

Happy at work

- Or: How to love your job or die trying

FLSmidth, March 2022
with Jon Kjær Nielsen #jondk



Materials: jon.dk/flsmidth

- Good morning
- “I’m looking forward to...”





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

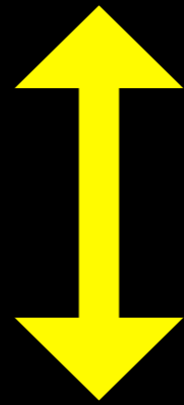
That calls for a **Carlsberg**

KIT



Paradox?

- Happiest country in the world



- 400.000 on anti-depressants
- 1400 stress-related deaths annually

Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness







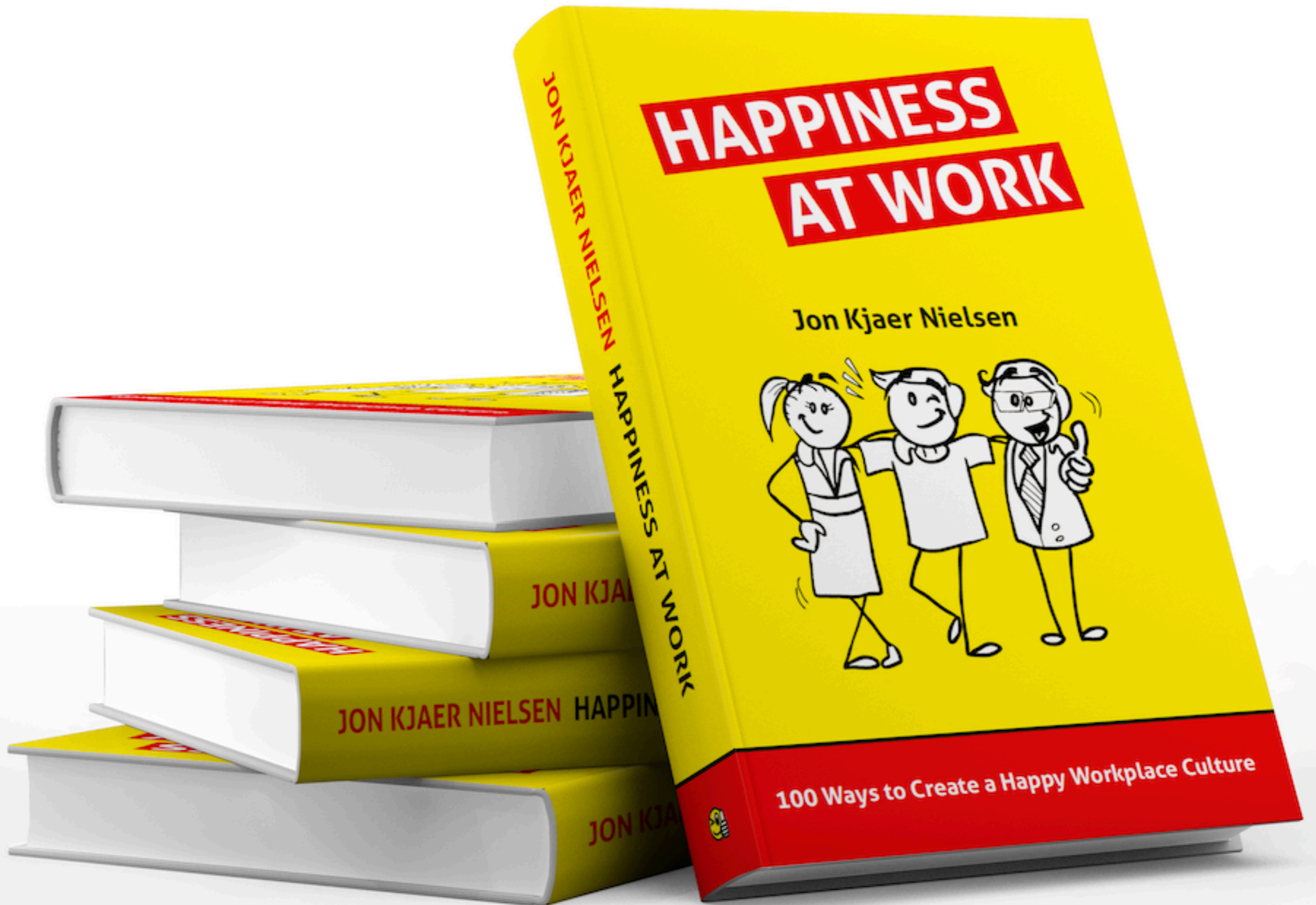
Jon Kjær Nielsen
Speaker & Author

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

Independent consultant
since 2006.

