

# Happy at work

- during changing times

Babcock & Wilcox Vølund

October 6th, 2020

with Jon Kjær Nielsen #jondk



Get more on the HappyWays Podcast

# Take action



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







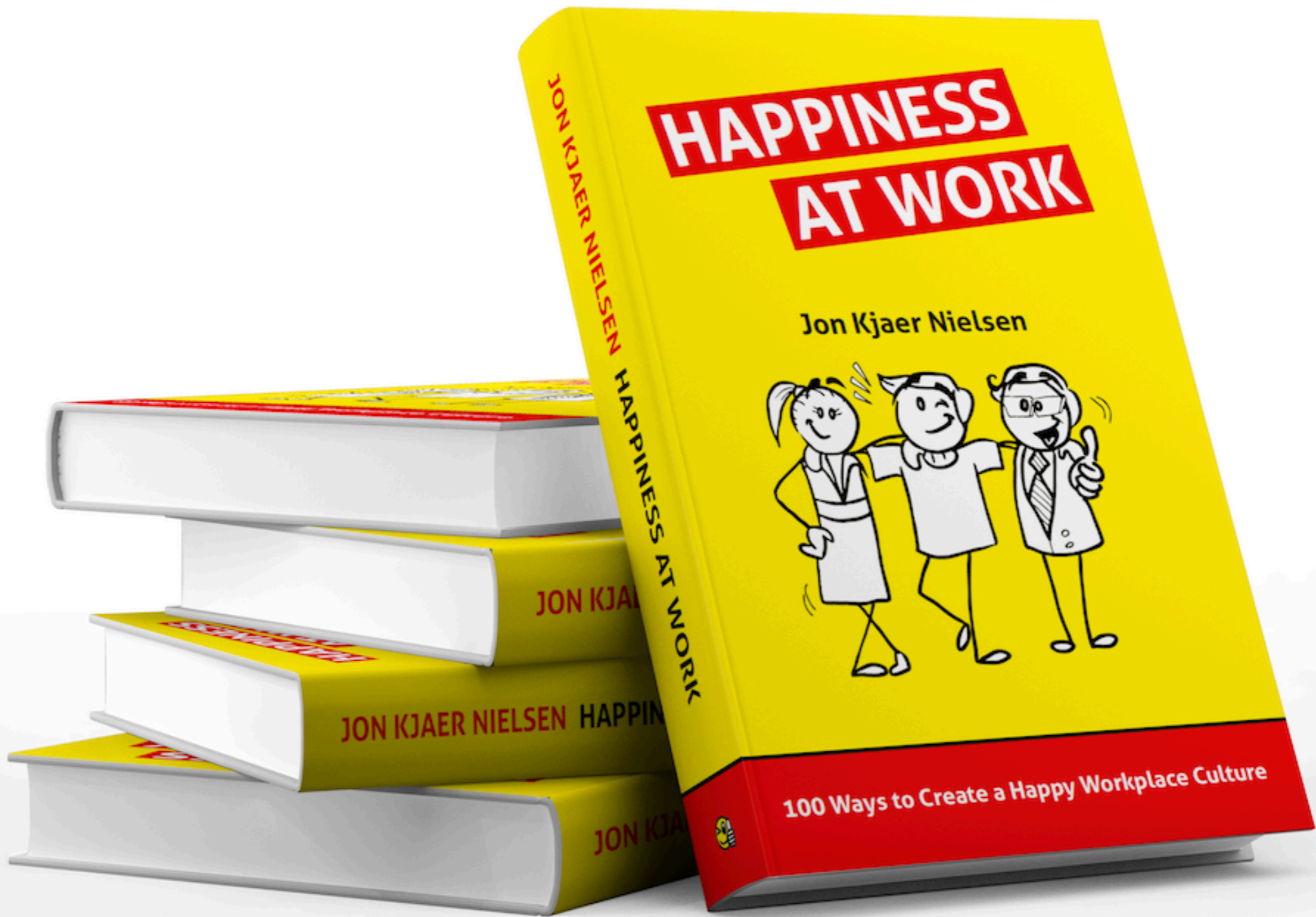


Jon Kjær Nielsen -  
Speaker & Author

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

# Materials after today:

[jon.dk/volund](http://jon.dk/volund)

Go and get:

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays Podcast
- RevolutJon! podcast (DK)
  
- Goodies: "Målrettet Mandag" newsletter (danish only)





