Happy at work - Change, culture og other fun stuff

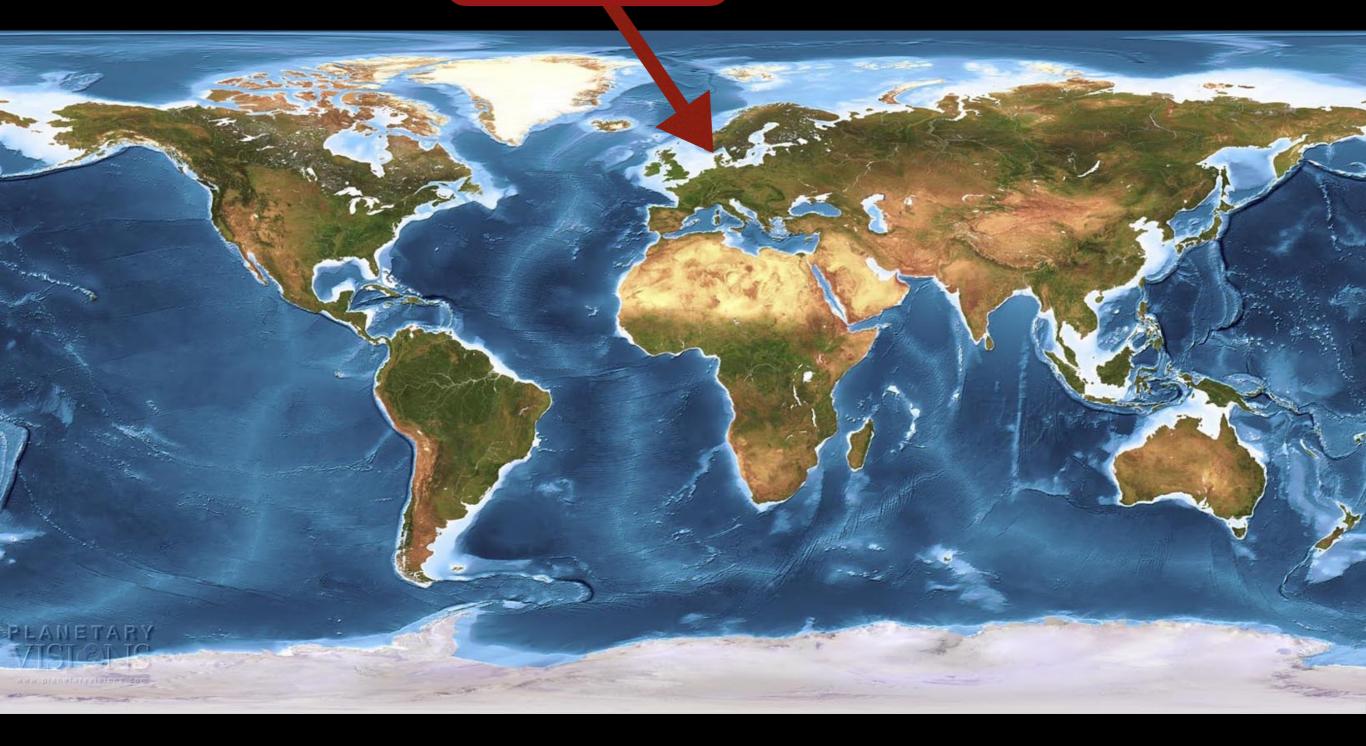
Boehringer Ingelheim, January 2022 with Jon Kjær Nielsen #jondk