Biker, book-worm, chef,
podcast host





**HAPPINESS
AT WORK**

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

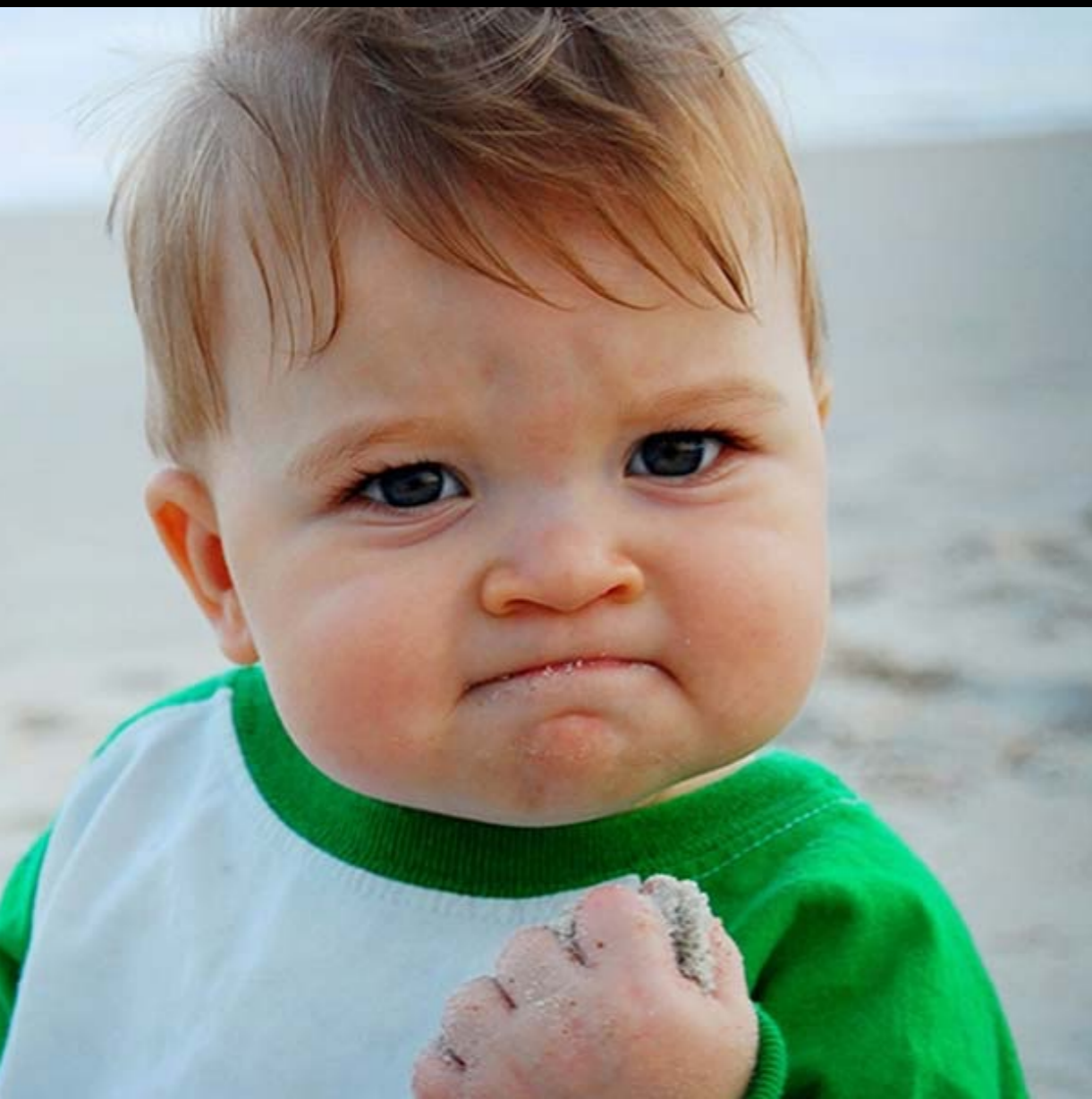
HAPPINESS AT WORK

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



**THE 100 BEST
COMPANIES TO WORK
FOR IN AMERICA**



**ALL-NEW EDITION OF
THE NATIONAL BESTSELLER**
ROBERT LIVINGSTON MILTON MACKOWITZ



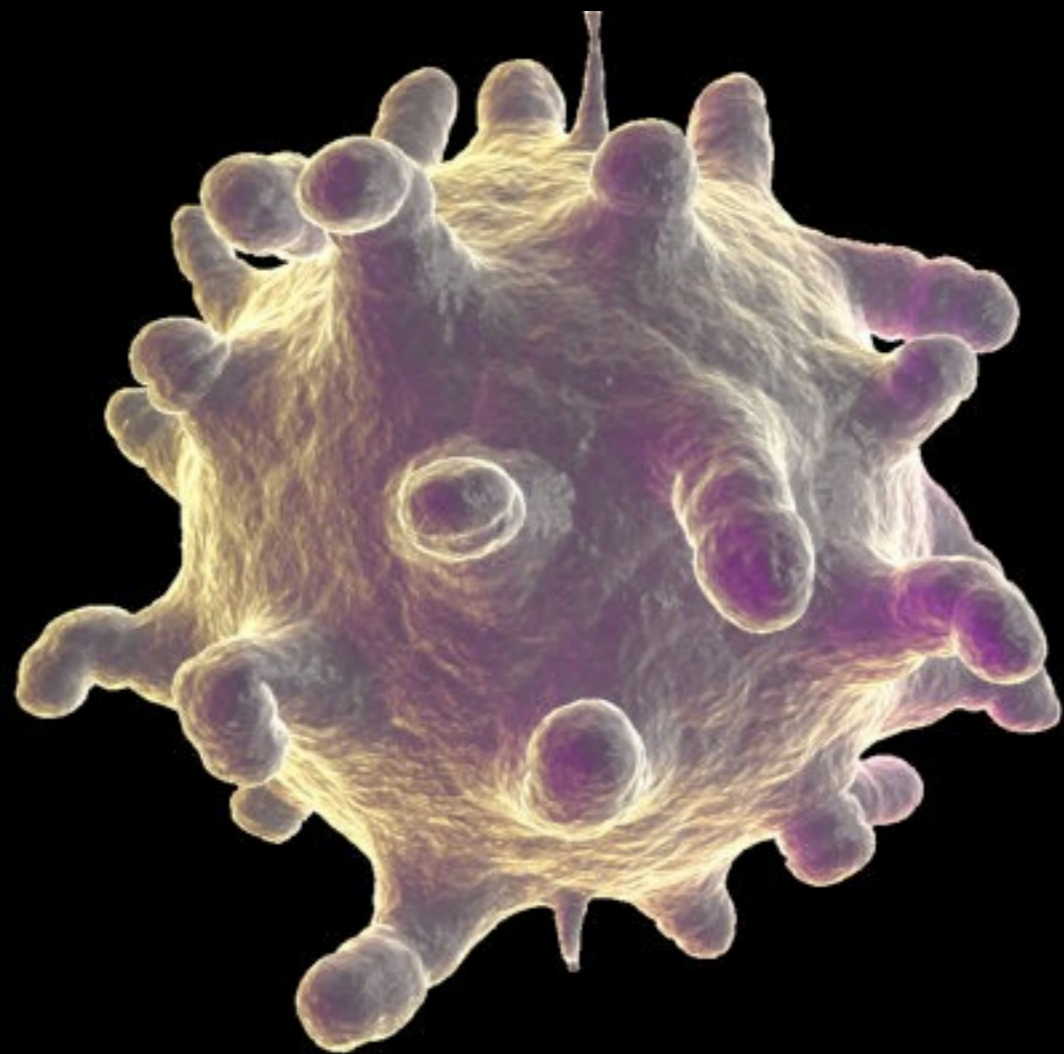
Total Return (equally weighted portfolios)



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...?

