

# Happy together

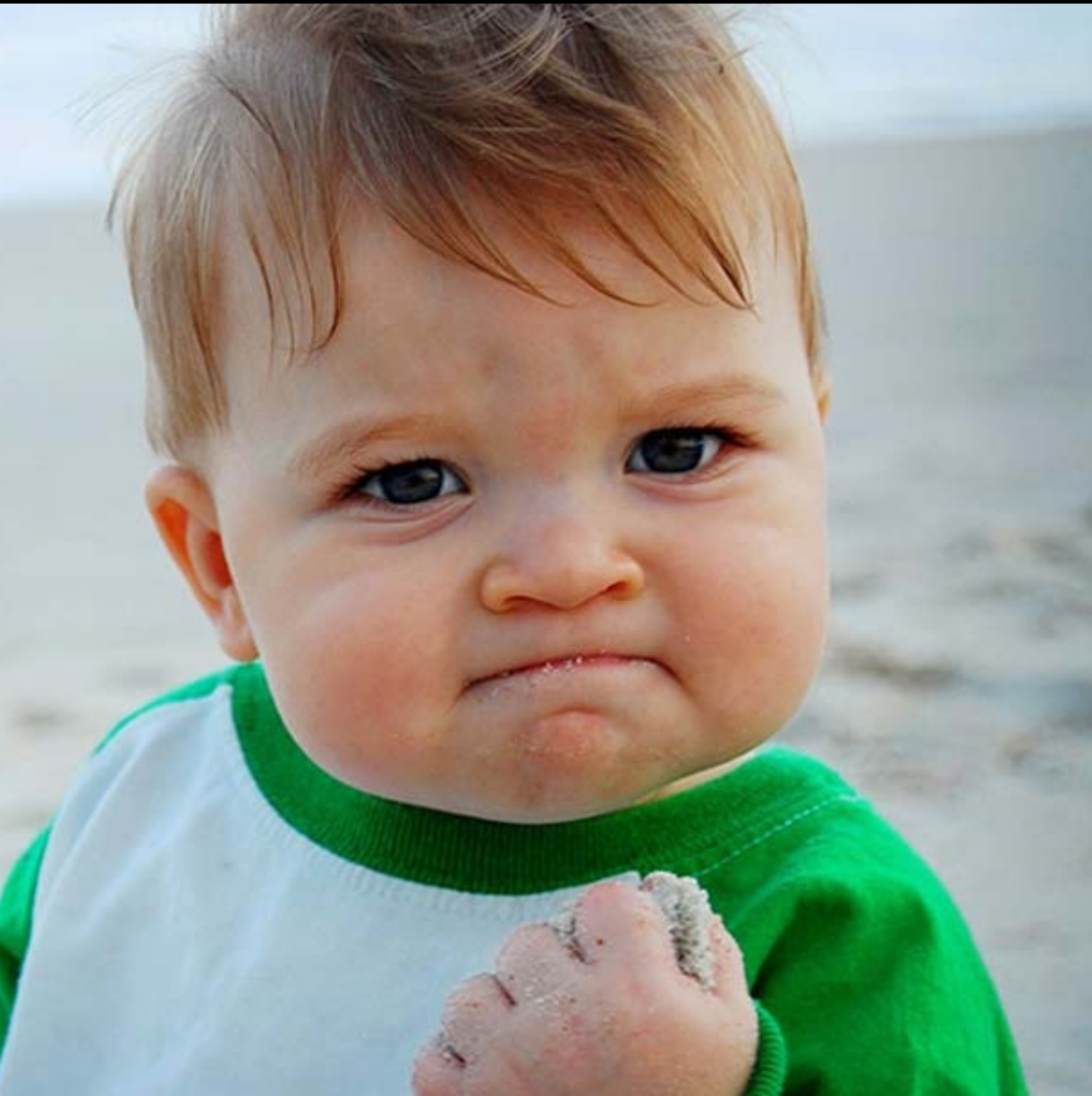
International School Ikast-Brande  
August 9th, 2019  
with Jon Kjær Nielsen #jondk