# 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

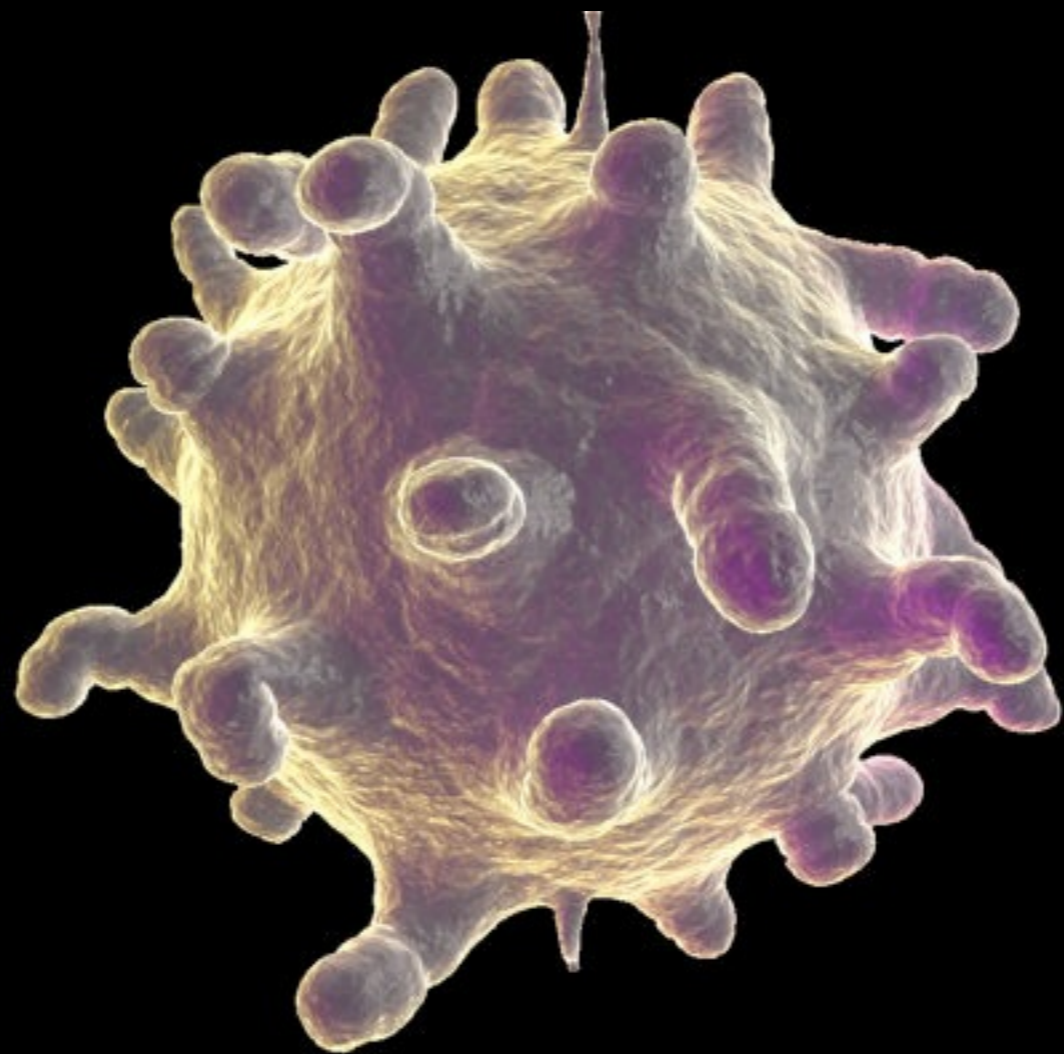




36.8°C



OMRON



# Productivity:

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



**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)**

# Sources of happiness





Reflection:  
Think about a really  
good day at work



# Negative impact

- Poor Hygiene Factors



