

# Happy at work

- Change, culture og other fun stuff

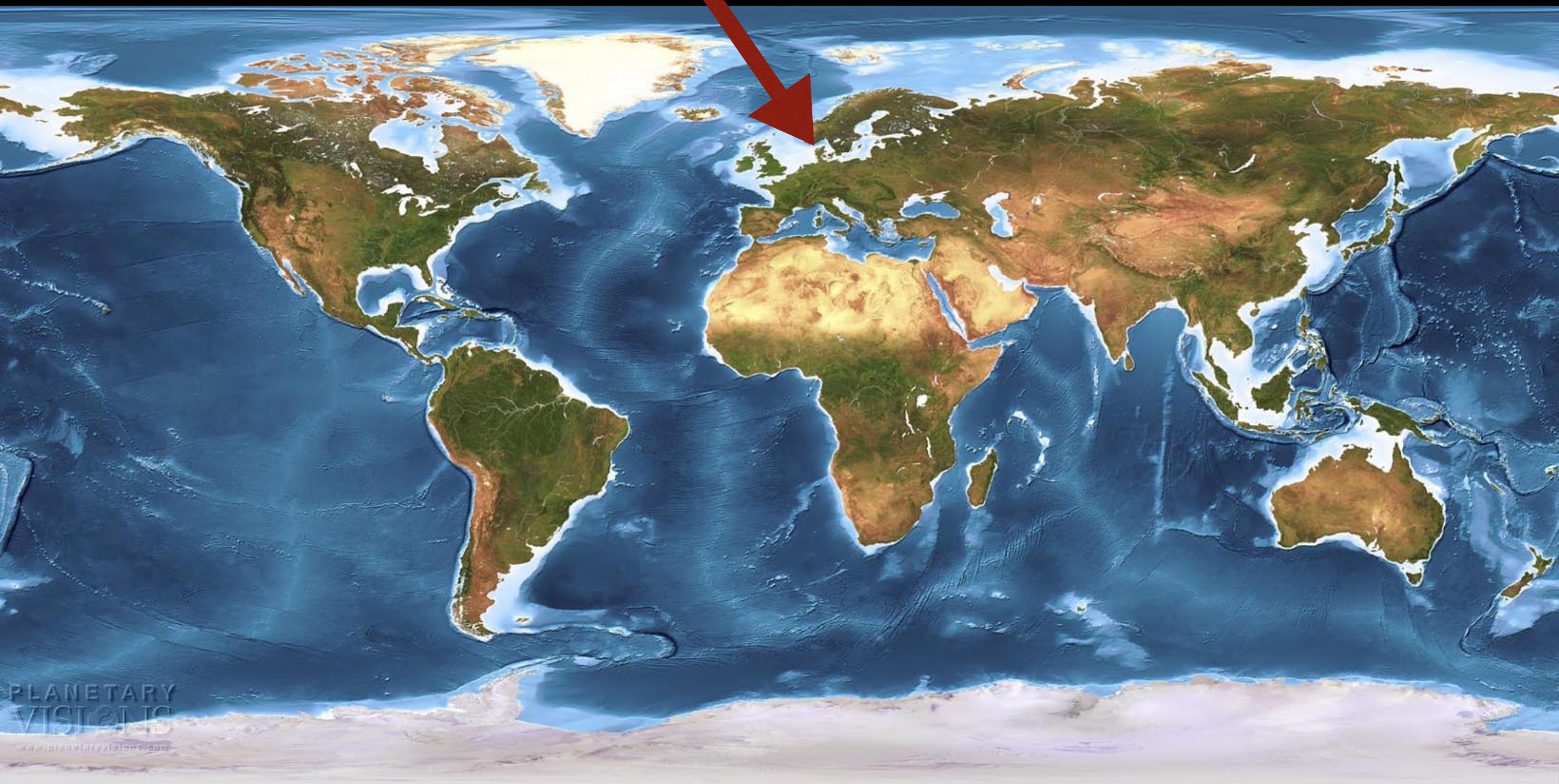
Vestas, February 2023  
with Jon Kjær Nielsen #jondk



More materials:  
[jon.dk/vestas](https://jon.dk/vestas)