Get more on the HappyWays Podcast



# Take action



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









**Welcome to the world's  
happiest nation\***

That calls for a **Carlsberg**

**KIT**



















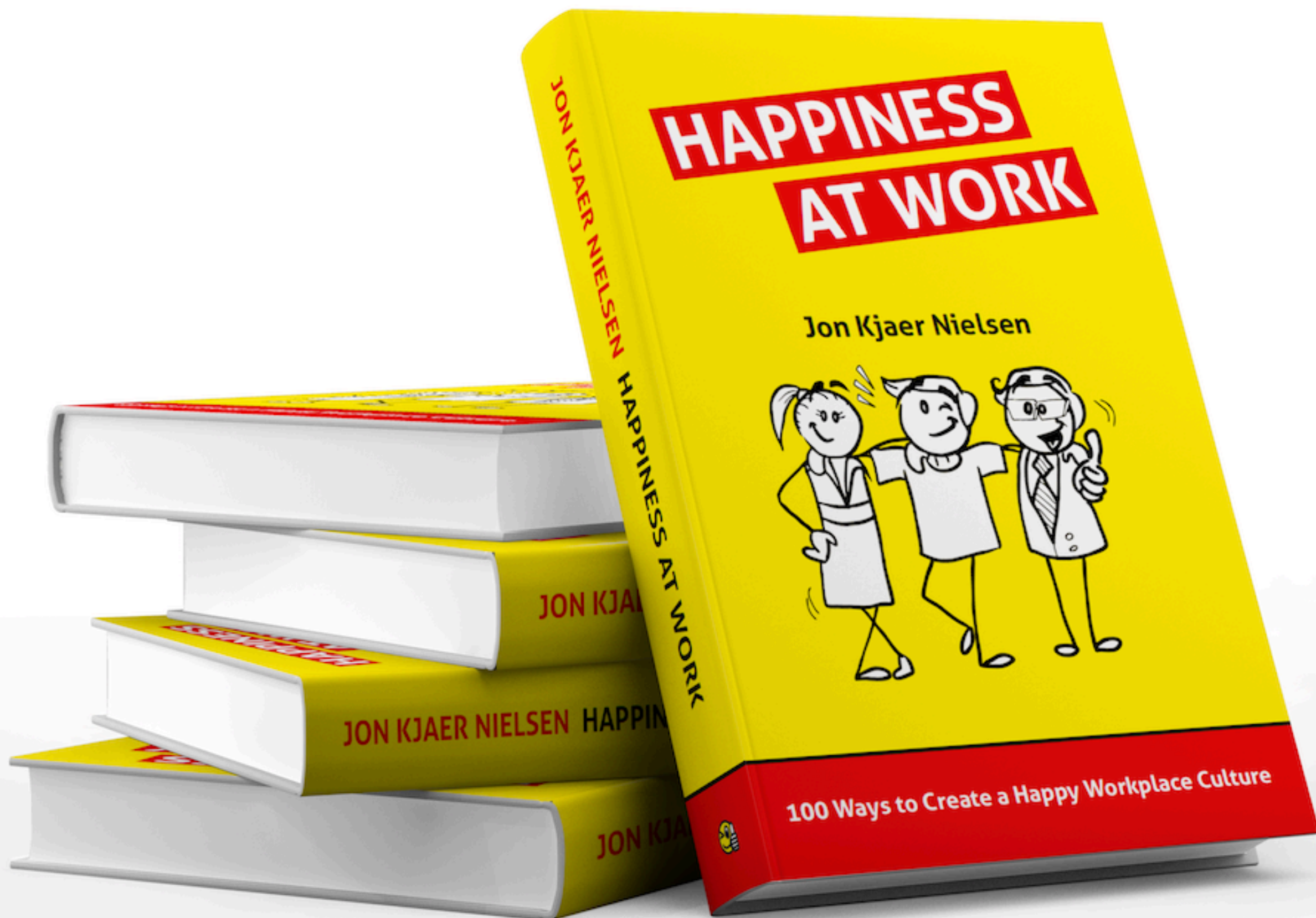
Jon Kjær Nielsen -  
Speaker & Author

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



# Materials after today:

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

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

186 **Life's Work**

Kareem Abdul-Jabbar

**PLUS** Audacious Ideas 2012

**SPECIAL DOUBLE ISSUE**

## THE VALUE OF HAPPINESS

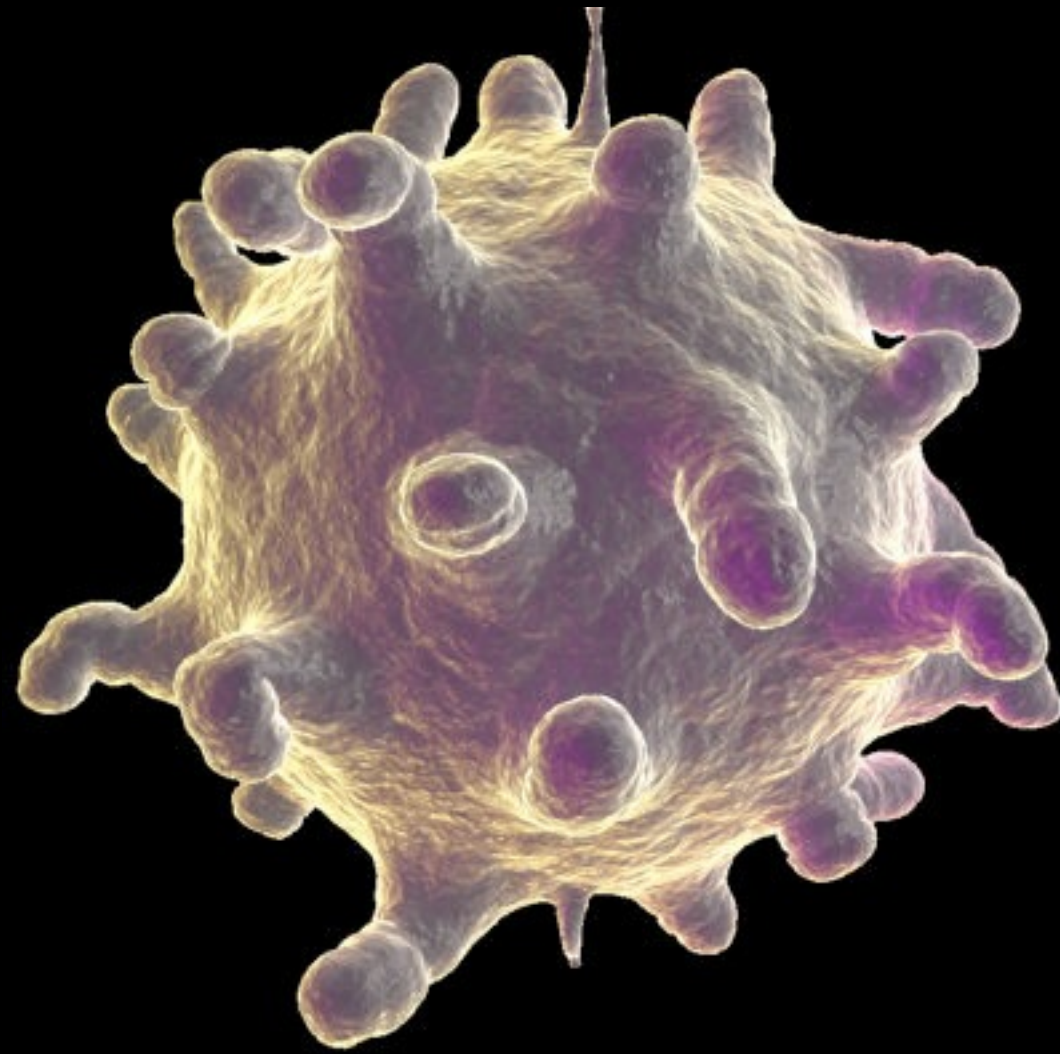
HOW EMPLOYEE  
WELL-BEING  
DRIVES PROFITS













