







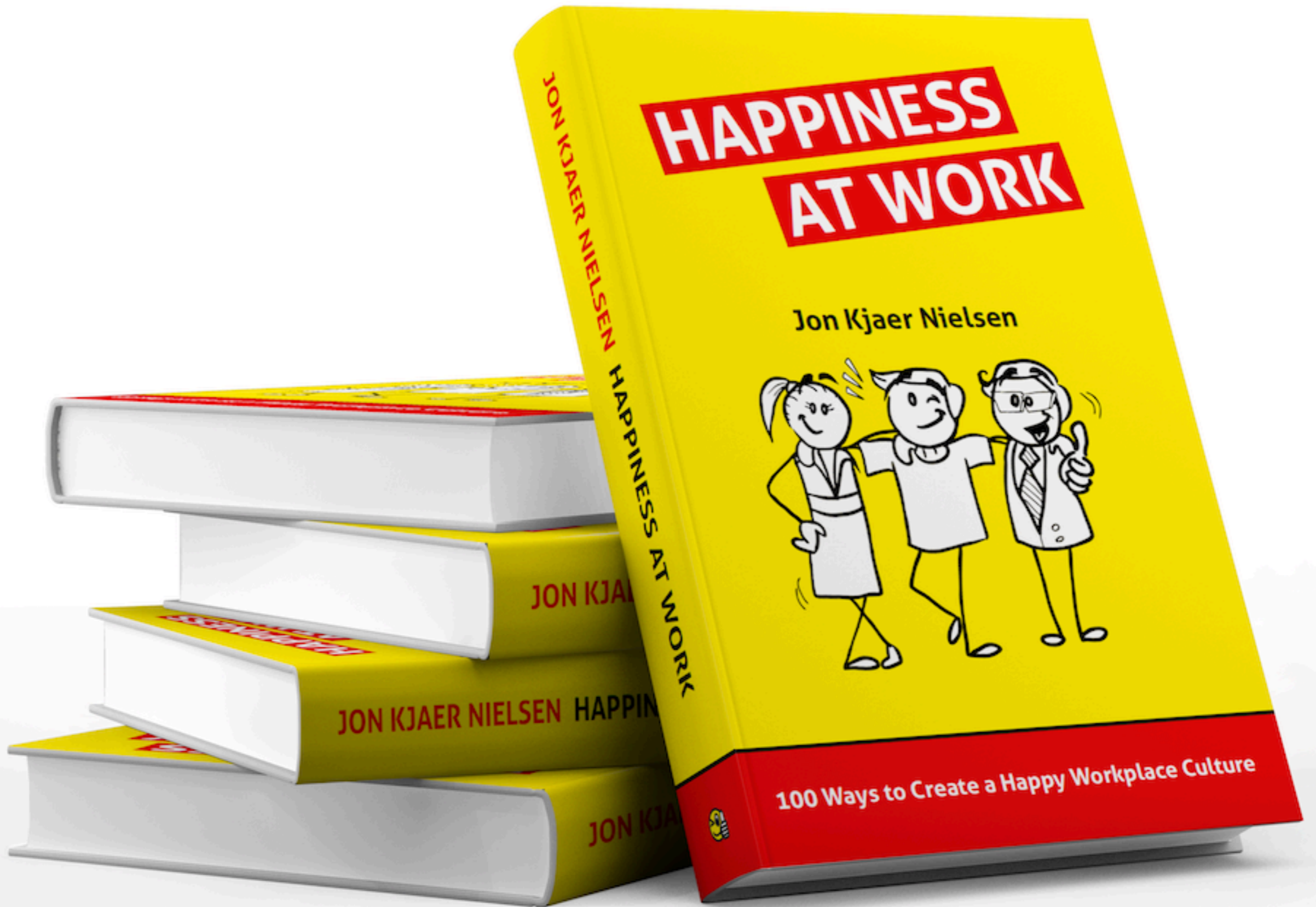
Jon Kjær Nielsen -
Speaker & Author

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

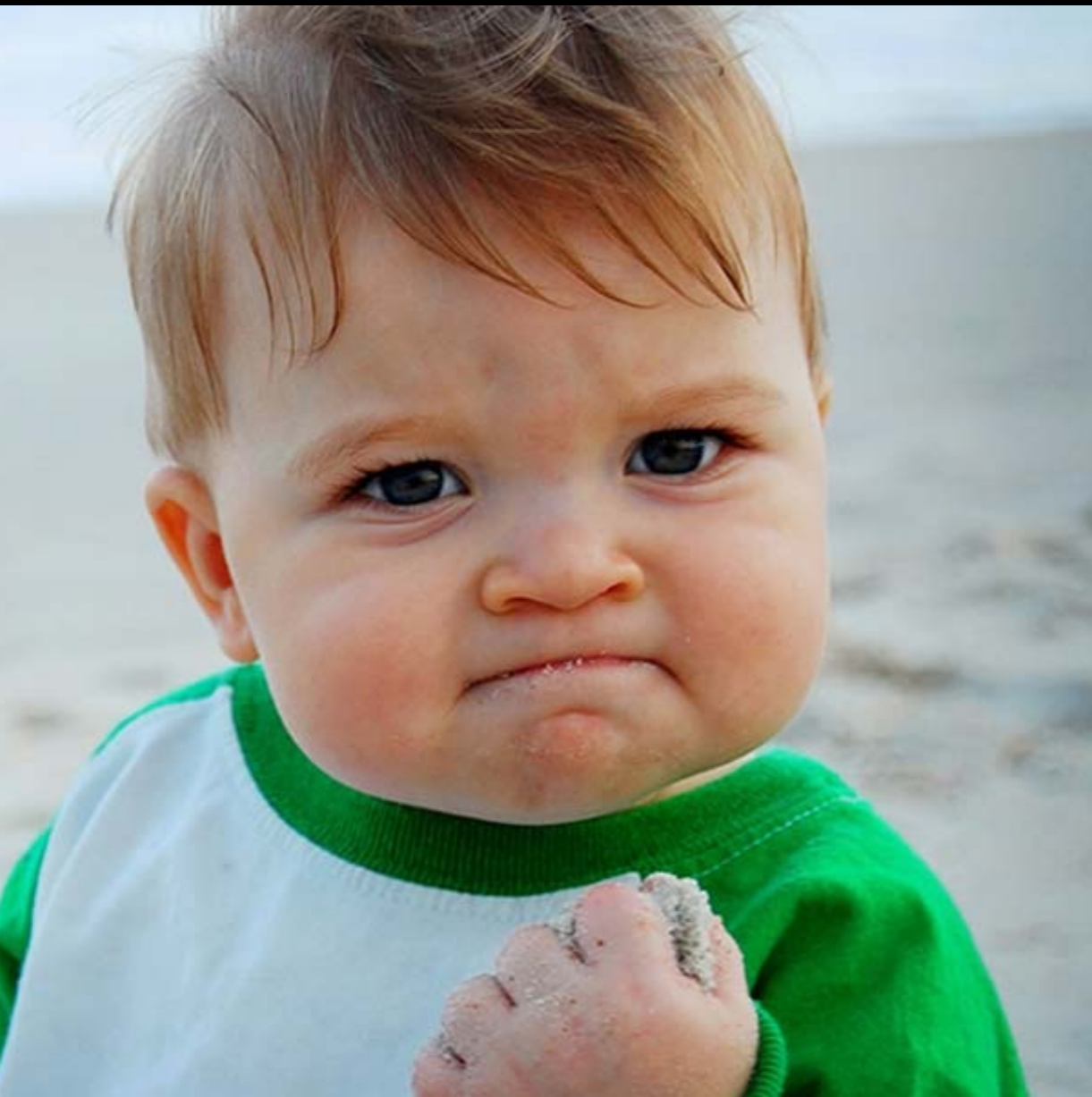
HAPPINESS AT WORK

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!

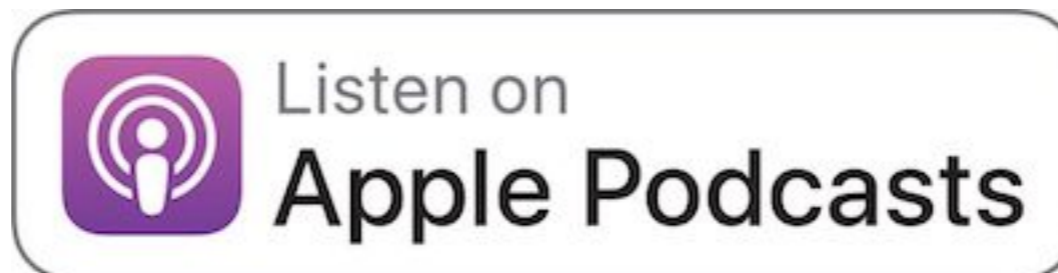
Interactive seminar + more tools

Go to: jon.dk/bec

- Vote via “Mentimeter”
- Input from discussions
- Get all results

Bonus:

- Today’s presentation
- free ebook: “The Happy Dozen”
- Podcasts, videos and more