<u>More materials:</u> jon.dk/boehringer-ingelheim







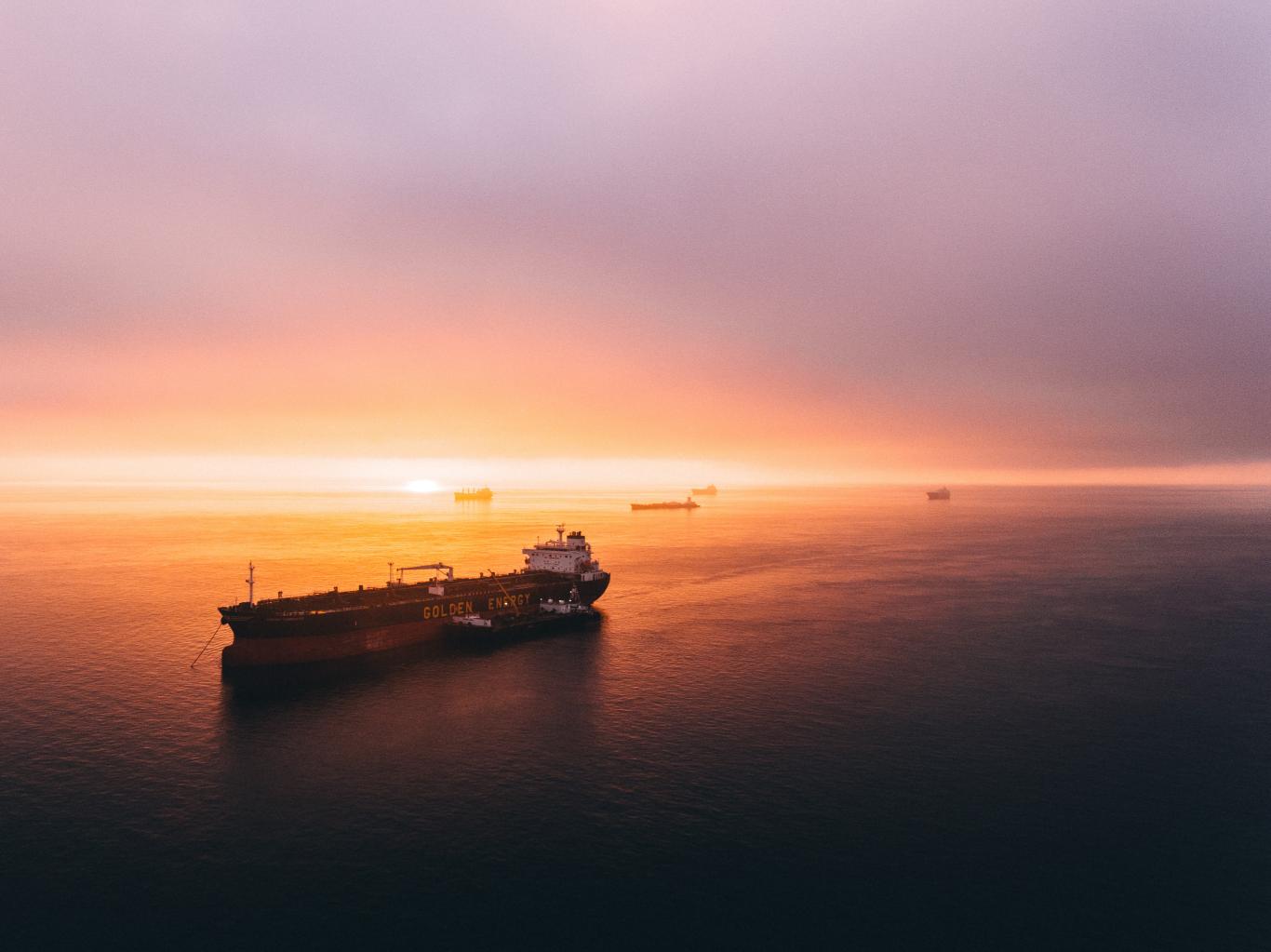


Welcome to the world's happiest nation*

That calls for a arlsberg



Arbeidsglæde [arh-beids-gleh-de] = Work Happiness







Jon Kjær Nielsen Speaker & Author

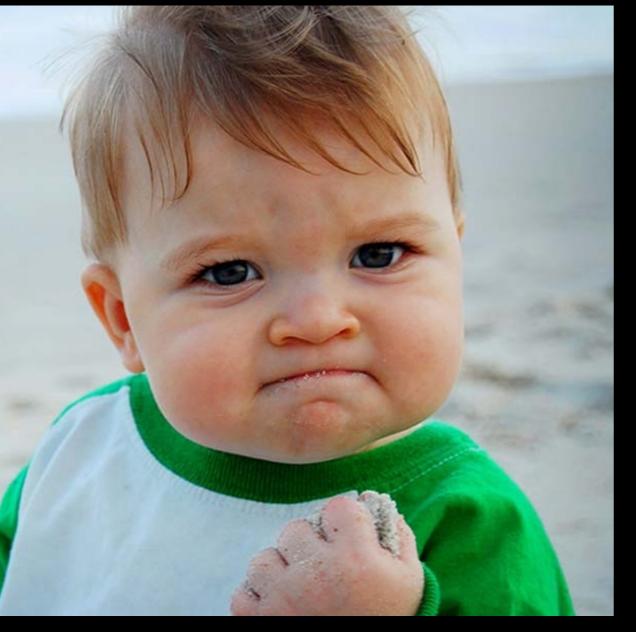
M.Sc. in engineering, 2002. Former HR Specialist.

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



Arbeidsglæde

How much. ?



<u>Reflection:</u> Think about a really good day at work



Covering the basics





Negative impact

Poor Hygiene Factors
Whining and complaining
Lack of recognition

Playing The Victim

VICTIM

GRUMPY GAT

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..."

QUICK





Change happened





NETFLIX



Disruption: We see it too late







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Key: Willingness to jump off the fence



