

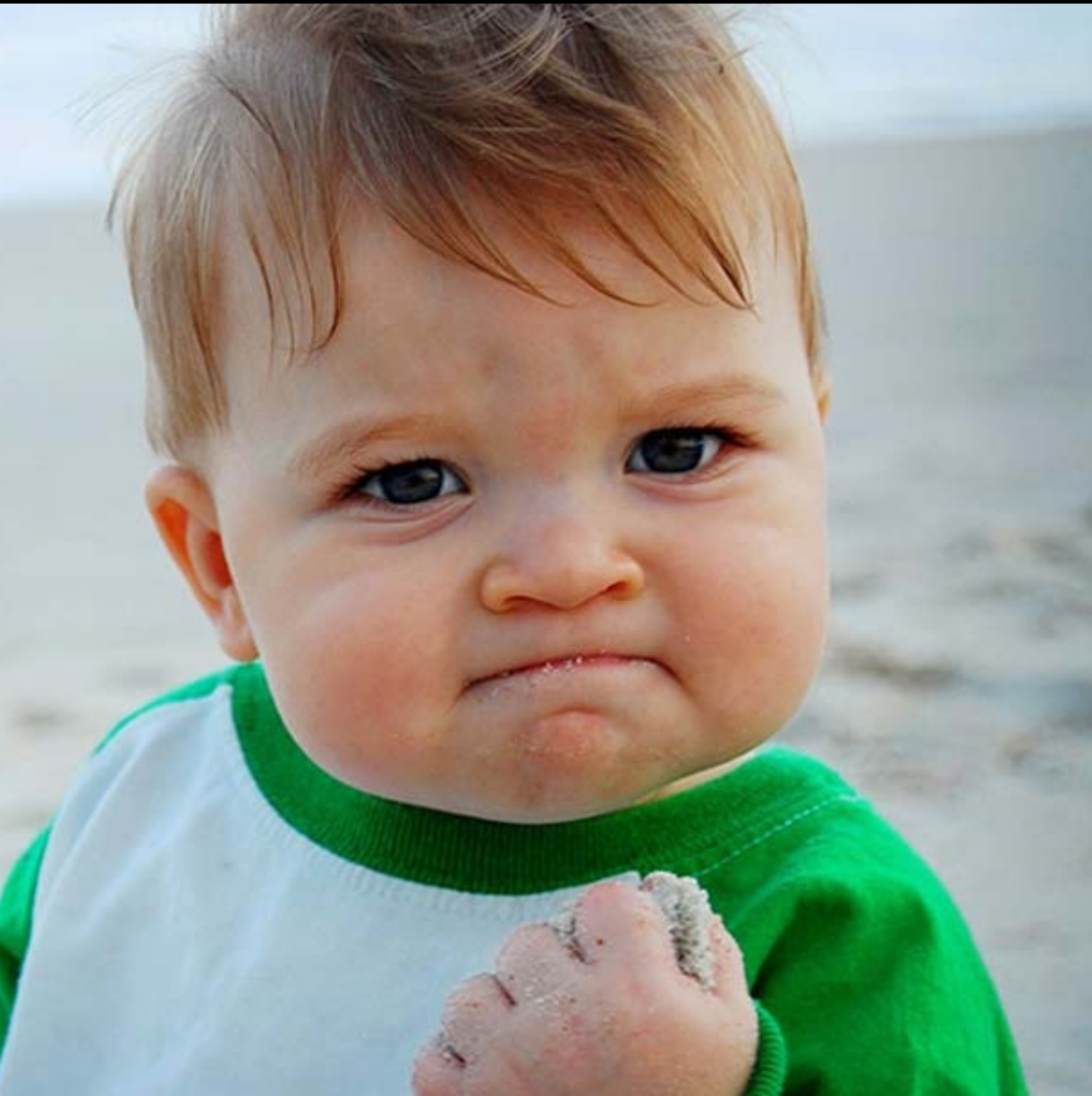
Happy at work

Y-mAbs Therapeutics, Kokkedal
November 22nd 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!





