

Happy at work

Ørsted, Fredericia

November 13, 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!





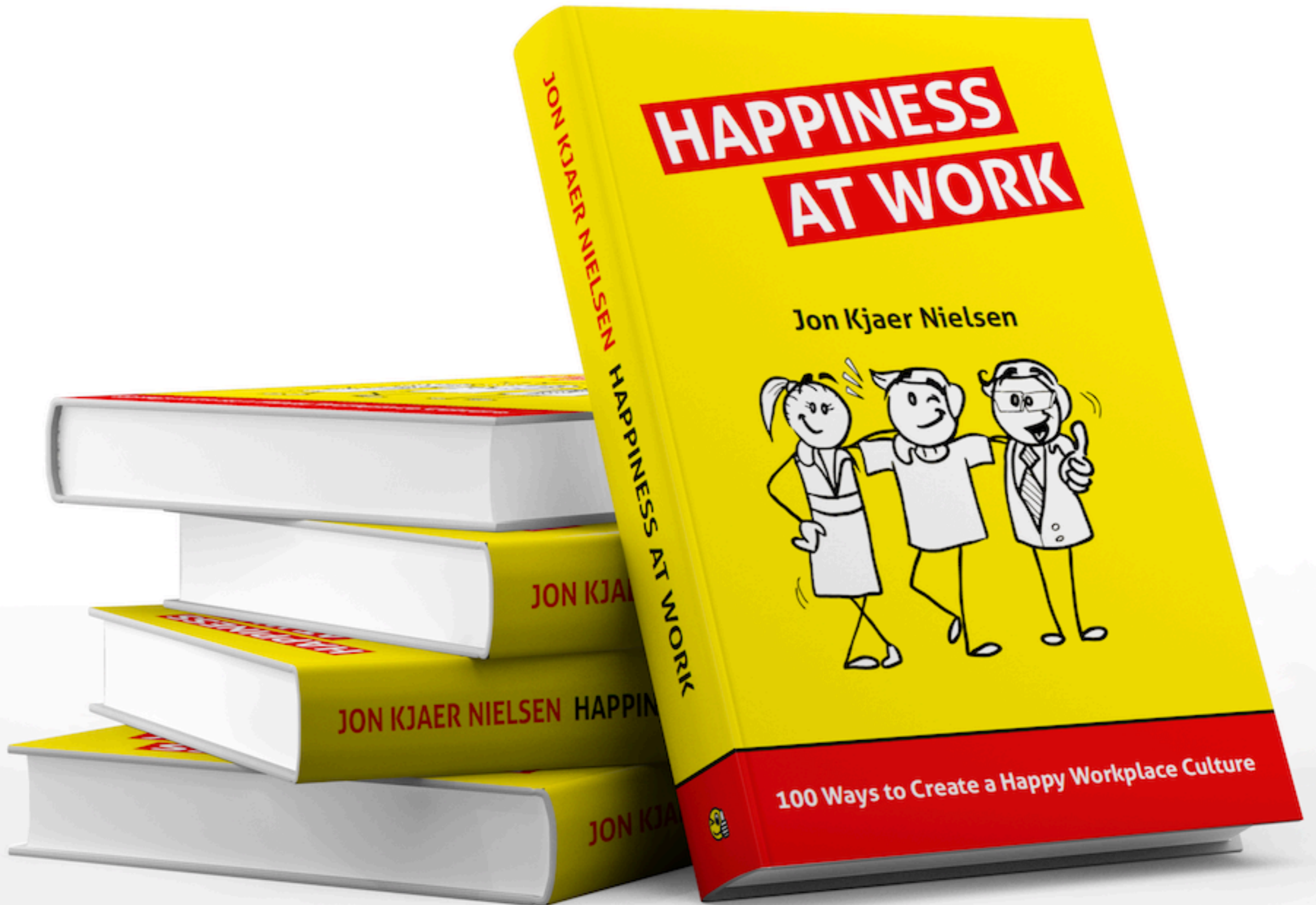


Jon Kjær Nielsen -
Speaker & Author

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

JON KJAER NIELSEN

HAPPINESS AT WORK

JON KJAER NIELSEN

JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

Materials after today:

jon.dk/orsted

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

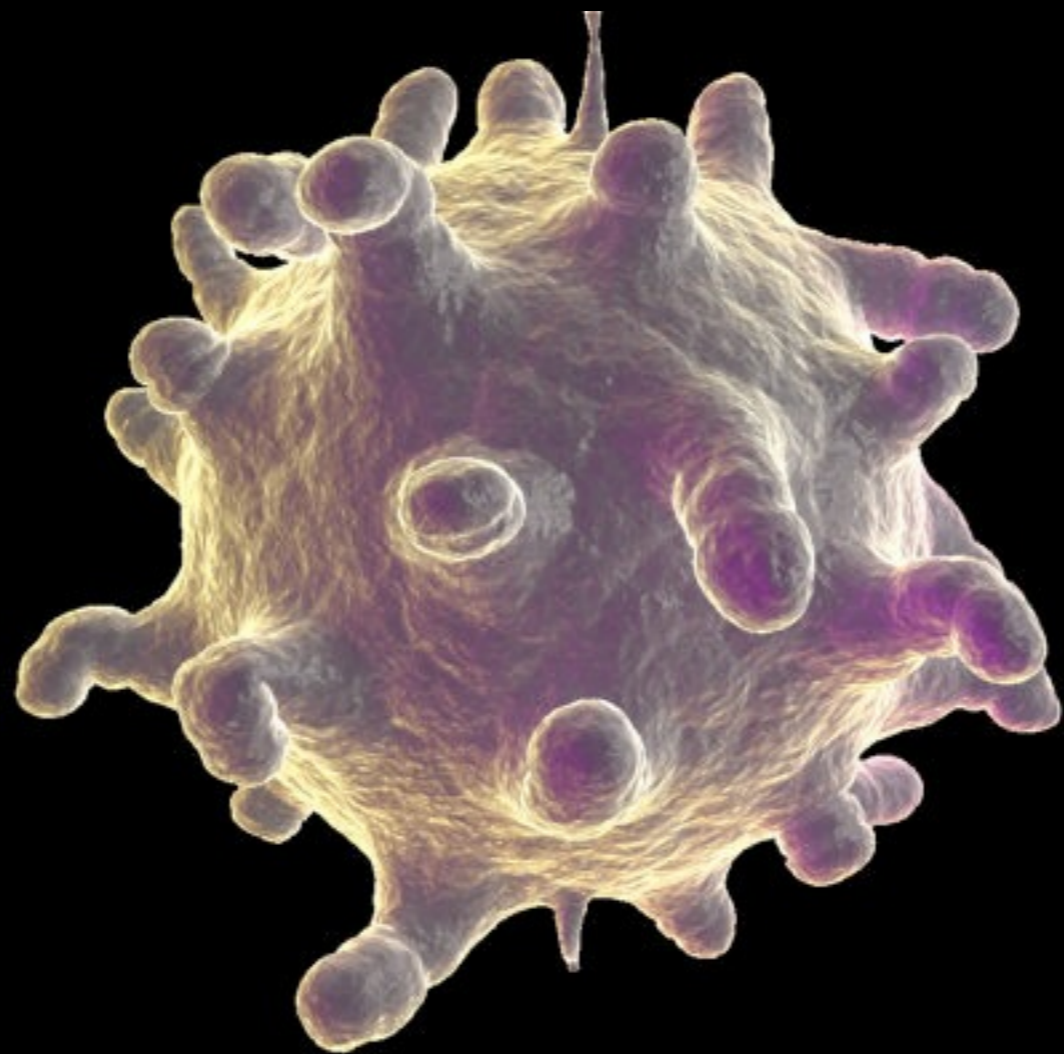




36.8°C



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

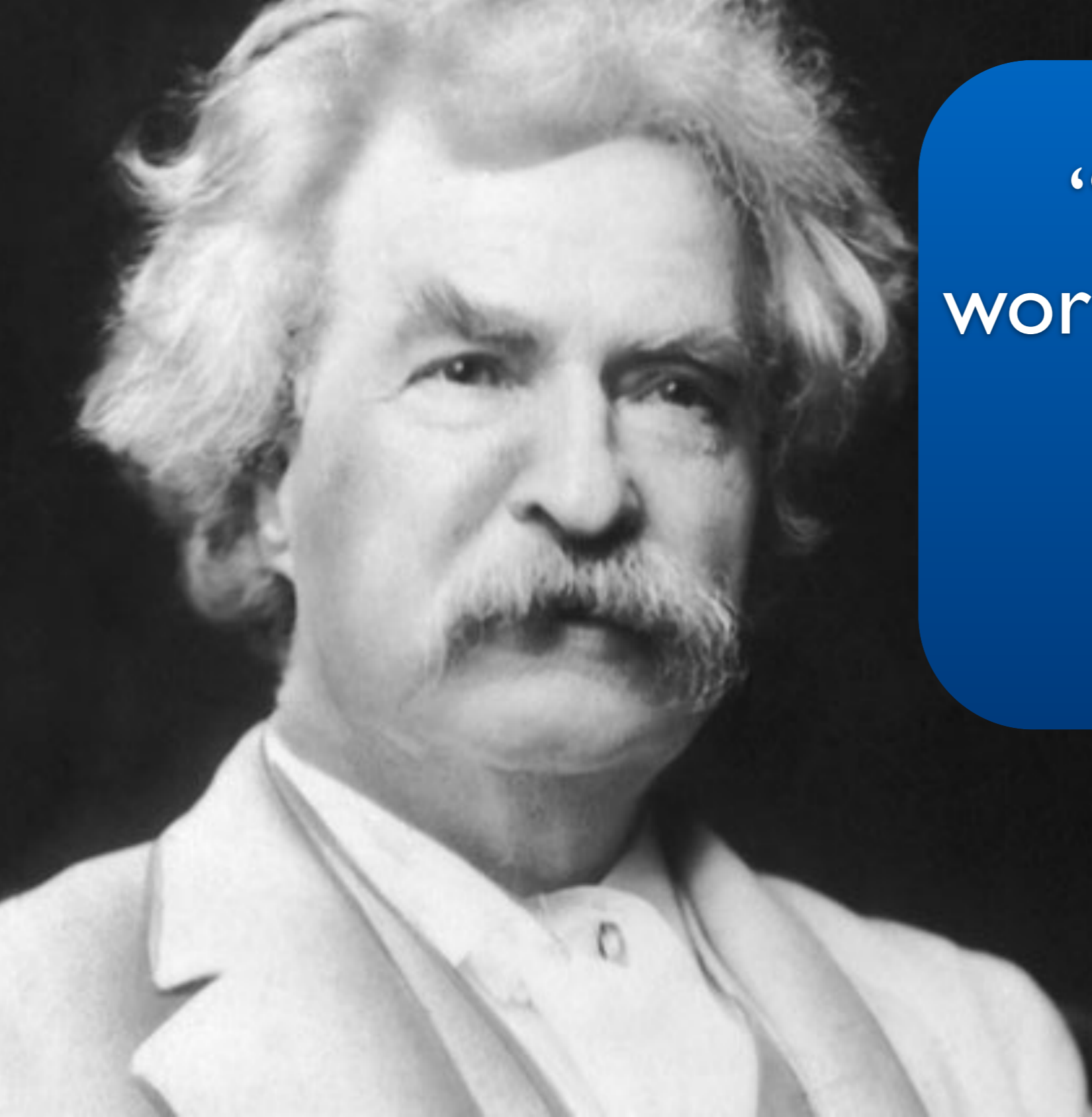
Playing The Victim



GRUMPY CAT

HappyWays Podcast
Episode 03:
An end to whining
and complaining

IS NOT IMPRESSED



