

Happiness at work - It's culture 'n stuff!

Bestseller - Selected, September 2023
with Jon Kjær Nielsen #jondk



Materials:
jon.dk/bestseller

Experimental title:

**Love your job!
- or die trying**



There





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

That calls for a **Carlsberg**

KIT



Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness







Jon Kjær Nielsen
Speaker & Author

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

Independent consultant
since 2006.

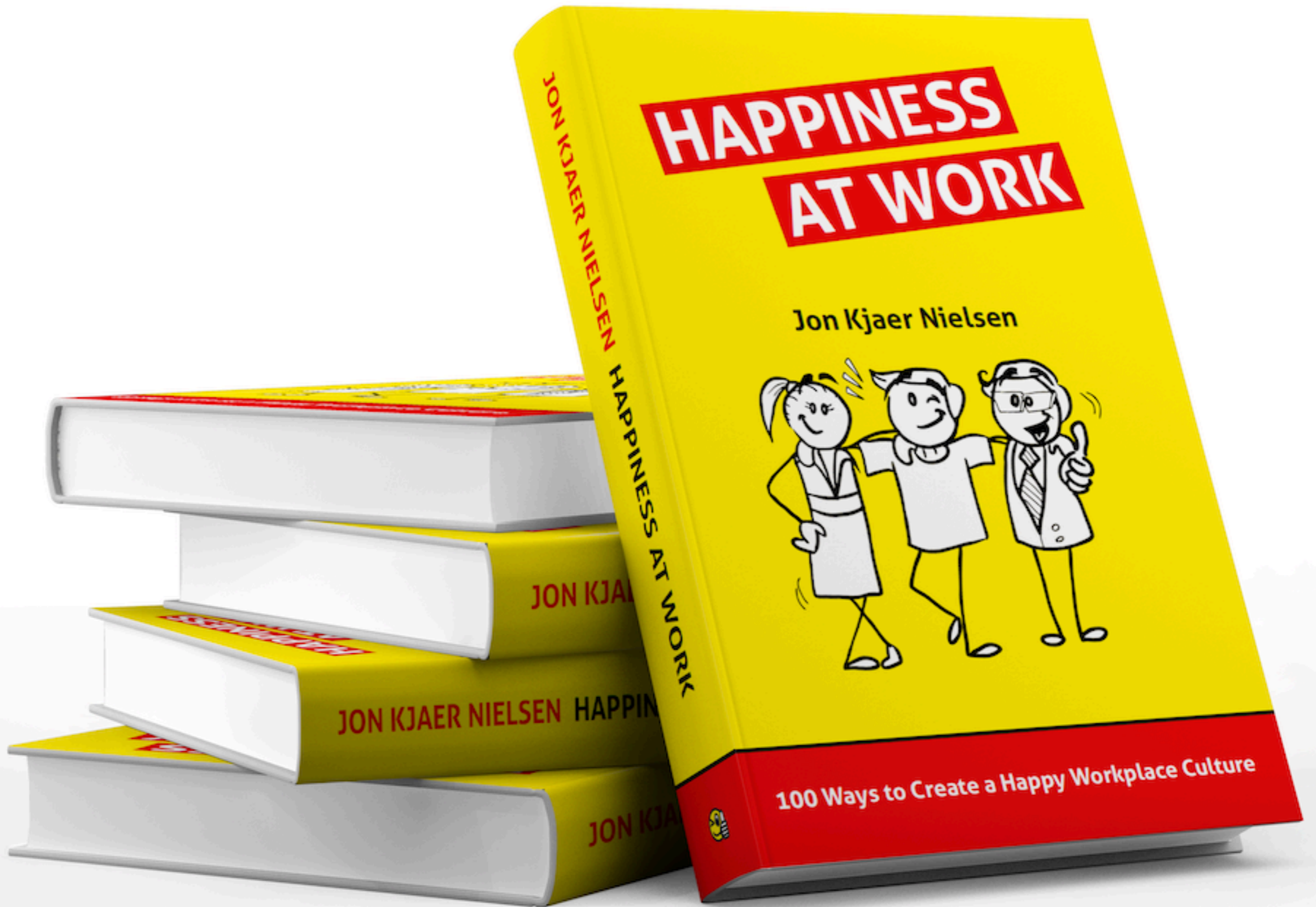
Biker, book-worm, chef,
HappyWays Podcast host