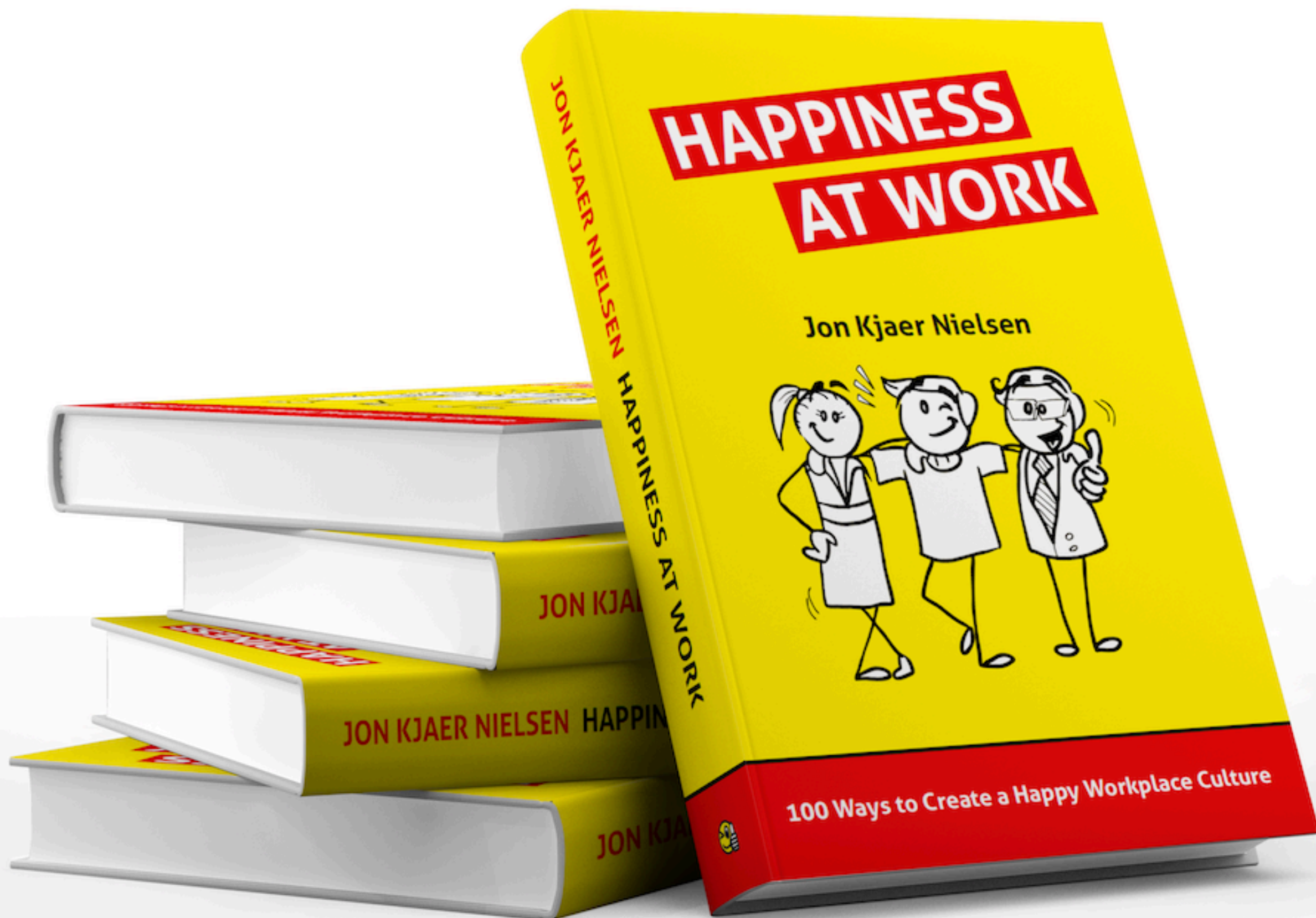


Jon Kjær Nielsen -
Speaker & Author

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

Independent
consultant since 2006.

Biker, book-worm,
chef, podcast host



HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

Materials after today:

jon.dk/ymabs

Go and get:

- Today's presentation
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- 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