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness

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





36.8°C



OMRON

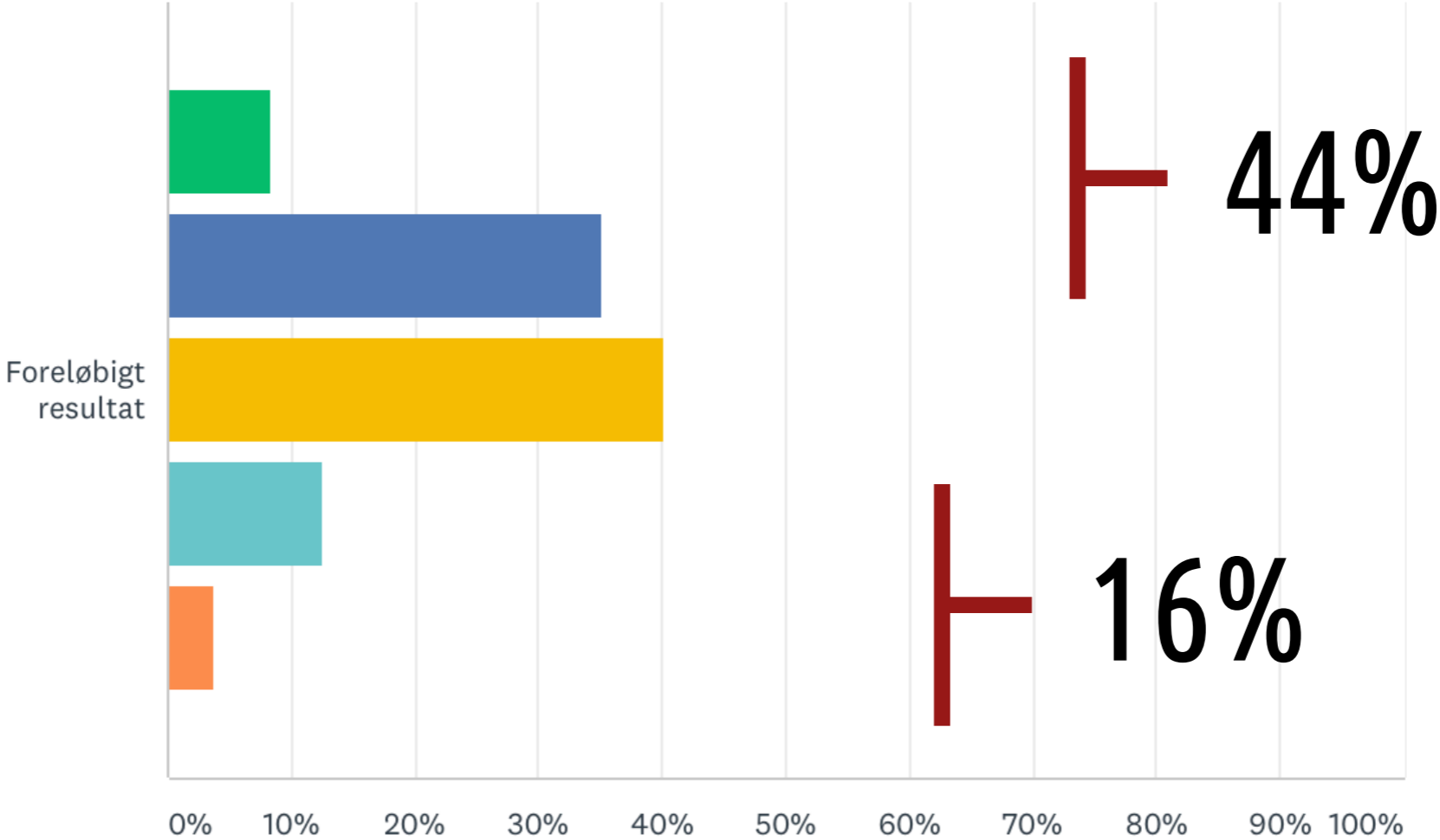
Productivity:

...happy doctors are
19% faster at making
an accurate
diagnosis...



Hvordan vurderer du din arbejdsglæde er påvirket under Corona-pandemien?

Besvaret: 698 Sprunget over: 2



- Meget lavere end før
- Lidt lavere end før
- Nogenlunde uændret
- Lidt bedre end før
- Meget bedre end før

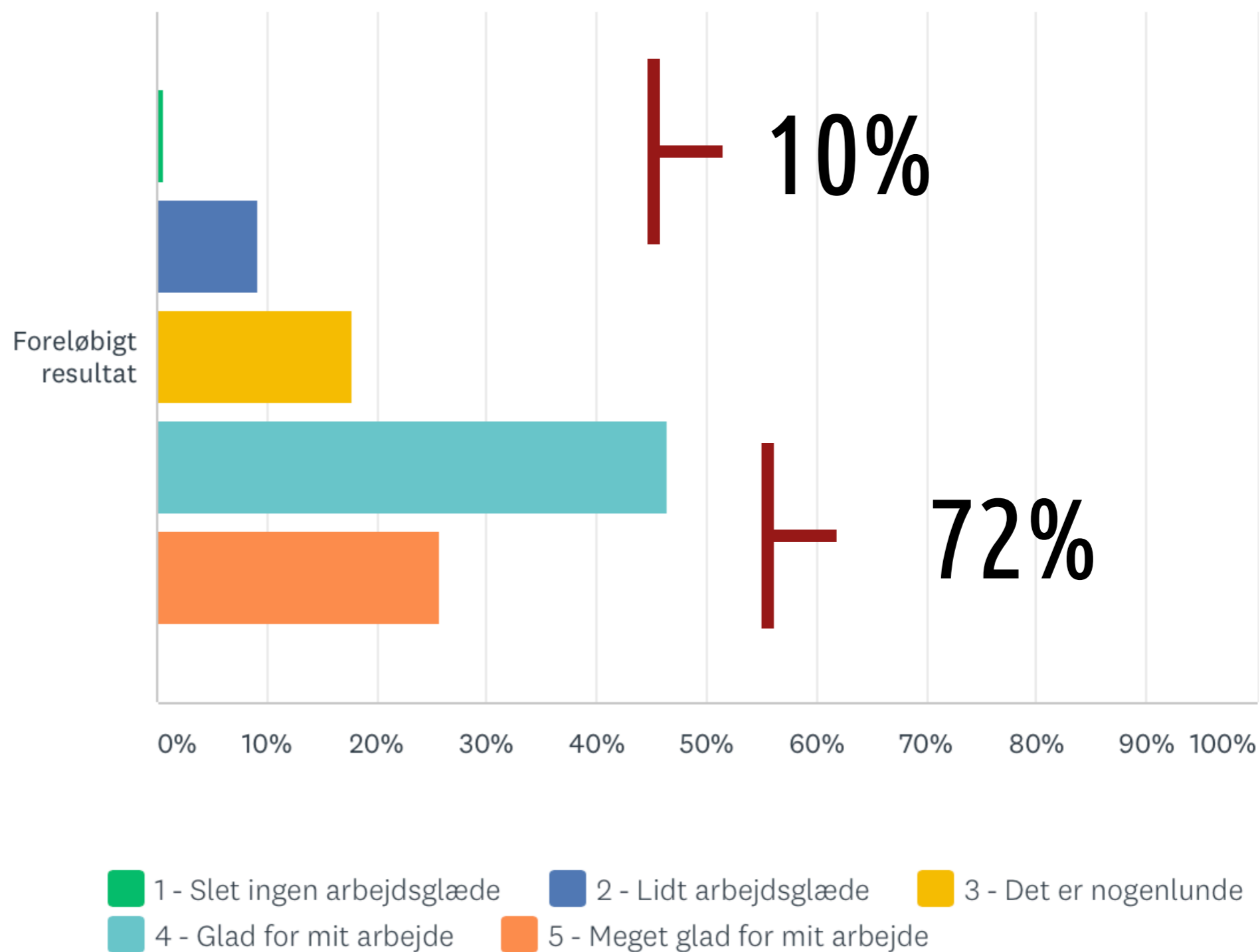
How happy....?

