

# Happy at work

- Or how to love your job or die trying

FLSmidth, september 2021  
with Jon Kjær Nielsen #jondk



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









**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,  
podcast host





# KLUB TRIVSEL

For alle der arbejder for en bedre arbejdsplads.

BLIV MEDLEM NU.



## 15 ÅRS ARBEJDE FOR ØGET ARBEJDSGLÆDE

accenture



BILKA



BES

Danske Bank

Deloitte.

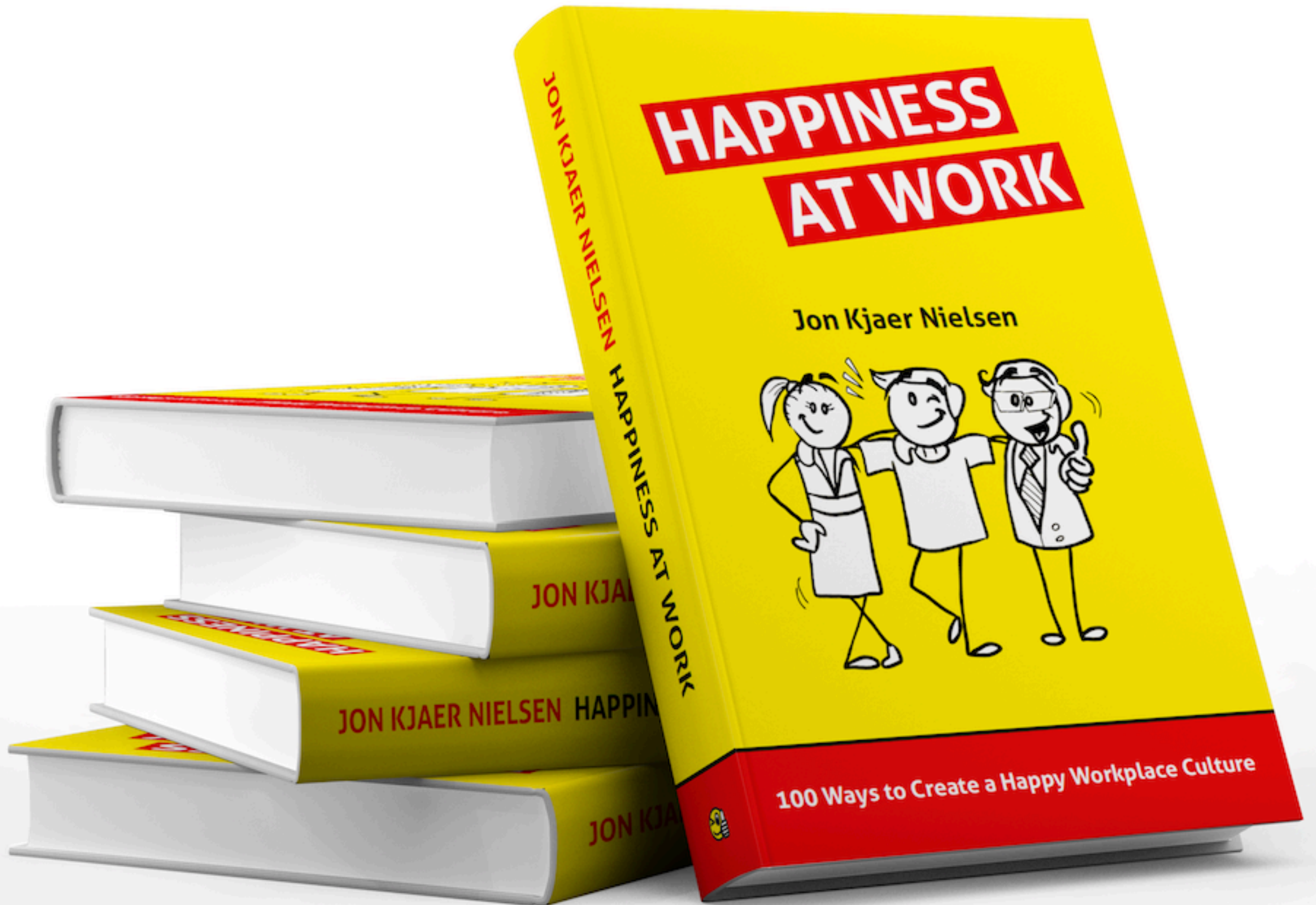


Gildhøj

HMMN







# HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

HAPPINESS AT WORK

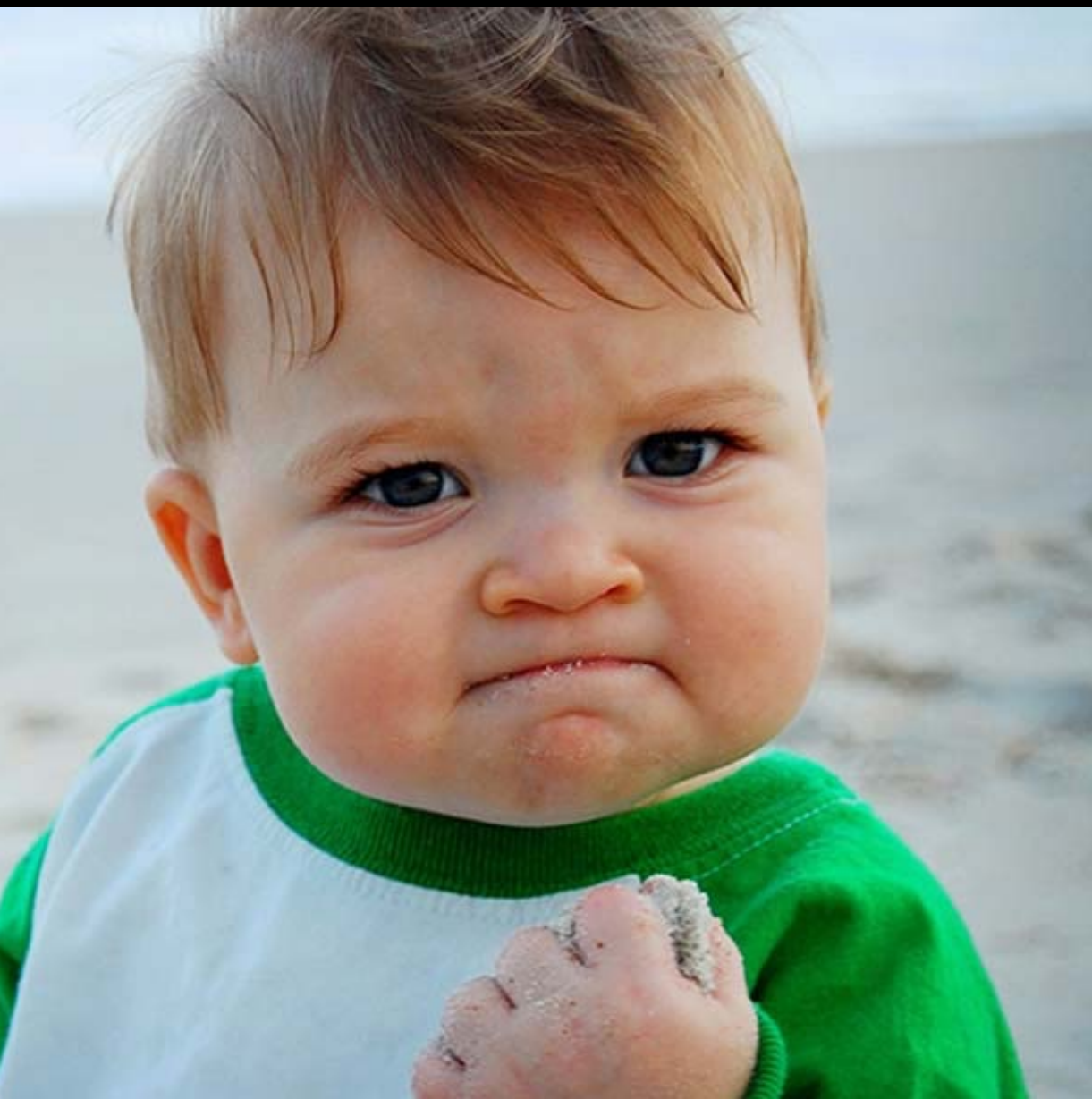
JON KJAER NIELSEN

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







Total Return (equally weighted portfolios)