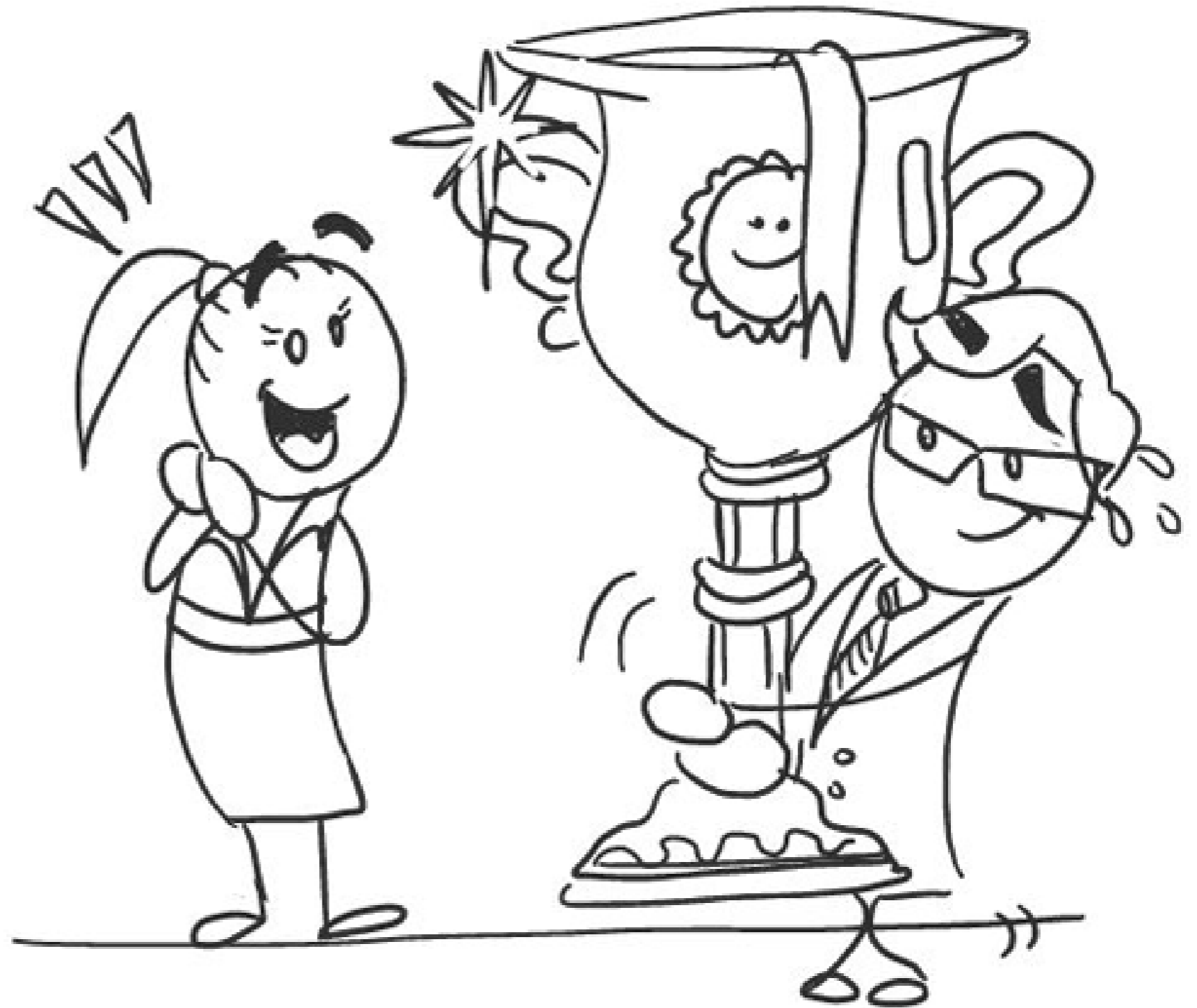


Reflection:
Think about a really
good day at work

Covering the basics



Recognition



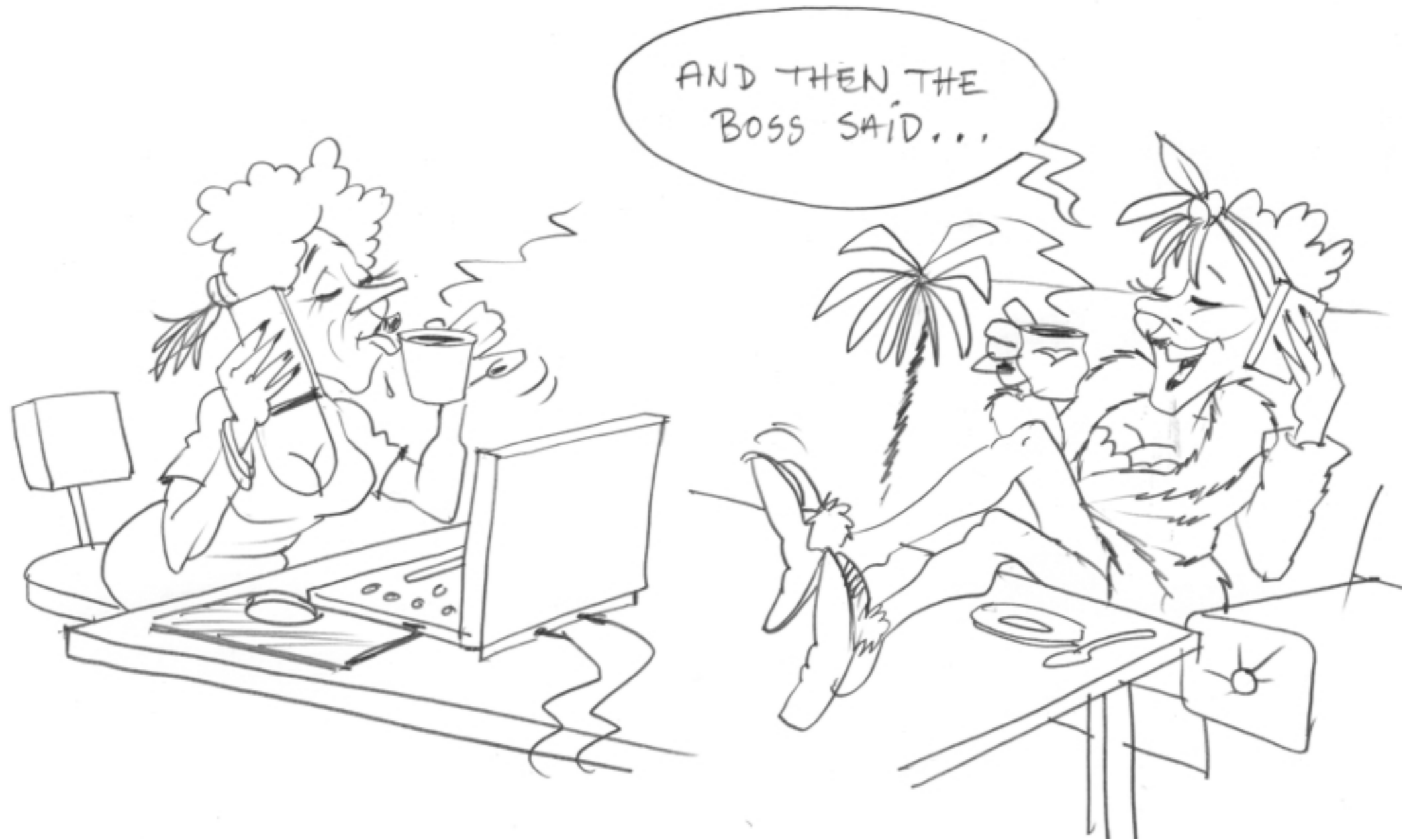
Relationships



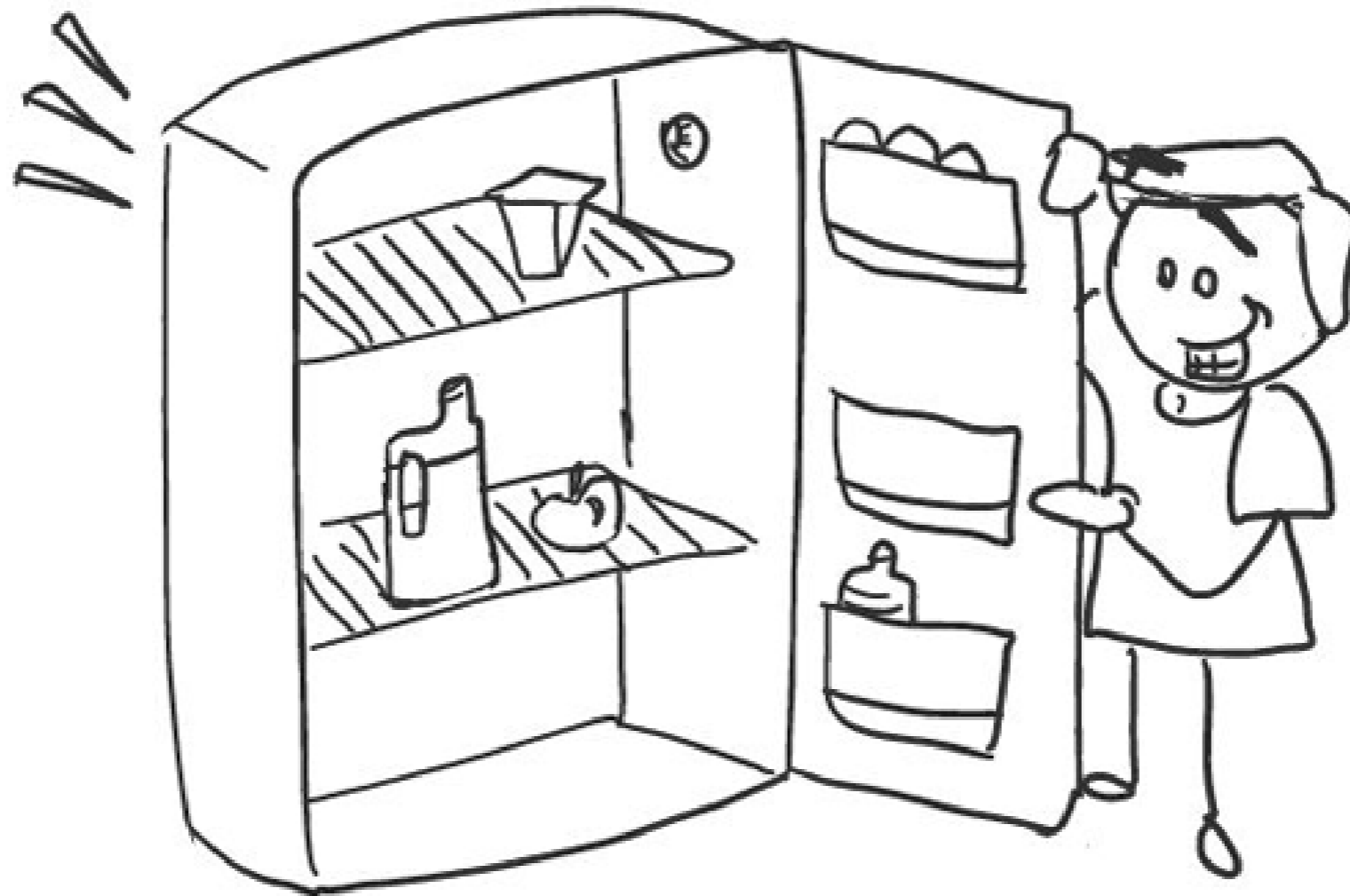
#2 Ask someone on a DATE



Coffee on the phone



Show your fridge



#26 Costume day



#31 Appreciation Day