Vote on Mentimeter!

[jon.dk/bec](https://www.mentimeter.com/jon.dk/bec)

Hvor meget arbejdsglæde har du i dit nuværende arbejde, fra 1 til 5?

Besvaret: 699 Sprunget over: 1





Reflection:
Think about a really
good day at work

Relationships



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

- Describe the ideal colleague



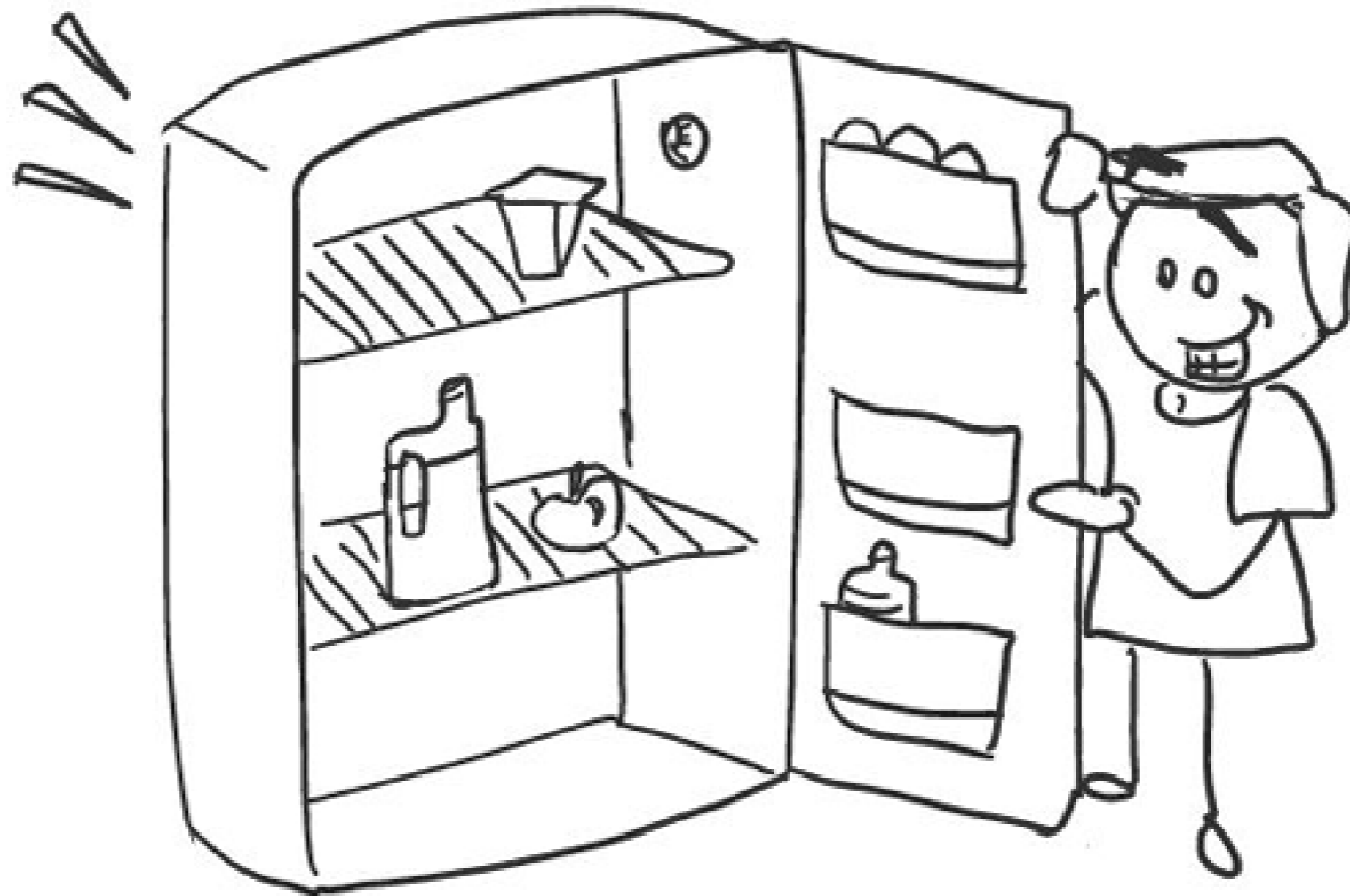
#2 Ask someone on a DATE



Coffee on the phone



Show your fridge



#26 Costume day



#18 Help me out



Socially distanced - not all bad?



