

# Happy at work

DTU Entrepreneurship

August 23rd, 2019

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!













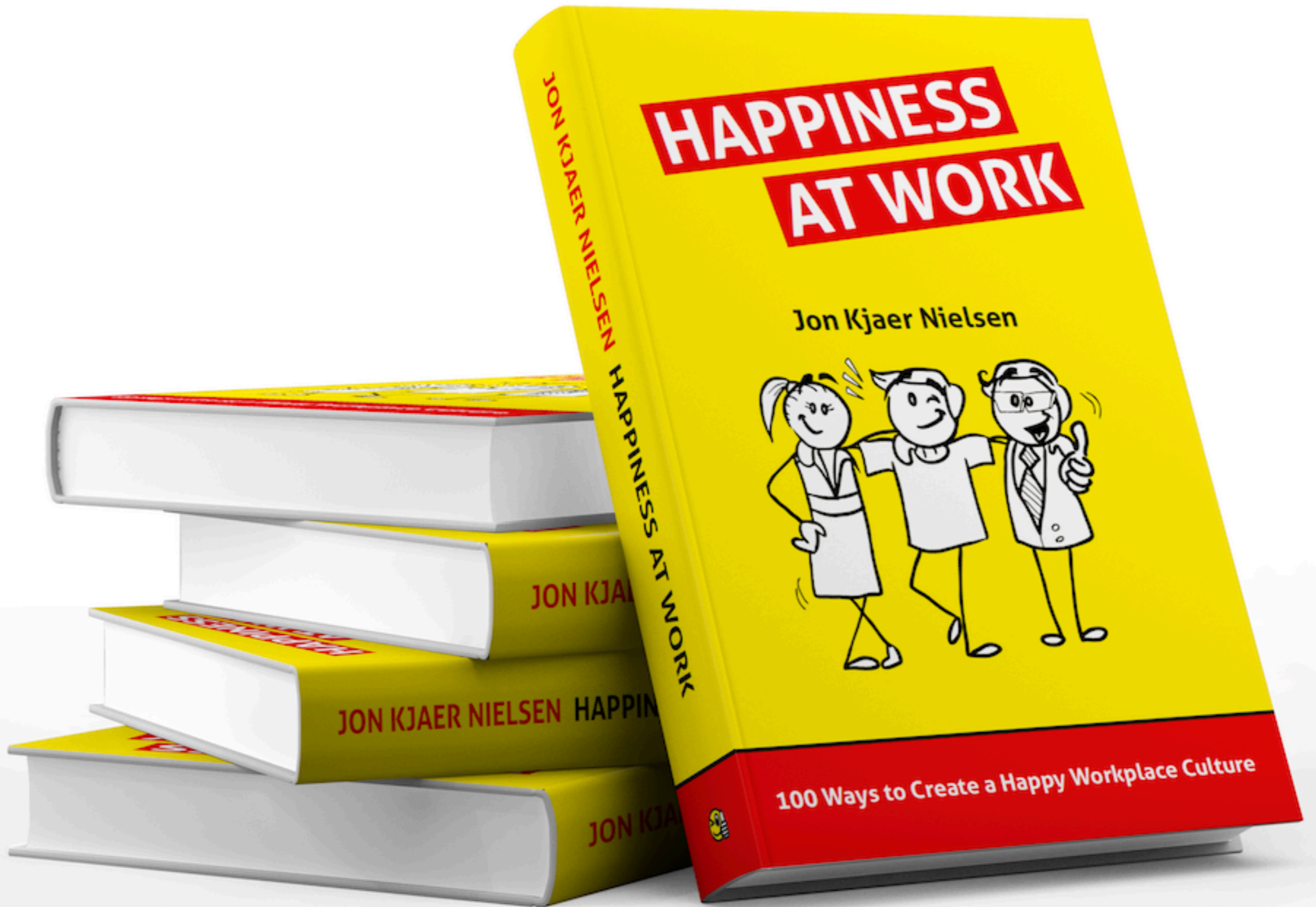
Jon Kjær Nielsen -  
Speaker & Author

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

Independent  
consultant since 2006.