#18 Help me out



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

- Describe the ideal colleague



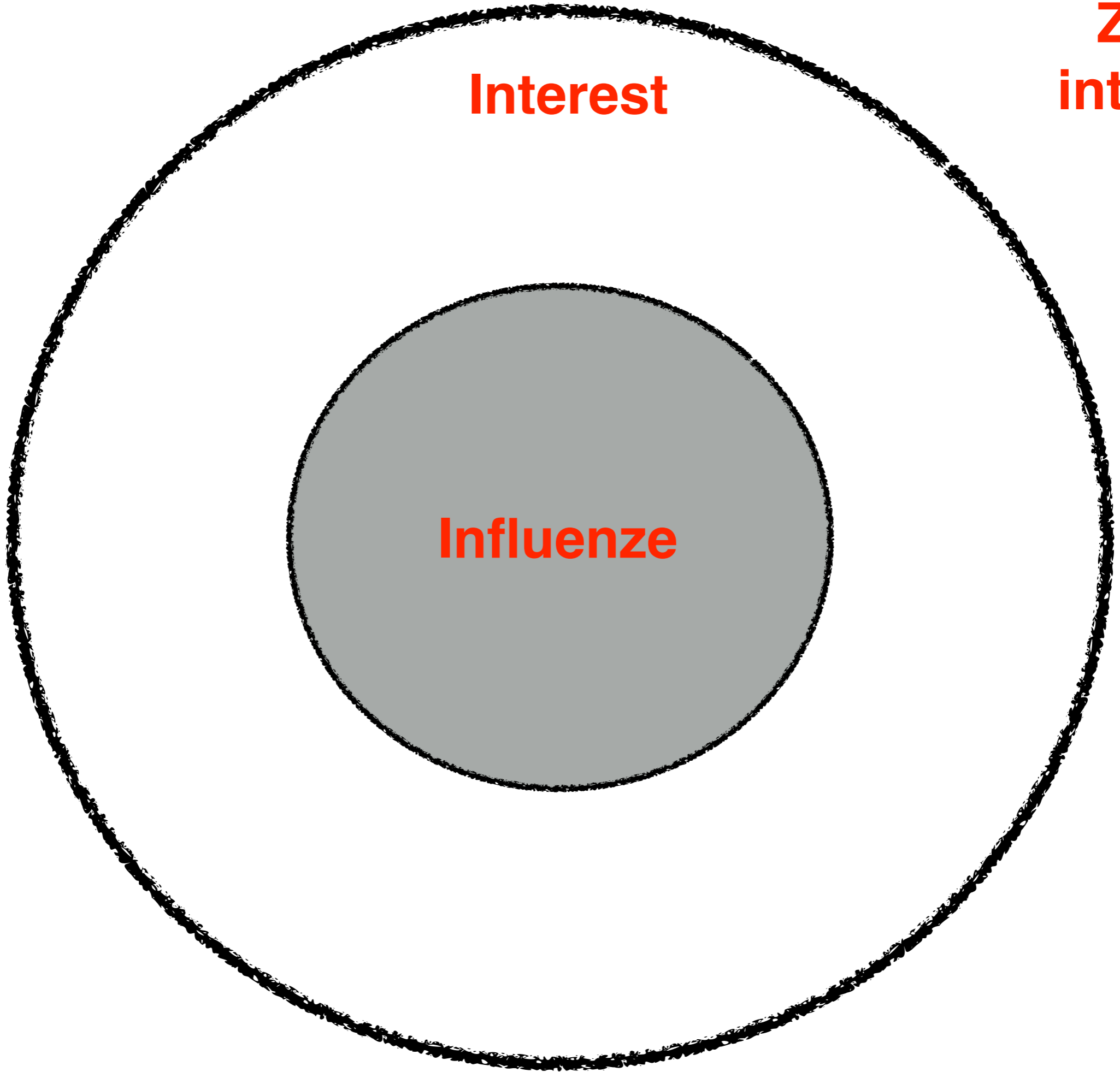
Playing The Victim



GRUMPY CAT

HappyWays Podcast
Episode 03:
An end to whining
and complaining

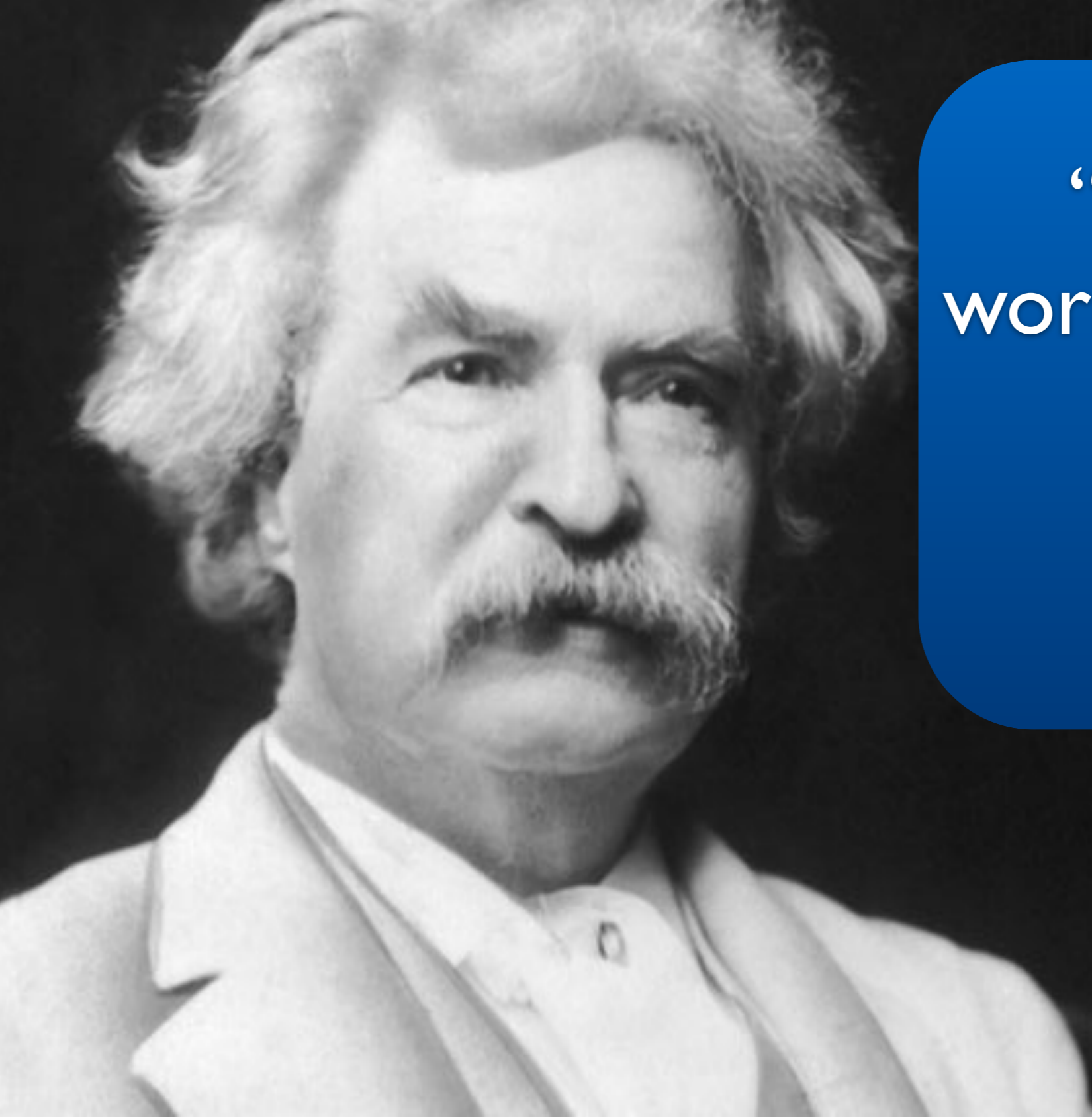
IS NOT IMPRESSED



Interest