'Culture eats strategy for breakfast' - Peter Drucker



#83 Listen to your new people



Relationships



#2 Ask someone on a DATE





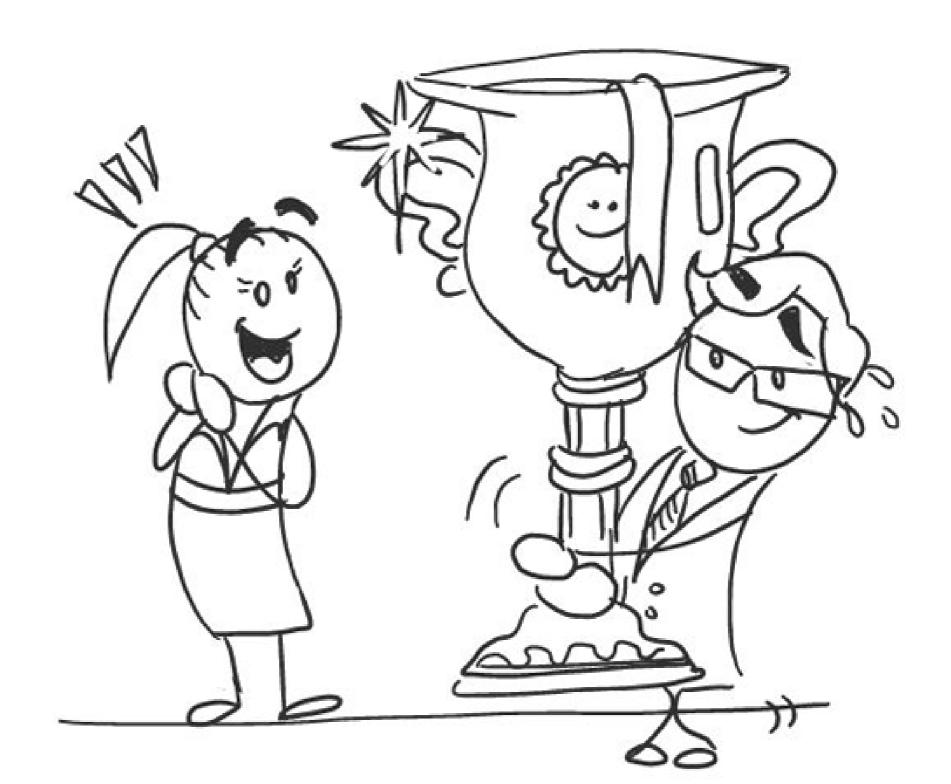