Working from home

Vote on Mentimeter!

jon.dk/bec

Achievements



**Continuous
progress**

I GIVE UP



Shared wins



Harvest feast (or Midsommer 🇸🇪)



My Morning Ritual



www.cubidecoffee.com

Measure progress



PRIME TIME

Your Prime Time?

Vote on Mentimeter!

[jon.dk/bec](https://www.mentimeter.com/jon.dk/bec)

Proper focus



**BEST TIME
EVER TO GET
BRACES!**



Smile at the World
ORTHODONTICS

SmileAtTheWorld.com



LAMAR

I CANNOT CONTROL

(So, I can LET GO of these things.)

IF OTHERS FOLLOW THE RULES OF SOCIAL DISTANCING

THE AMOUNT OF TOILET PAPER AT THE STORE

I CAN CONTROL

(So, I will focus on these things.)

THE ACTIONS OF OTHERS

MY POSITIVE ATTITUDE

TURNING OFF THE NEWS

FINDING FUN THINGS TO DO AT HOME

HOW LONG THIS WILL LAST

HOW I FOLLOW CDC RECOMMENDATIONS

LIMITING MY SOCIAL MEDIA

MY OWN SOCIAL DISTANCING

MY KINDNESS & GRACE

PREDICTING WHAT WILL HAPPEN

HOW OTHERS REACT

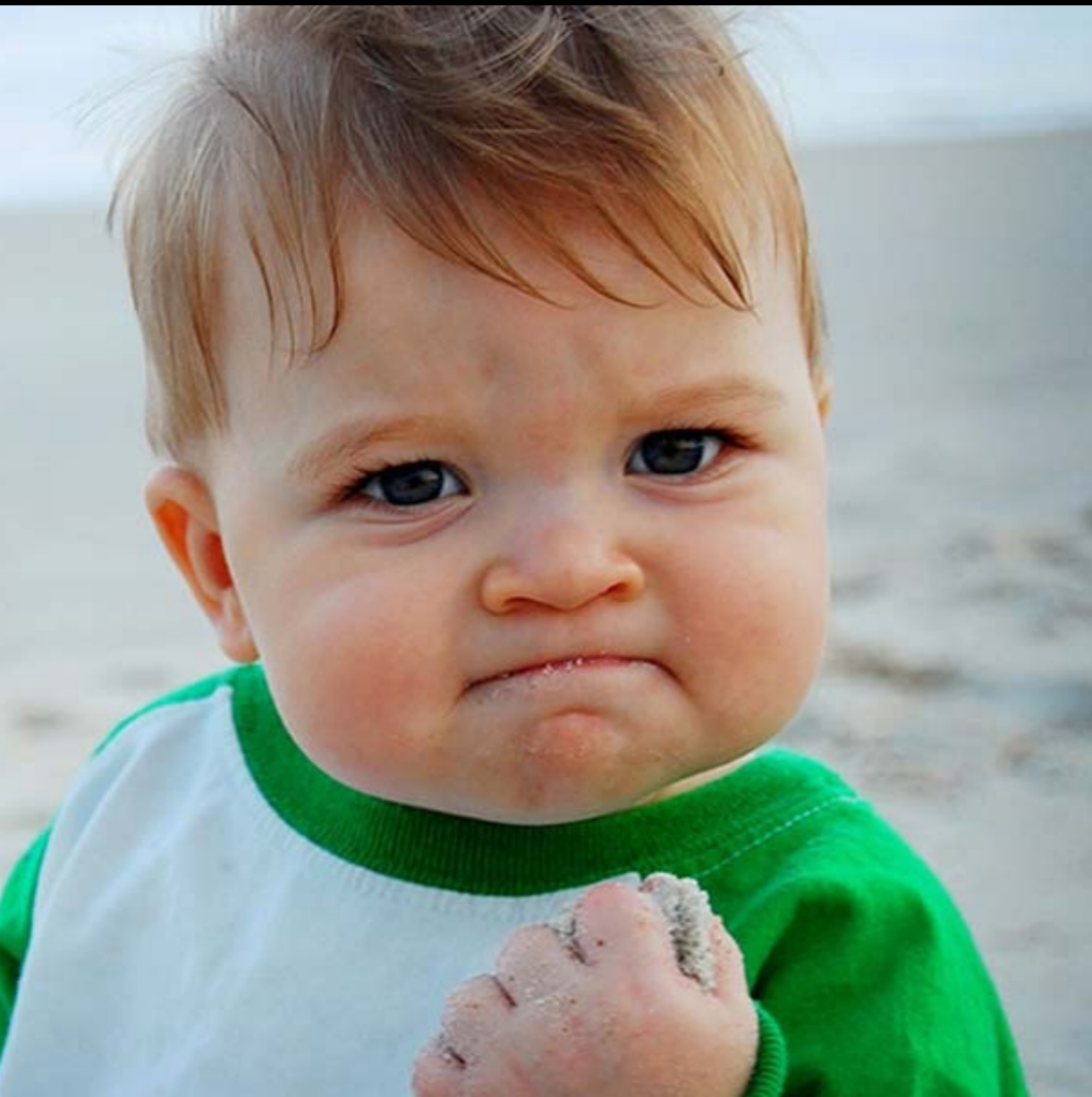
OTHER PEOPLE'S MOTIVES





Key to life:
There are no
new problems

Take action for better days



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

Break

(dancing welcomed)





Back to the office

Or:

Starting over, at the office

Rebuild how?



Improving, by building on what works

Question, for breakout rooms:

What did the pandemic reveal to us, in terms of strengths and hidden capabilities?