# Negative impact

- Poor Hygiene Factors
- Whining and complaining

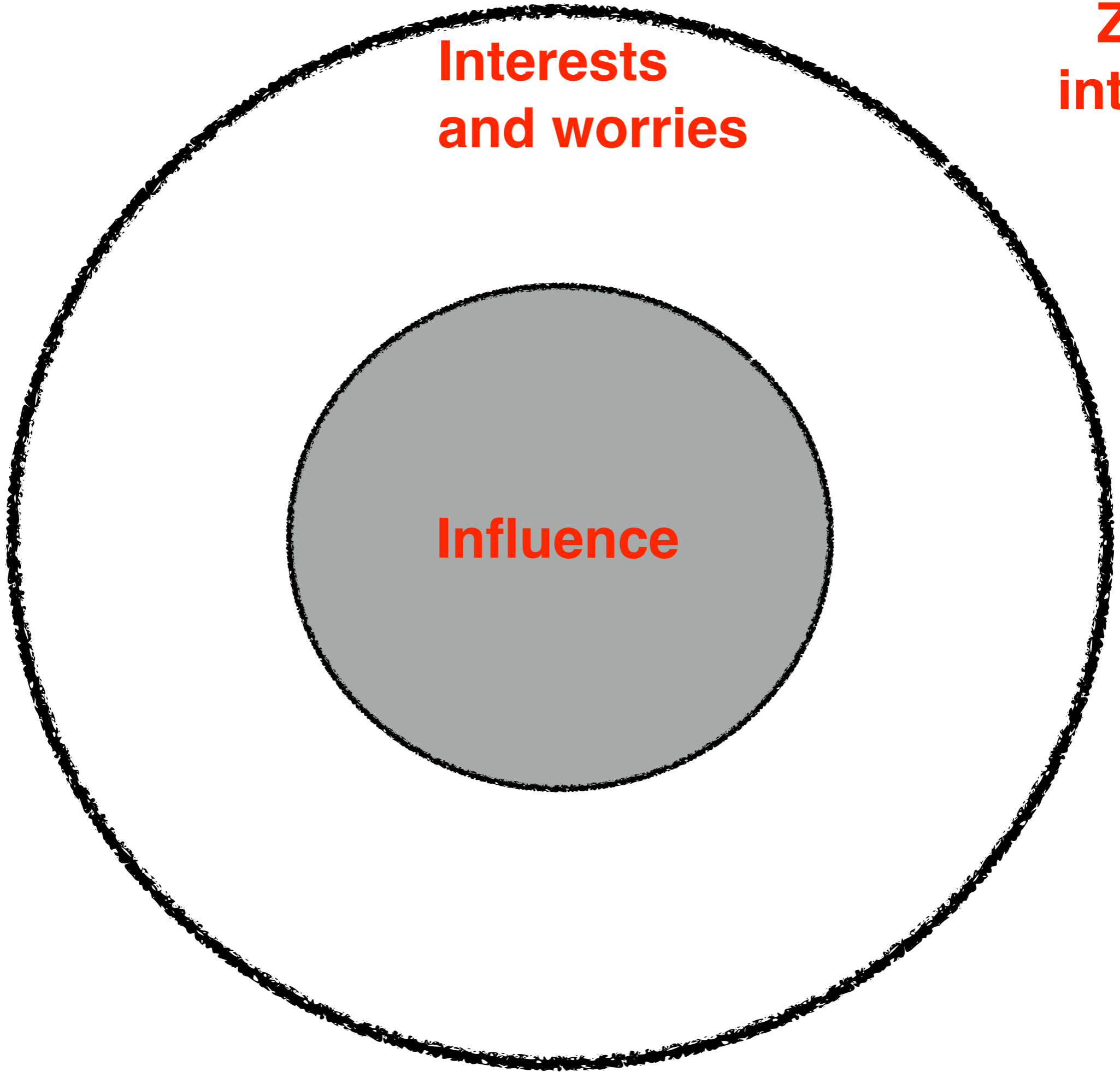
# Playing The Victim



**GRUMPY CAT**

HappyWays Podcast  
Episode 03:  
An end to whining  
and complaining

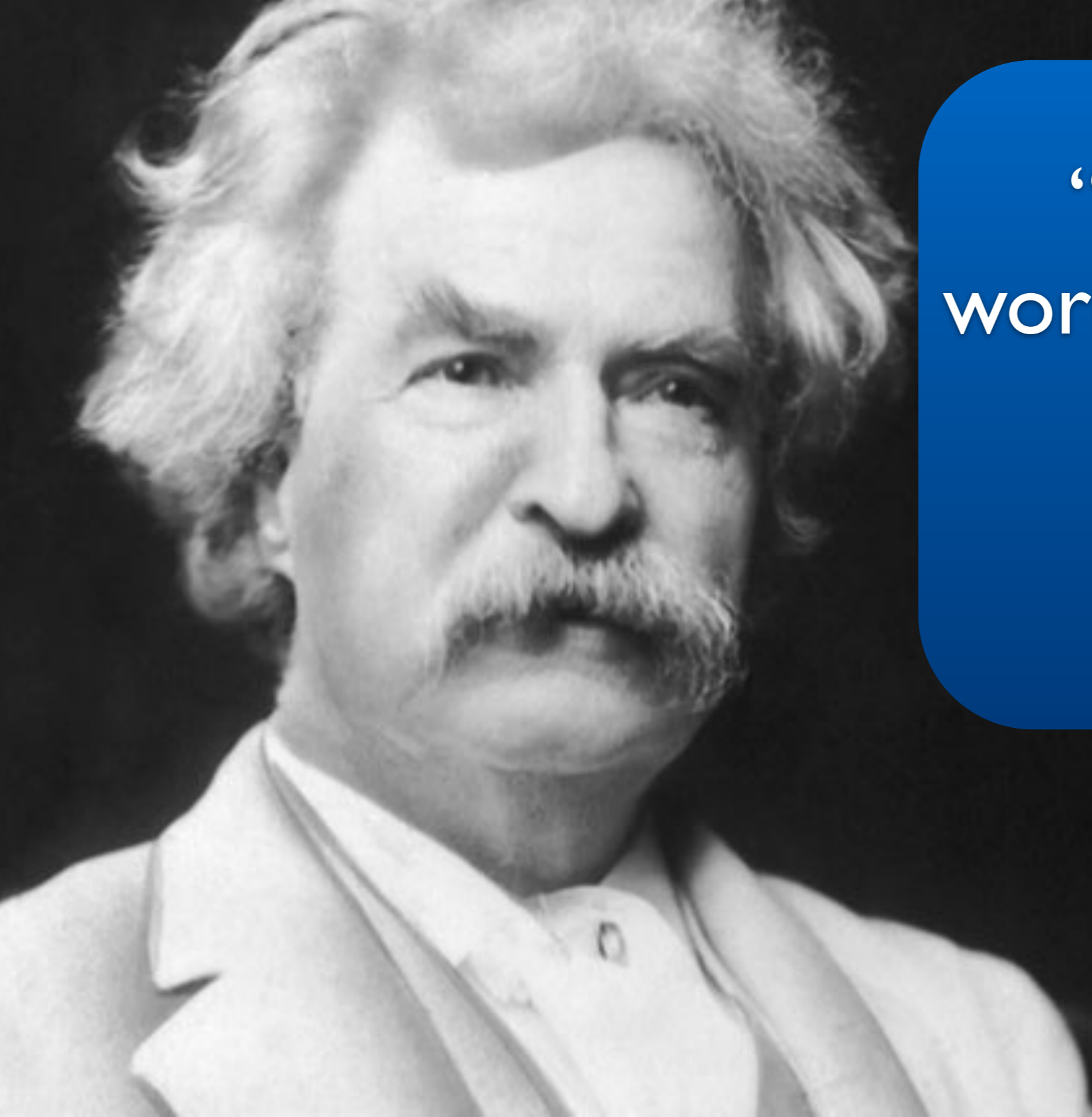
**IS NOT IMPRESSED**



**Interests  
and worries**

**Zero  
interest**