Show your fridge



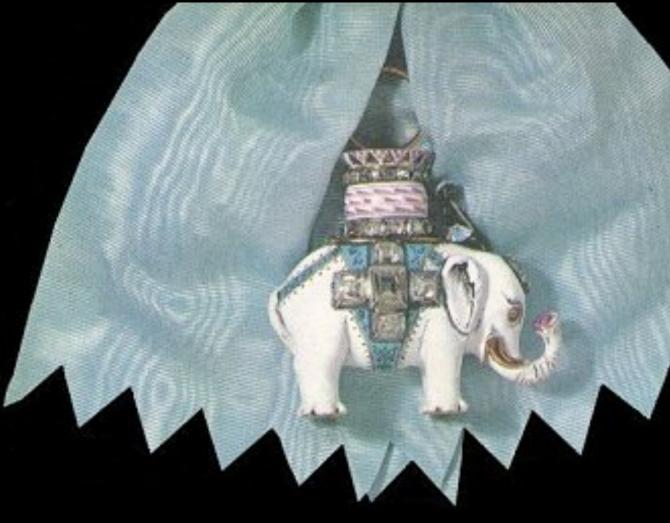
#26 Costume day



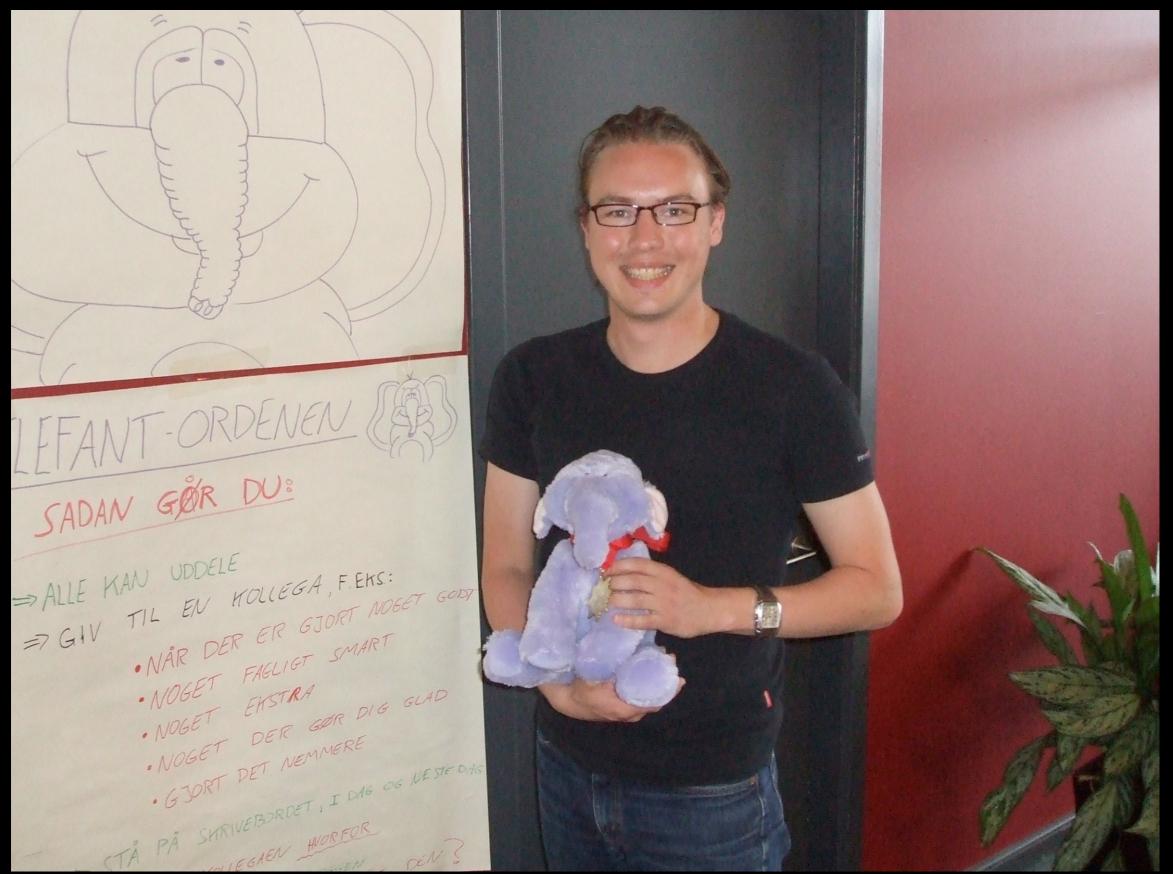
Recognition



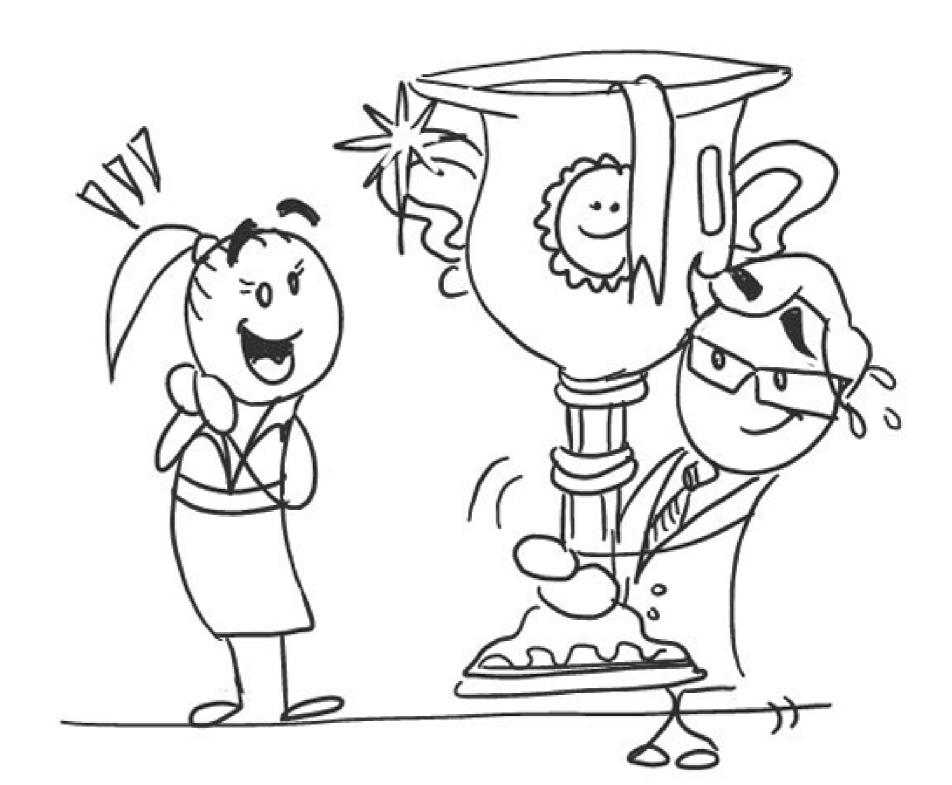