...what worked well?

...what are we great at?

...what came as positive surprises?



What worked well?

Vote on Mentimeter!

[jon.dk/bec](https://www.mentimeter.com/jon.dk/bec)

“We’ll have
to wait and
see...”



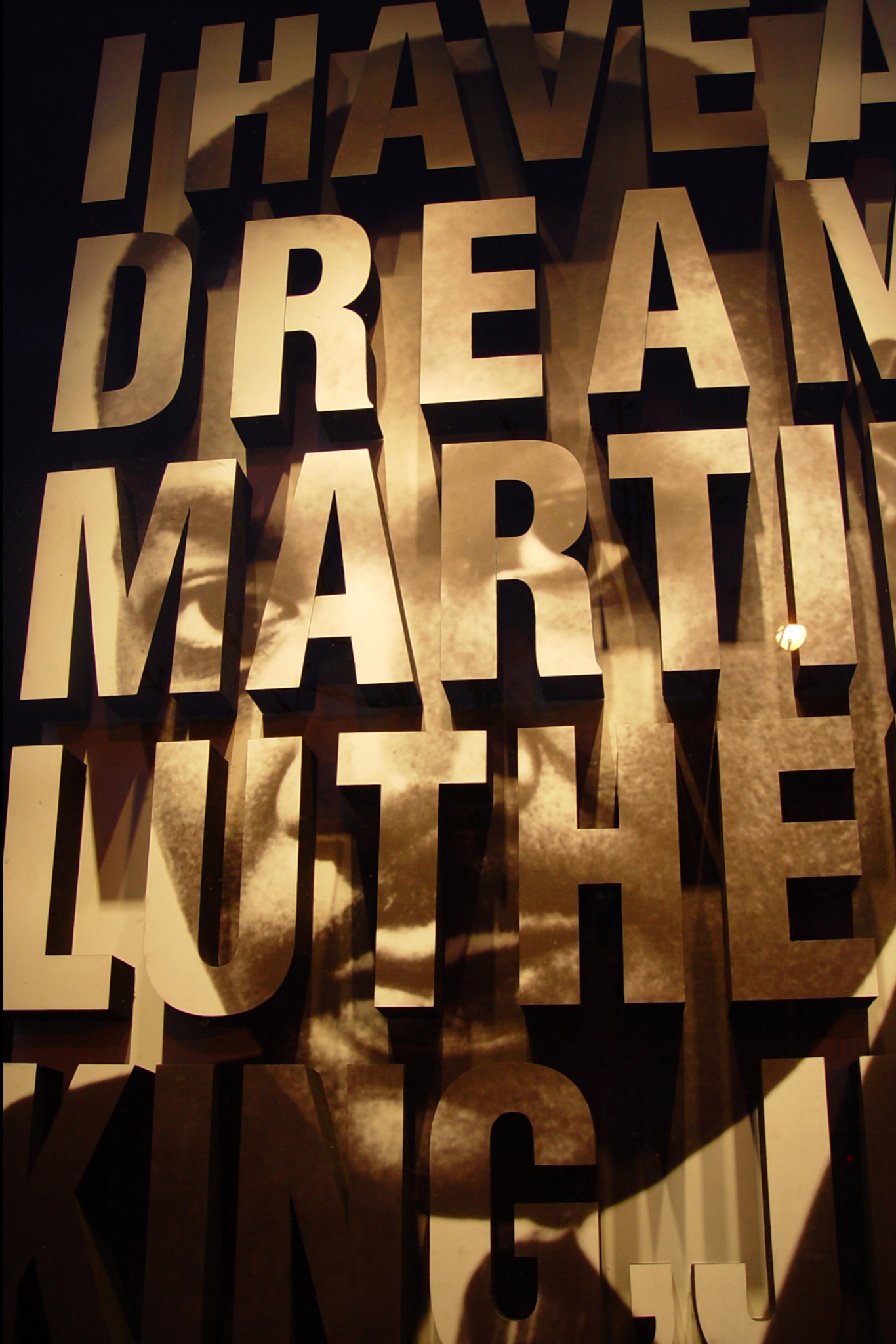




Change happens







Creating the ideal workplace

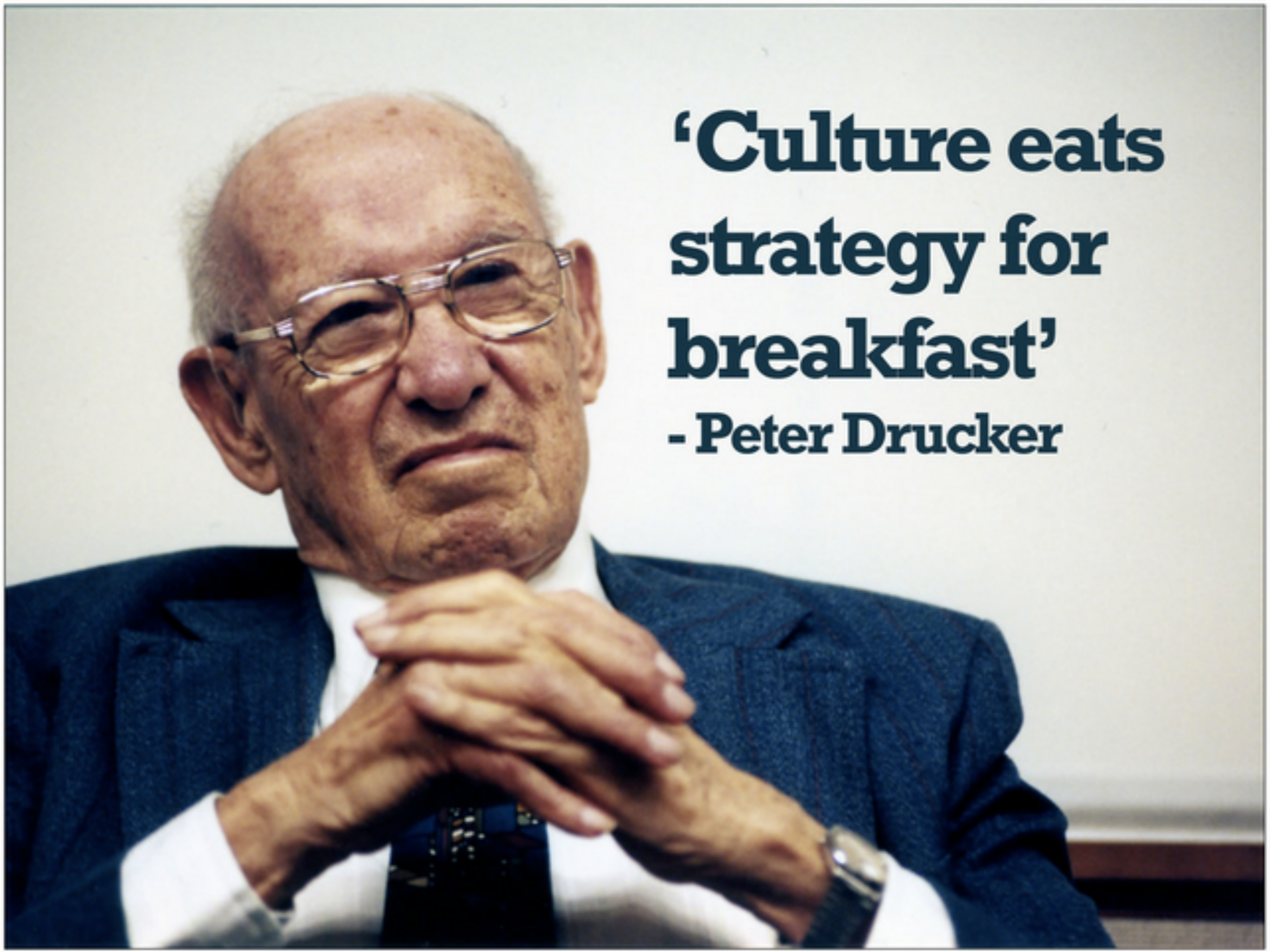