**Influence**



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

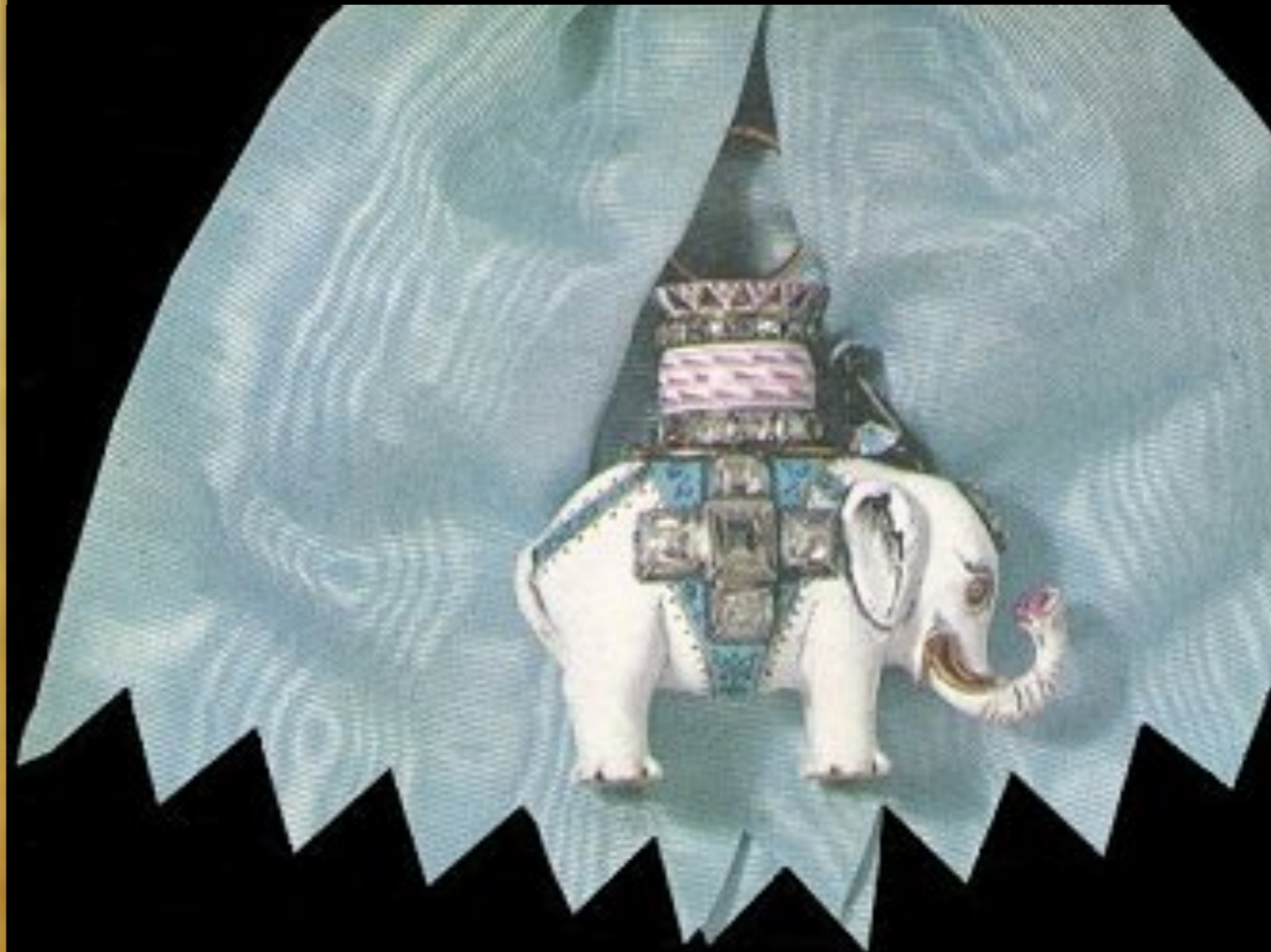


Personal rule: Nothing is  
ever anybody's fault

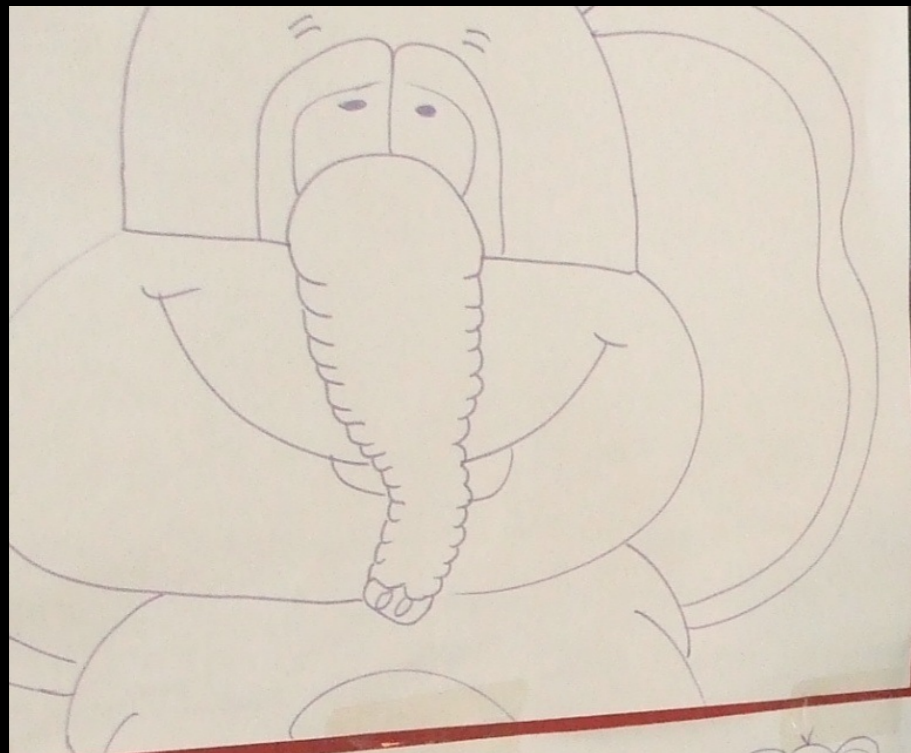


# Negative impact

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



# #33 Order of the Elephant



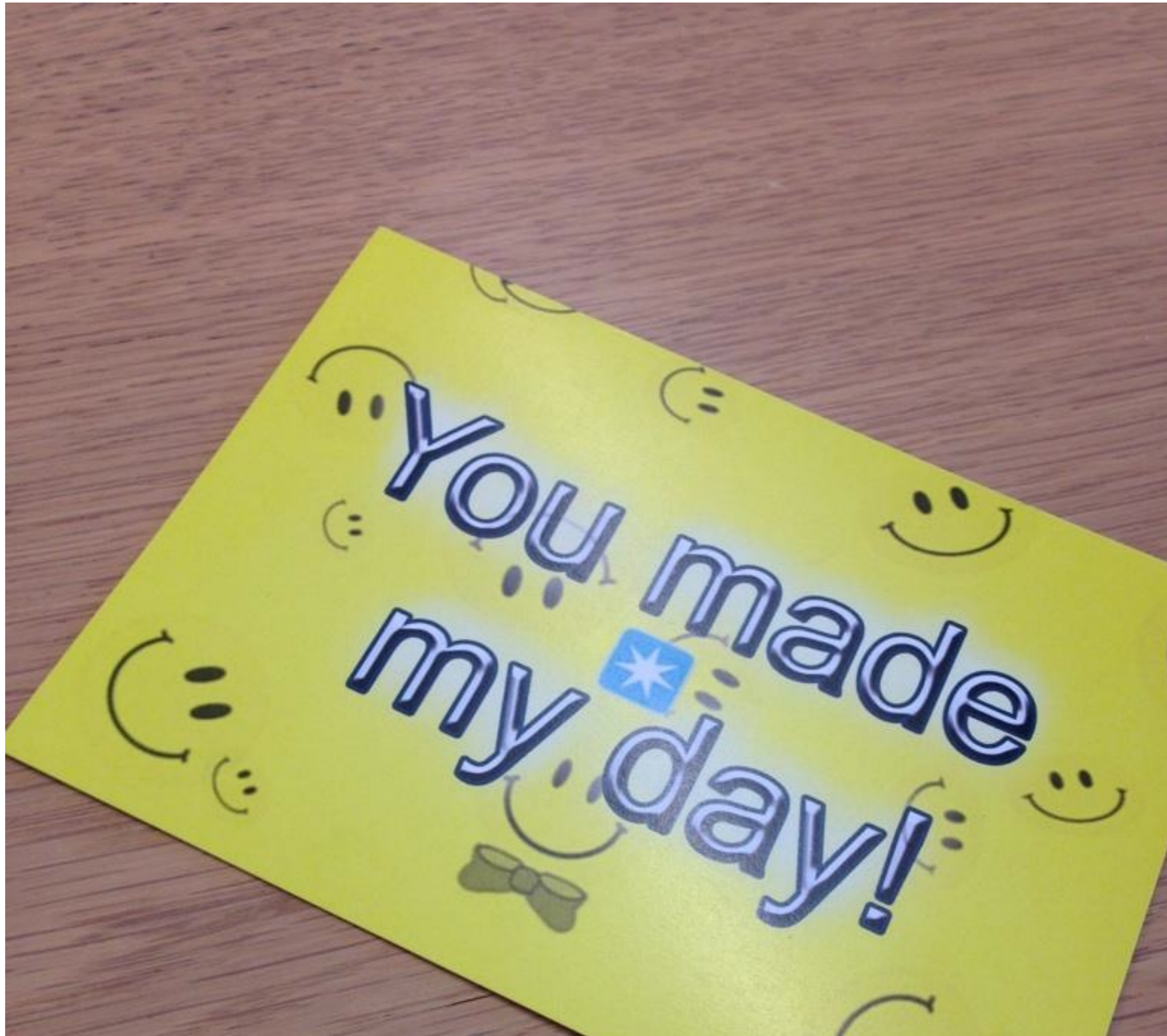
