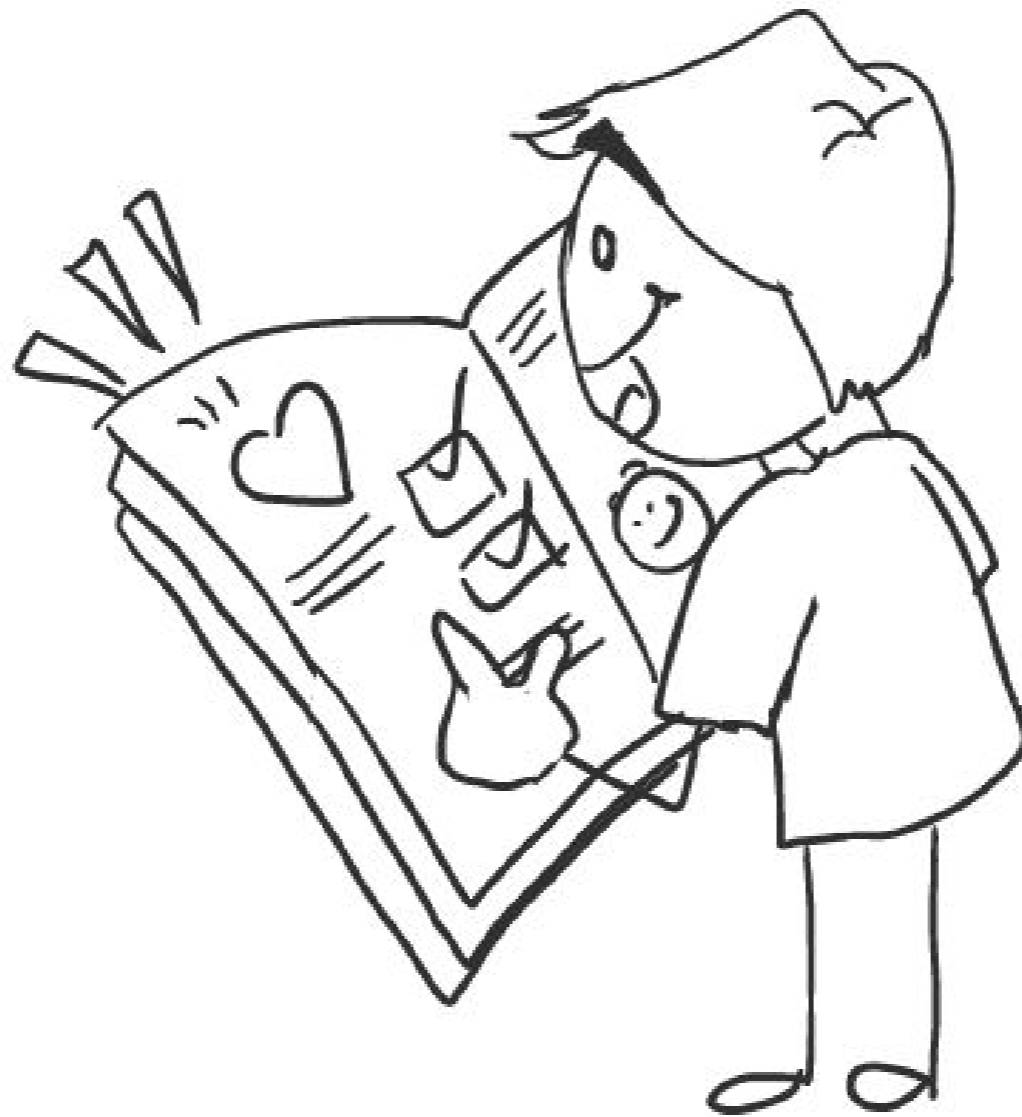
Smile at the World  
ORTHODONTICS

*SmileAtTheWorld.com*



LAMAR

# What Went Well?



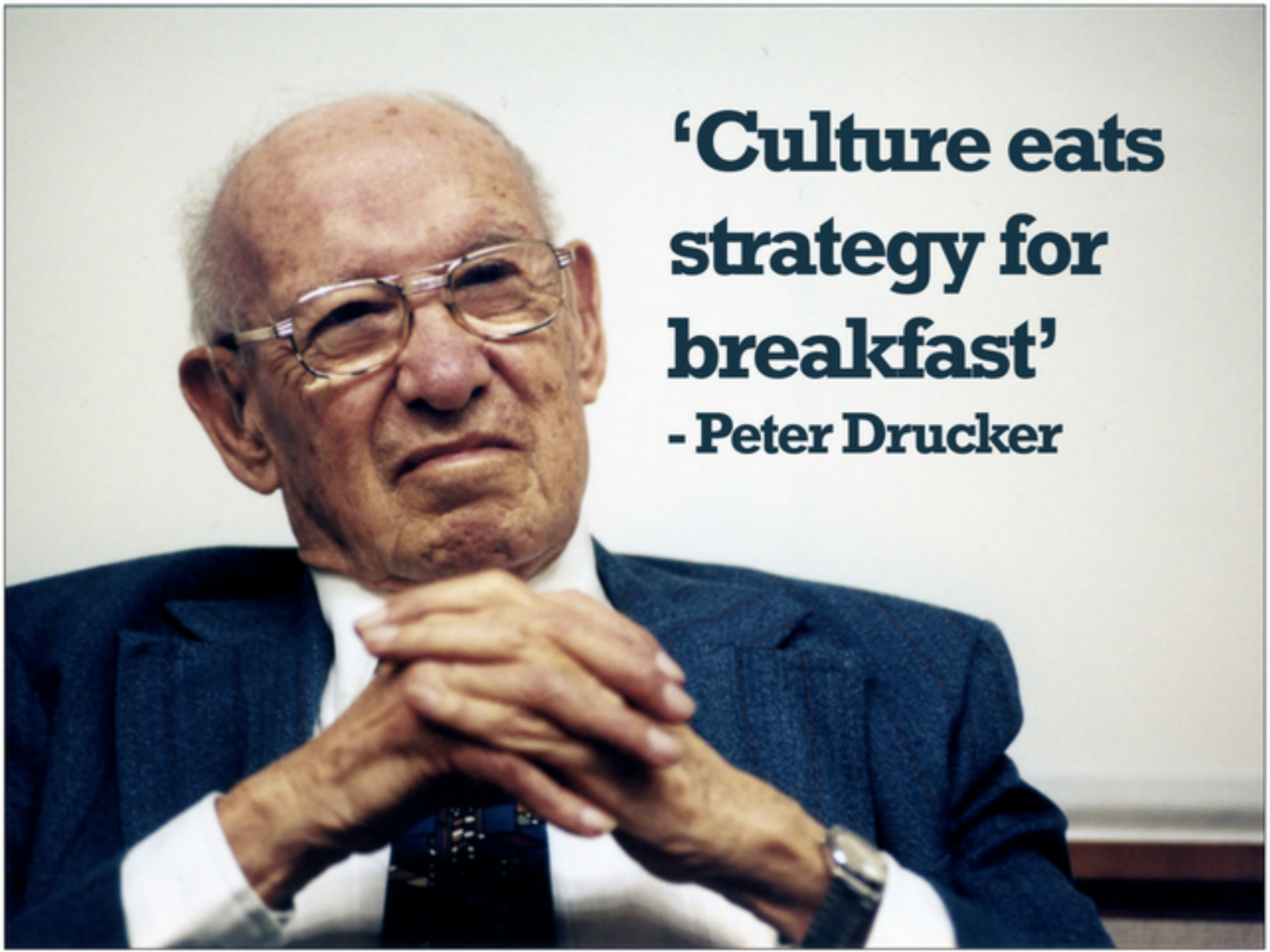
Key to life: Nothing is  
ever anybody's fault





# Culture





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





# Ohno's circle

Asking  
“why?”



# #83 Listen to your new people



# Positive Relationships



# #2 Ask someone on a DATE





# Coffee on the phone



# Change jobs



# #26 Costume day



“We’ll have  
to wait and  
see...”