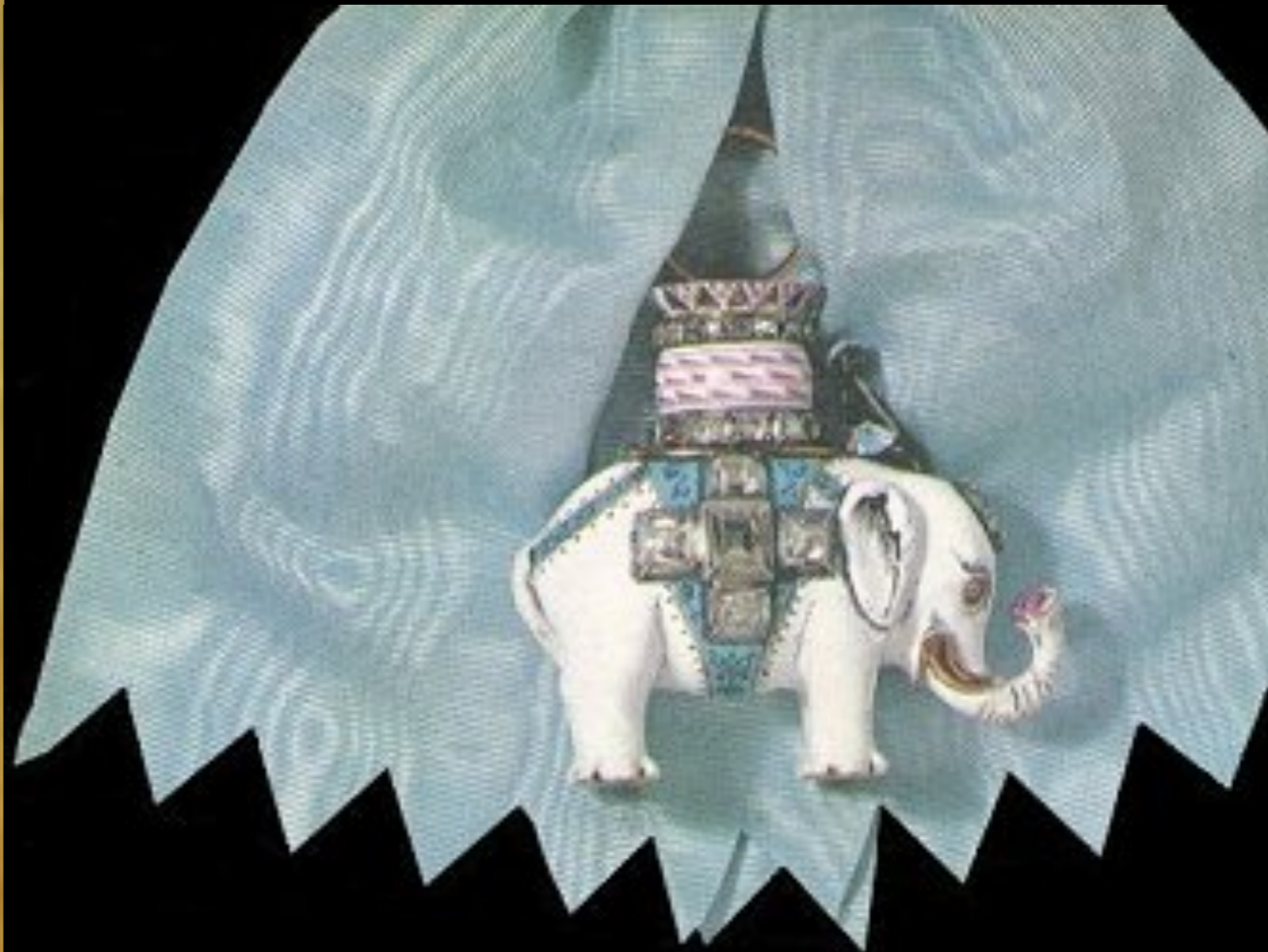
“I’ve had a lot of
worries in my life, most
of which never
happened”
- Mark Twain

Personal rule: Nothing is
ever anybody's fault

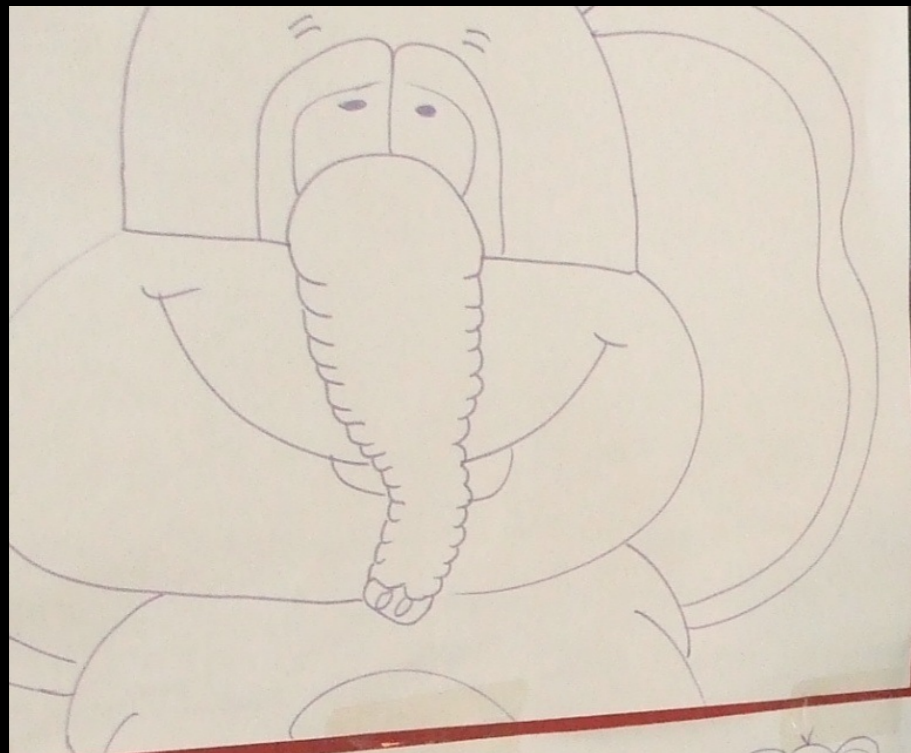


Negative impact

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



#33 Order of the Elephant



LEFANT-ORDENEN

SADAN GØR DU:

⇒ ALLE KAN UDDELE

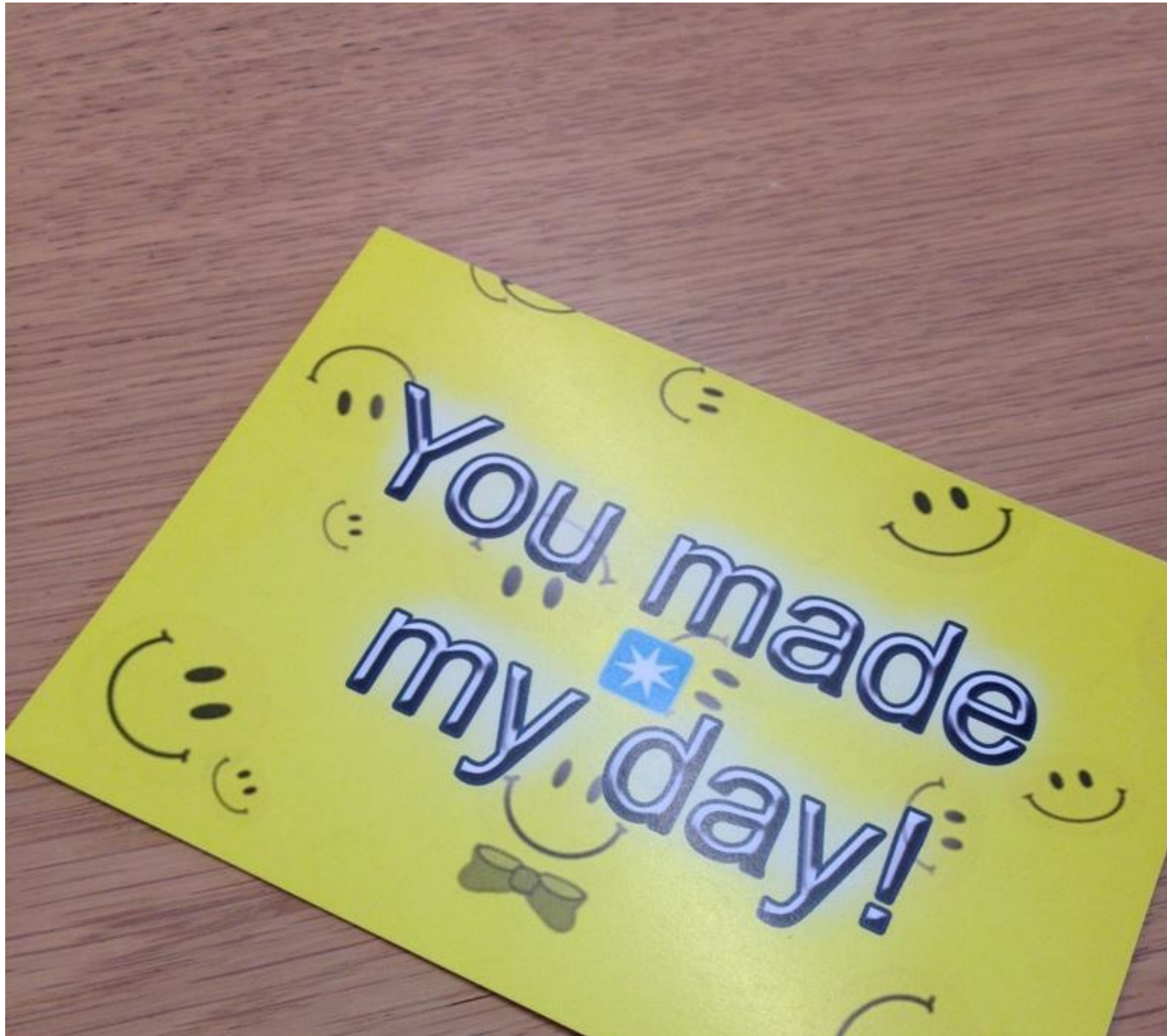
⇒ GIV TIL EN KOLLEGA, F.EKS:

- 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 "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