## LEFANT-ORDENEN

### 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?



# #23 Well Done! cards



“We’ll have  
to wait and  
see...”







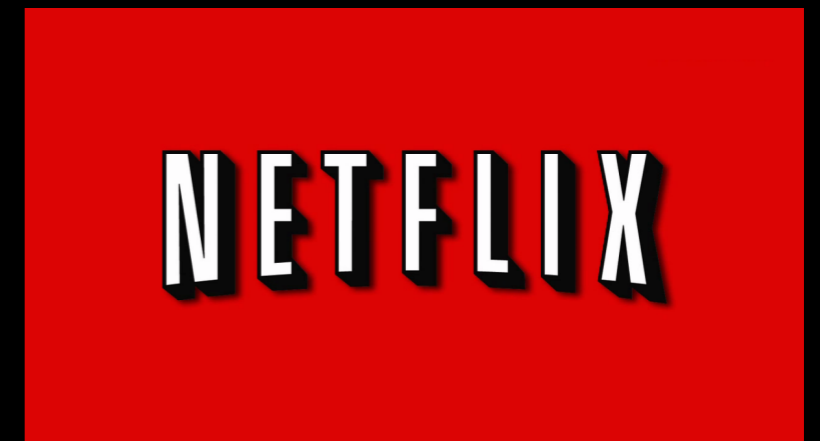
1874 "Star" Buick  
This carriage was built in  
the early 1870s and is one  
of the earliest examples of  
a motorized carriage. It was  
built by the Buick brothers  
in Detroit, Michigan.