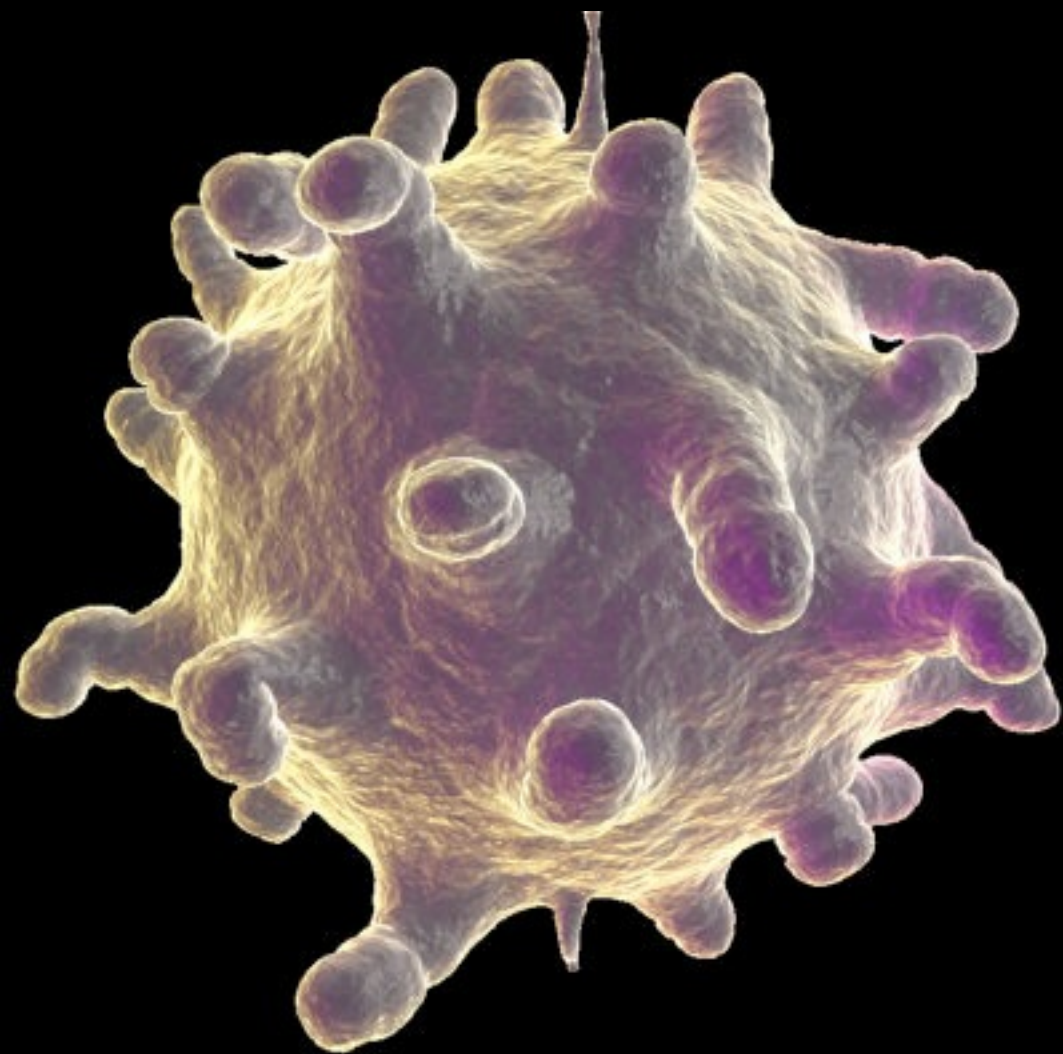


36.8°C



OMRON







# 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*





# Arbejdsglæde

How much...?