186 **Life's Work**

Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

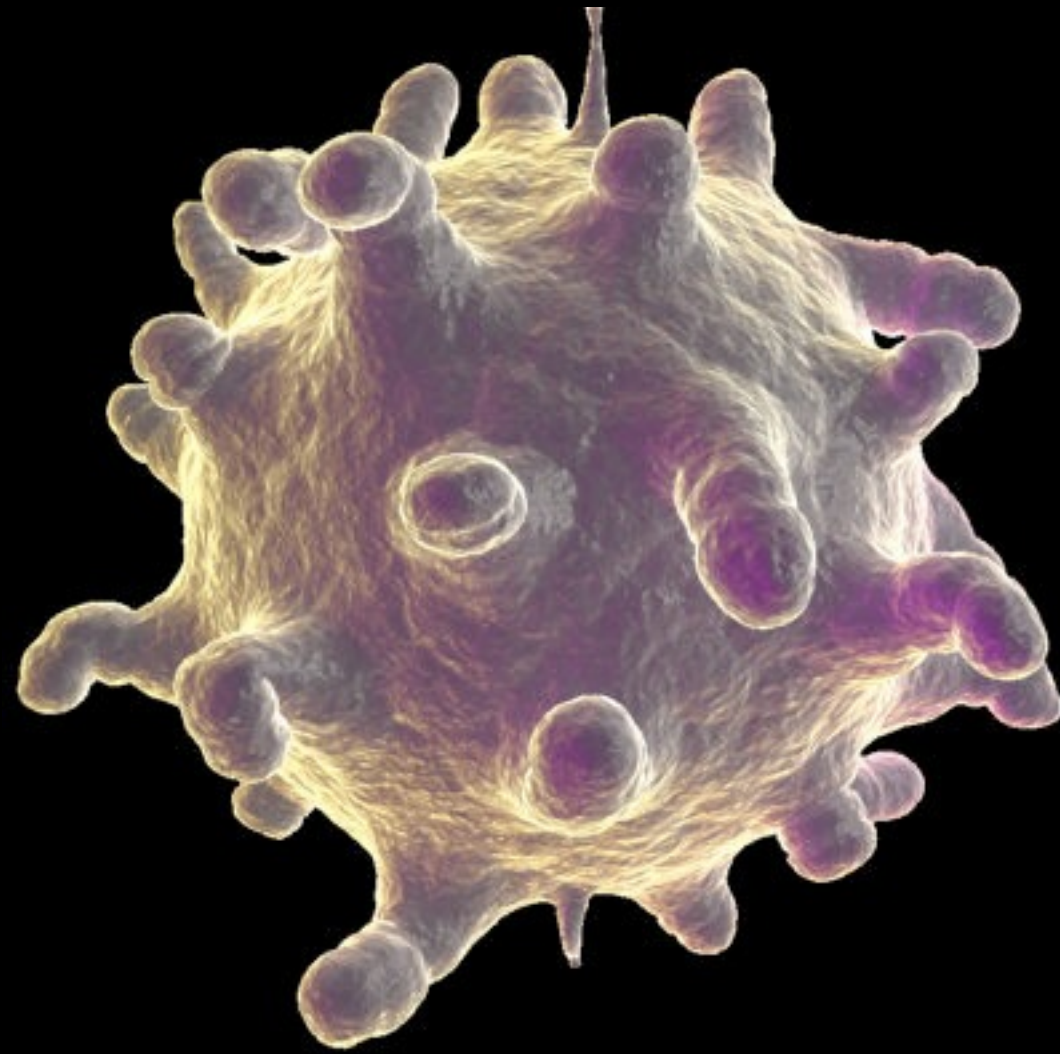
SPECIAL DOUBLE ISSUE

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

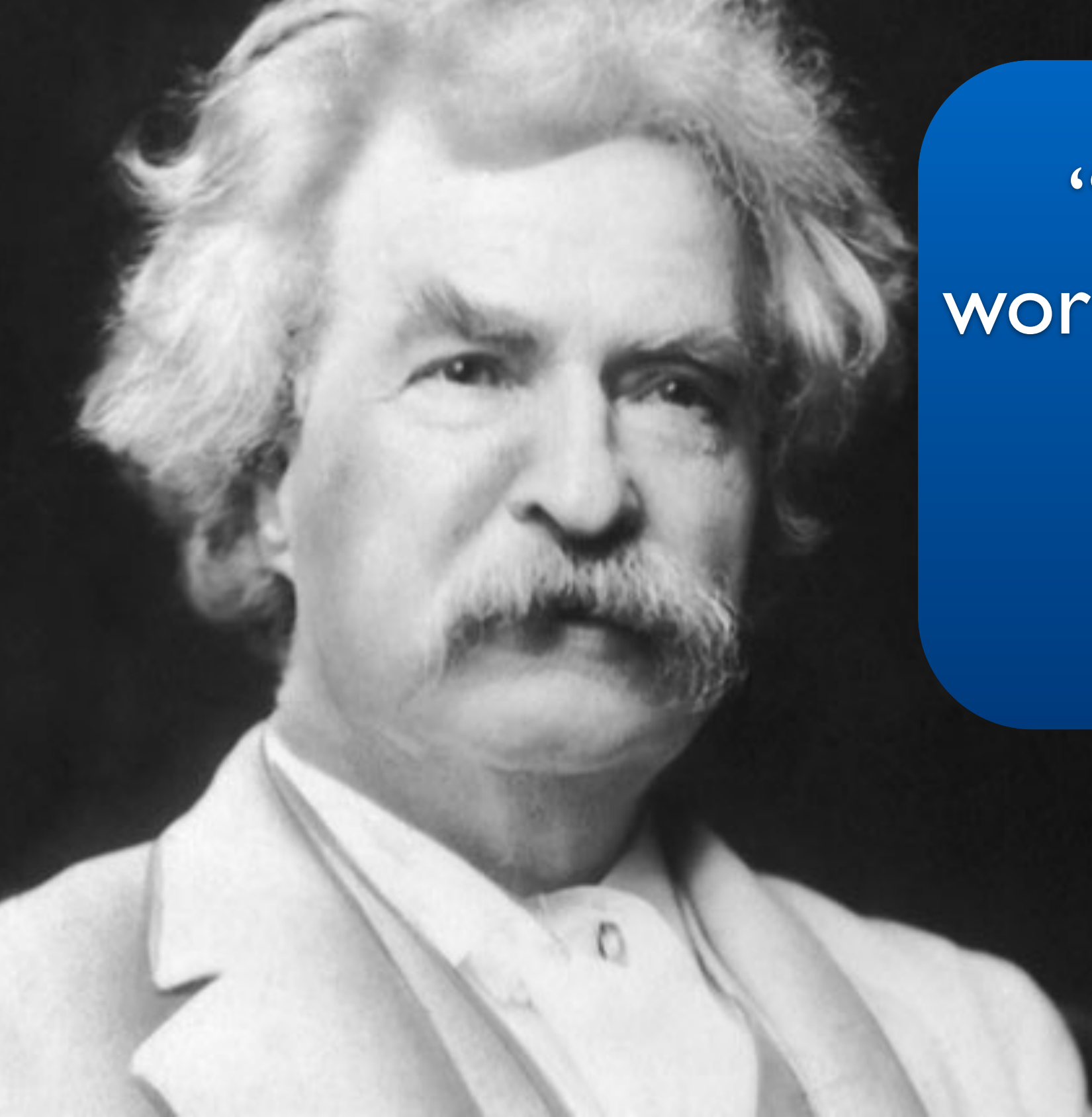
Playing The Victim