**Zero
interest**

Influenze



“I’ve had a lot of
worries in my life, most
of which never
happened”
- Mark Twain

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



E + I = R



“We’ll have
to wait and
see...”







Change happened





1874 "Star" Roadster
This carriage was built in 1874 and is one of the earliest examples of a motorized carriage. It was built by the Star Carriage Works in Detroit, Michigan.

This Vehicle Adopted By:
Western Lake Erie Chapter SDC

TESLA

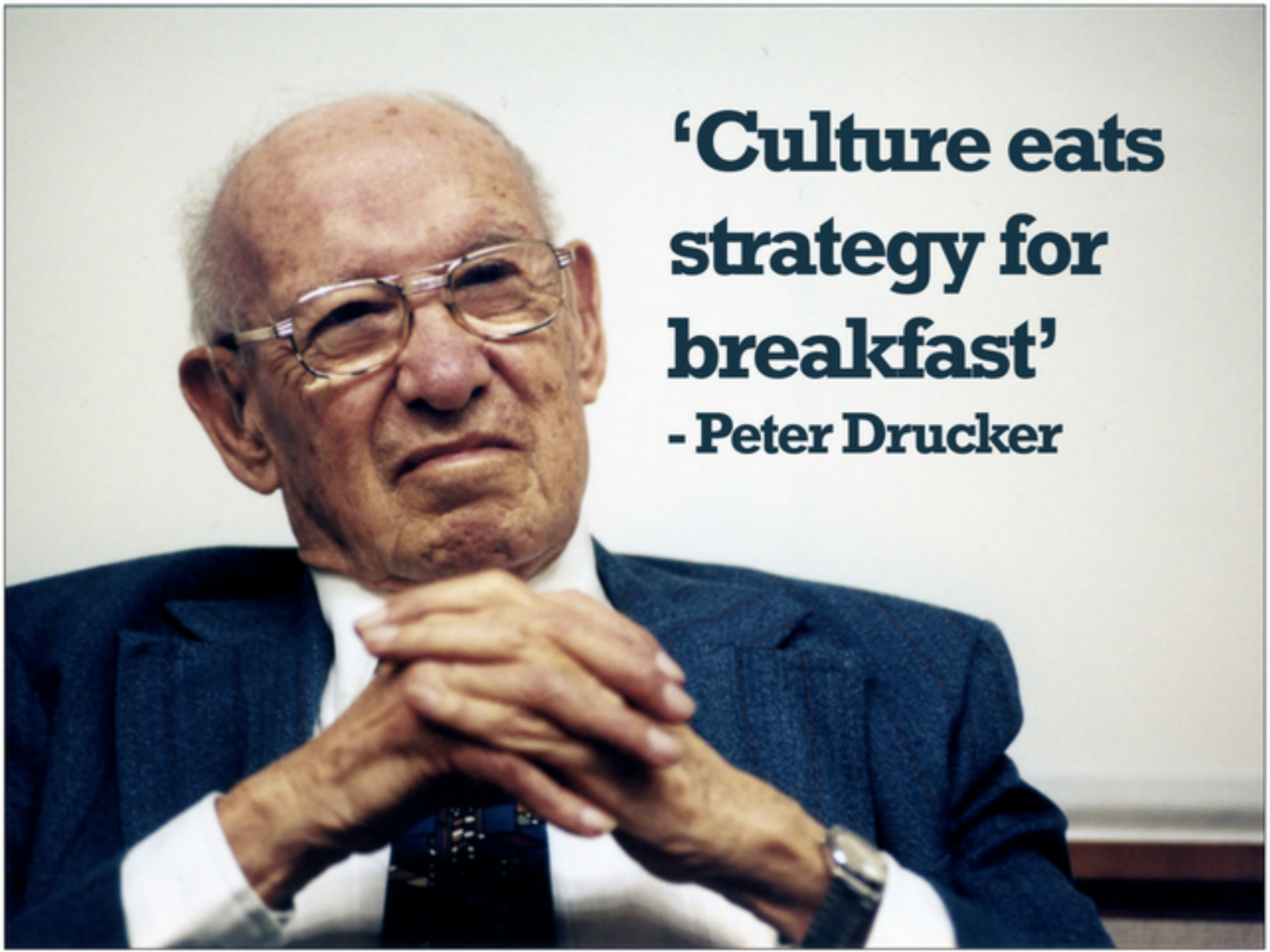


Key:
Willingness to
jump off the fence



Culture





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





Ohno's circle

Asking
“why?”