Biker, book-worm,  
chef, podcast host







# Materials after today:

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

Go and get:

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays Podcast
- RevolutJon! podcast (DK)
  
- NEW: "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...



# Sources of happiness





Reflection:  
Think about a really  
good day at work





# Negative impact

- Poor Hygiene Factors



*Coca-Cola*

Marque déposée



# 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**

Personal rule: Nothing is  
ever anybody's fault





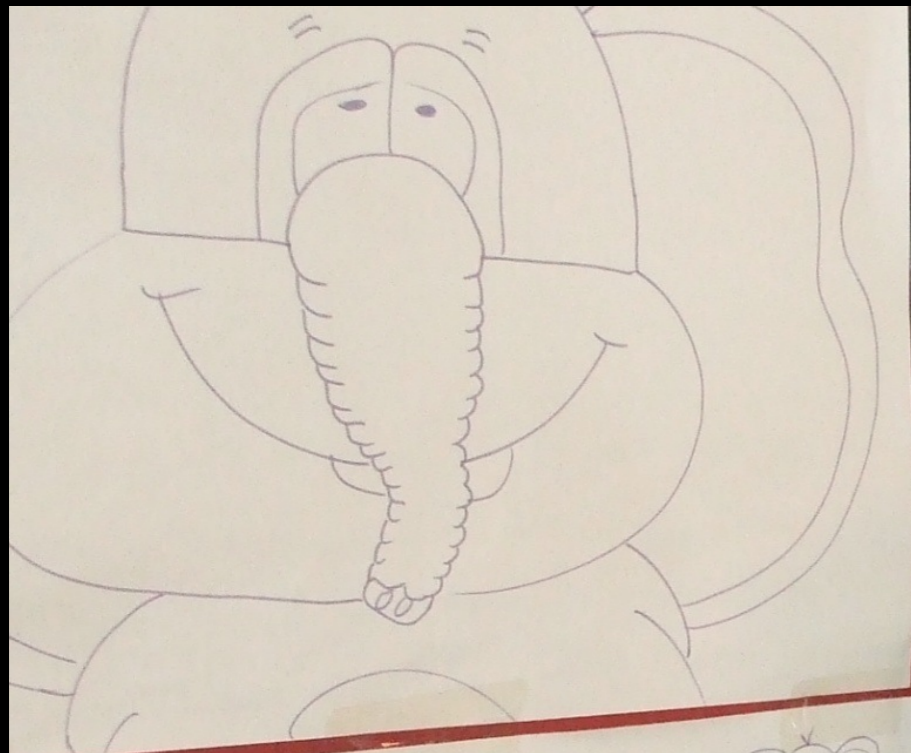
# Negative impact


- 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 SKRIVEBØRDET, I DAG OG NESTE DAG  
KOLLEGAEN HVORFOR DEN?





“We’ll have  
to wait and  
see...”











1914 "Tour" Buick  
This vehicle was used for touring and was one of the first Buick models to feature a steering wheel and a gear shift.