# Productivity:

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

*See: The Happiness Advantage, by Achor*





# 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



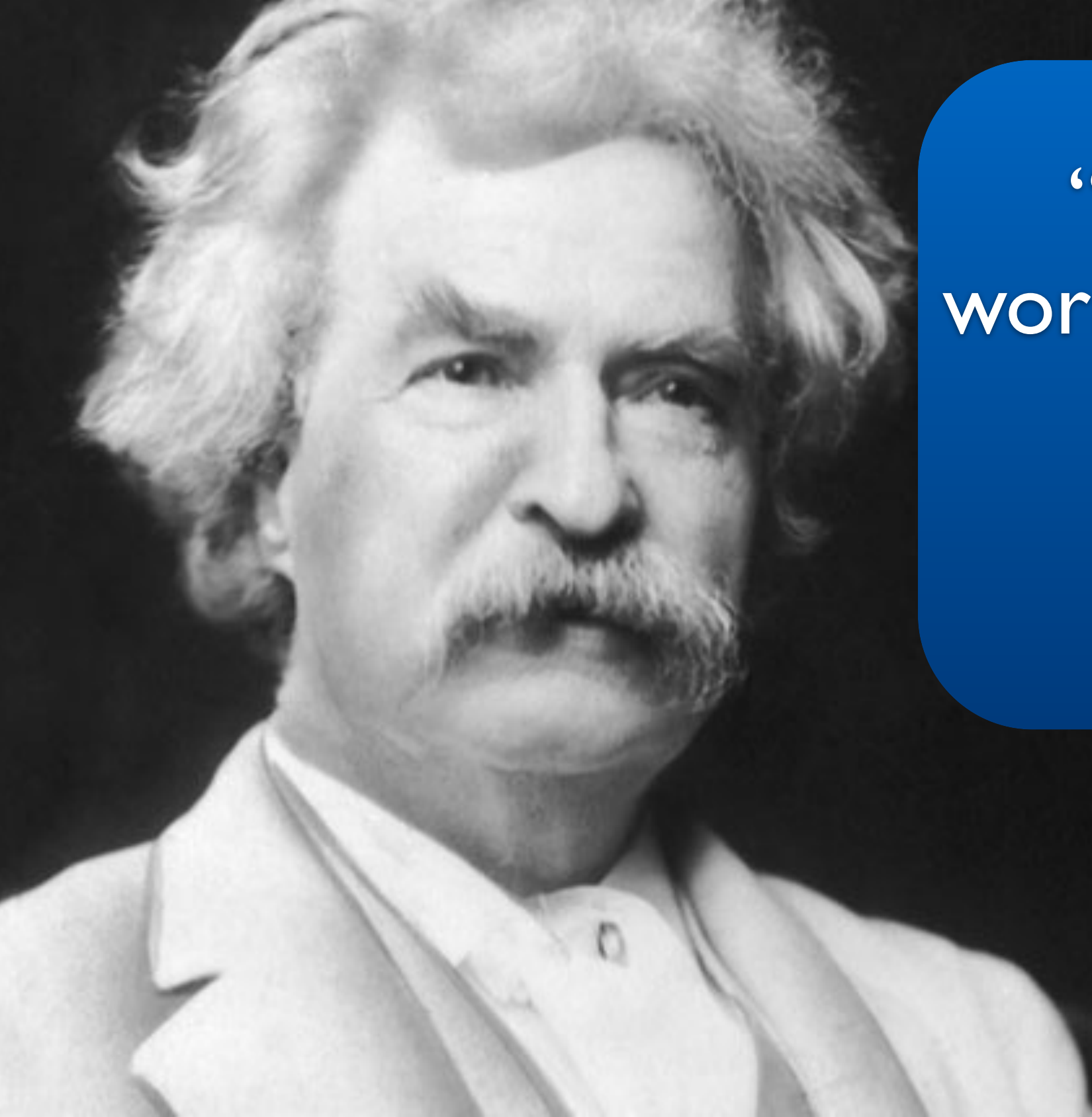
# Playing The Victim



**GRUMPY CAT**

HappyWays Podcast  
Episode 03:  
An end to whining  
and complaining

**IS NOT IMPRESSED**



“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

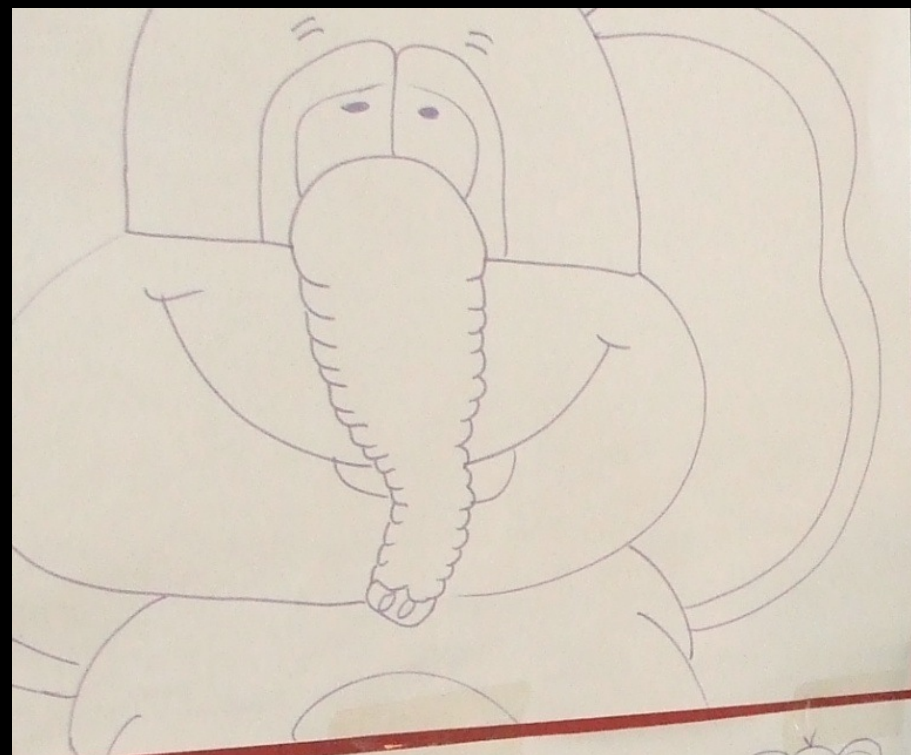
- Poor Hygiene Factors
- Whining and complaining
- Lack of recognition








# #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?





“We’ll have  
to wait and  
see...”











1914 "Tomb" Buick  
This vehicle was built in 1914 and was one of the first Buick cars to be built in the United States. It was built in the Buick Motor Cars factory in Flint, Michigan.