Here











# 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.

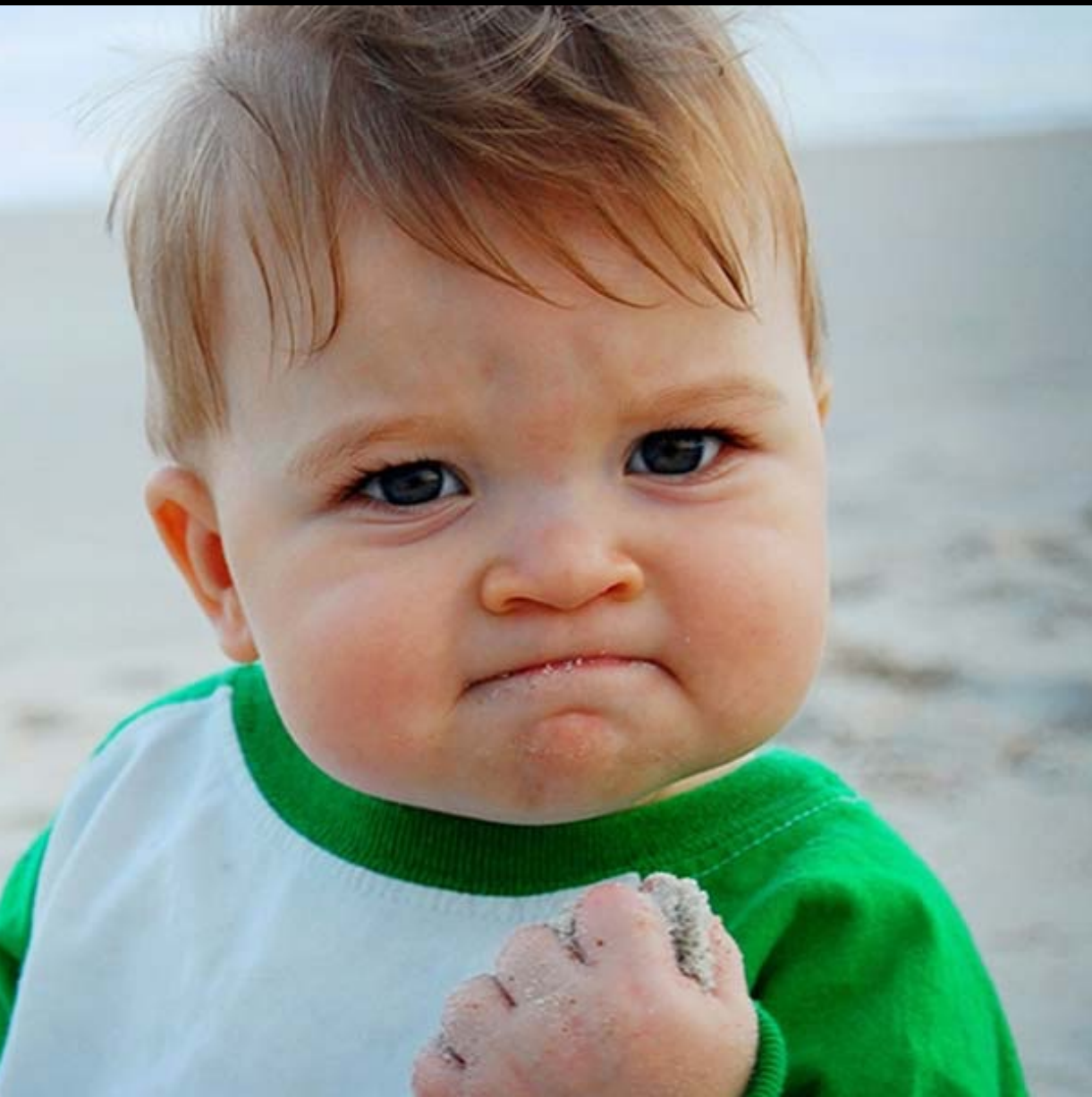
Independent consultant  
since 2006.

