

HAPPY at Work

- Luxury or business?

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Plan & take action

- Decide on 1 to 3 things you will do to use todays advice
- Small steps



Jon Kjær Nielsen - Speaker & Author

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

Independent consultant since 2006.

Biker, snowboarder, chef.



accenture



BILKA



Danske Bank

Deloitte.

djøf

Gildhøj
privathospital



BEST SELLER

Dako

KMD

KPMG

krak



KØBENHAVNS KOMMUNE

københavns E

midt
regionmidtjylland

microsolutions

movia

NIRAS

ROSKILDE
KOMMUNE

Nordea

novo nordisk®



KØBENHAVNS
UNIVERSITET



MODERNISERINGSSTYRELSEN

novozymes®
Rethink Tomorrow

POST

RAMBOLL



spar Nord

RISØ

SKAT

TERMA®

Tryg | C

vejle
KOMMUNE

youSee®
mere ud af skaermen

TDC

telenor

TEKNOLOGISK
INSTITUT





The Happy Dozen

12 Ways to be Happy at Work

by Jon K. Nielsen



jon.dk

DET GLADE DUSIN

12 TIPS TIL MERE ARBEJDSGLÆDE

Jon Kjær Nielsen



jon.dk

Task:

Think about a really
good day

?



Negative impact

- Disturbances in the Hygiene Factors



The Victim T-shirt



Negative impact

- Disturbances in the Hygiene Factors
- Whining and complaining
- Lack of recognition
- Perceived injustice
- Poor relationship to ones boss
- Problems at home

Positive psychology



Human flourishing



Positive psychology



#1

Positive emotions

How much...?

The Losada ratio:

3-to-1

Positive beginnings



Optimism



Benefits

Increase in sales

A more healthy life

A longer life

Greater innovation

What Went Well?



#2

Engagement

Flow

#3

Relationships



Take someone on a DATE



RAWK -

Random acts of kindness

Change jobs



#4

Meaning

What are we proud of...

- What are we particularly proud of about our workplace?
- Where do we see ourselves making a difference?

The Farewell Speech



#5

Achievement

Positive emotions
Engagement
Relationships
Meaning
Achievement

Happiness

- the bottom line

Productivity

Service

Teamwork

Sick leave

Sales

Employee turnover

Creativity

Learning

Leadership









Are you
getting it?!

Celebrate SUCCESS



Plan & take action

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

Materials: Jon.dk/Klarskovgaard

- PPT
- List of tools
- Articles
- Join us on Facebook



THANKS!