This Vehicle Adopted By:  
Western Lake Erie Chapter SDC





# Change



Available on  
**iTunes**



**NETFLIX**









# Succeeding

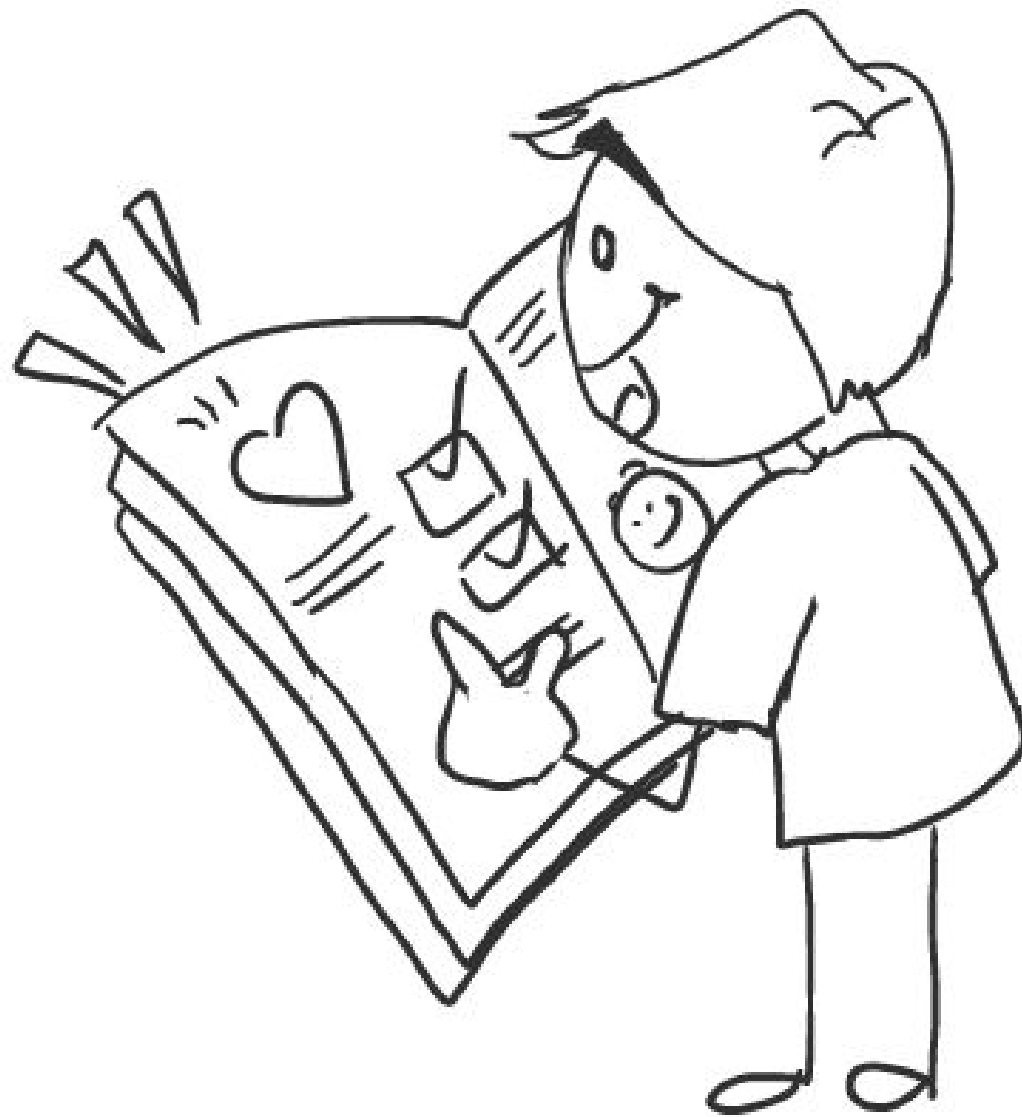




# Optimism



# What Went Well?



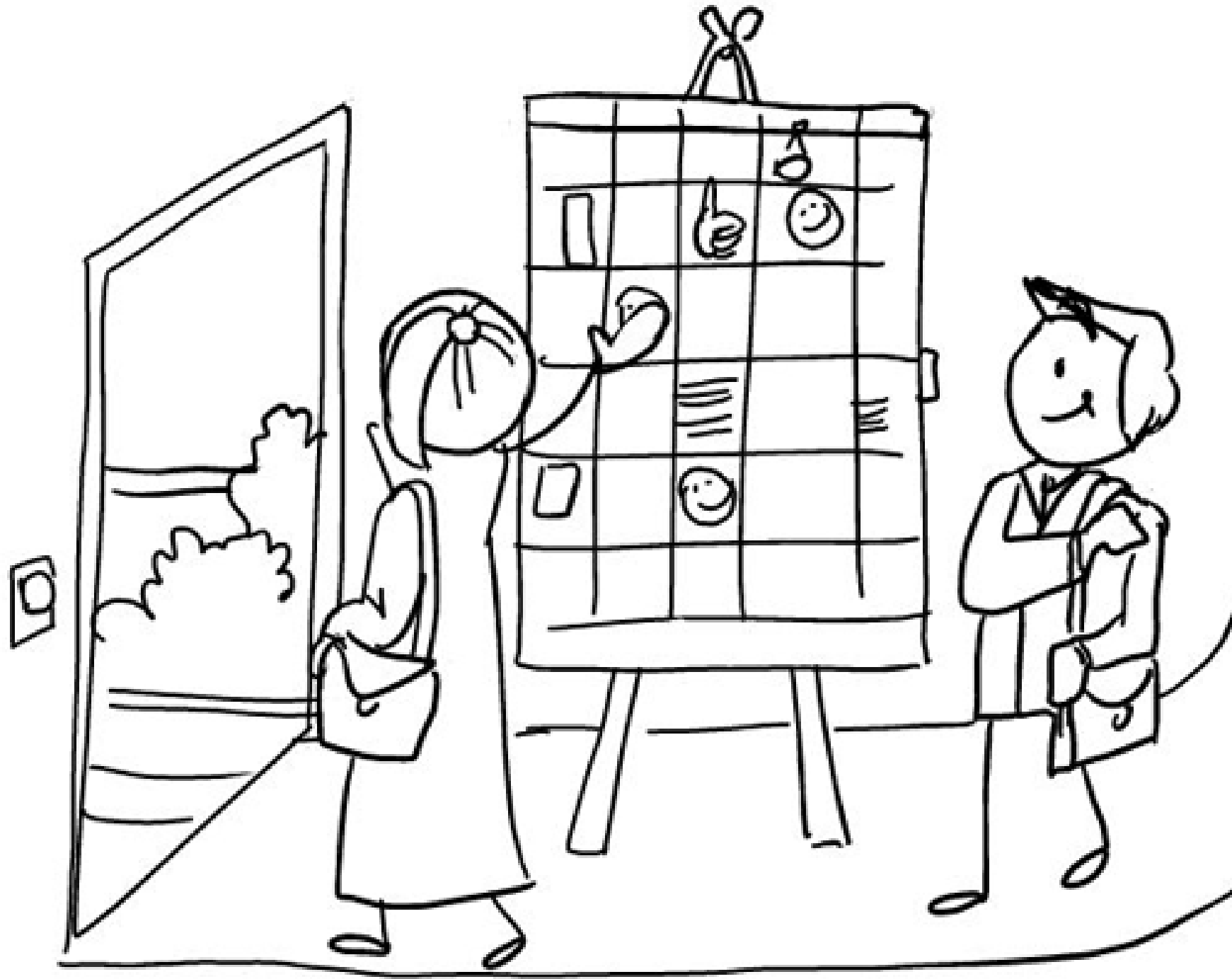