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

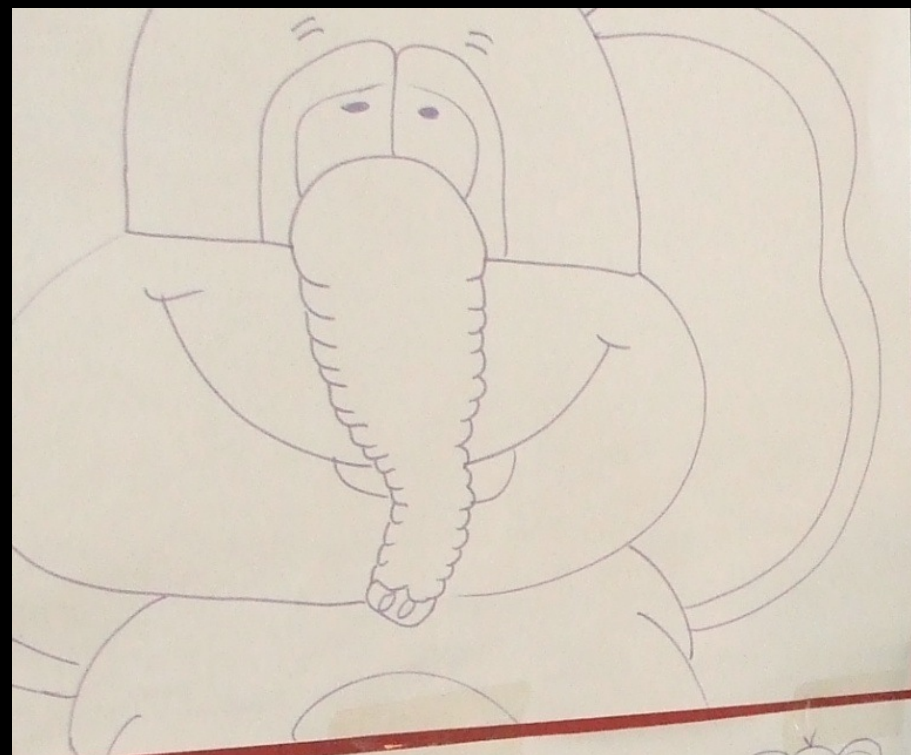



Negative impact

- 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?



#23 Well Done! cards



“We’ll have
to wait and
see...”







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