Biker, book-worm, chef,  
podcast host





# Take action for better days



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

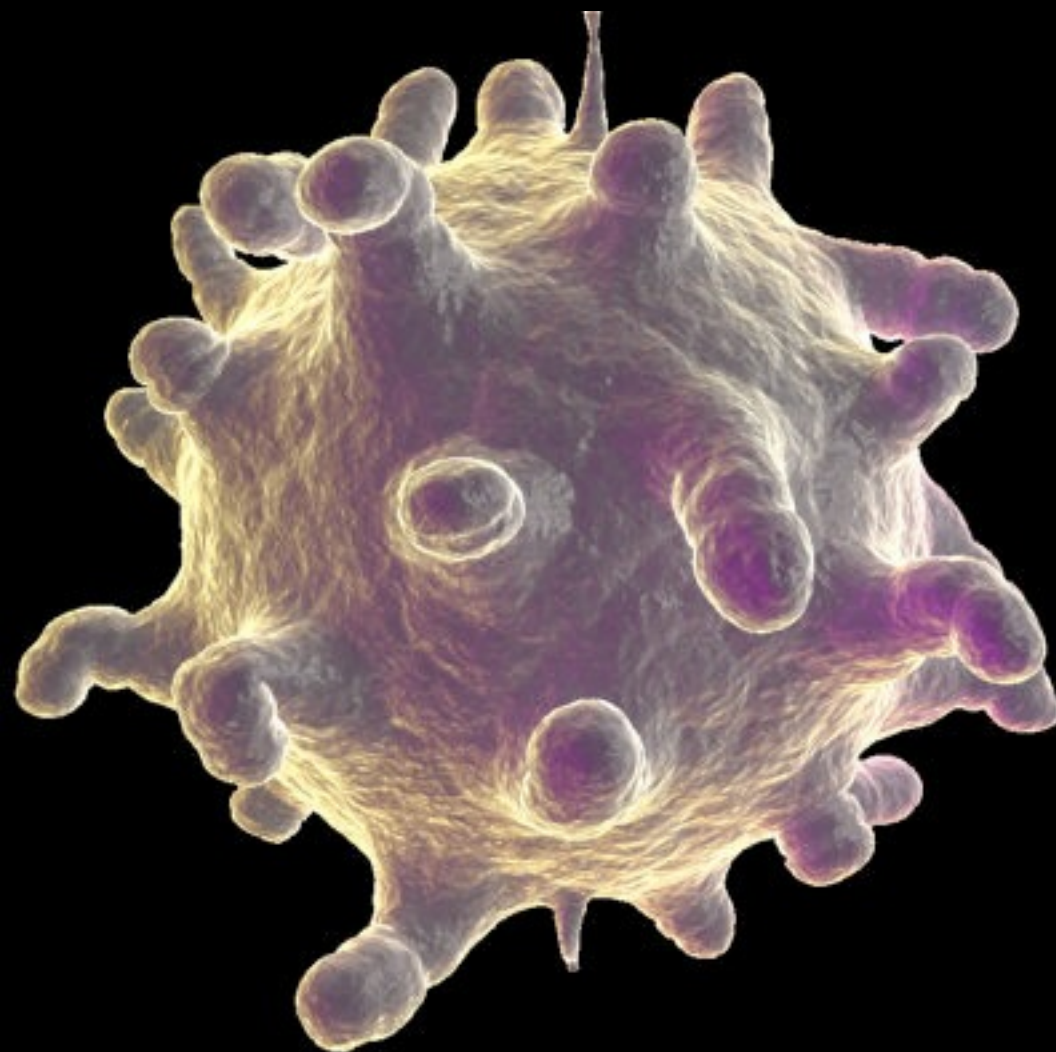














# Productivity:

...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







# Covering the basics



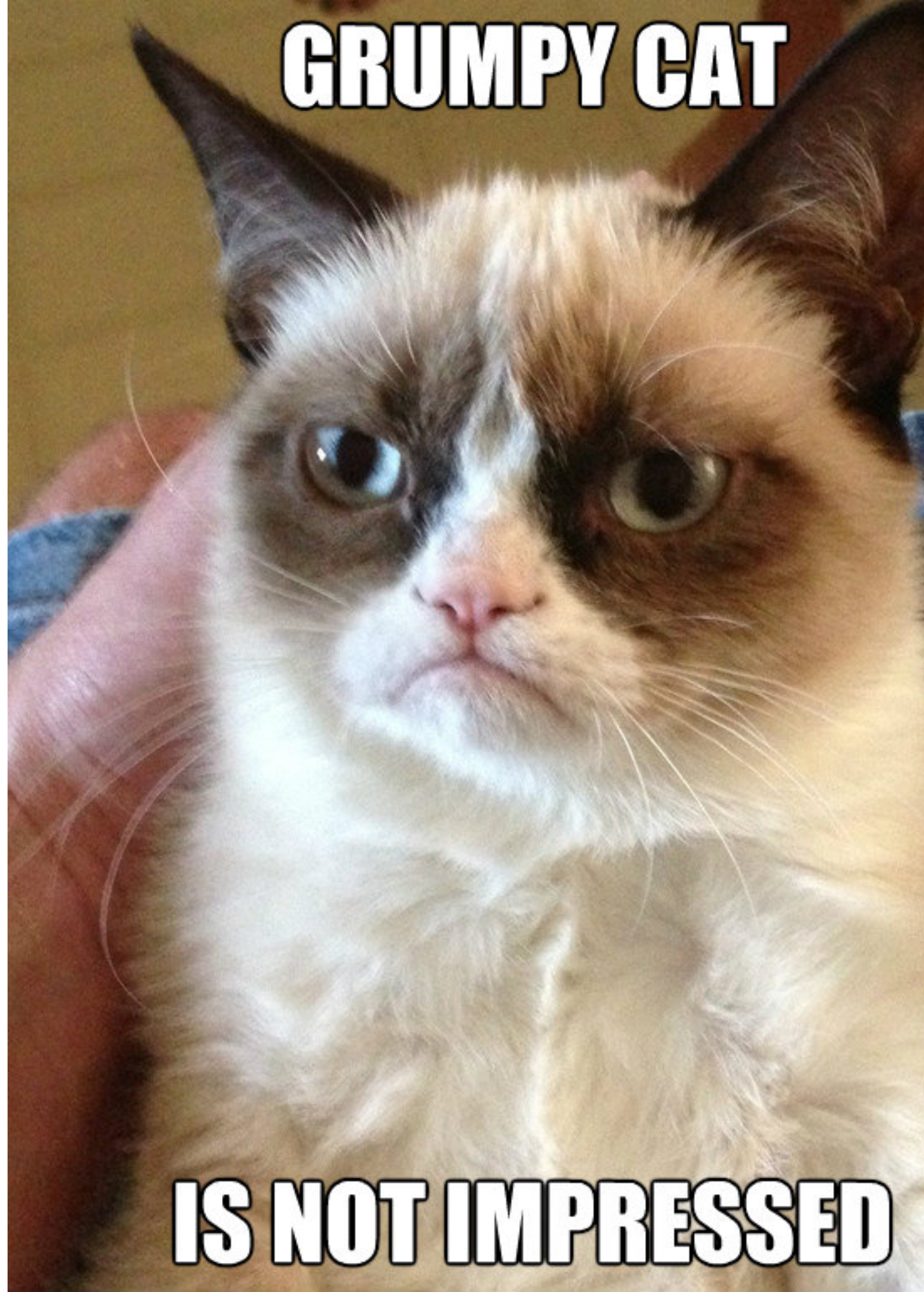


# Negative impact

- Poor Hygiene Factors
- Whining and complaining
- Lack of recognition
- Not enough time for my work