This Vehicle Adopted By:  
Western Lake Erie Chapter SDC





# Change





# Fear & uncertainty

- The unknown
- Reduced competency
- Loss of status
- Lost relationships

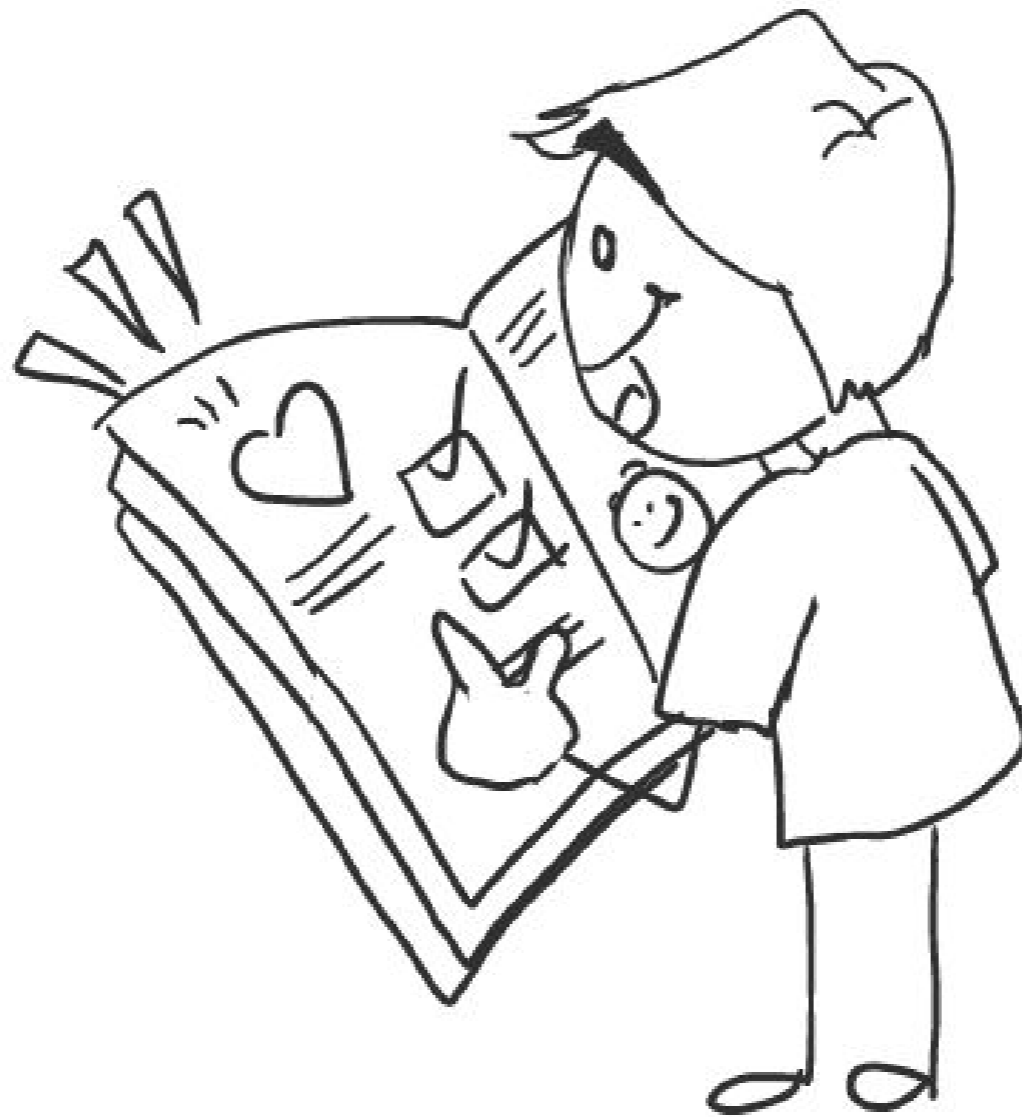
# Succeeding



# Optimism



# What Went Well?

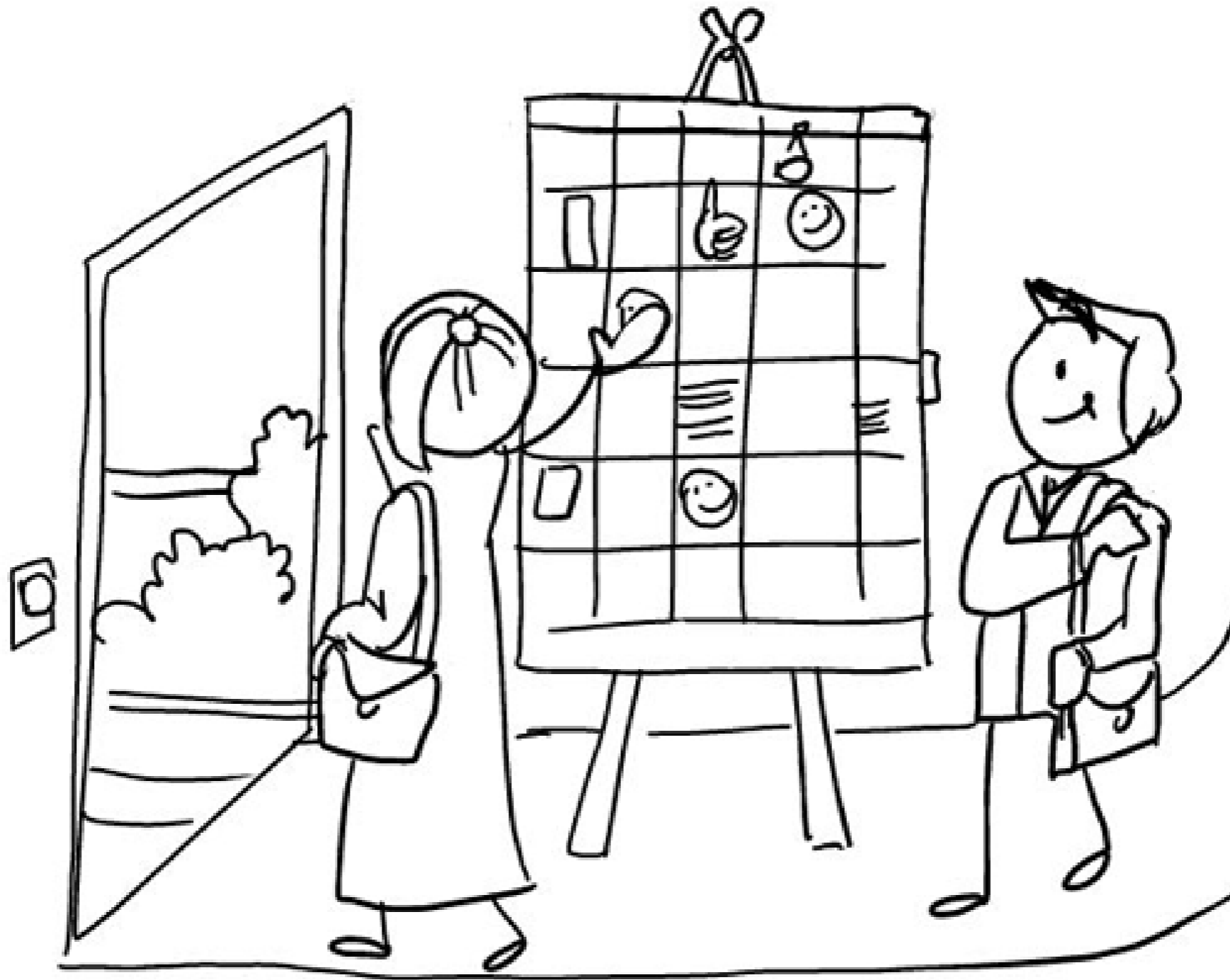


# Apps:

- Five minute journal
- Gratitude Journal



# #22 The Happy Collage





# Positive beginnings





The Key to Life:  
There are no new  
problems



# Management Pitfalls

- Wrong motives (G4S, DONG?)
- Deflecting the problem (coaching)
- Incompetence, over-simplification