Question, for breakout rooms:

How can we make this better?

...how should we work together? Collaboration, teamwork, teaching&learning...

...best home/office mix?

...how do we reconnect, after being socially distanced?



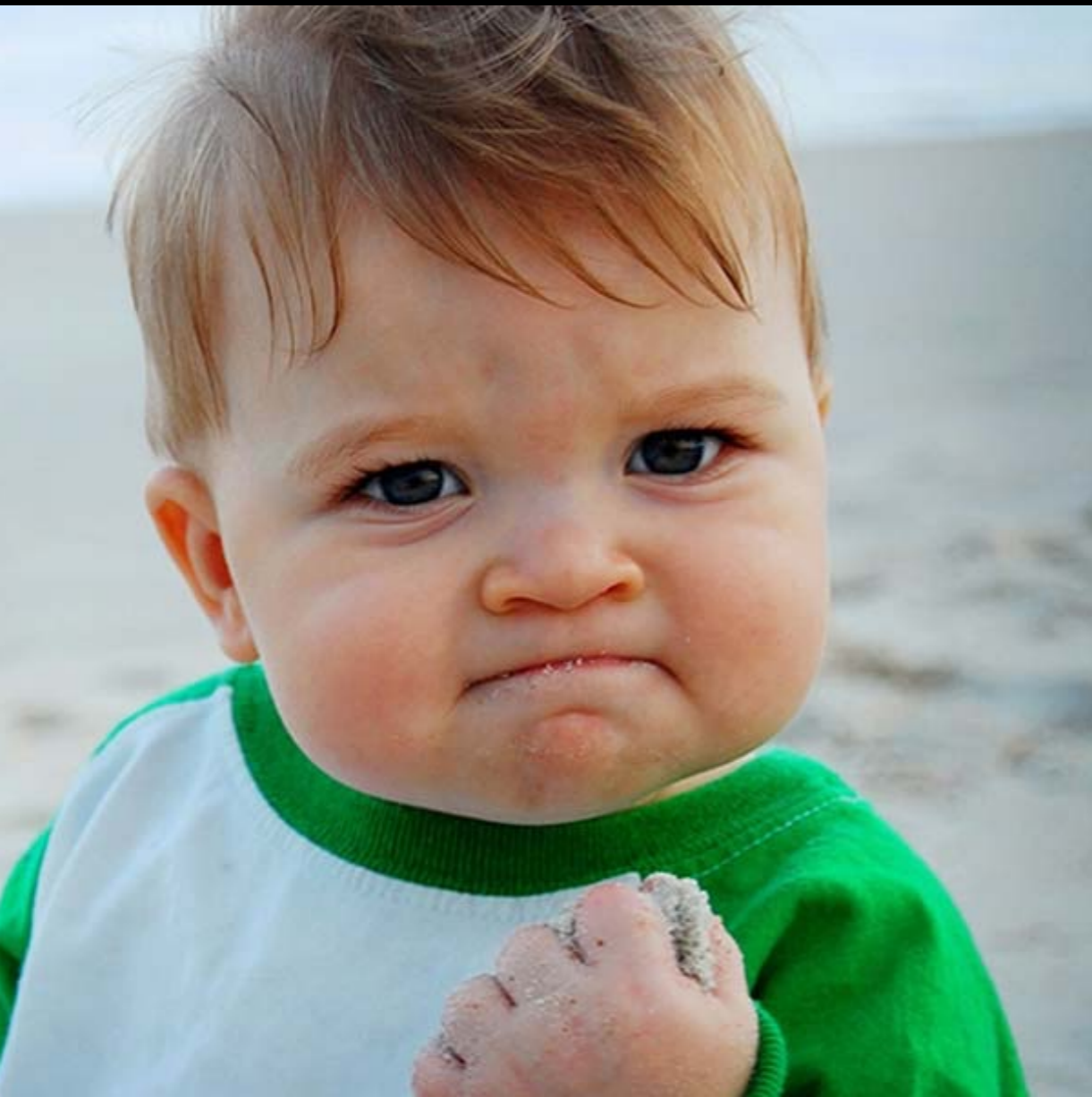
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