Reflection:  
Think about a really  
good day at work



# Covering the basics





# Playing The Victim



**GRUMPY CAT**

HappyWays Podcast  
Episode 03:  
An end to whining  
and complaining

**IS NOT IMPRESSED**



# Relationships





# #2 Ask someone on a DATE



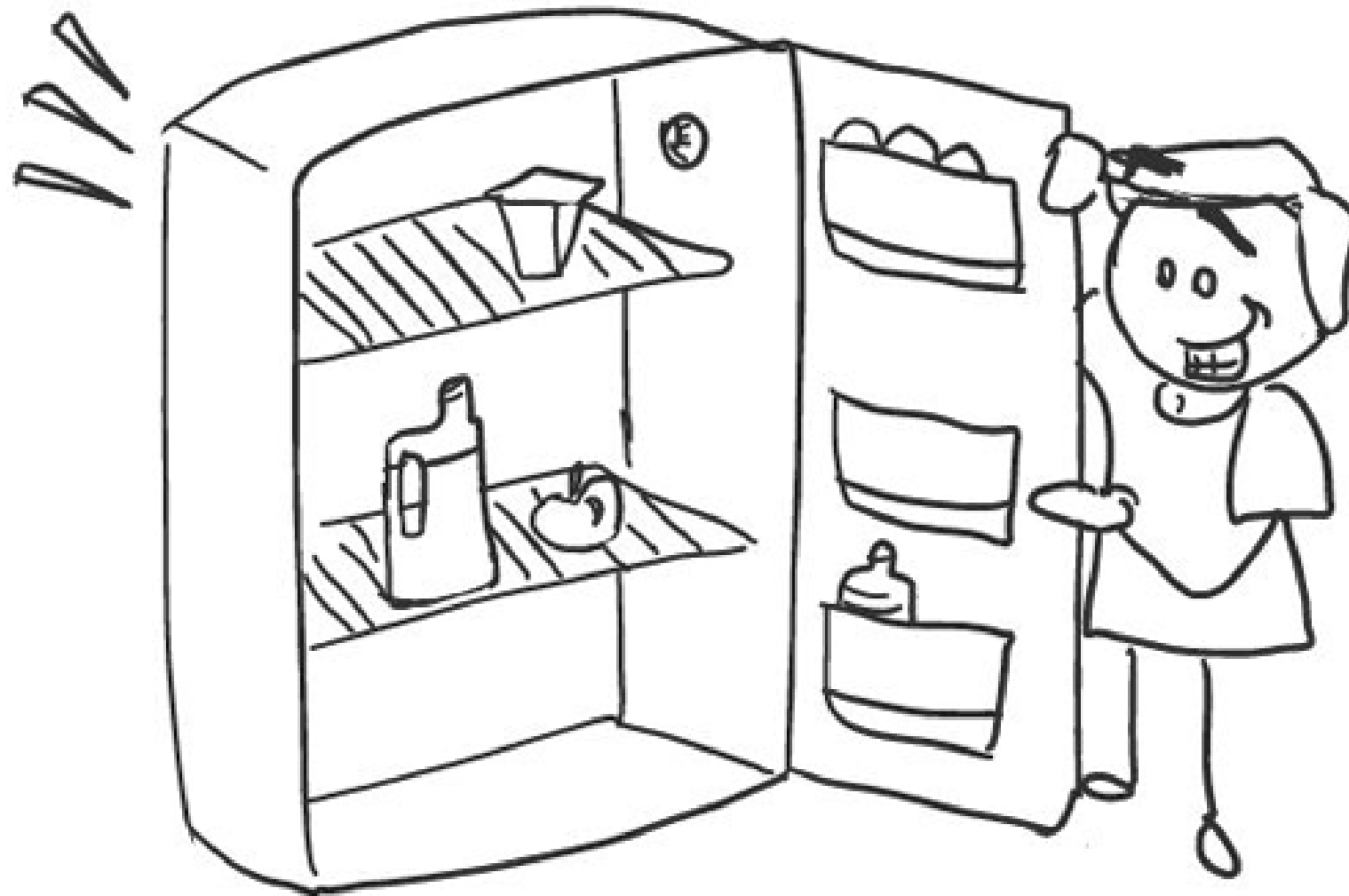


# Coffee on the phone





# Show your fridge





# #26 Costume day





# Harvest feast (or Midsommer 🇸🇪)





# #18 Help me out





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

- Describe the ideal colleague



“We’ll have  
to wait and  
see...”











1914 "Tour" Buick  
This vehicle was used for touring and was one of the first Buick models to feature a steering wheel and a gear shift.

