

Happy at work

- Change, culture og other fun stuff

Evaxion, October 2022
with Jon Kjær Nielsen #jondk



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





**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

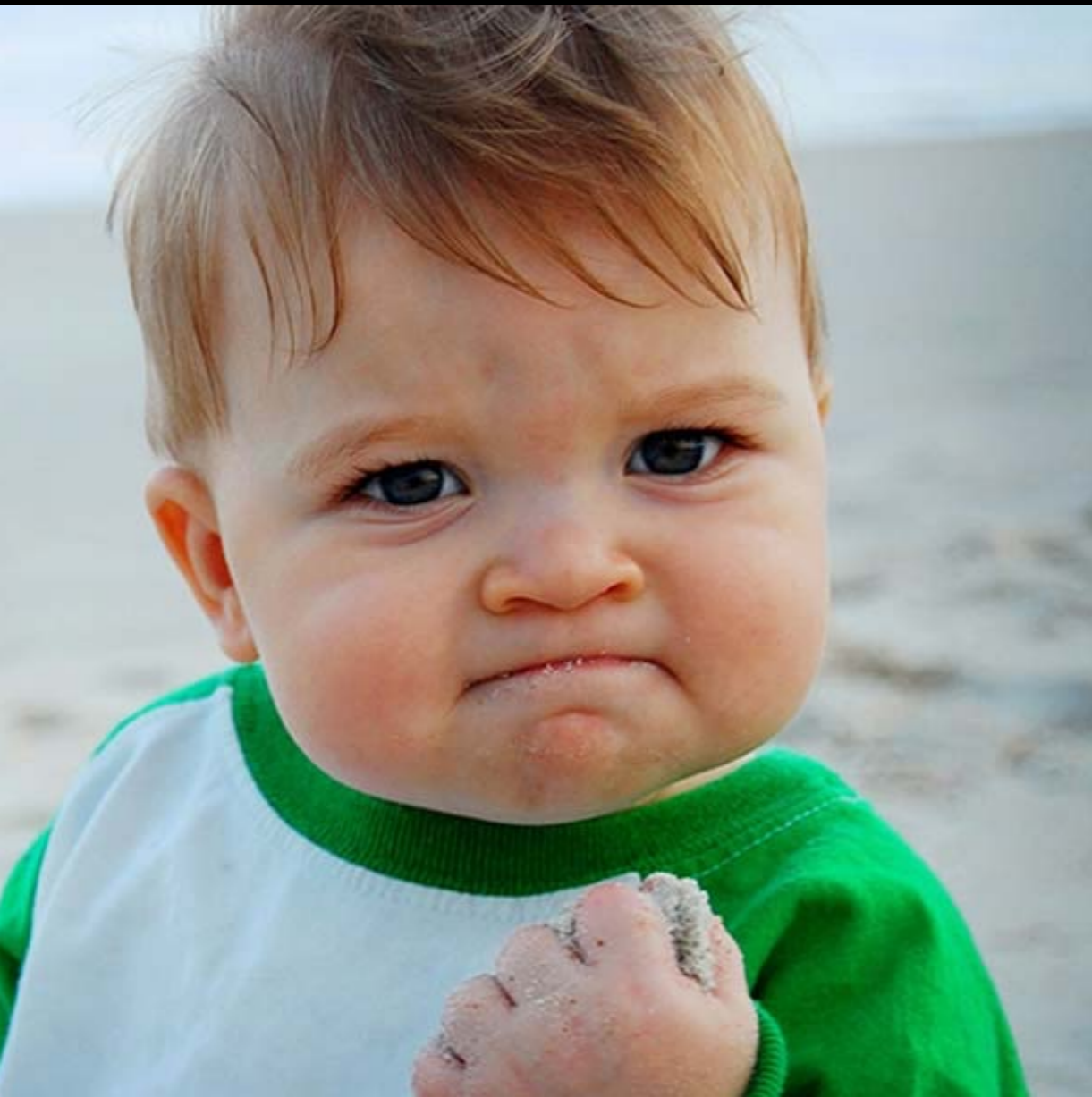
M.Sc. in engineering, 2002.
Former HR Specialist.

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



Sales:

Optimistic salespeople
bring in 88% money

See: Learned Optimism, by Seligman



Arbejdsglæde

How much...?