This Vehicle Adopted By:
Western Lake Erie Chapter SDC



Change



Available on
iTunes



NETFLIX



POPCORN
Time



Fear & uncertainty

- The unknown
- Reduced competency
- Loss of status
- Broken relations

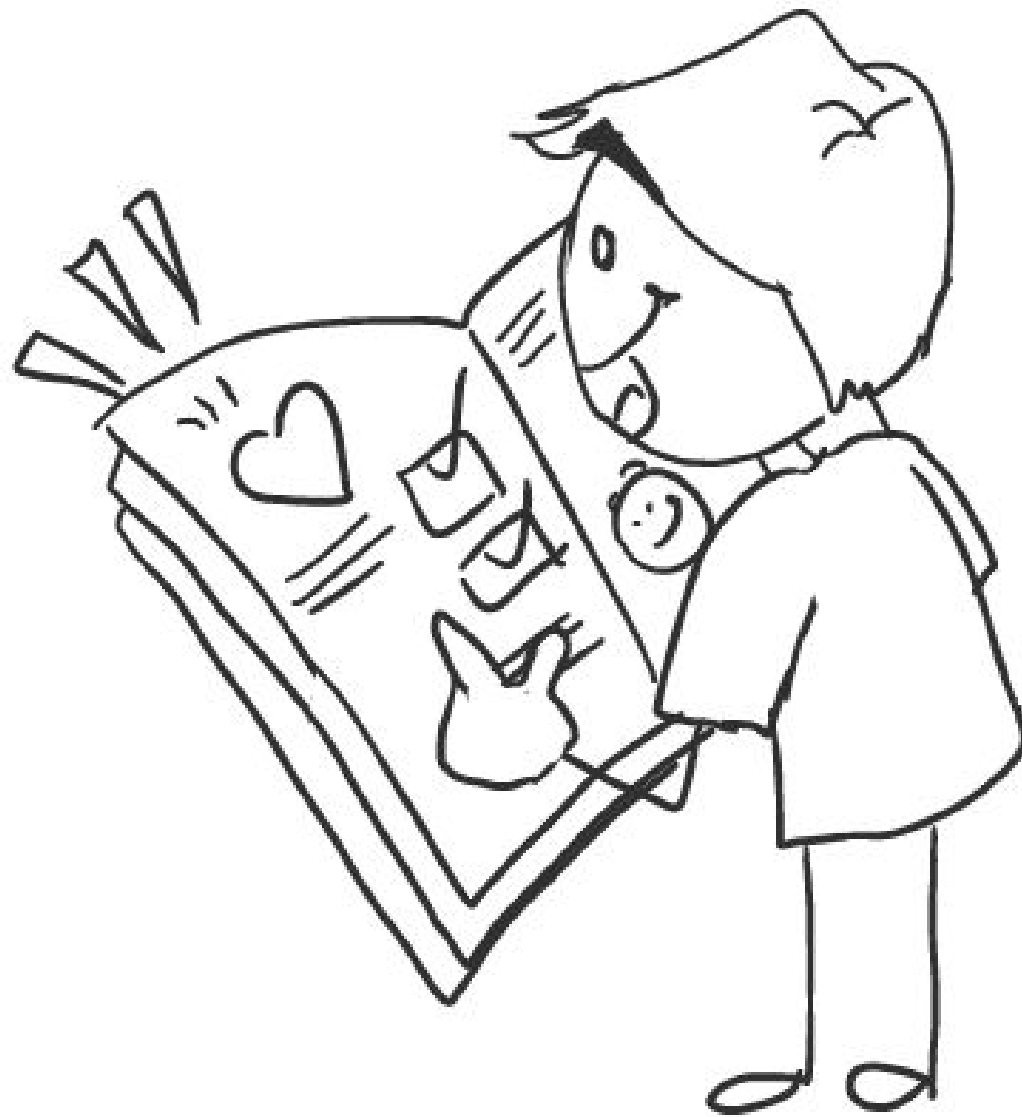
Succeeding



Optimism



What Went Well?