Dunning-Kruger  
effect

Hanlons  
Razor

**MAD**  
madmag.com

# Management Pitfalls

- Wrong motives (G4S, DONG?)
- Deflecting the problem (coaching)
- Incompetence, over-simplification
- The collateral of Power

# Cookie Monster effect



# Relationships





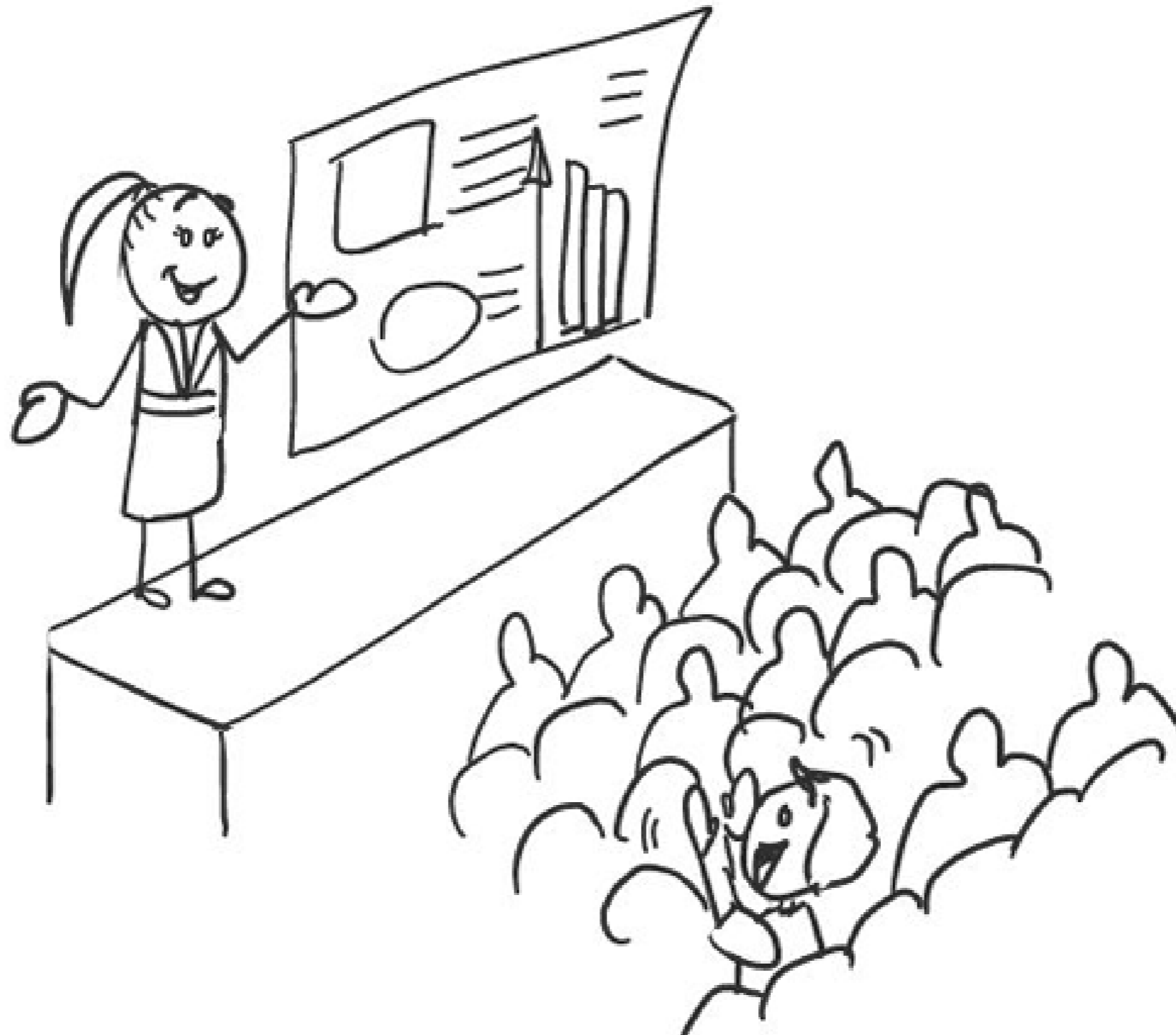