Reflection:
Think about a really
good day at work



SLUBR
SLUBR
SLUBR

ZZZ

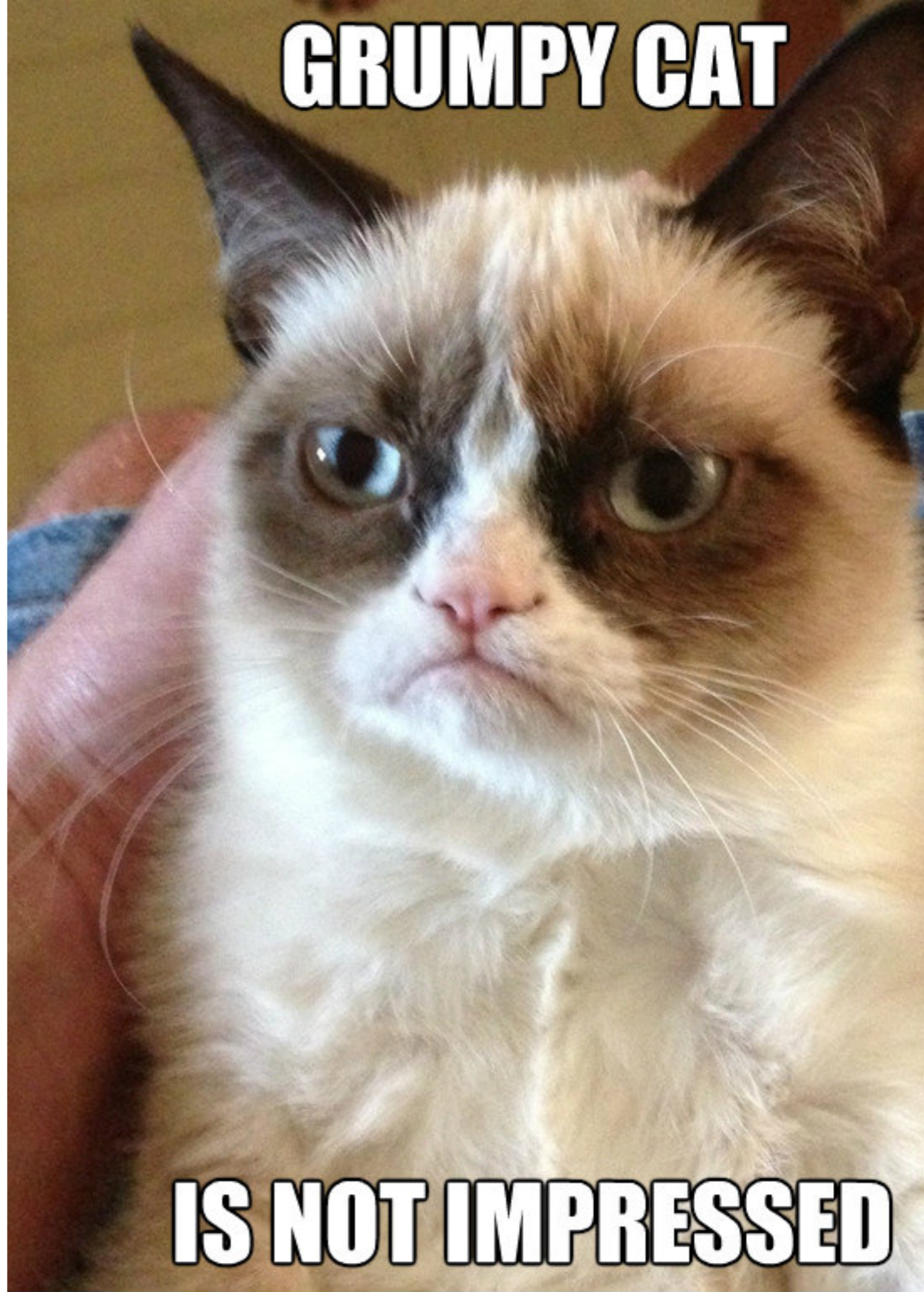
Covering the basics



Negative impact

- Poor Hygiene Factors
- Whining and complaining
- Lack of recognition

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



“We’ll have
to wait and
see...”