Change





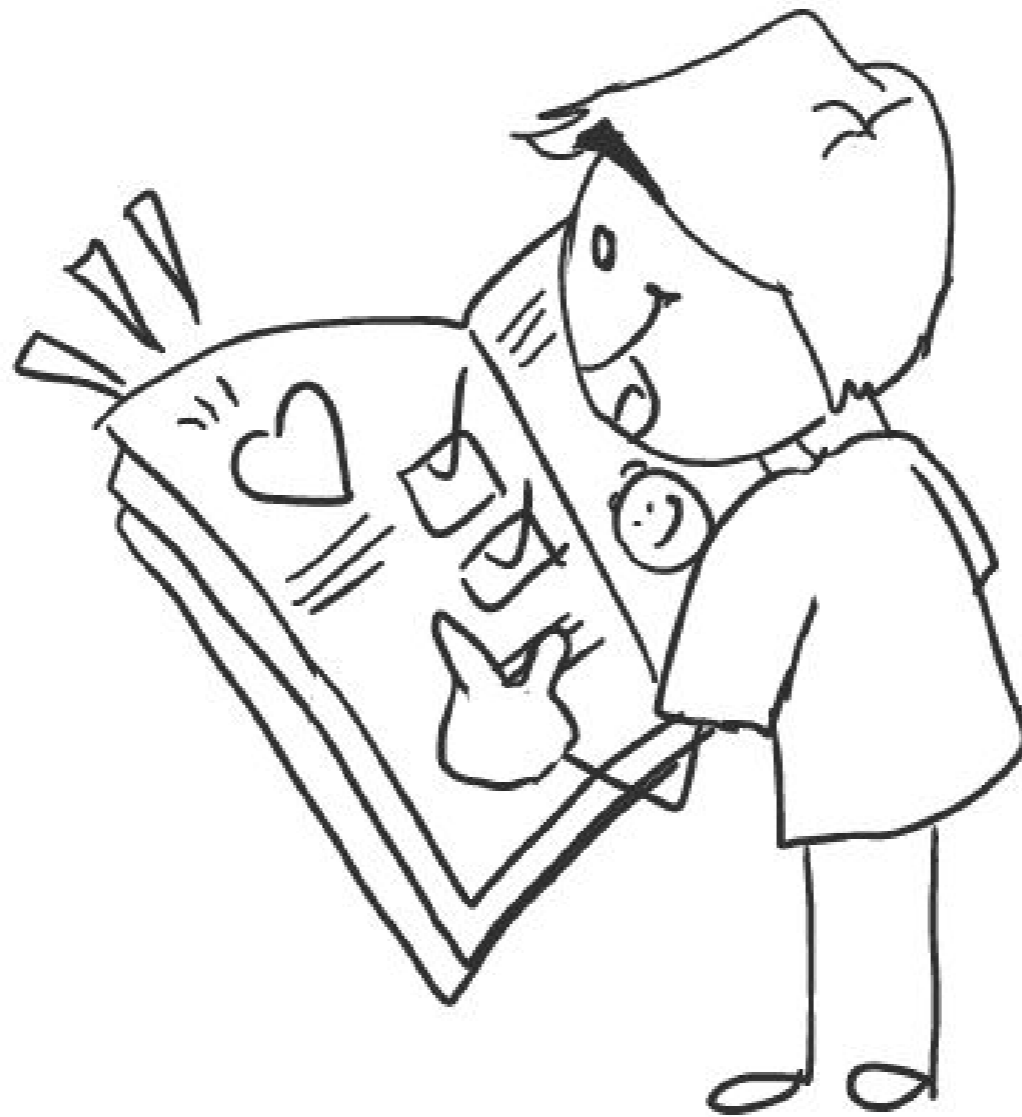
Succeeding



Optimism



What Went Well?

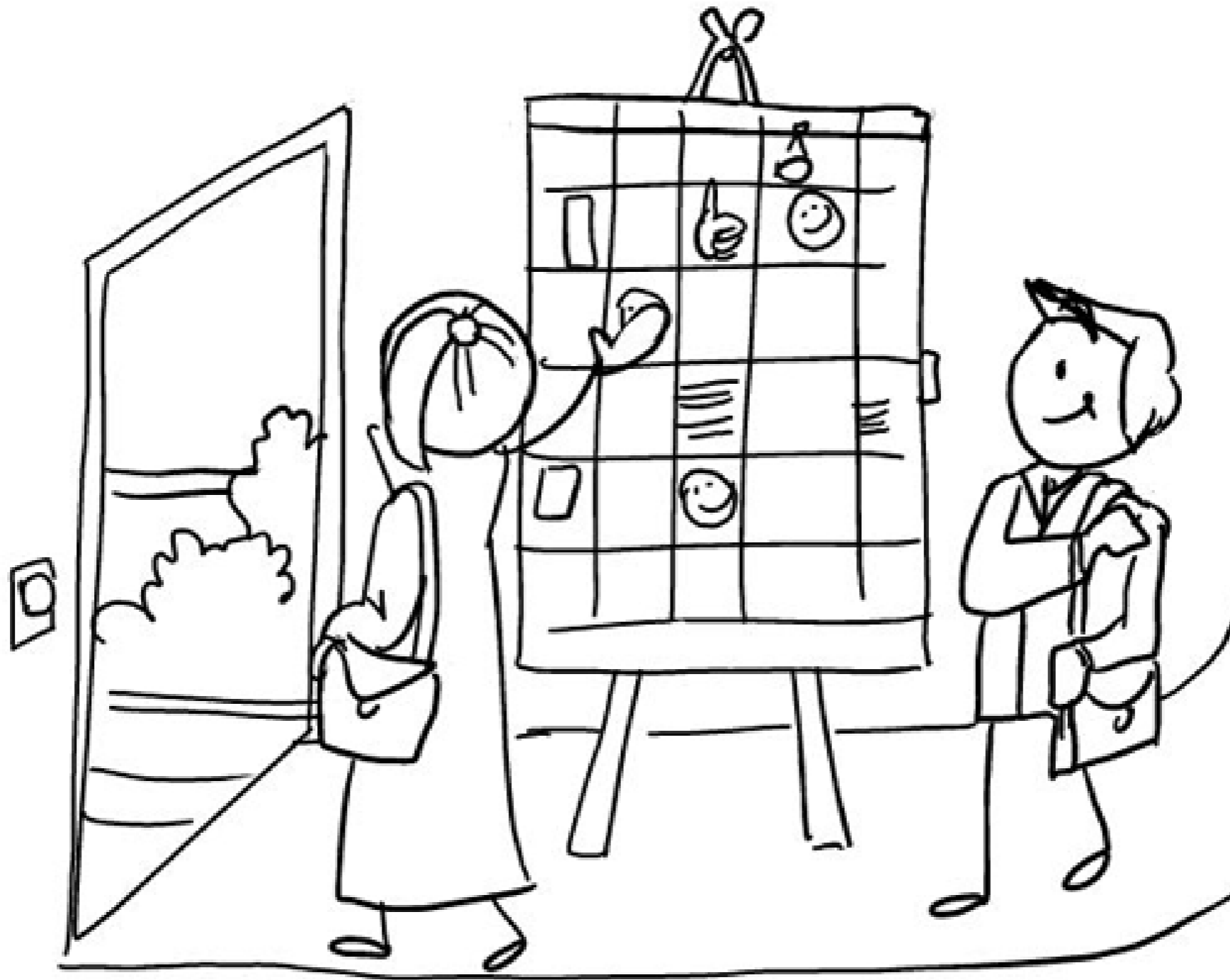


Apps:

- Five minute journal
- Gratitude Journal

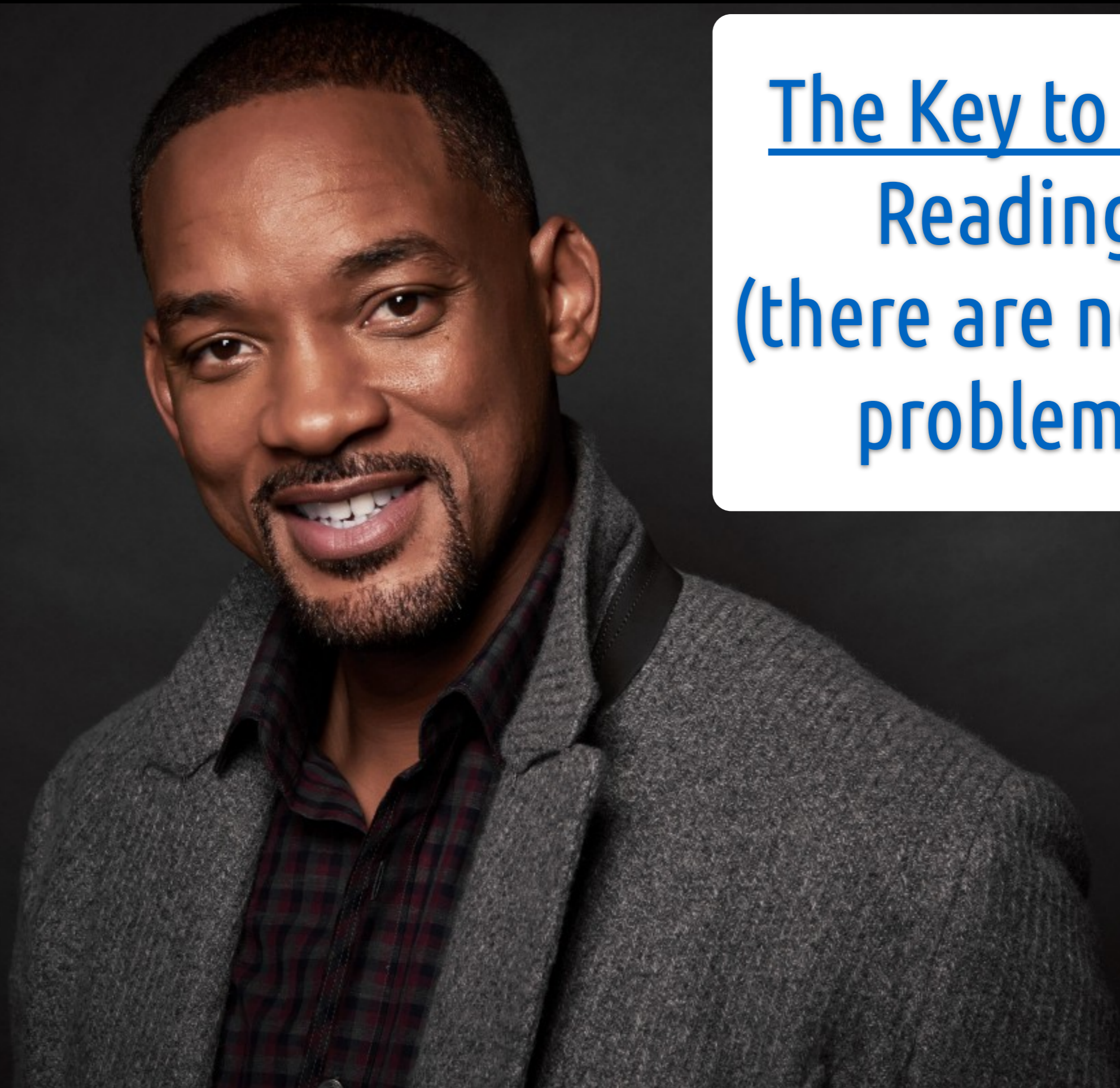


#22 The Happy Collage



Positive beginnings





The Key to Life:
Reading.
(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 Deniods