# Apps:

- Five minute journal
- Gratitude Journal

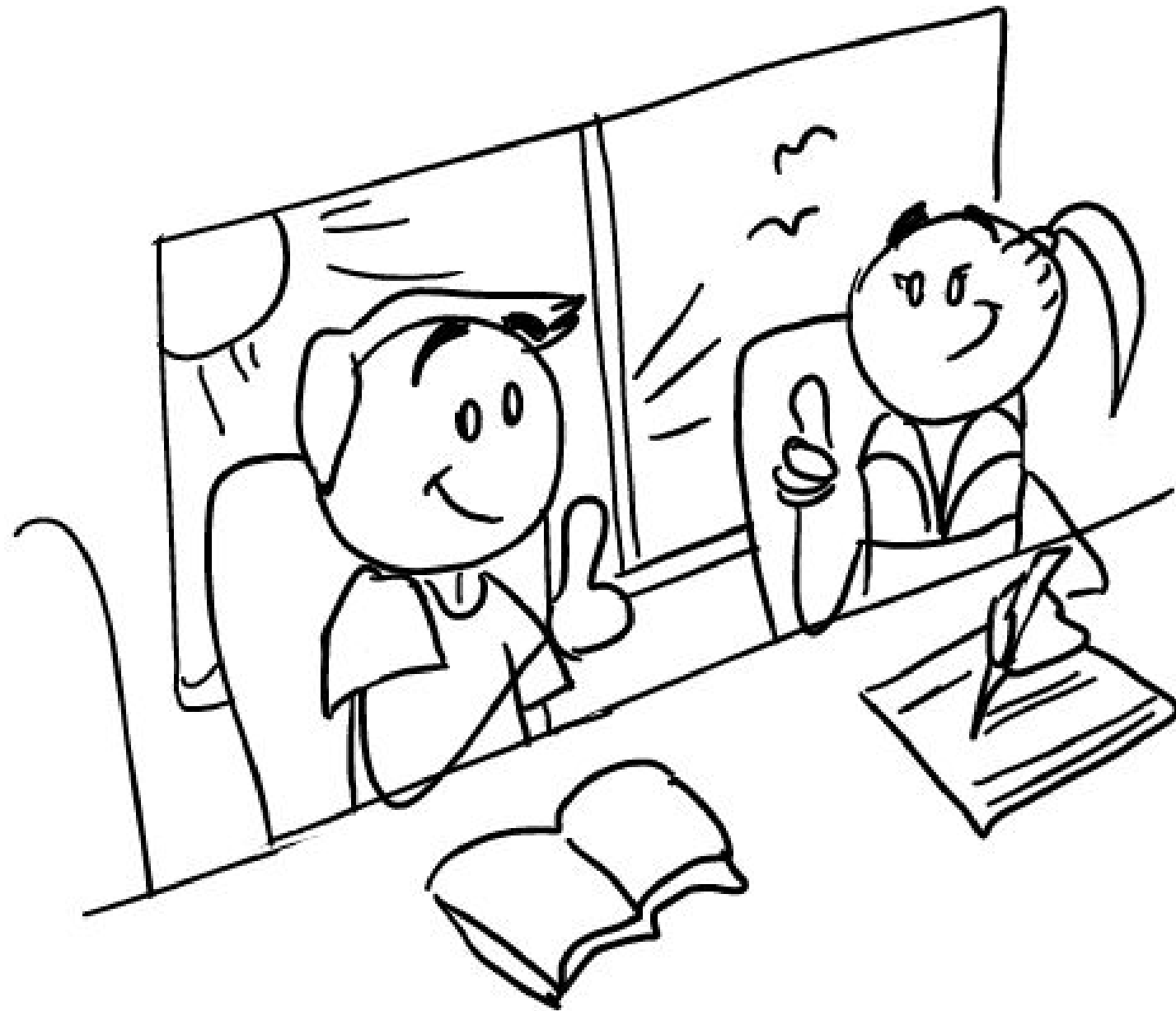


# #22 The Happy Collage





# Positive beginnings



# Brain Research





# An Experiment

# An Experiment

- Get up
- Pair up



# Instructions for No. 2:

Look the other in the  