Change happened



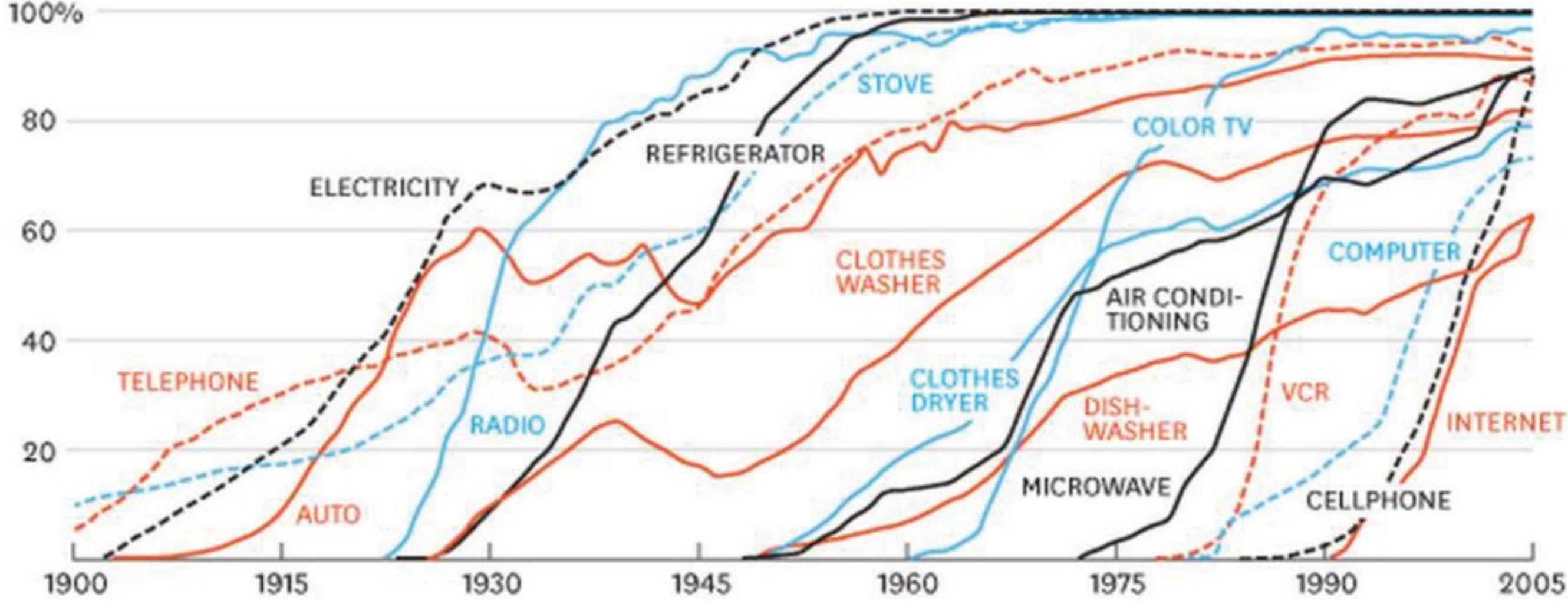
Fear & uncertainty

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

Disruption: We see it too late



PERCENT OF U.S. HOUSEHOLDS



SOURCE MICHAEL FELTON, THE NEW YORK TIMES

HBR.ORG

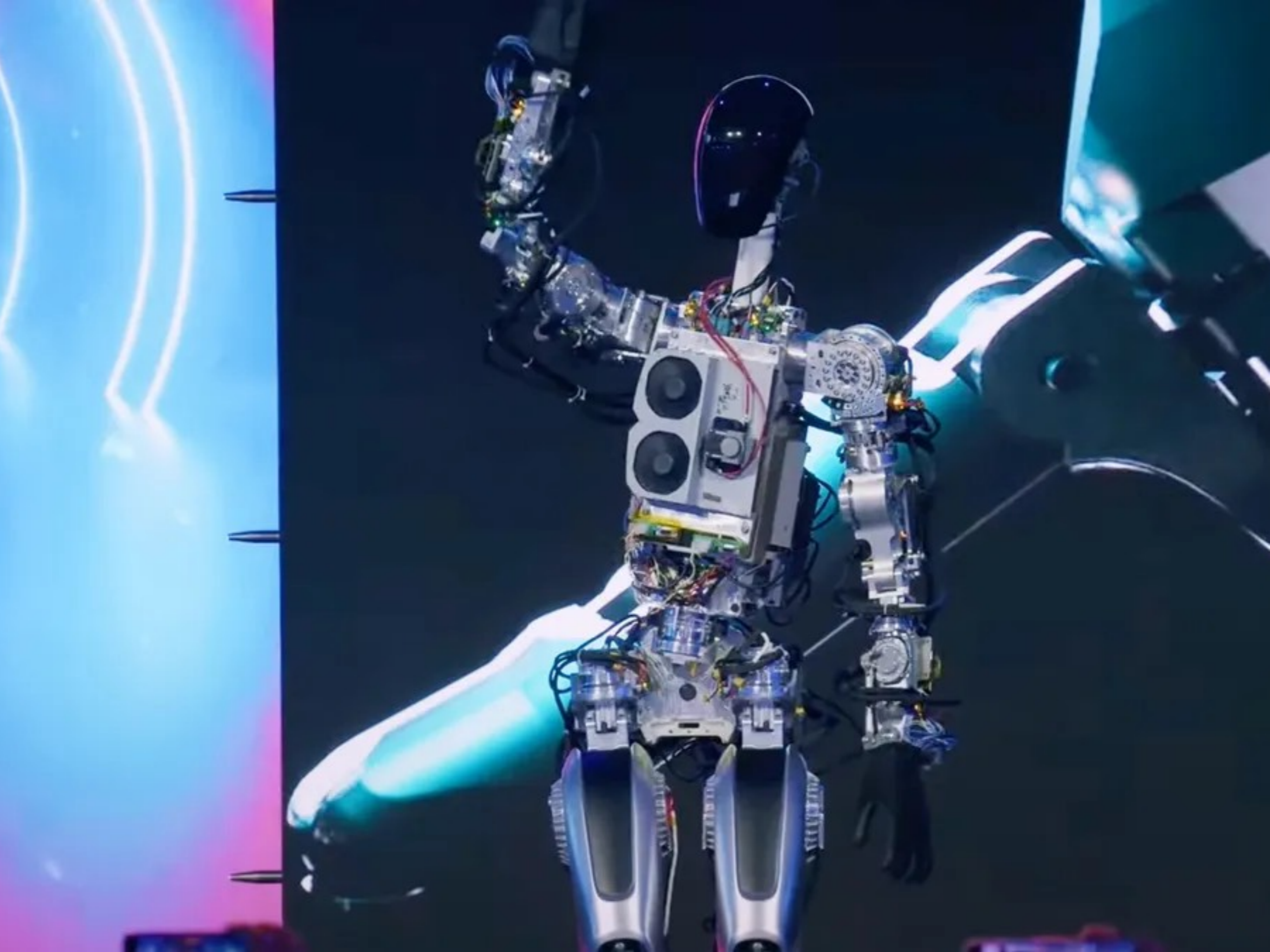


1874 "Star" Roadster
This carriage was built in 1874 and is one of the earliest examples of a roadster. It features a large canopy and is designed for passenger transport.

This Vehicle Adopted By:
Western Lake Erie Chapter SDC

TESLA





VORES FOKUS

[SLUT MED RUSSISK GAS](#)[MÅNEREJSEN](#)[PFAS](#)[KRIGENS TEKNOLOGI](#)[POWER-TO-X](#)[ING/TECH WEEKLY](#)[NJALS T.](#)[FLERE >](#)

Kæmpe vertikal farm i Taastrup vil disrupte fødevarerproduktion



(Illustration: Hjalte Josefsen)

I en lagerhal i udkanten af Storkøbenhavn bliver salaterne dyrket under nøje tilrettelagte forhold og stimuleret med musik. Produktet er friskt og velsmagende, men kan ikke konkurrere på pris.

Job fra **JOBFINDER**



Application Specialist –
Process Optimization /
Rheology



Technical Project
Manager



Rollout Lead in the
Signalling Programme



VVS-tekniker, VVS-
installatør eller ingeniør
til inspektion og...



Seniorkonsulent til
Betoncentret på
Teknologisk Institut



Sektionsleder til Drift
Fjernvarme Ledningsnet

IMPOSSIBLE™ WHOPPER®

100%
WHOPPER®
0% BEEF



*Seba:
We're past
Peak Cow*

Available at participating St. Louis restaurants. Patty made from plants.

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Real milk - no cow

**PRECISION
FERMENTATION**

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



Real milk - no cow

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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