This Vehicle Adopted By:  
Western Lake Erie Chapter SDC

WOOD  
1914





# Change









# Succeeding





# Optimism



# What Went Well?



# Apps:

- Five minute journal
- Gratitude Journal

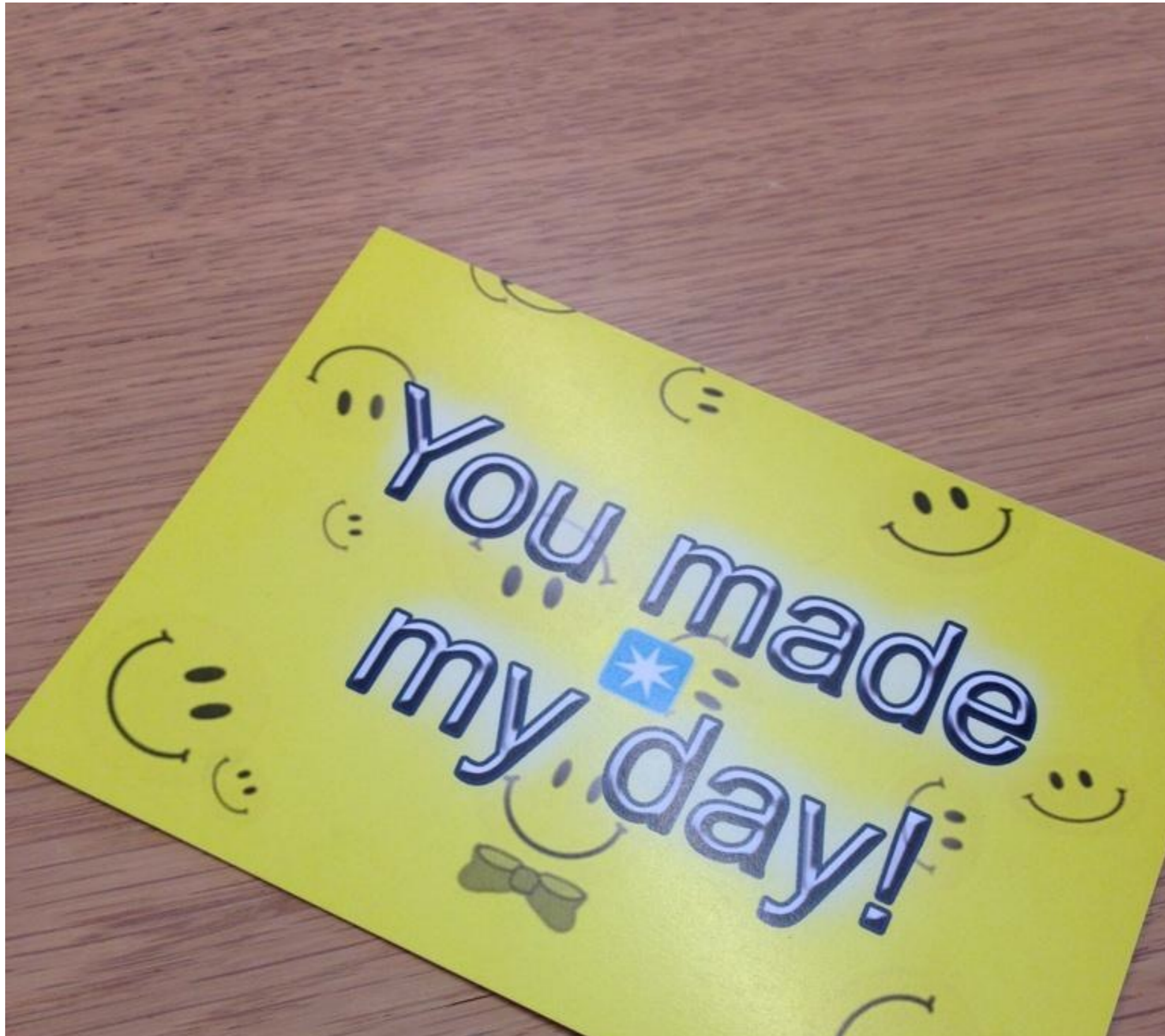