RAWK -

Random acts of kindness

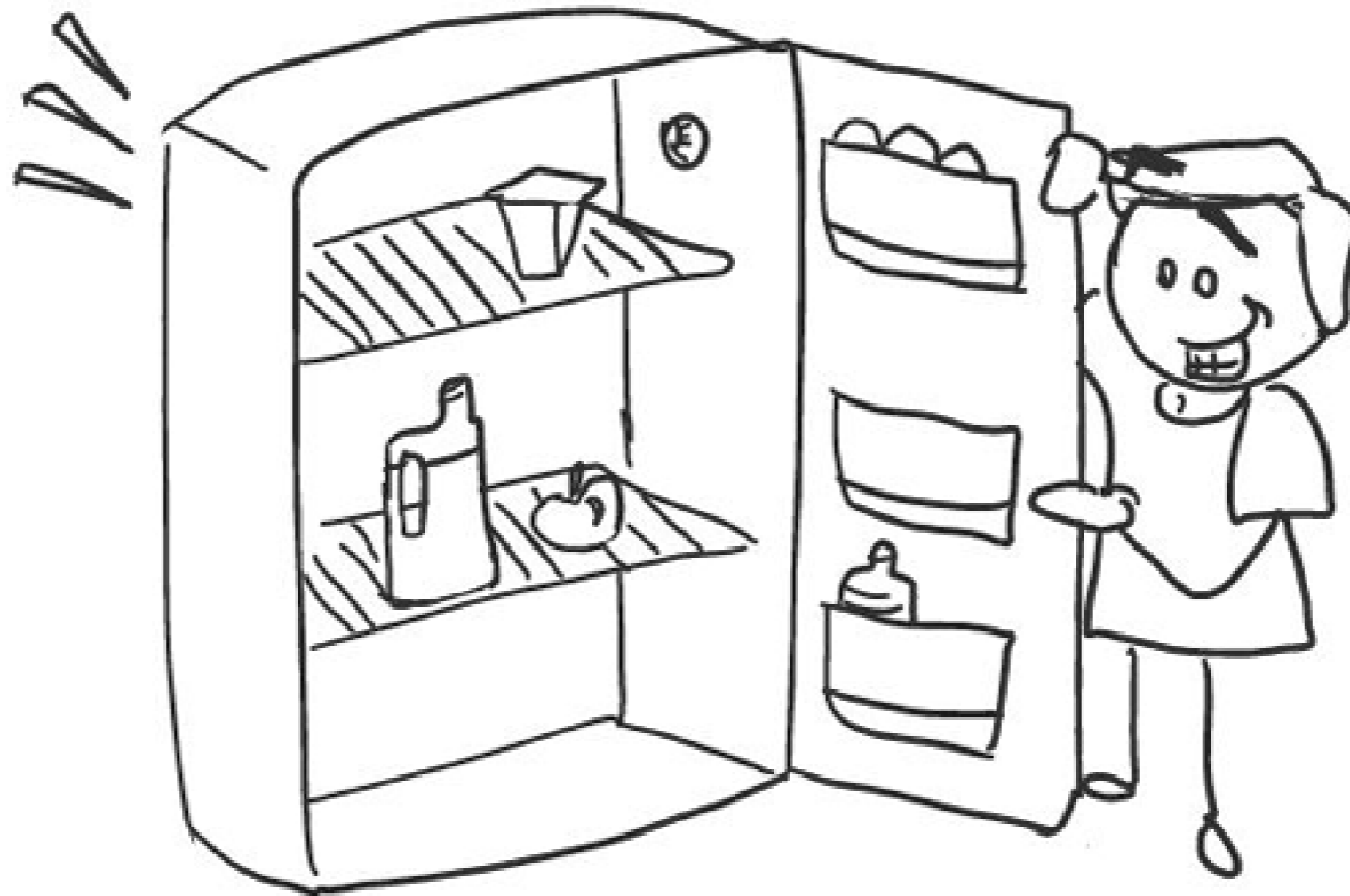
Relationships



#2 Ask someone on a DATE



Show your fridge



#18 Help me out



Change jobs



Culture





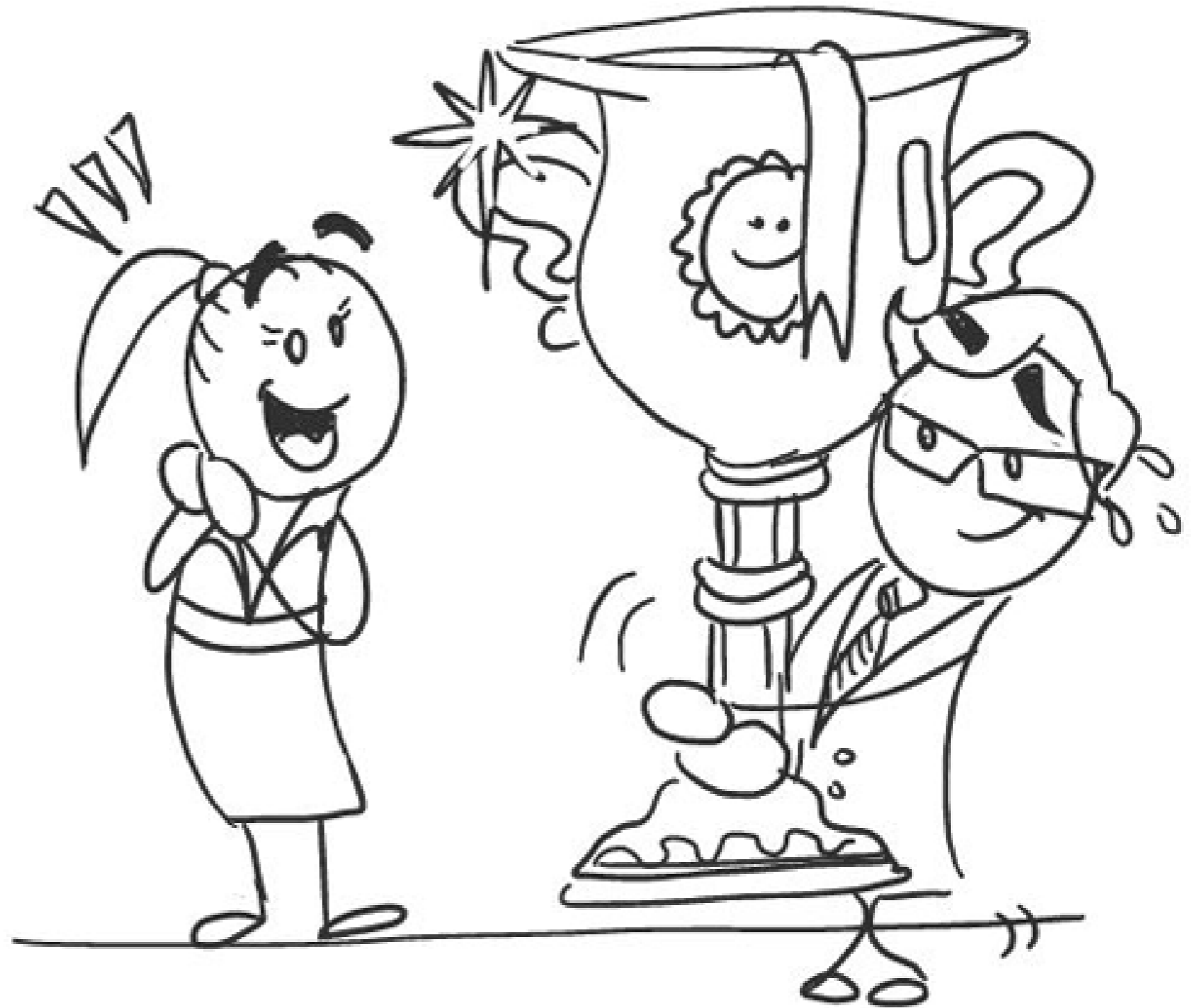
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