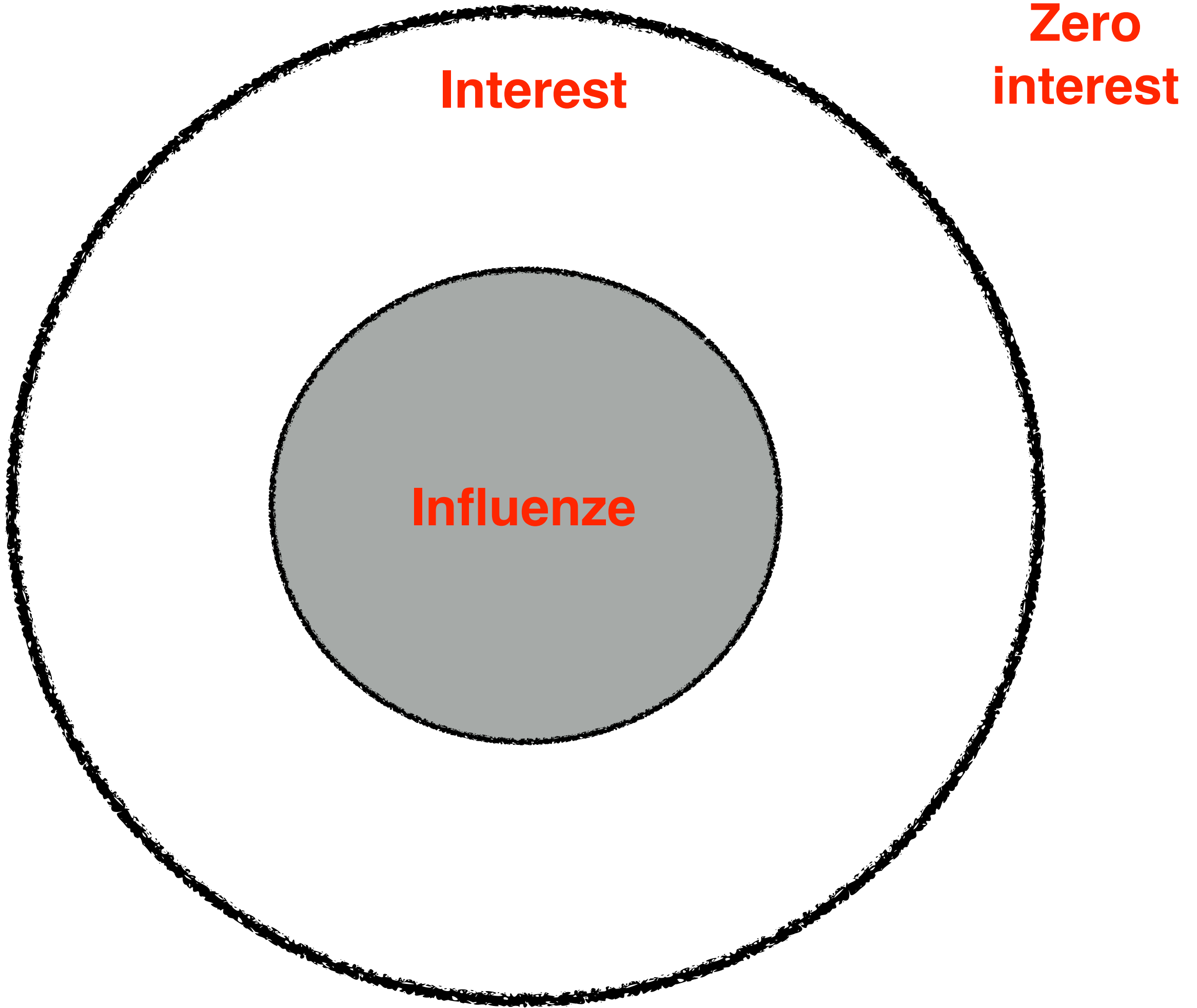
# Playing The Victim



**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







1914 "Tomb" Buick  
This vehicle was built in 1914 and was one of the first Buicks to be built in the United States. It was built in Flint, Michigan, and was one of the first Buicks to be built in the United States. It was built in Flint, Michigan, and was one of the first Buicks to be built in the United States.