Change happened



# Fear & uncertainty

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

**Real milk - no cow**

**PRECISION  
FERMENTATION**

**A post-cow world is  
closer than you think**





# Real milk - no cow

remilk.™

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[Process](#)

[Remilk Cares](#)

[Careers](#)



# Real milk - no cow

sn.dk

NYHEDSBREV

LEDIGE STILLINGER

E-AVIS

KUNDESERVICE

MIN FORSIDE

LOG IND

KØB ABONNEMENT

SN NYHEDSOVERBLIK

VÆLG BY

OMRÅDE ▾

EMNER ▾

TEMA ▾

ENERGIKRISE OG INFLATION



KALUNDBORG | NYHEDER

## Flere årsager til at Remilk har valgt Kalundborg

ERHVERV: Direktør og skaber af israelsk virksomhed: – Vi har til hensigt at opskalere vores produktionskapacitet massivt for at lave nærende, lækre og overkommelige mejeriprodukter, der vil sende køer på førtidspension.

Foto: Kalundborg Kommune

Af Bjarne Robdrup

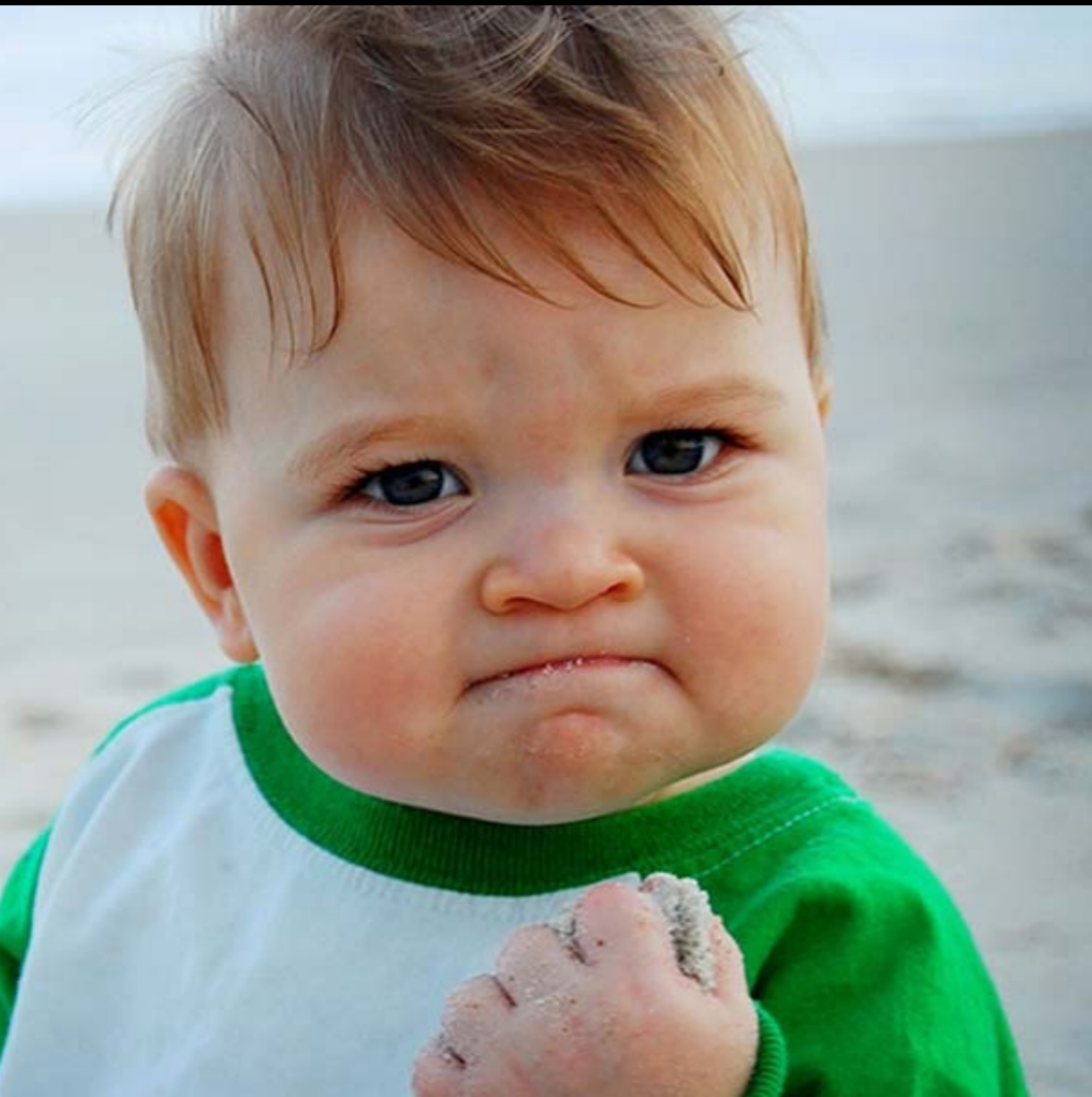
26. april 2022, 16:01



Key:  
Willingness to  
jump off the fence

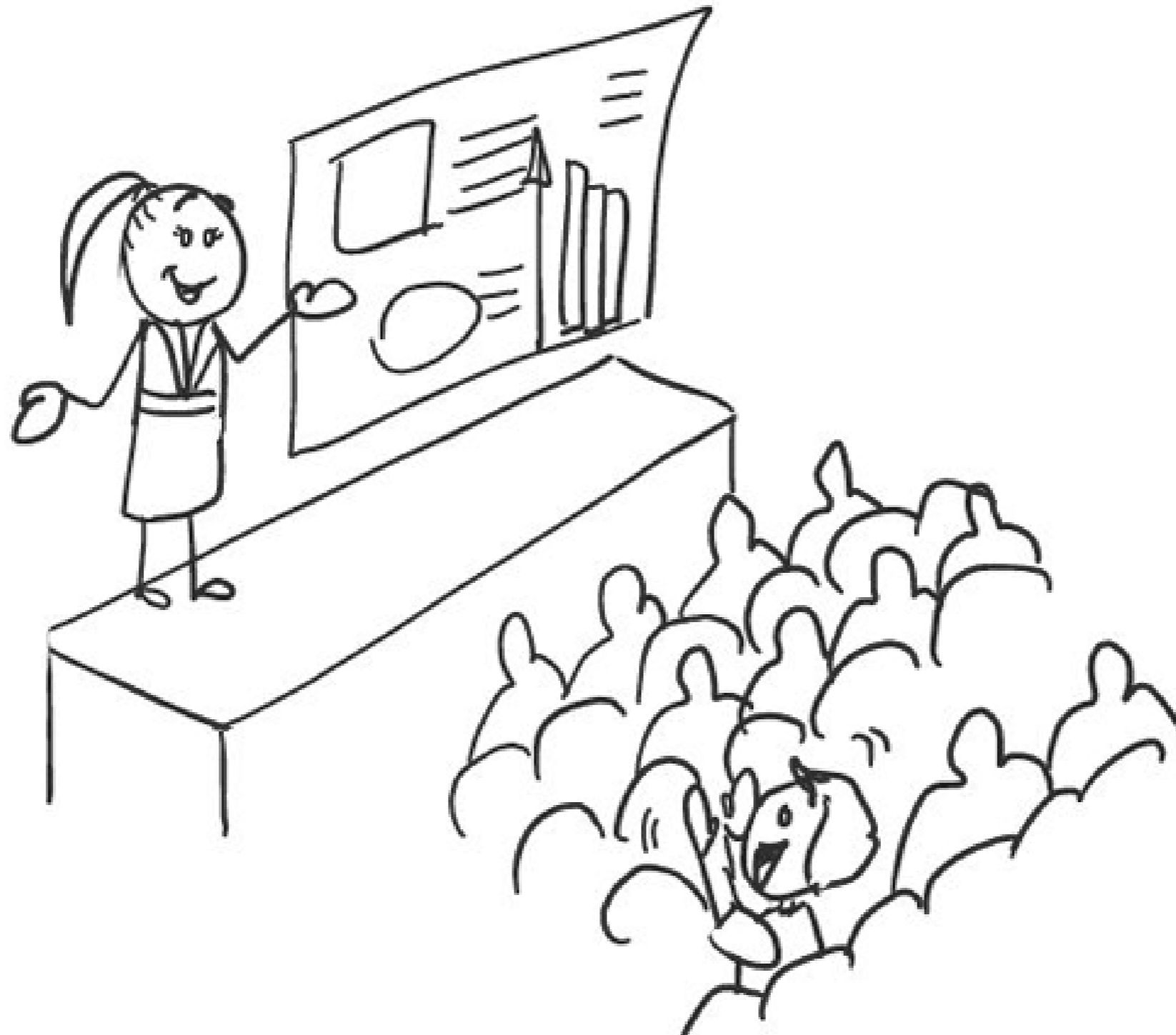


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# #58 Ambassadors



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