eyes, and put on a

**BIG SMILE**



# Micro neurons





RAWK -

Random acts of kindness

# Relationships





# #2 Ask someone on a DATE

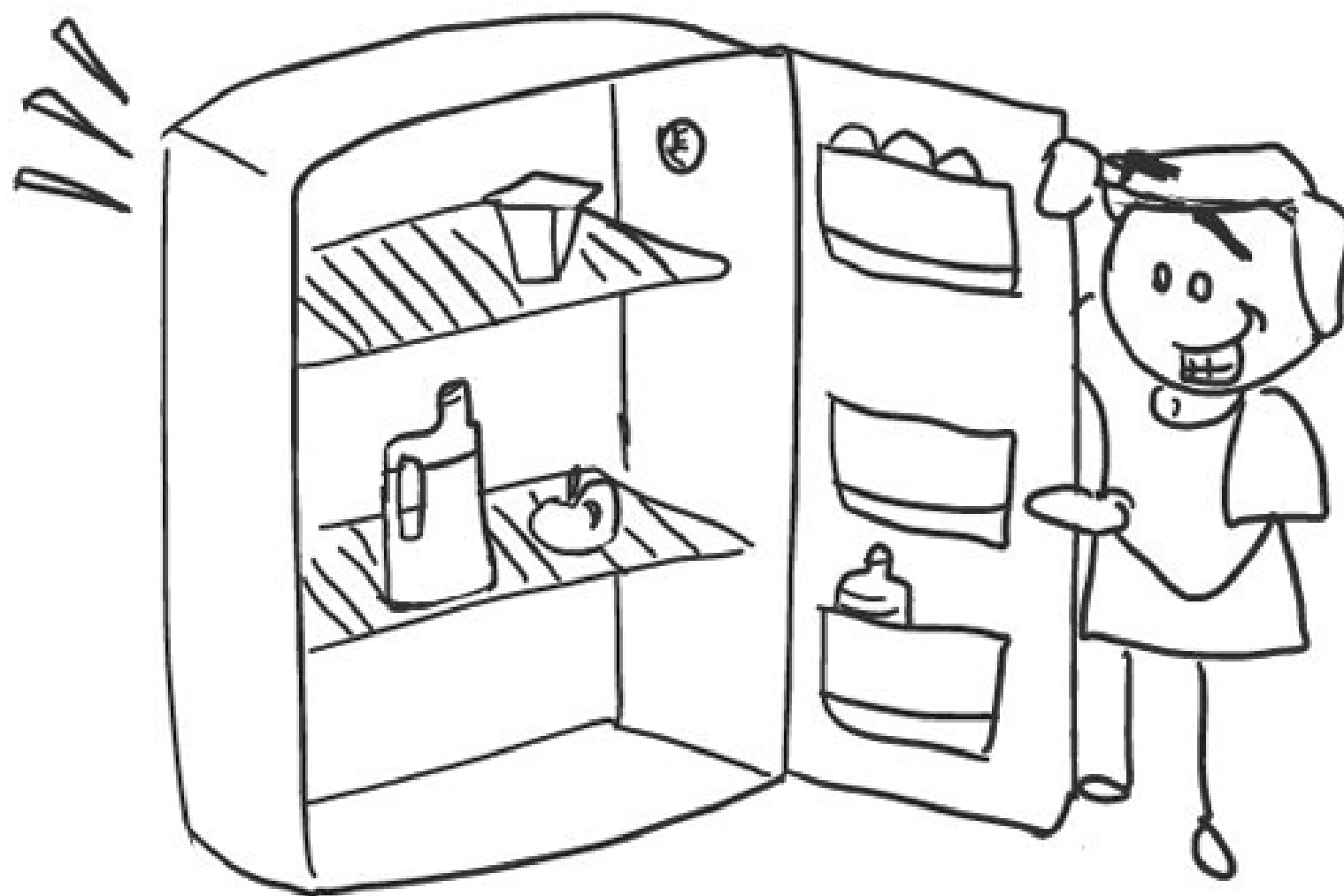


# Coffee on the phone

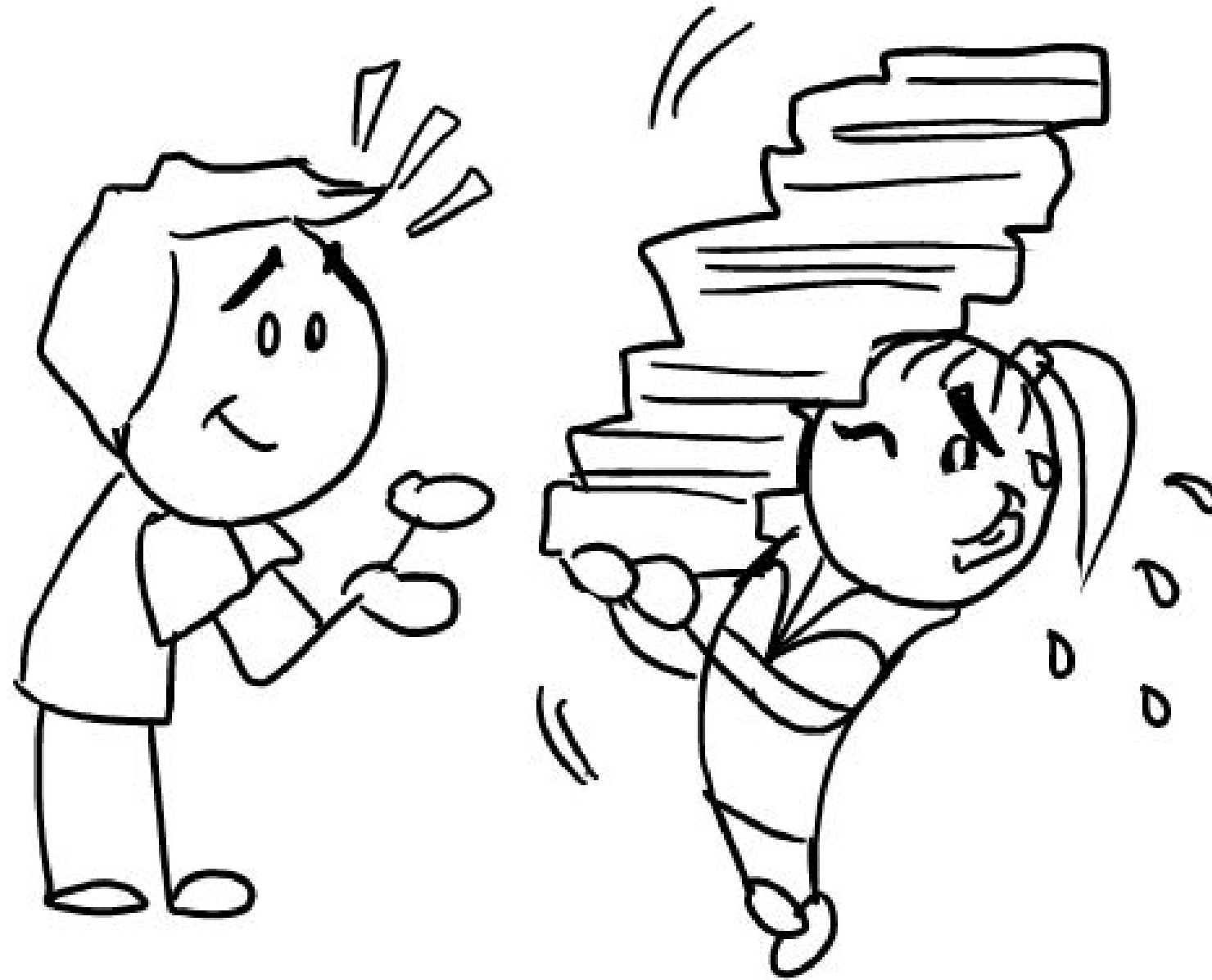