# Positive beginnings



# #23 Well Done! cards





# Relationships



# #2 Ask someone on a DATE





# Coffee on the phone



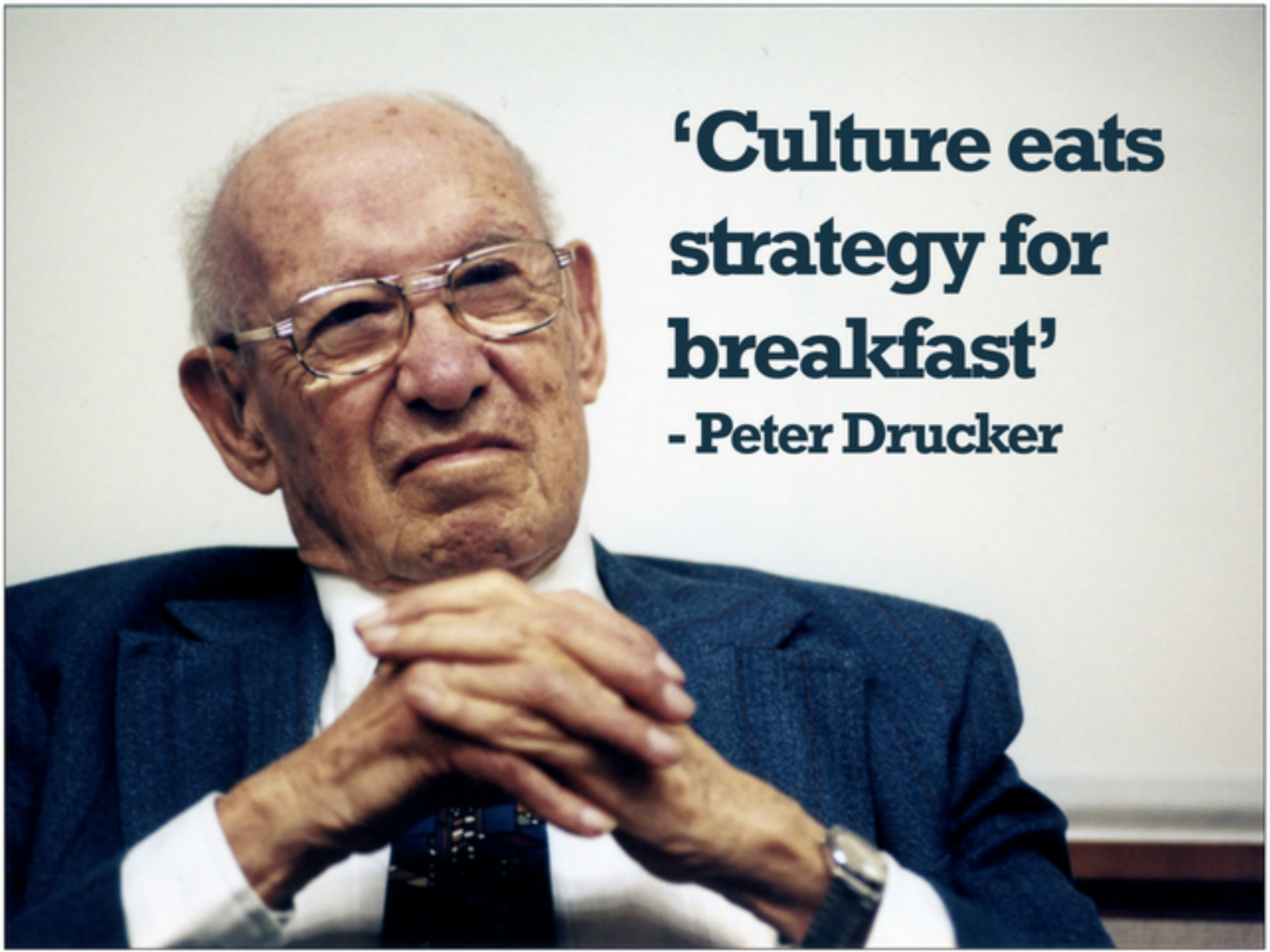
# #18 Help me out





# Culture





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