# Change jobs



# #18 Help me out



# #58 Ambassadors



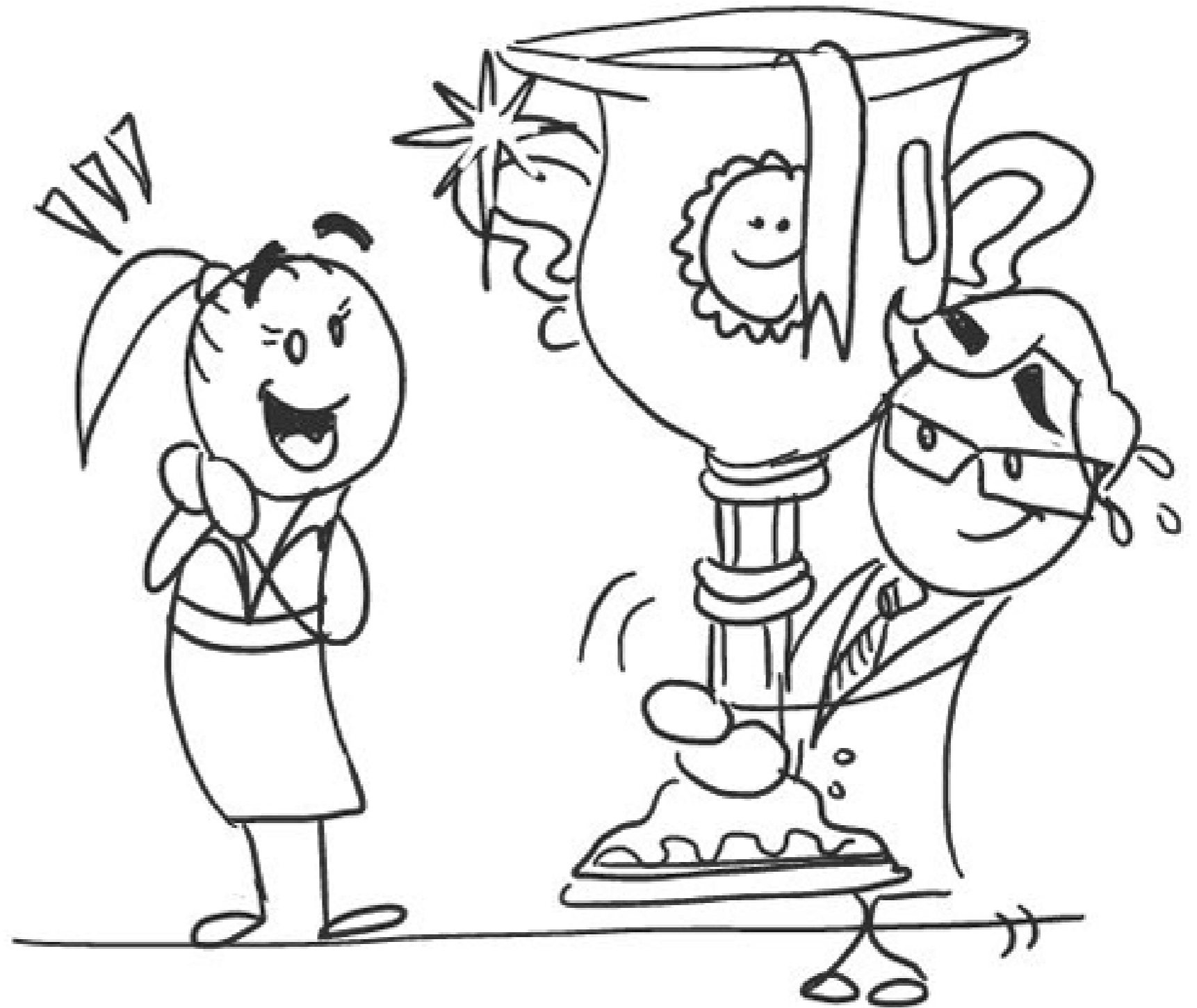
# Culture





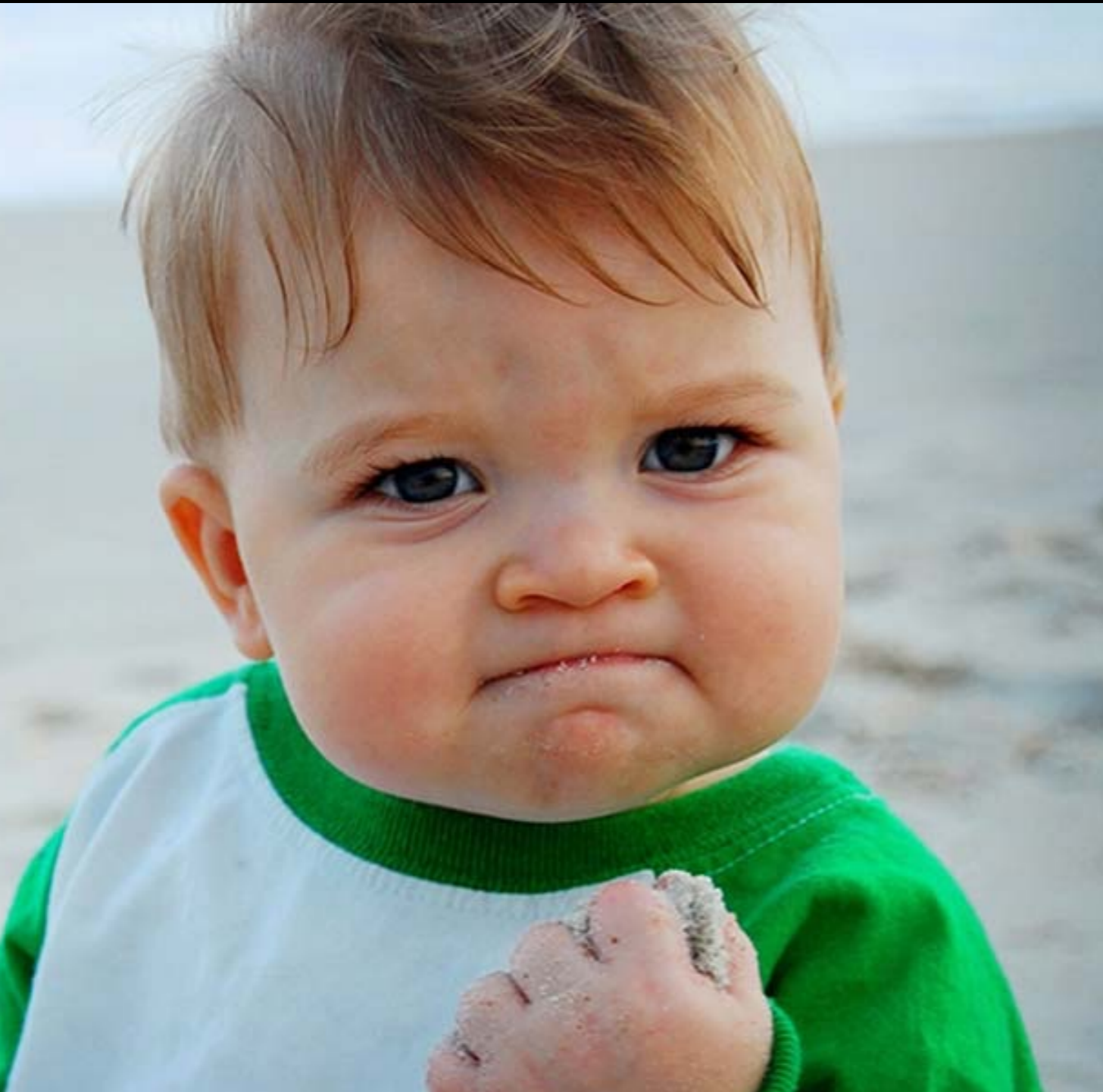
**‘Culture eats  
strategy for  
breakfast’  
- Peter Drucker**

# Celebrate Success





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