Culture

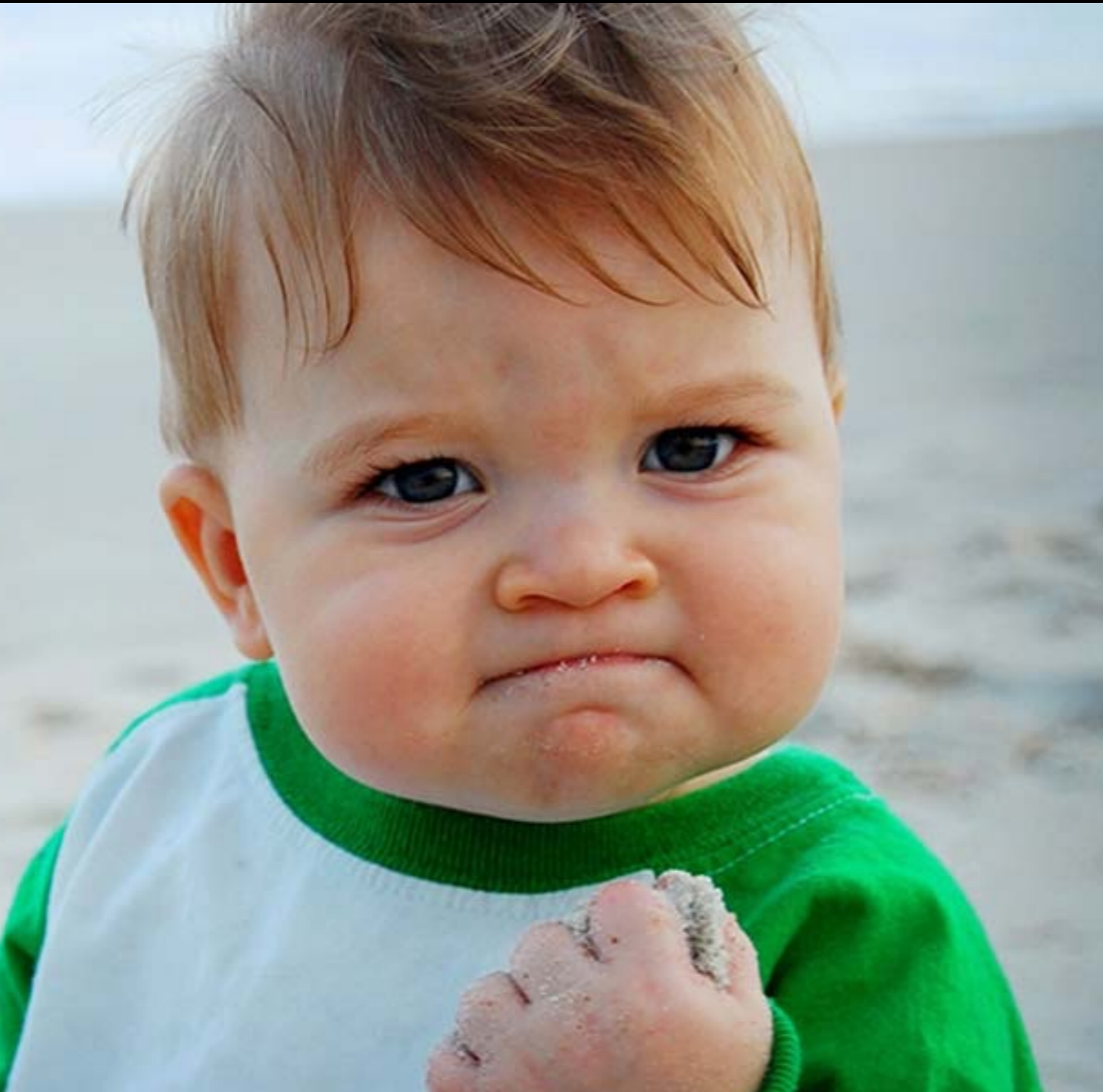
Beliefs
+ Systems

Celebrate Success



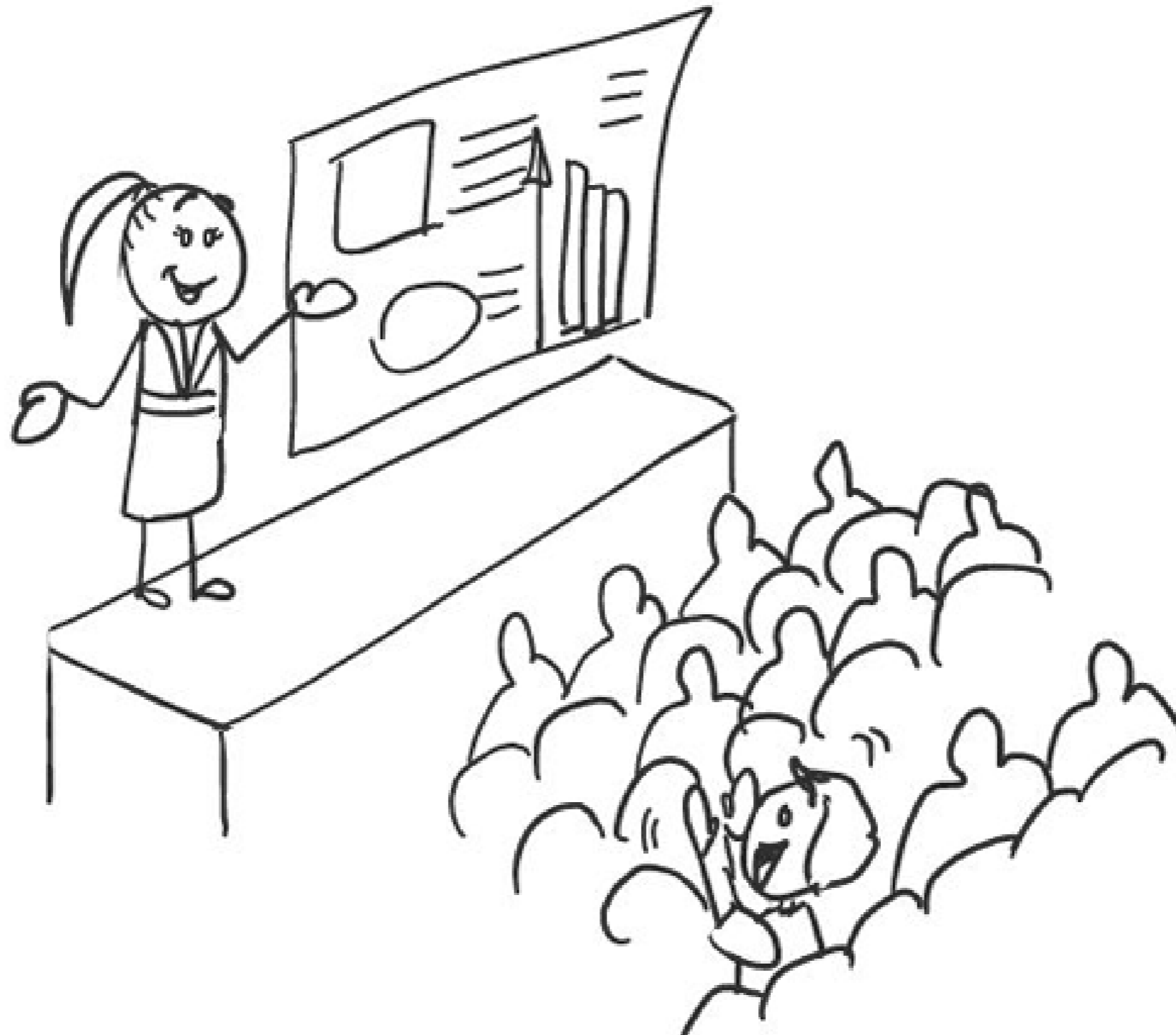


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#58 Ambassadors



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