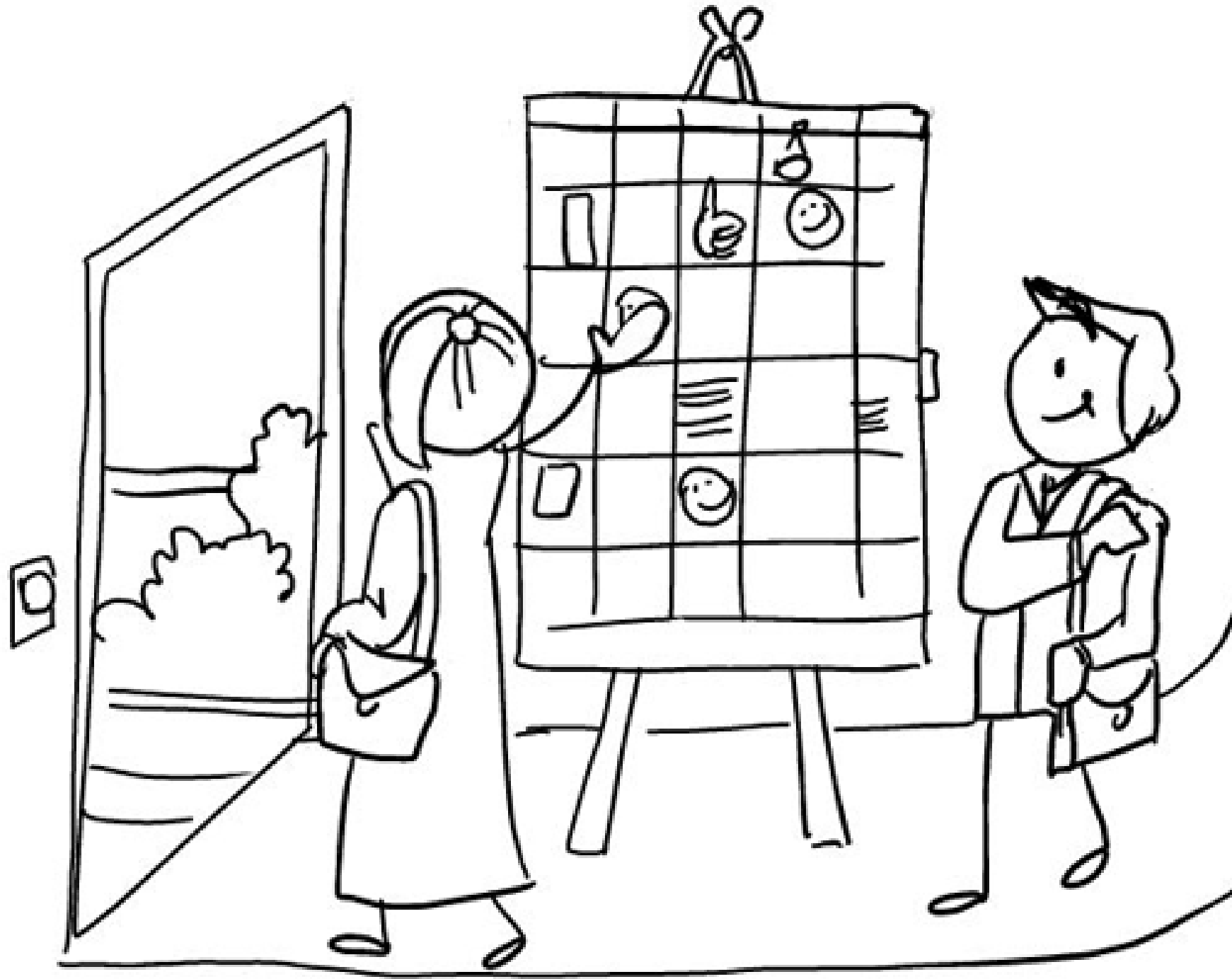


Apps:

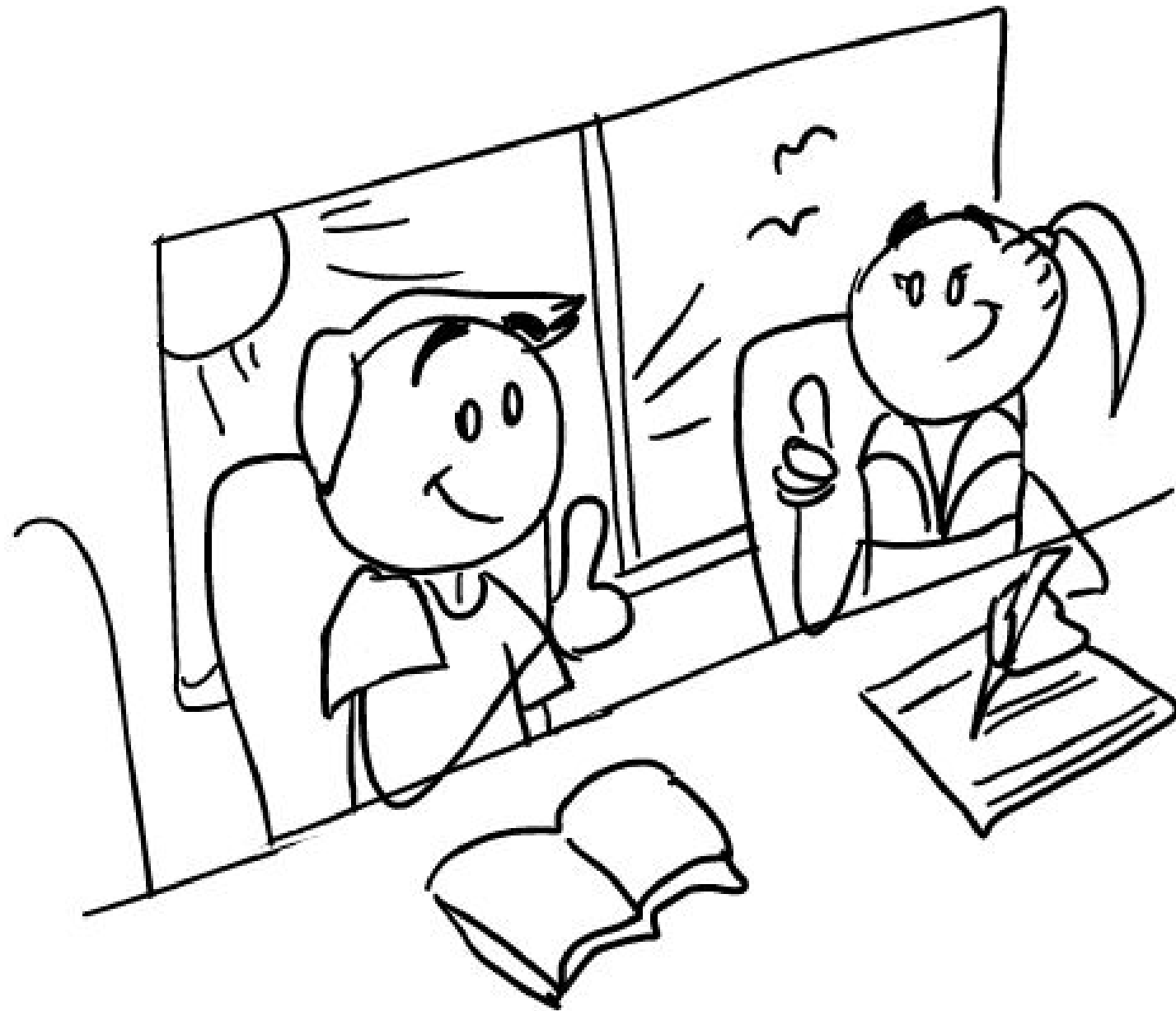
- Five minute journal
- Gratitude Journal