# Show your fridge



# #18 Help me out





# Culture





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





# Culture

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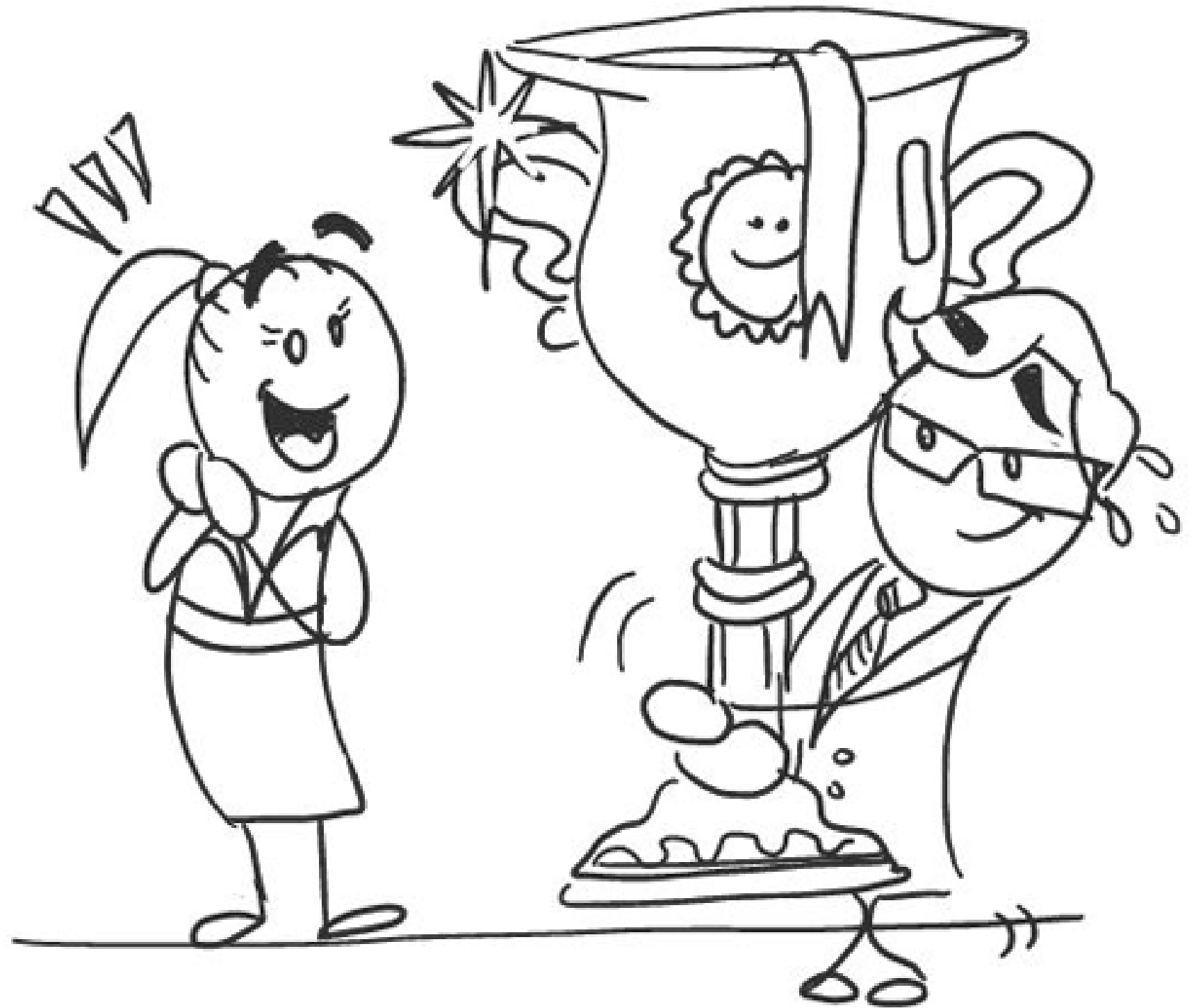
Beliefs  
+ Systems