This Vehicle Adopted By:  
Western Lake Erie Chapter SDC



TESLA









Key:  
Willingness to  
jump off the fence





# Culture







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







# #83 Listen to your new people





# Relationships



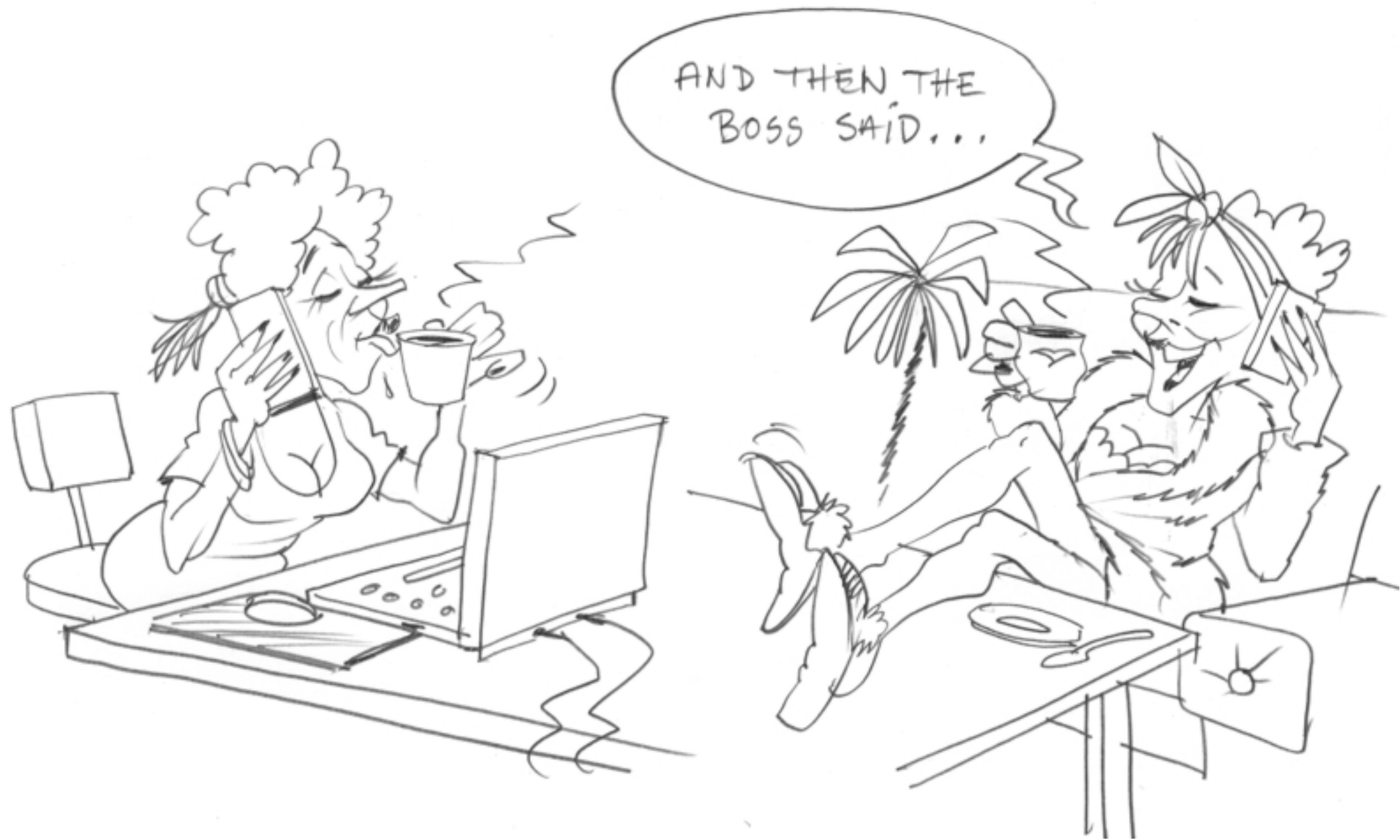


# #2 Ask someone on a DATE



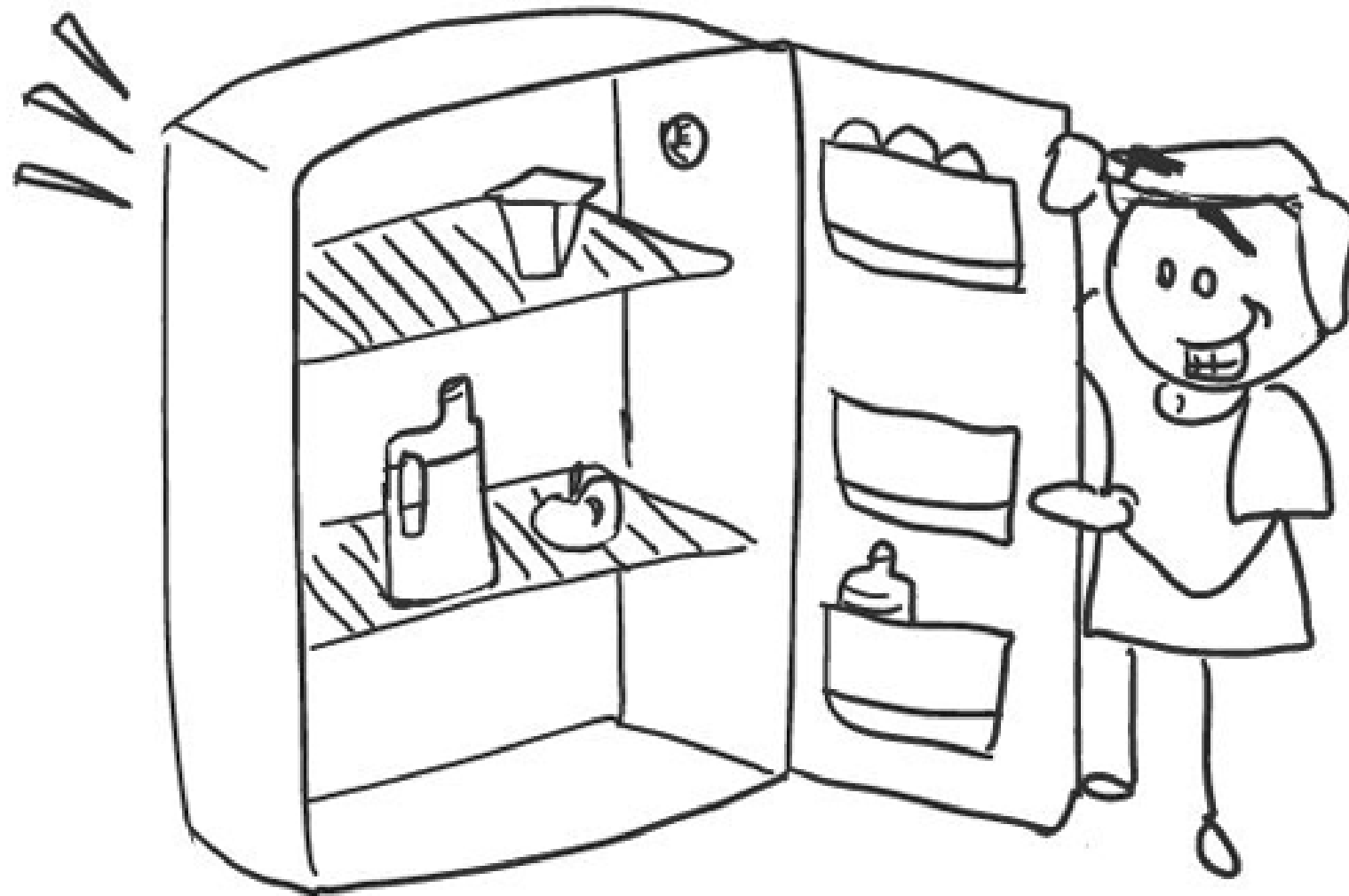