#83 Listen to your new people





“If you want
truly to
understand
something, try
to change it”
- Kurt Lewin

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



Focus & Flow



Protect your Prime Time



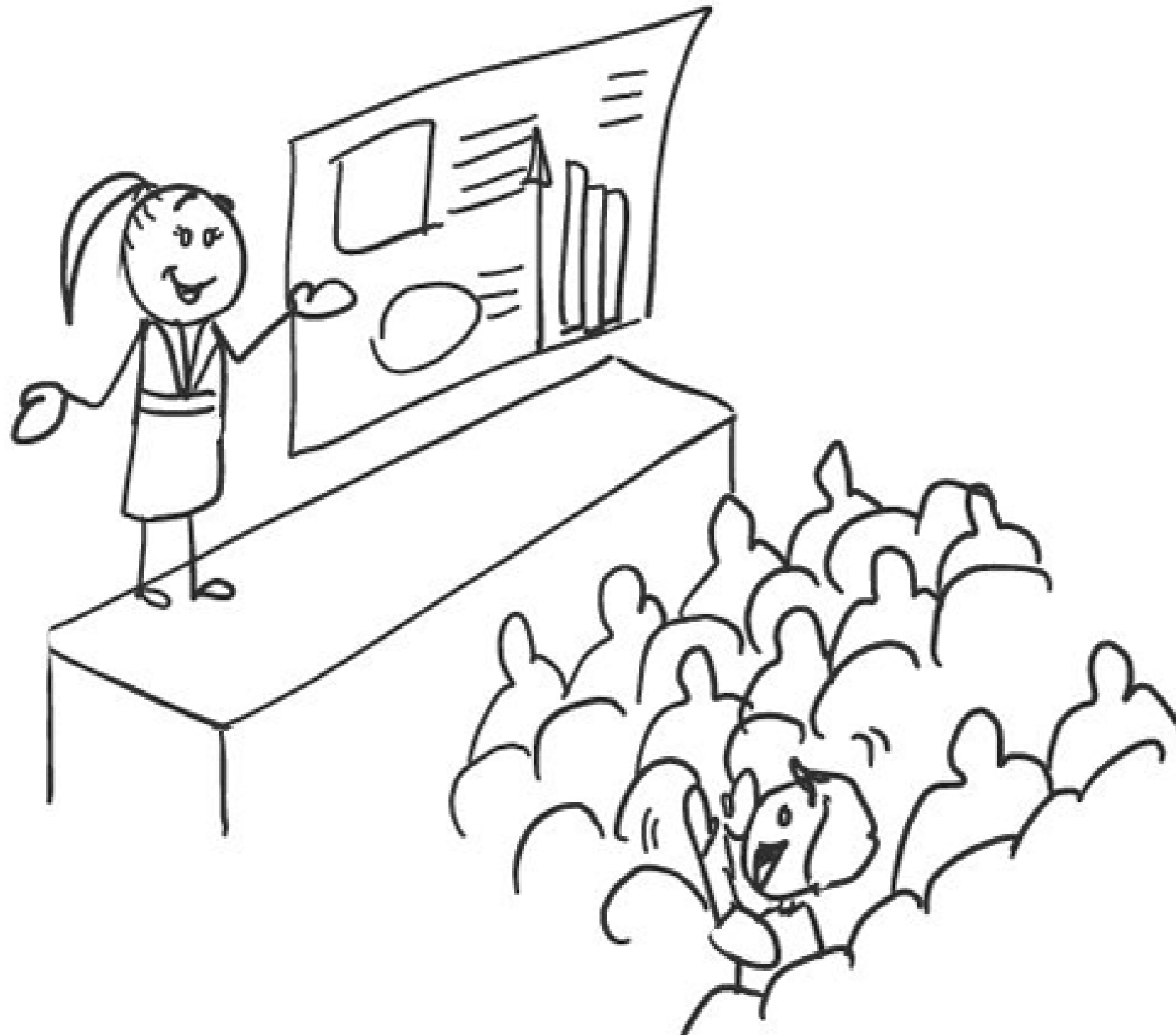
PRIME TIME

Silent hour?