Culture

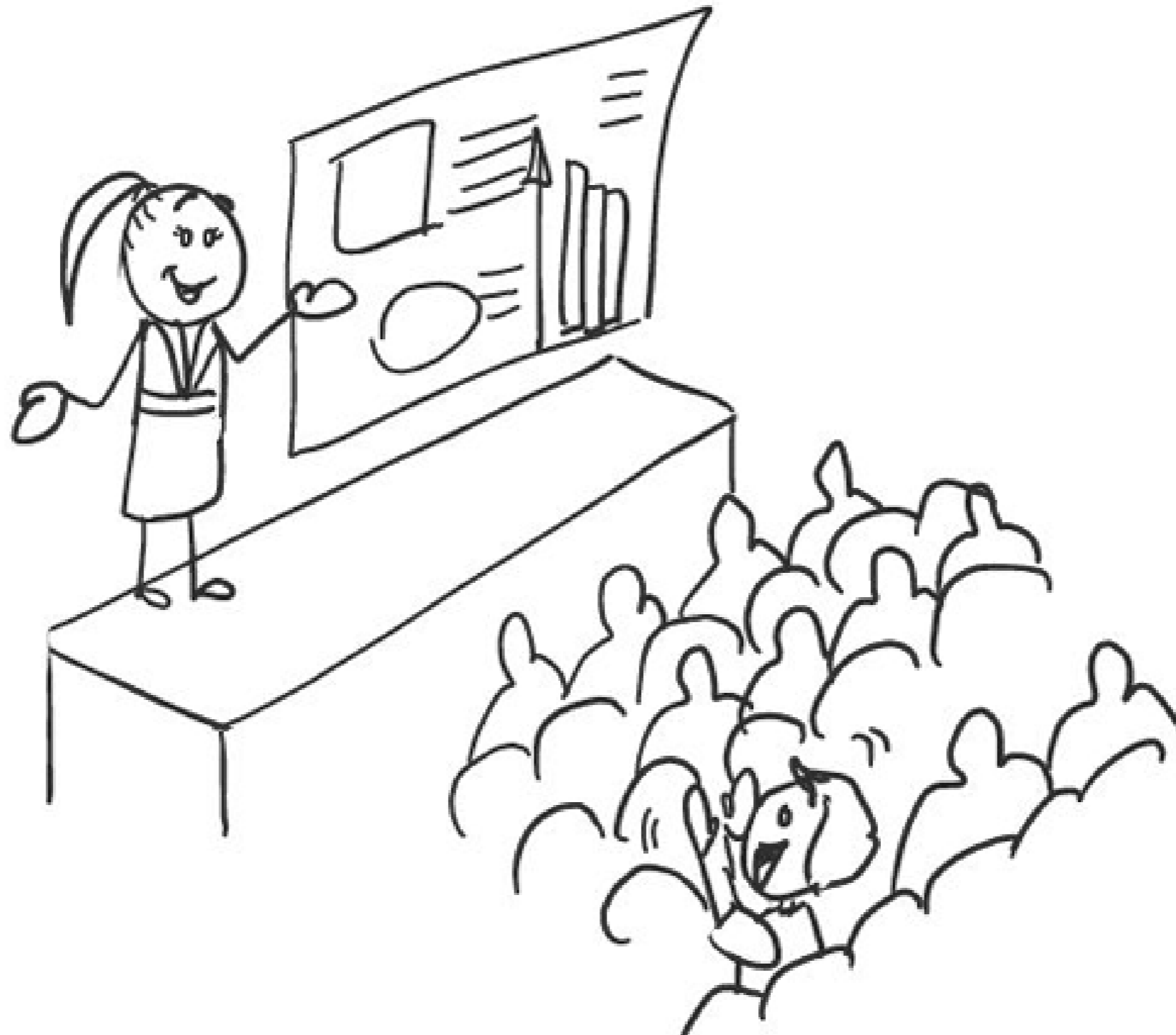
Beliefs
+ Systems

Take action for better days



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

#58 Ambassadors



Interactive seminar + more tools

Go to: jon.dk/bec

- Get all Mentimeter results

Bonus:

- Today's presentation
- free ebook: "The Happy Dozen"
- Podcasts, videos and more