# Coffee on the phone





# Show your fridge





# #26 Costume day





# #31 Appreciation Day





# #18 Help me out





# Recognition

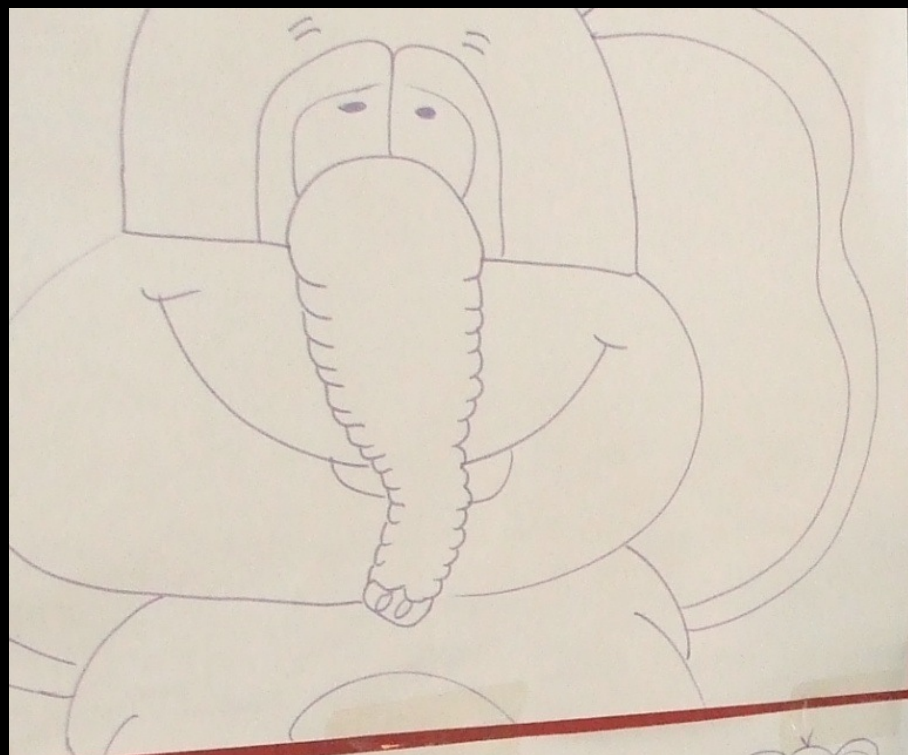









# #33 Order of the Elephant



LEFANT-ORDENEN 

SADAN GØR DU:

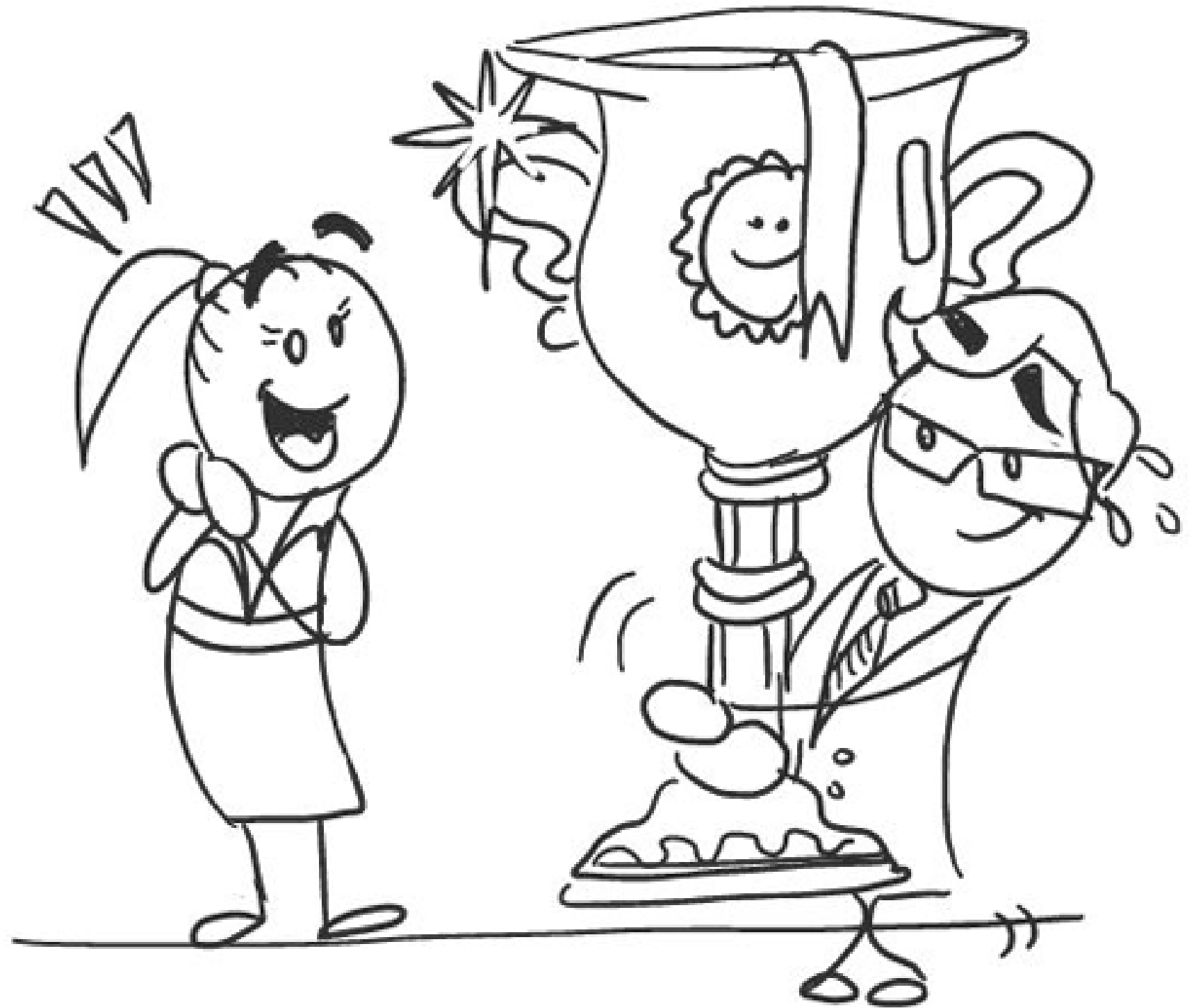
- ⇒ ALLE KAN UDDELE
- ⇒ GIV TIL EN KOLLEGA, F.EKS:
  - NÅR DER ER GJORT NOGET GODT
  - NOGET FAGLIGT SMART
  - NOGET EKSTRA
  - NOGET DER GØR DIG GLAD
  - GJORT DET NEMMERE