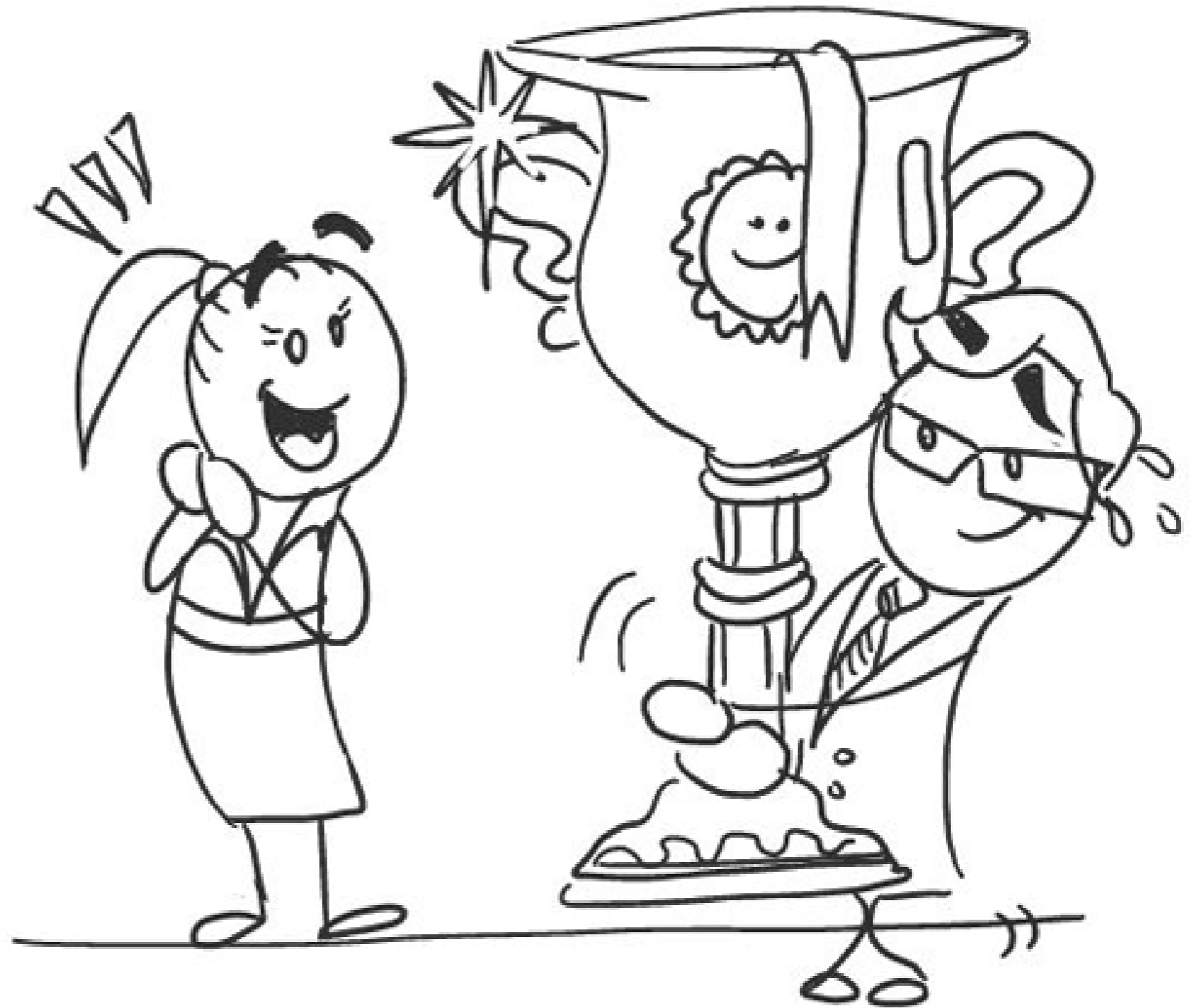




#58 Ambassadors

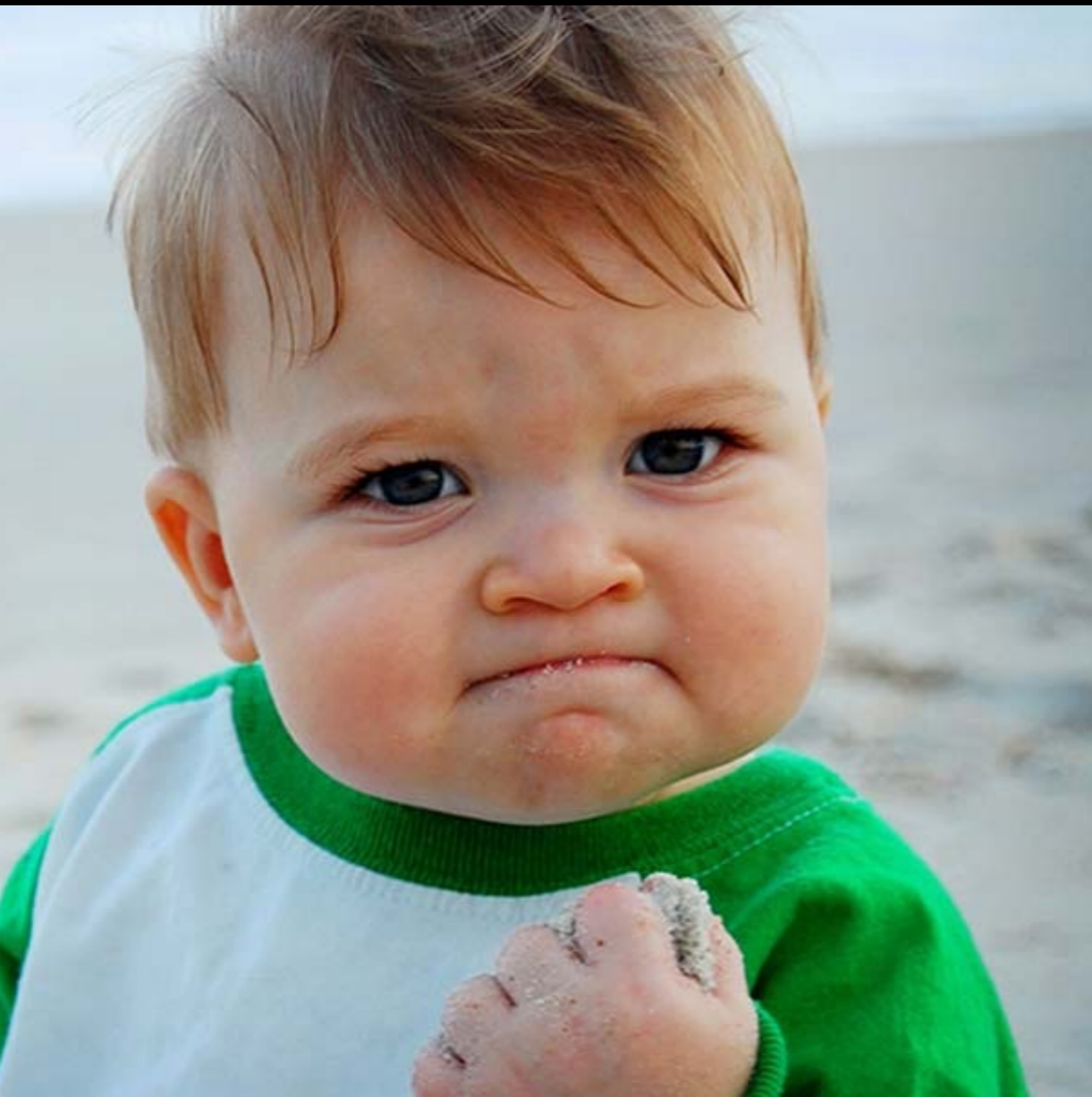


Celebrate success





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