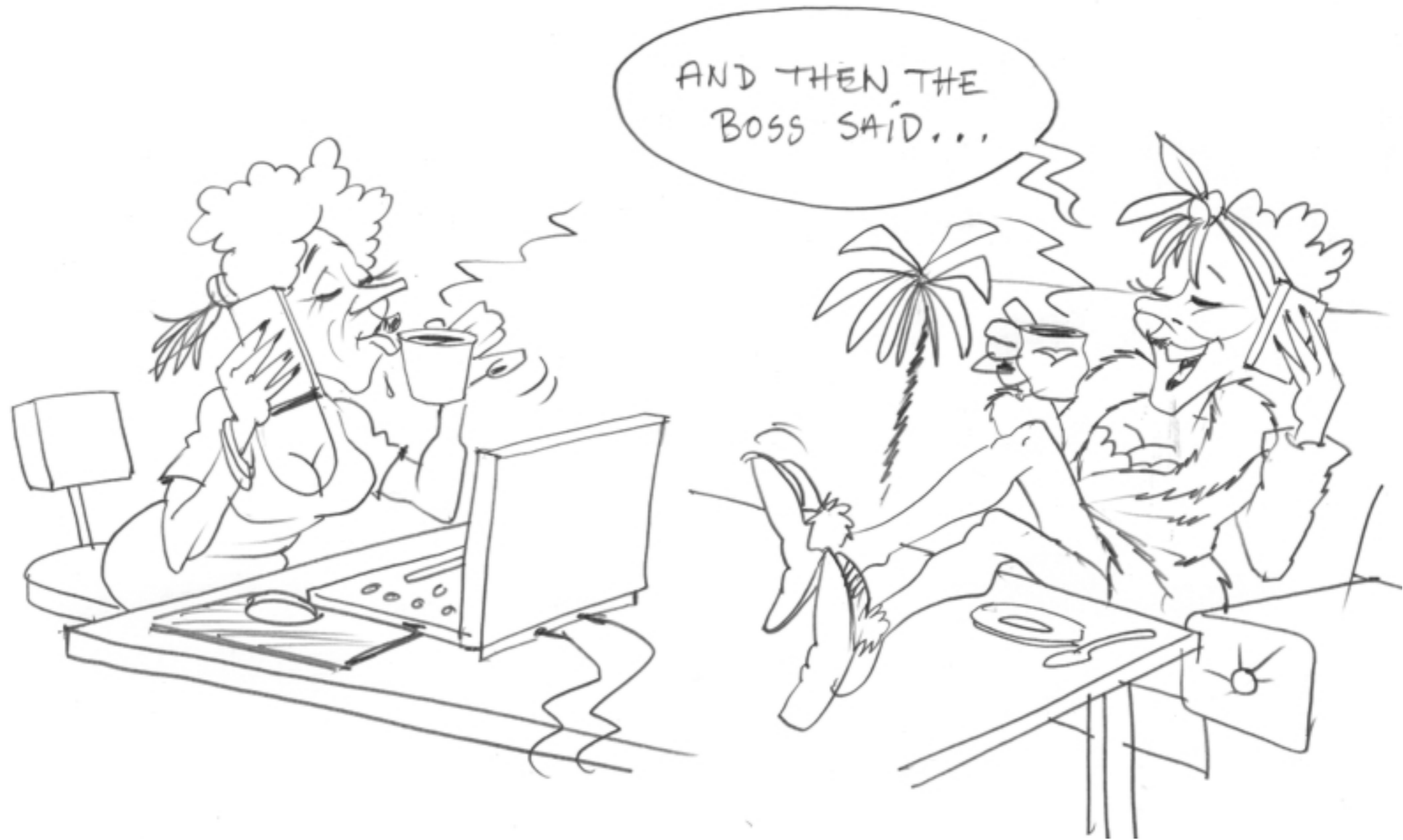
Relationships



#2 Ask someone on a DATE



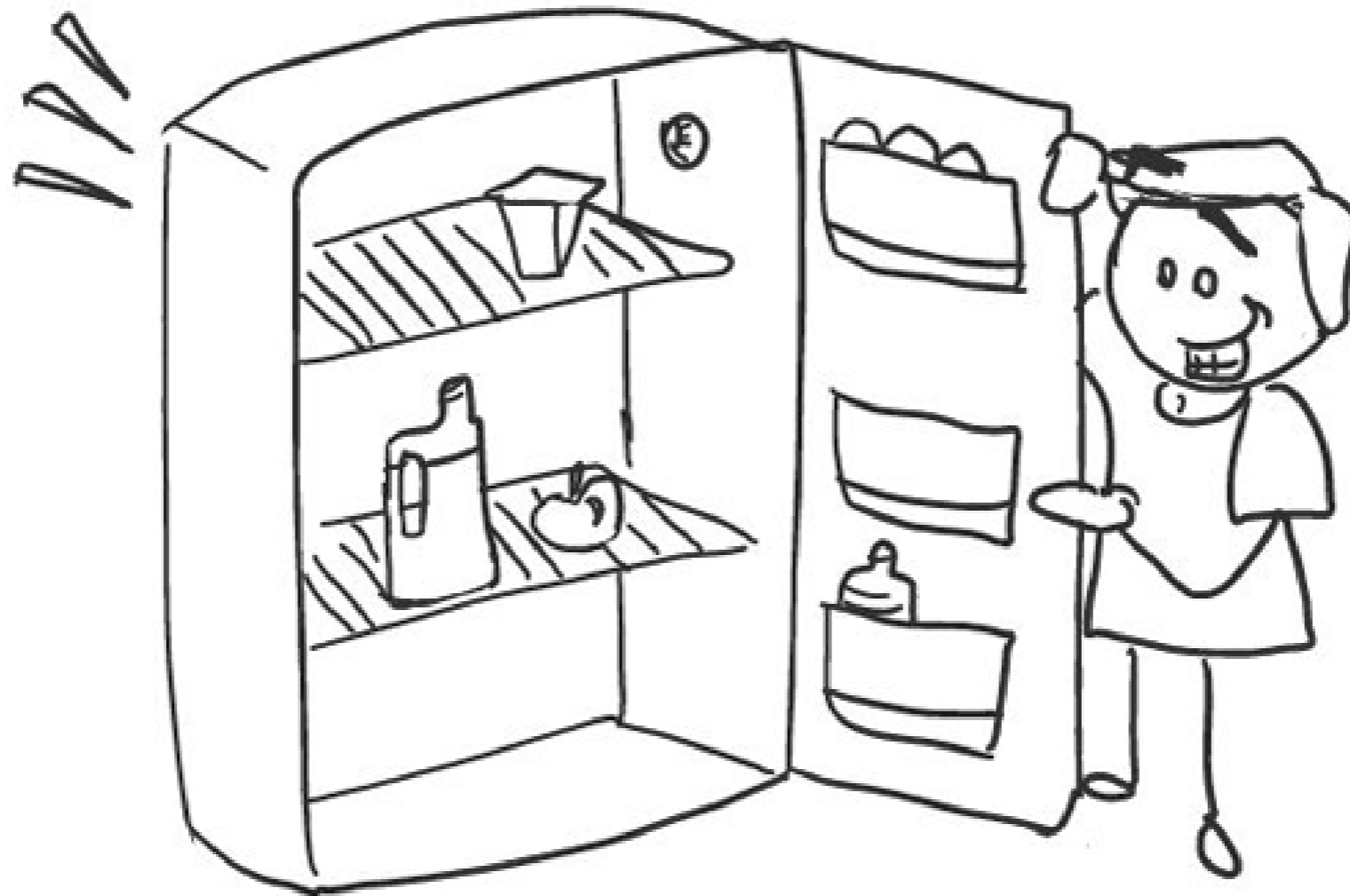
Coffee on the phone