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





# Celebrate success











Key to life:  
There are no  
new problems



**BEST TIME  
EVER TO GET  
BRACES!**



Smile at the World  
ORTHODONTICS

*SmileAtTheWorld.com*



LAMAR

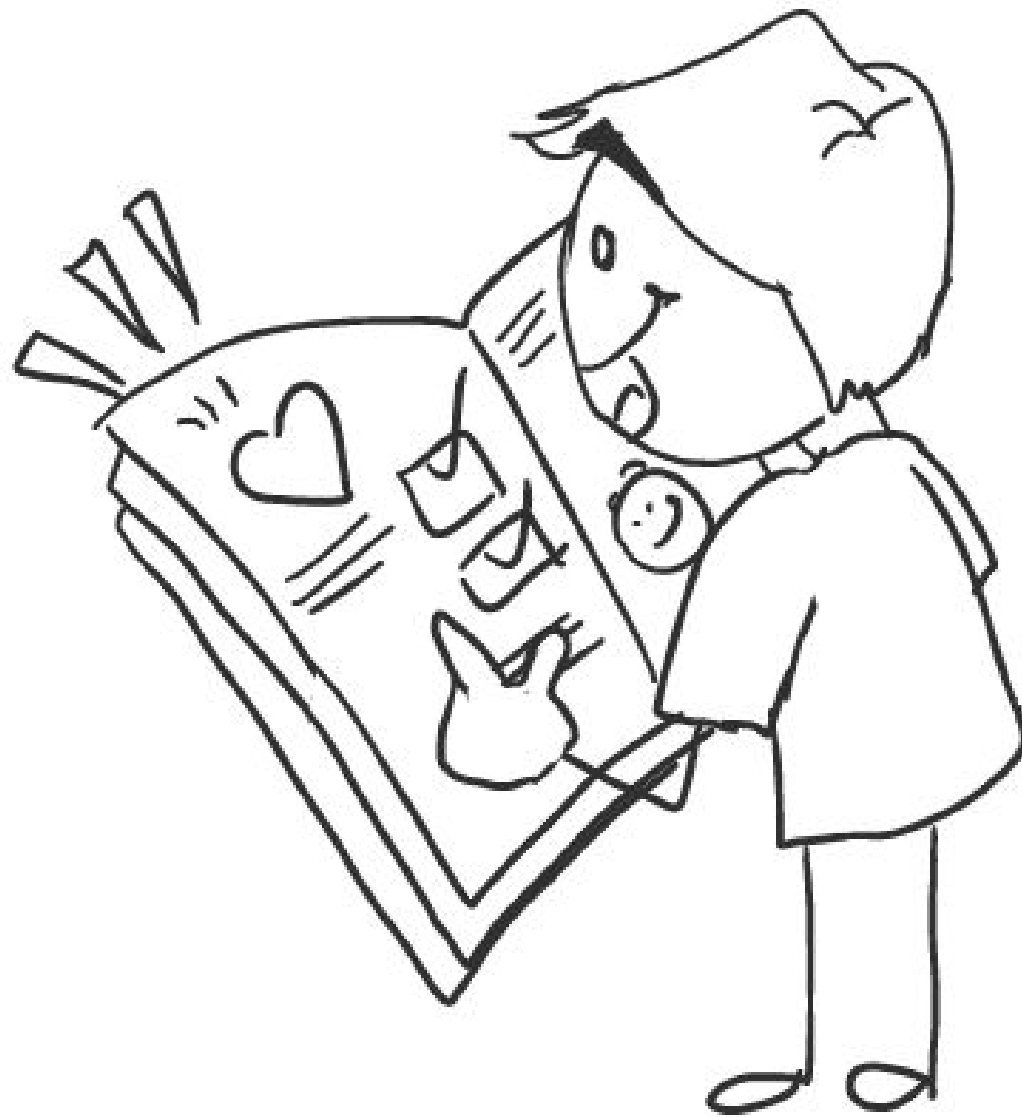


# Optimism





# What Went Well?





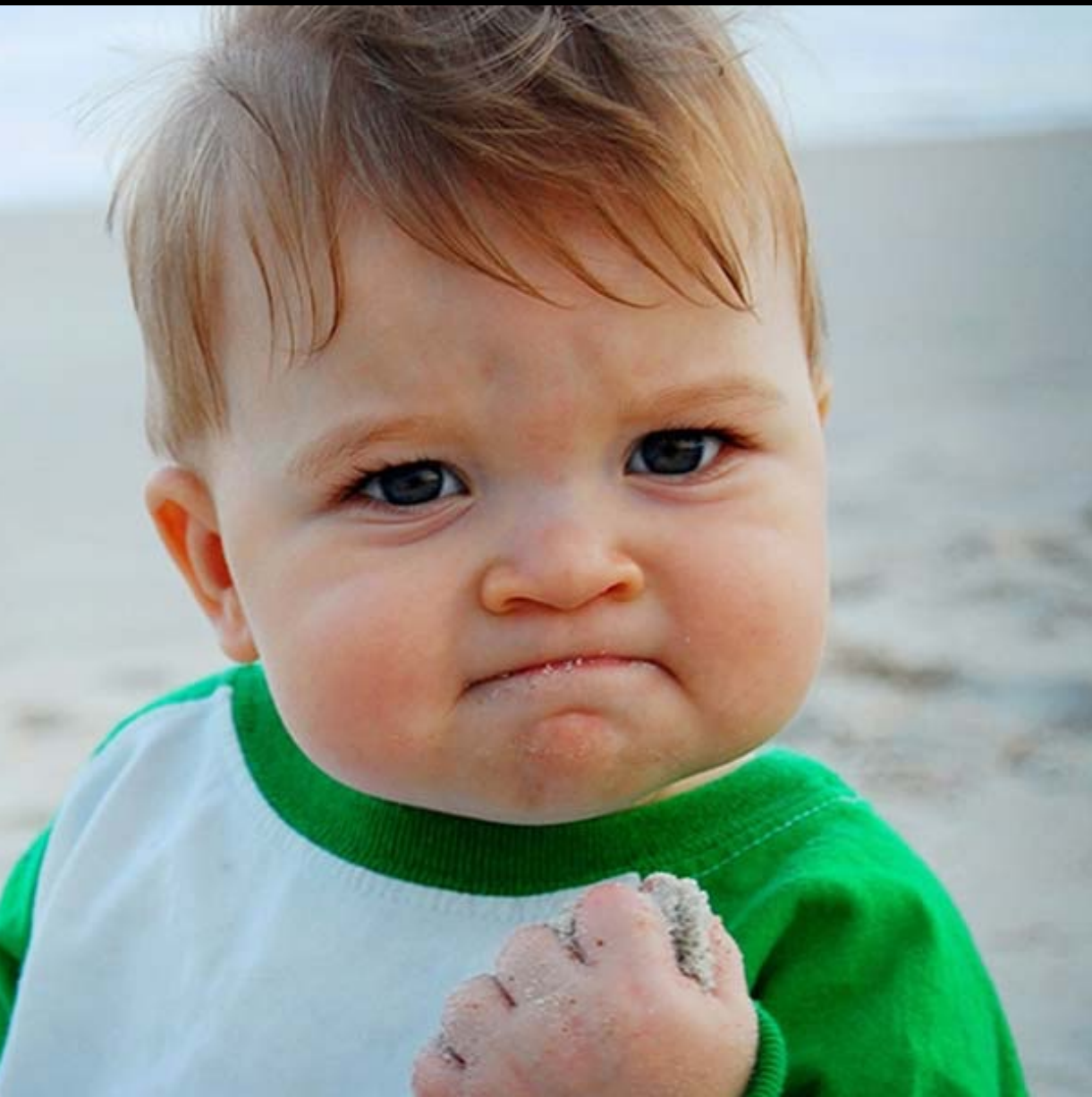
# Apps:

- Five minute journal
- Gratitude Journal





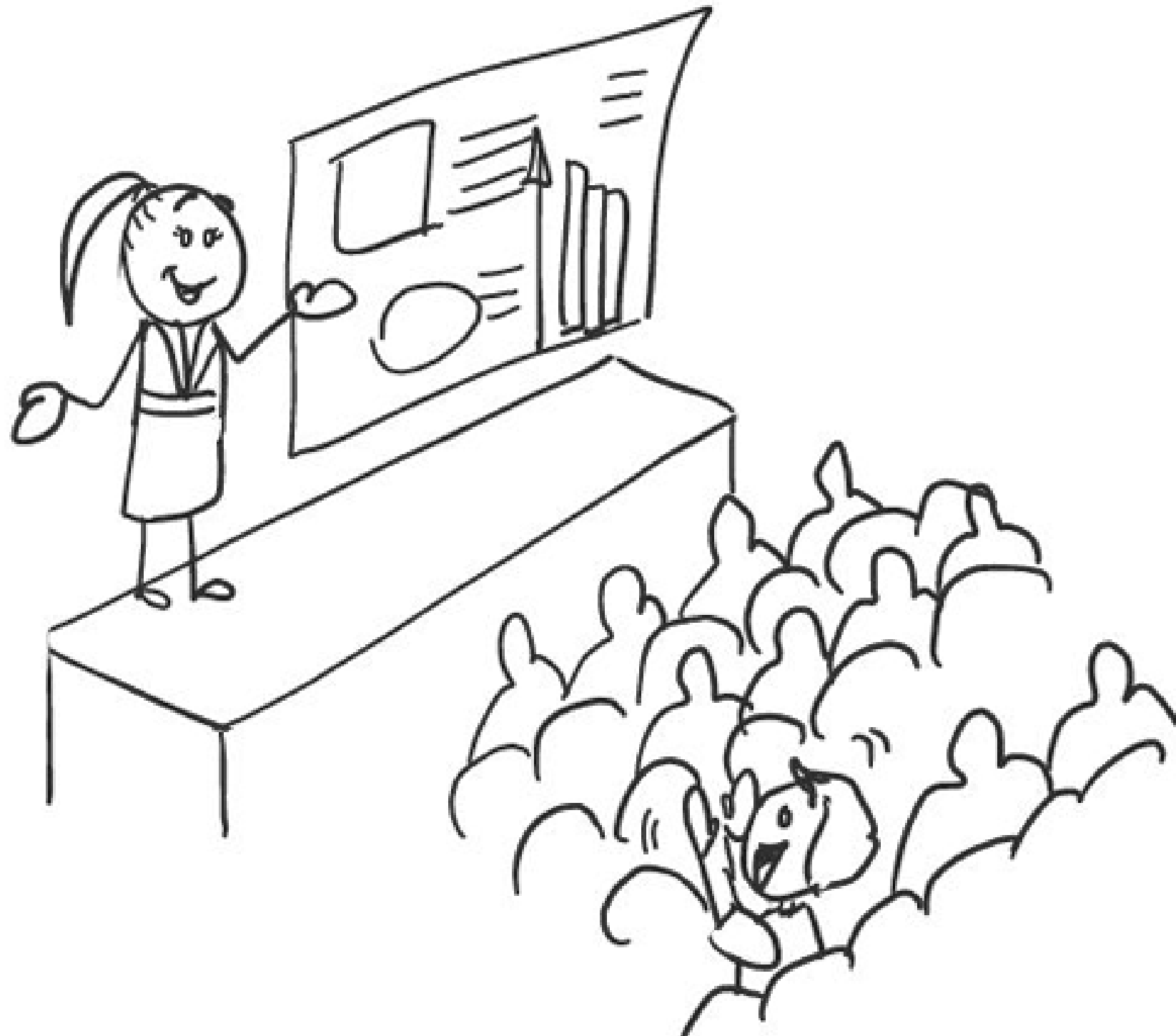
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# #58 Ambassadors





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