#22 The Happy Collage



Positive beginnings





The Key to Life:
There are no new
problems

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

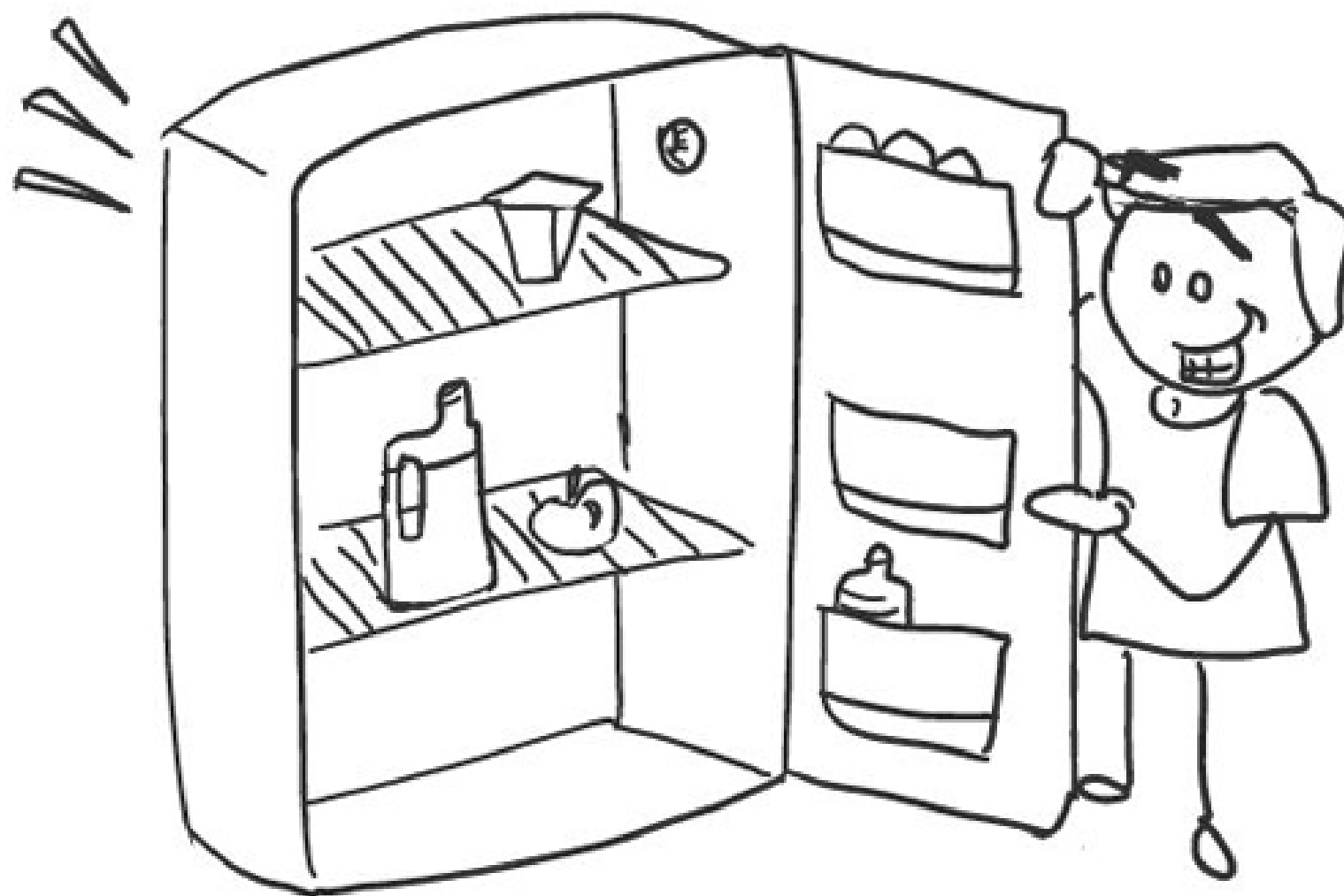
Relationships



#2 Ask someone on a DATE



Show your fridge



#18 Help me out



Change jobs



Culture





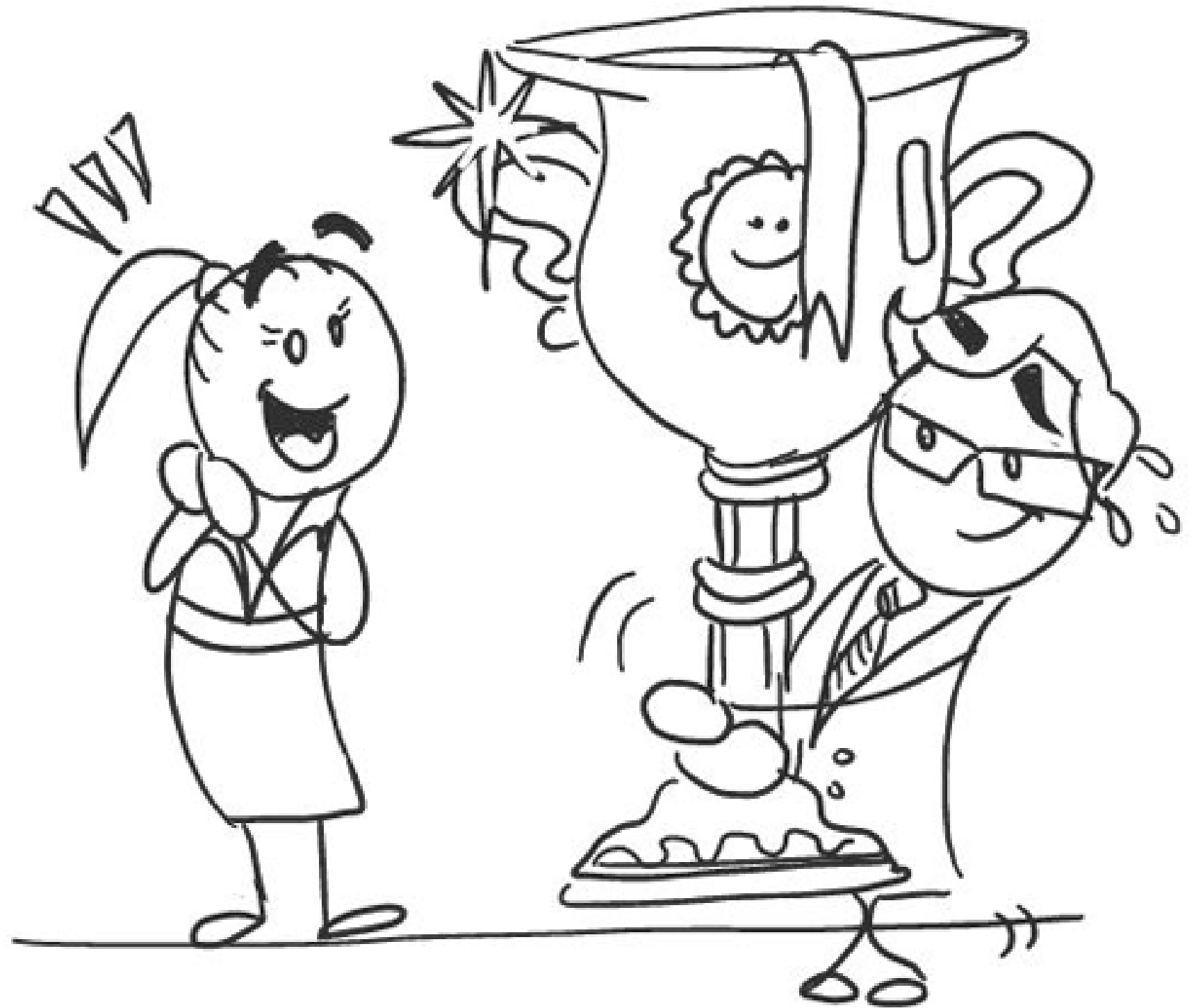
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