Change jobs



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

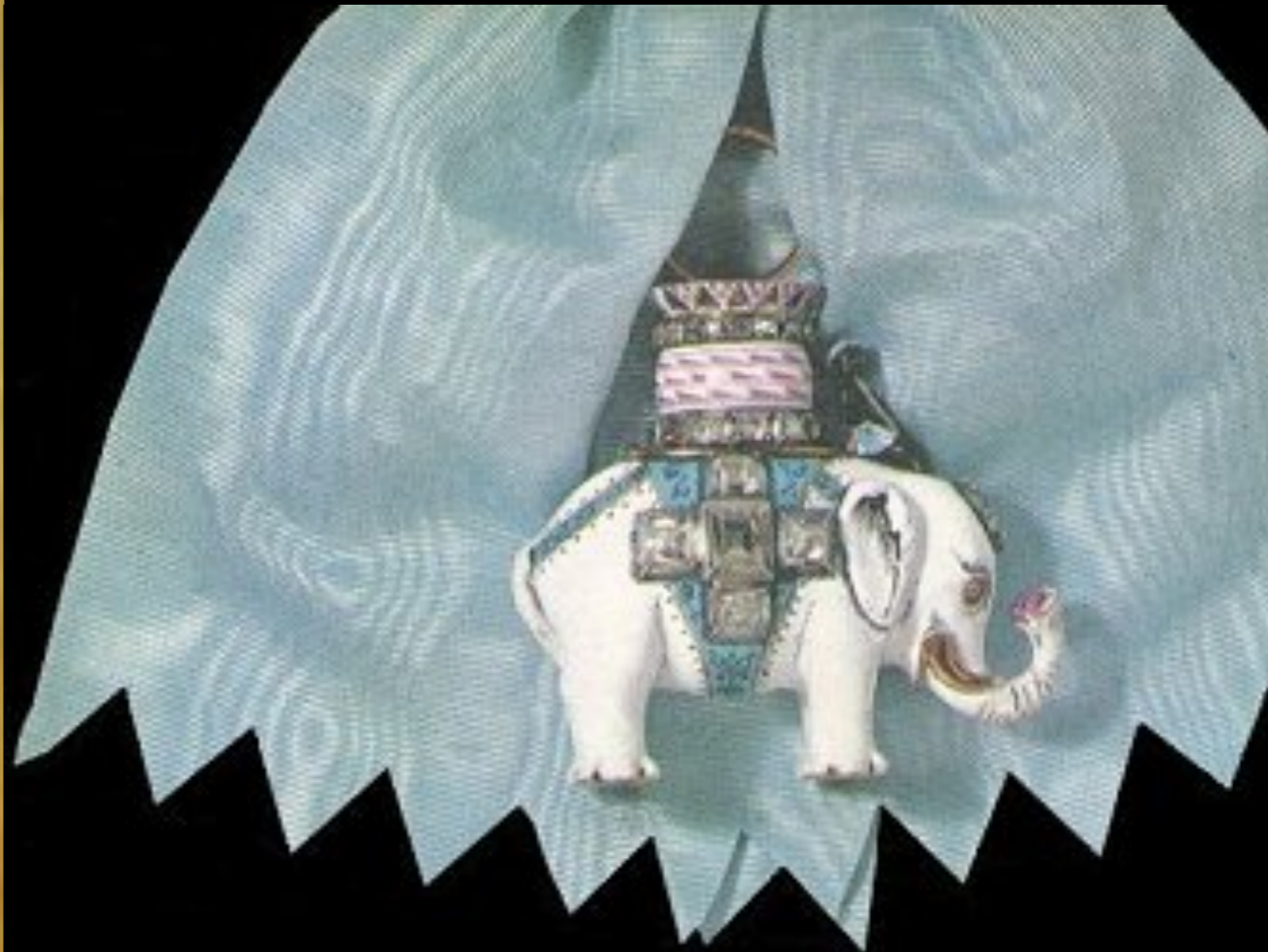


Recognition