#33 Order of the Elephant

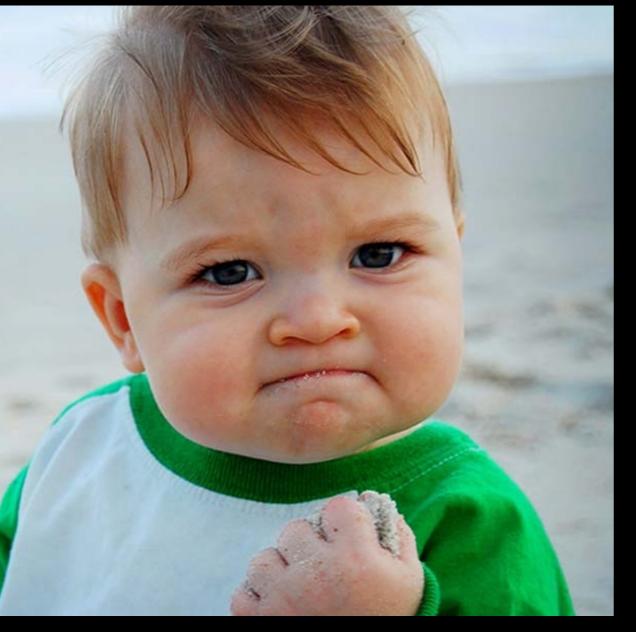


Celebrate success





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