# Culture

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Beliefs  
+ Systems



# Brule (Bullshit Rule)



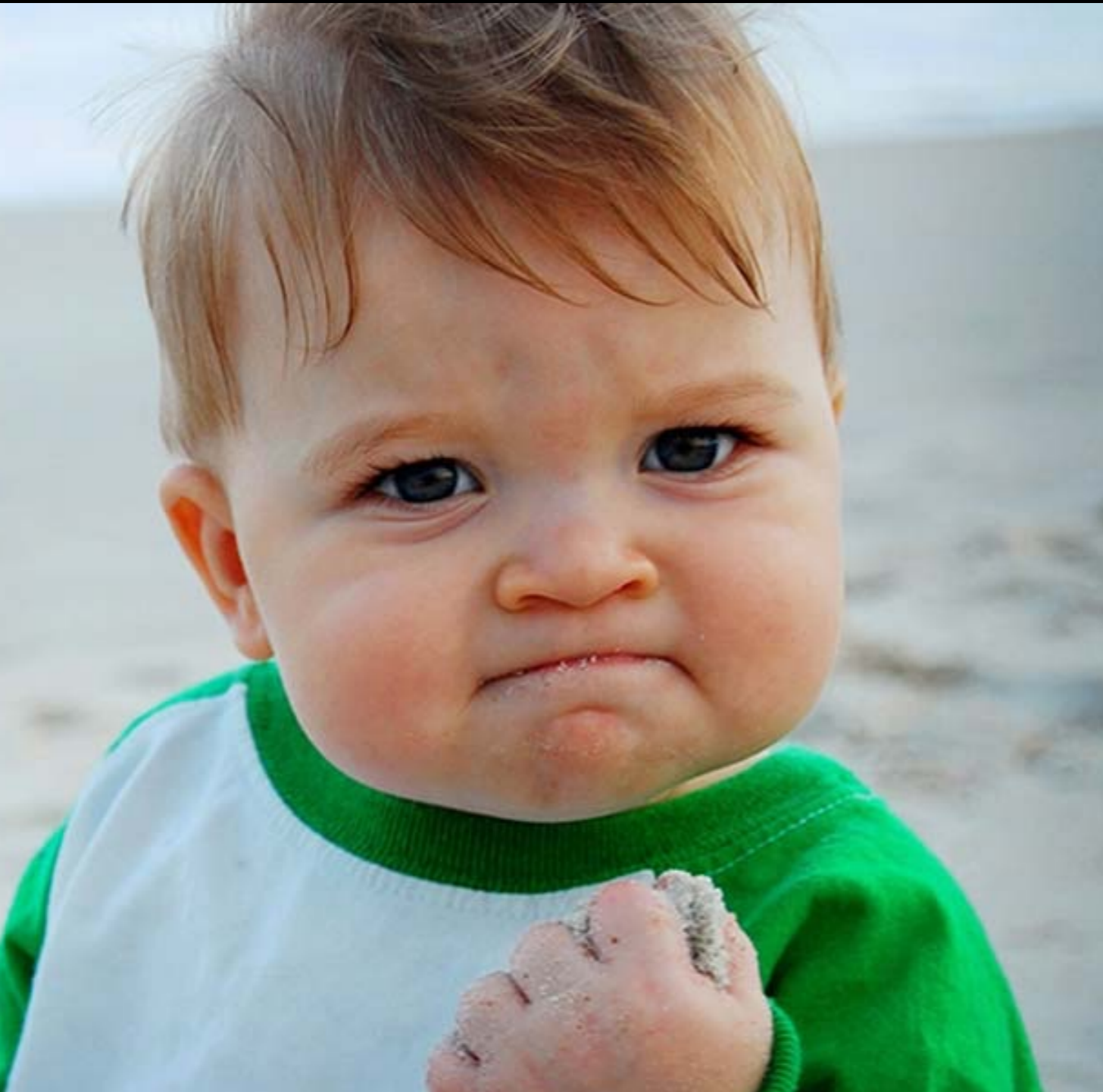
# Celebrate Success







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