# Brule (Bullshit Rule)



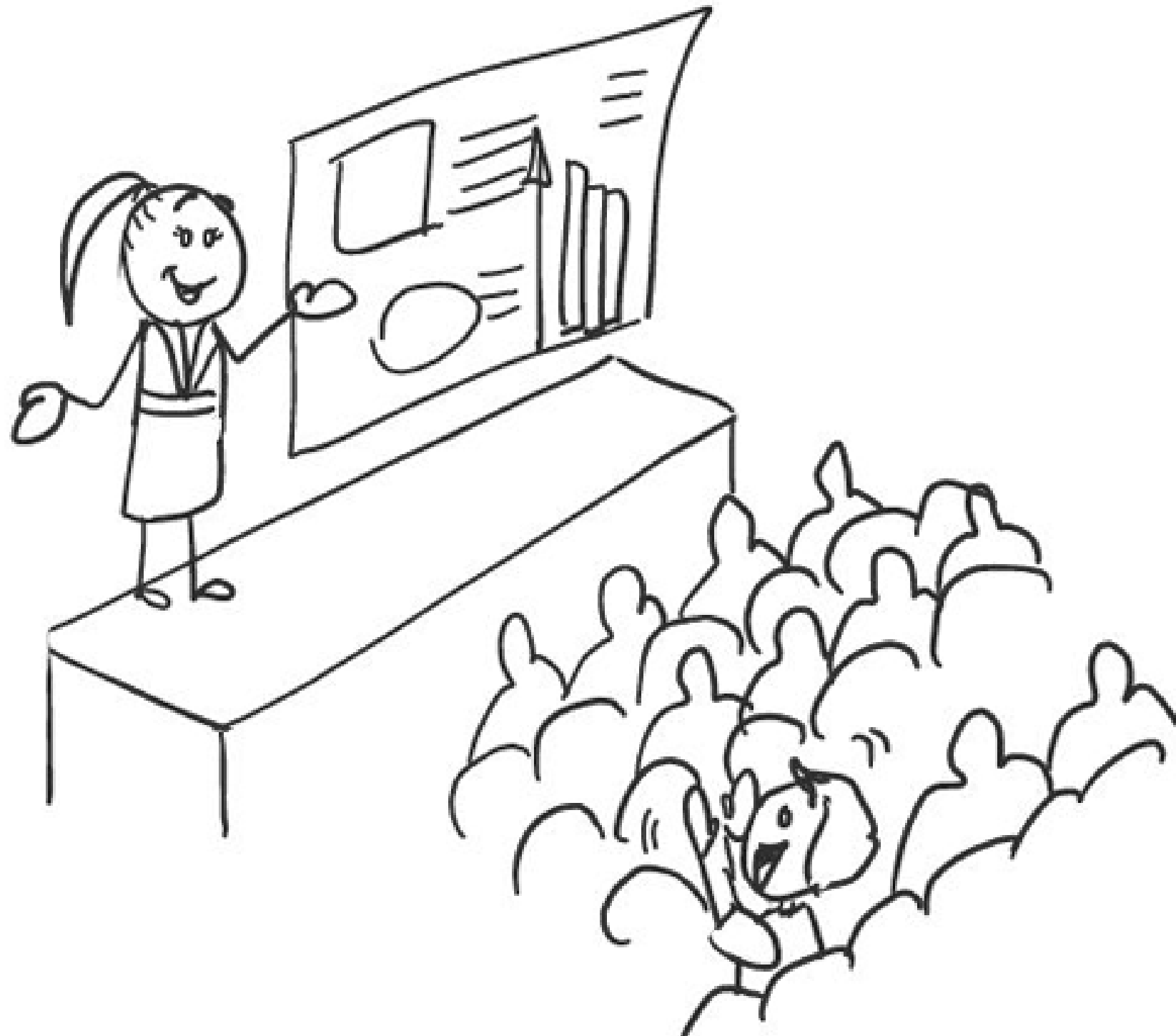
# Celebrate Success





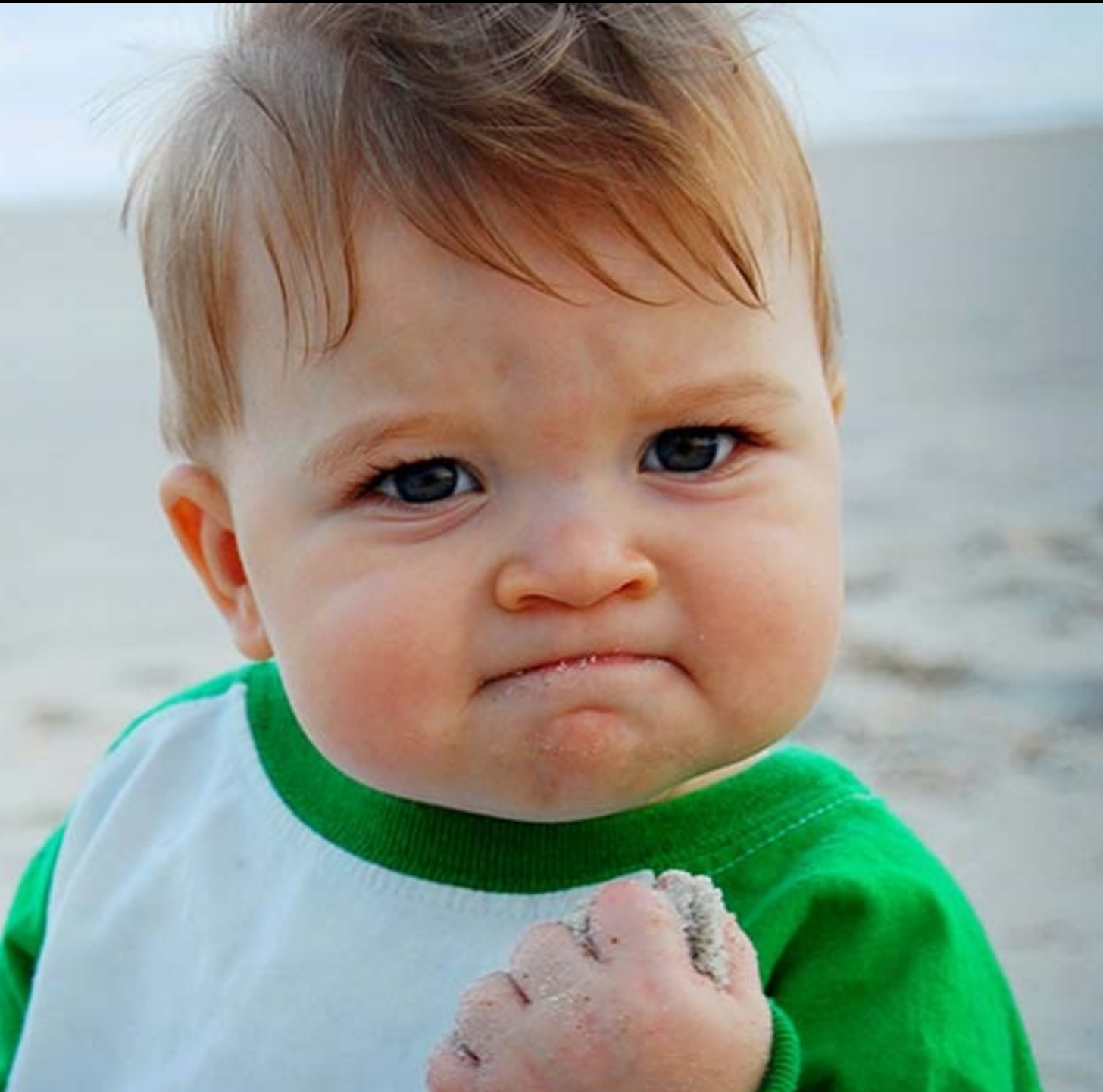


# #58 Ambassadors





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