This Vehicle Adopted By:  
Western Lake Erie Chapter SDC



TESLA







Change happened





Key:  
Willingness to  
jump off the fence





# Culture







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











# Ohno's circle

Asking  
“why?”





# #83 Listen to your new people





# Sense of direction & Proper focus





**BEST TIME  
EVER TO GET  
BRACES!**



Smile at the World  
ORTHODONTICS

*SmileAtTheWorld.com*



LAMAR





Key to life:  
There are no  
new problems



Key to life: Nothing is  
ever anybody's fault

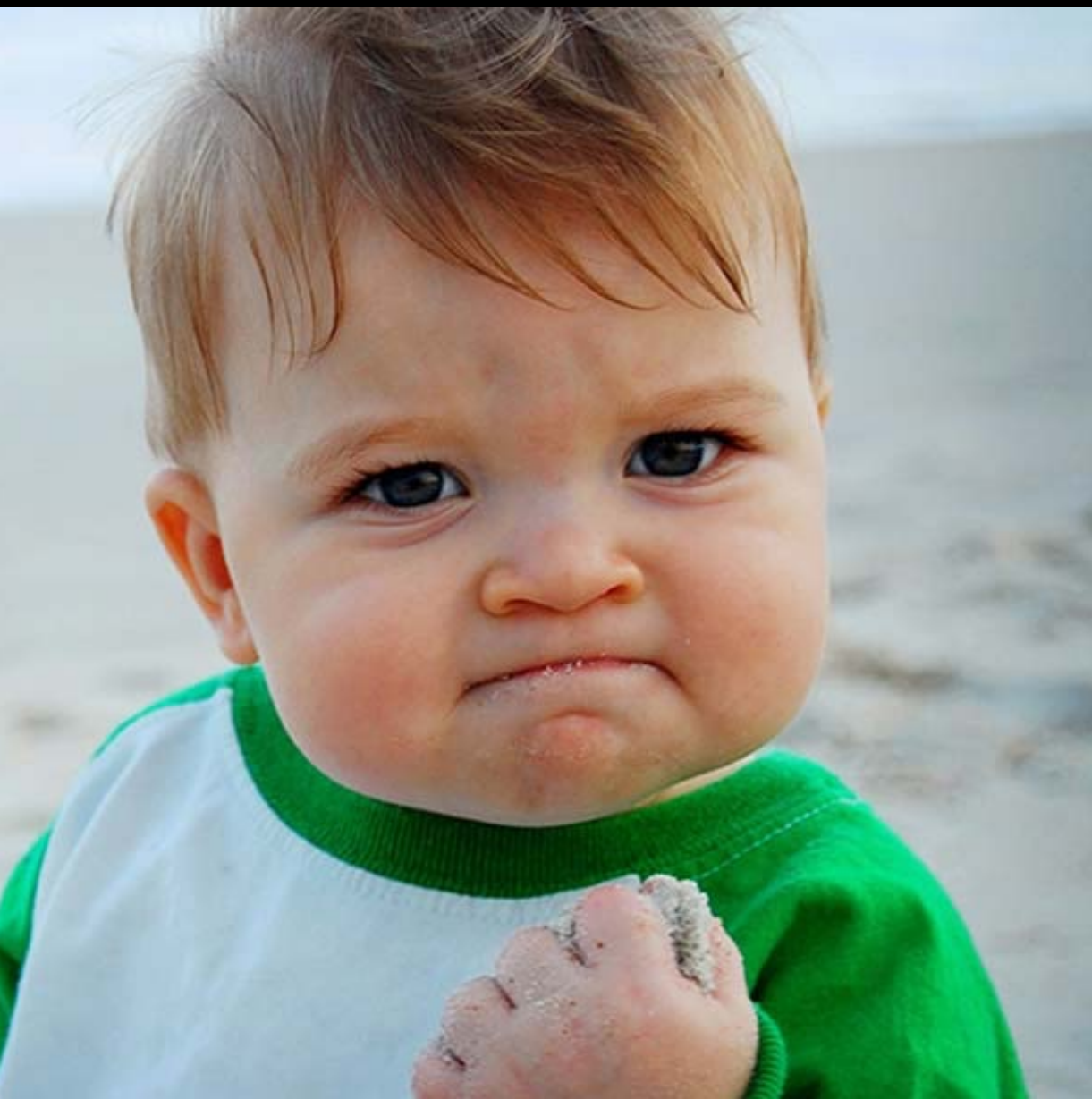








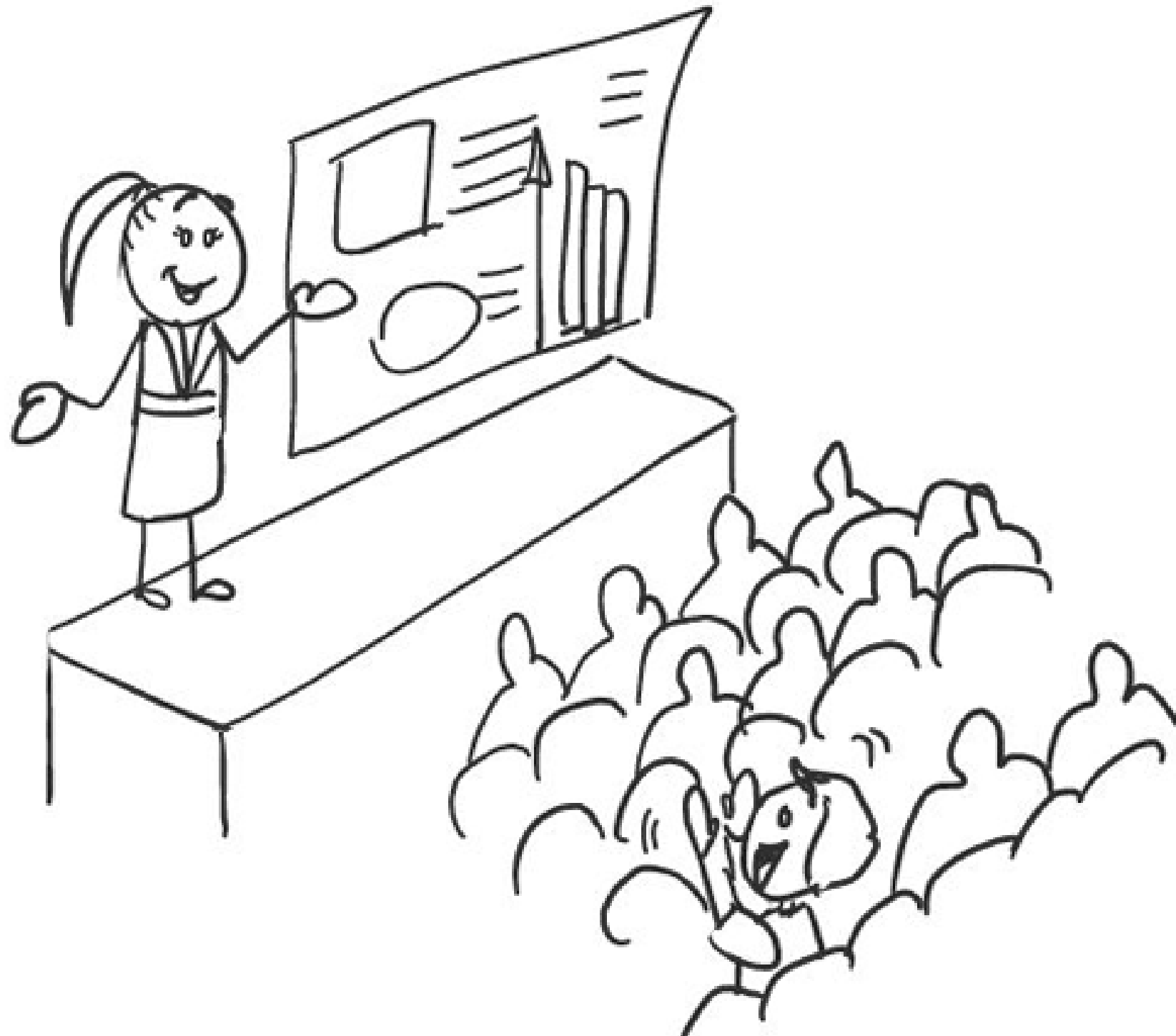
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# #58 Ambassadors





# Celebrate success









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