Culture

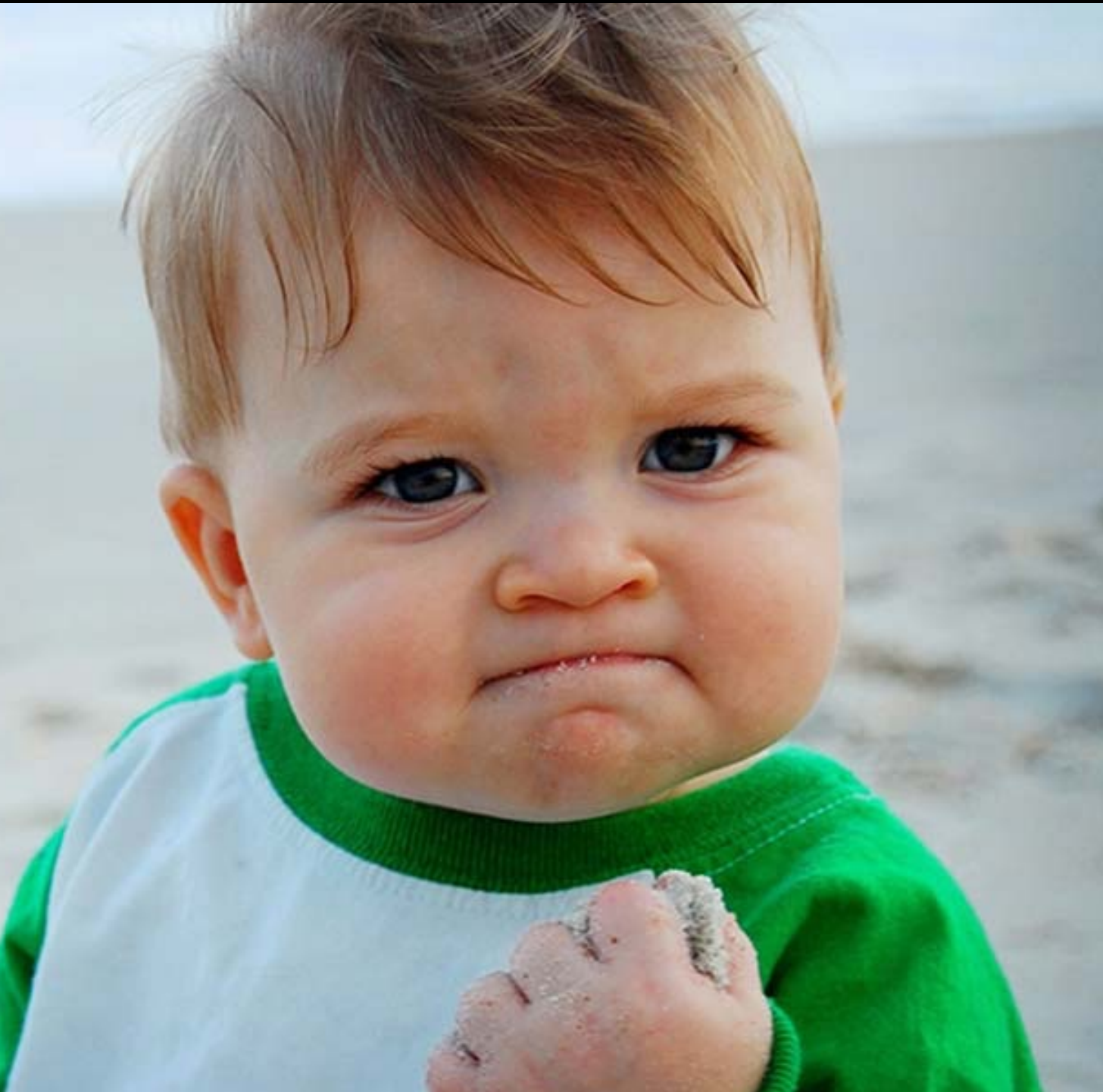
Beliefs
+ Systems

Celebrate Success



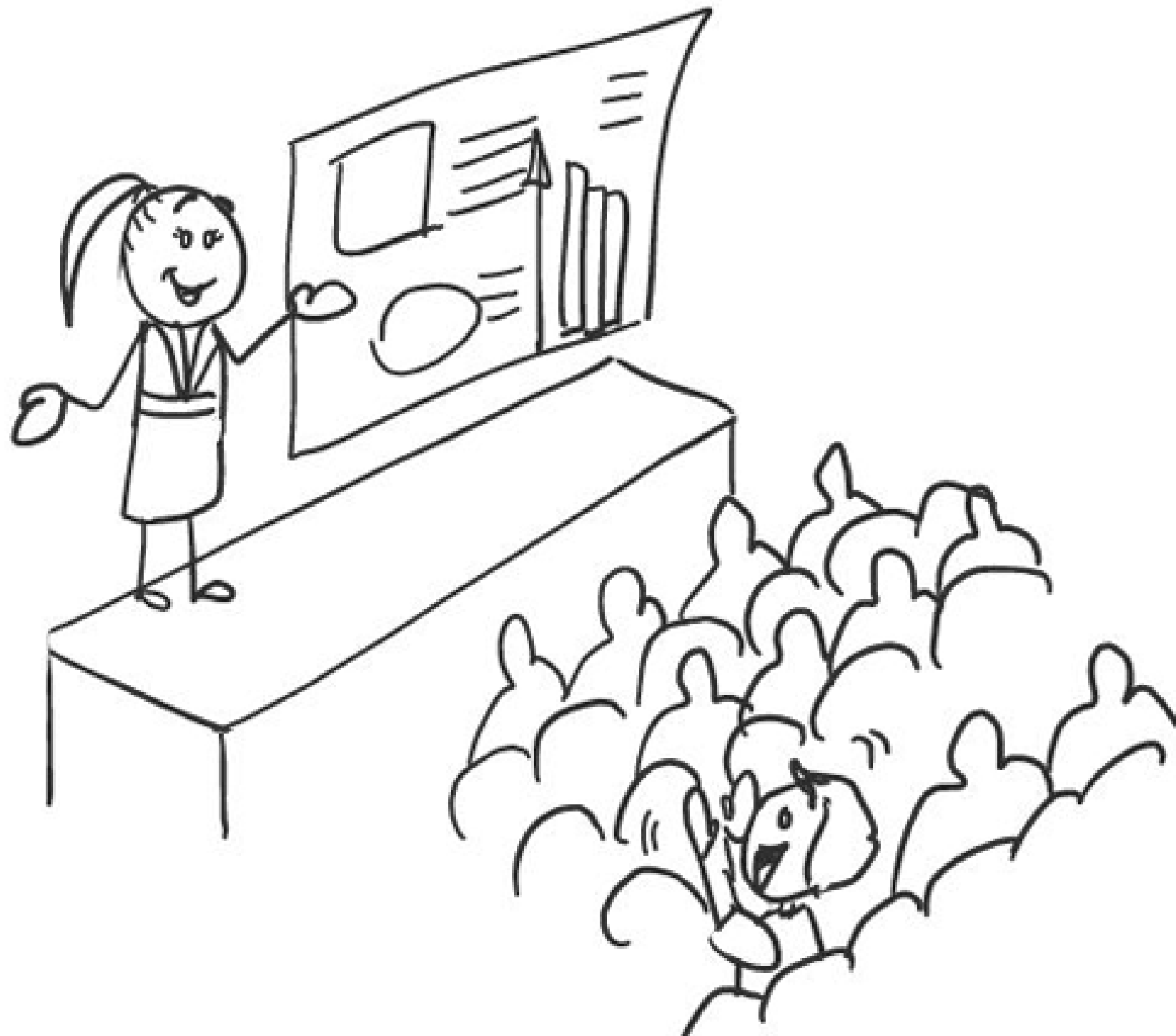


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#58 Ambassadors



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