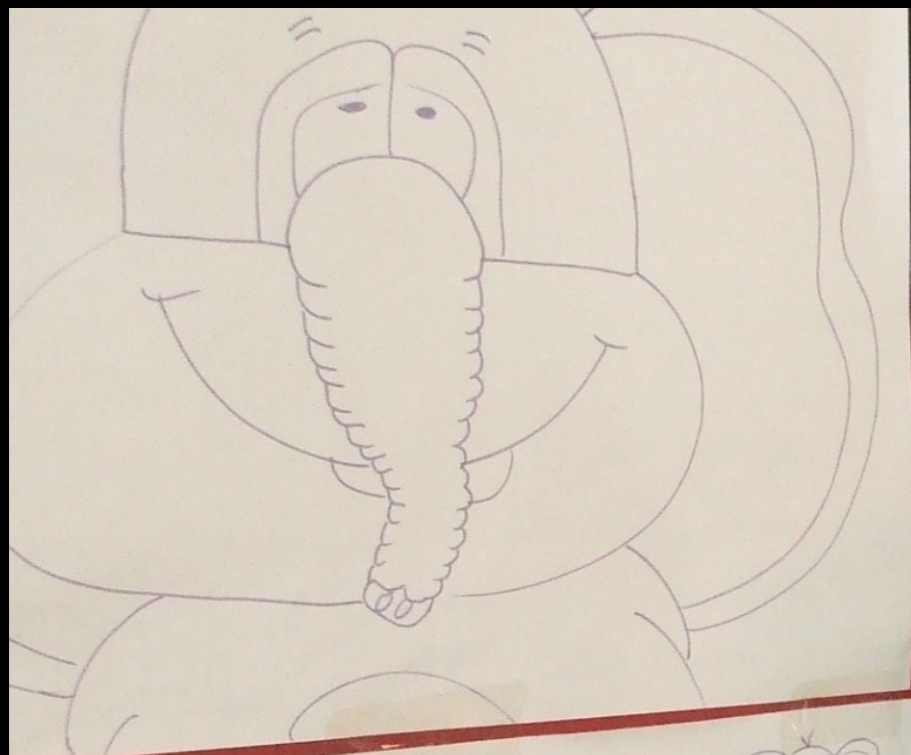


The Rose Day





#33 Order of the Elephant



ELEFANT-ORDENEN

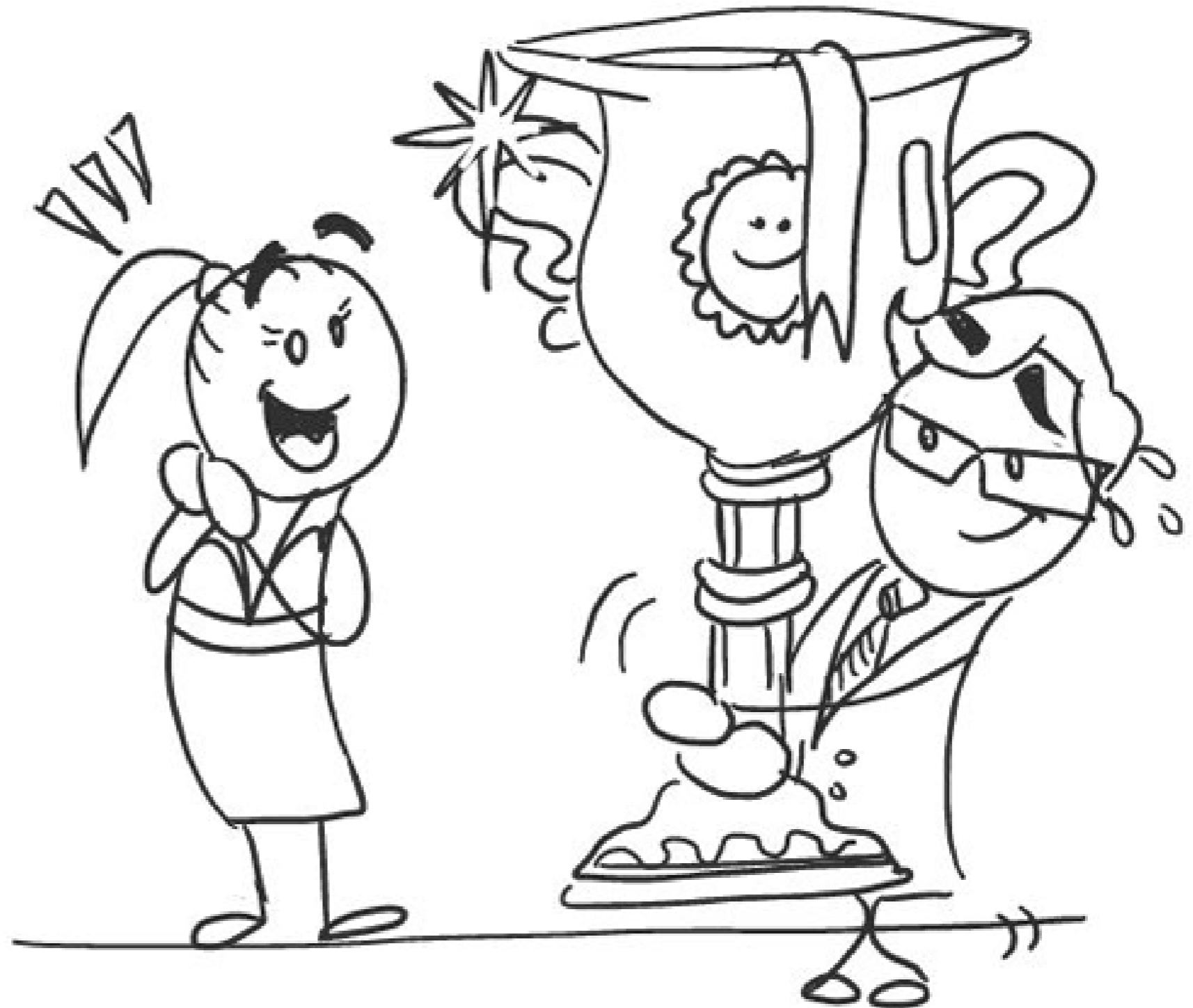
SADAN GØR DU:

- ⇒ 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?



Celebrate success





Sense of direction & Proper focus



**BEST TIME
EVER TO GET
BRACES!**



Smile at the World
ORTHODONTICS

SmileAtTheWorld.com

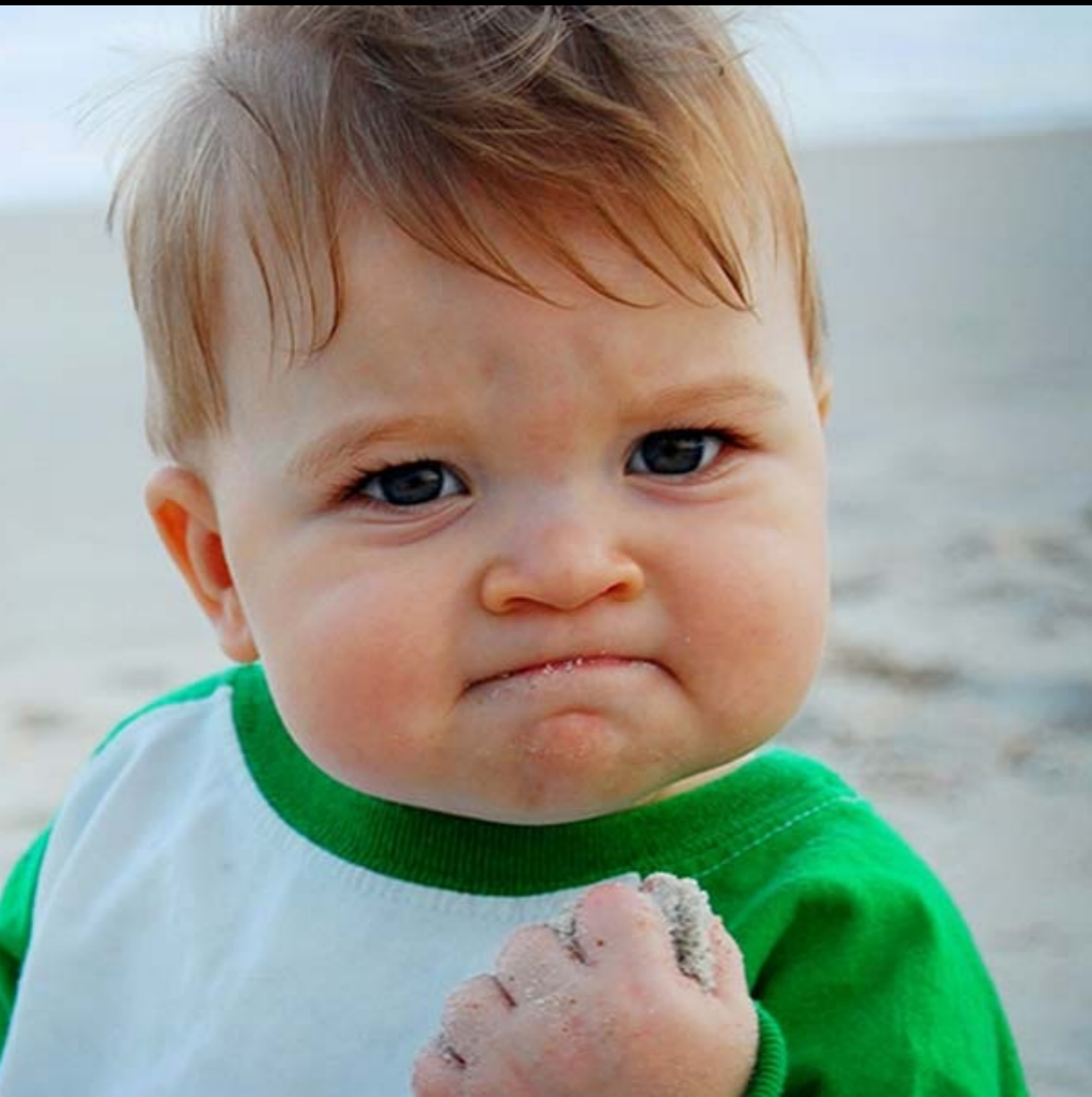


LAMAR



Key to life:
There are no
new problems

Take action for better days



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