A-Speakers
International Speakers Bureau



Linked in



**HAPPINESS
AT WORK**

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture

JON KJAER NIELSEN

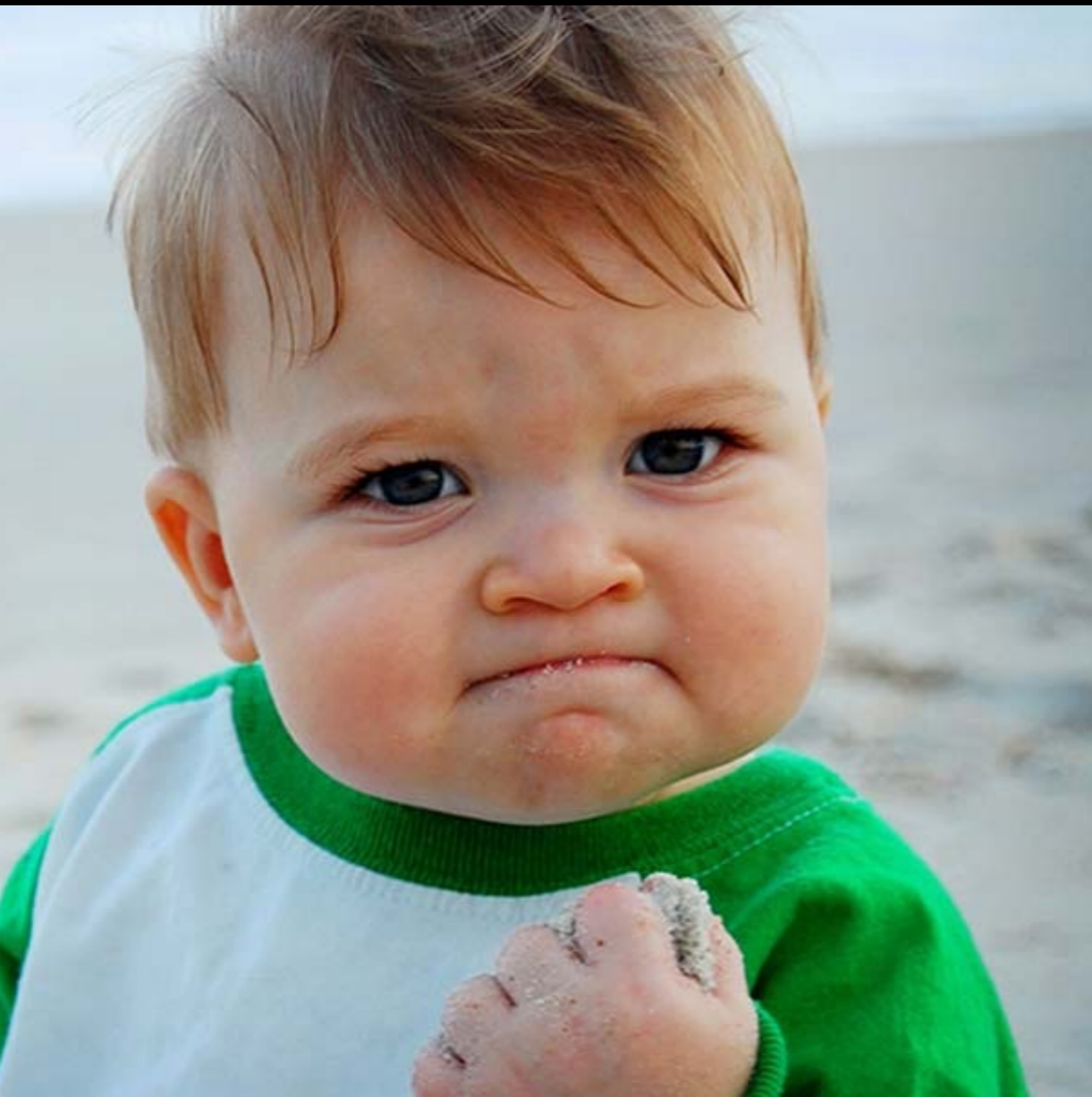
HAPPINESS AT WORK

JON KJAER NIELSEN

JON KJAER NIELSEN HAPPINESS AT WORK

JON KJAER NIELSEN

Take action for better days



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



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



Productivity:

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

See: *The Happiness Advantage*, by Achor



Sales:

Optimistic salespeople
bring in 88% money

See: Learned Optimism, by Seligman



Arbejdsglæde

How much...?



Reflection:
Think about a really
good day at work



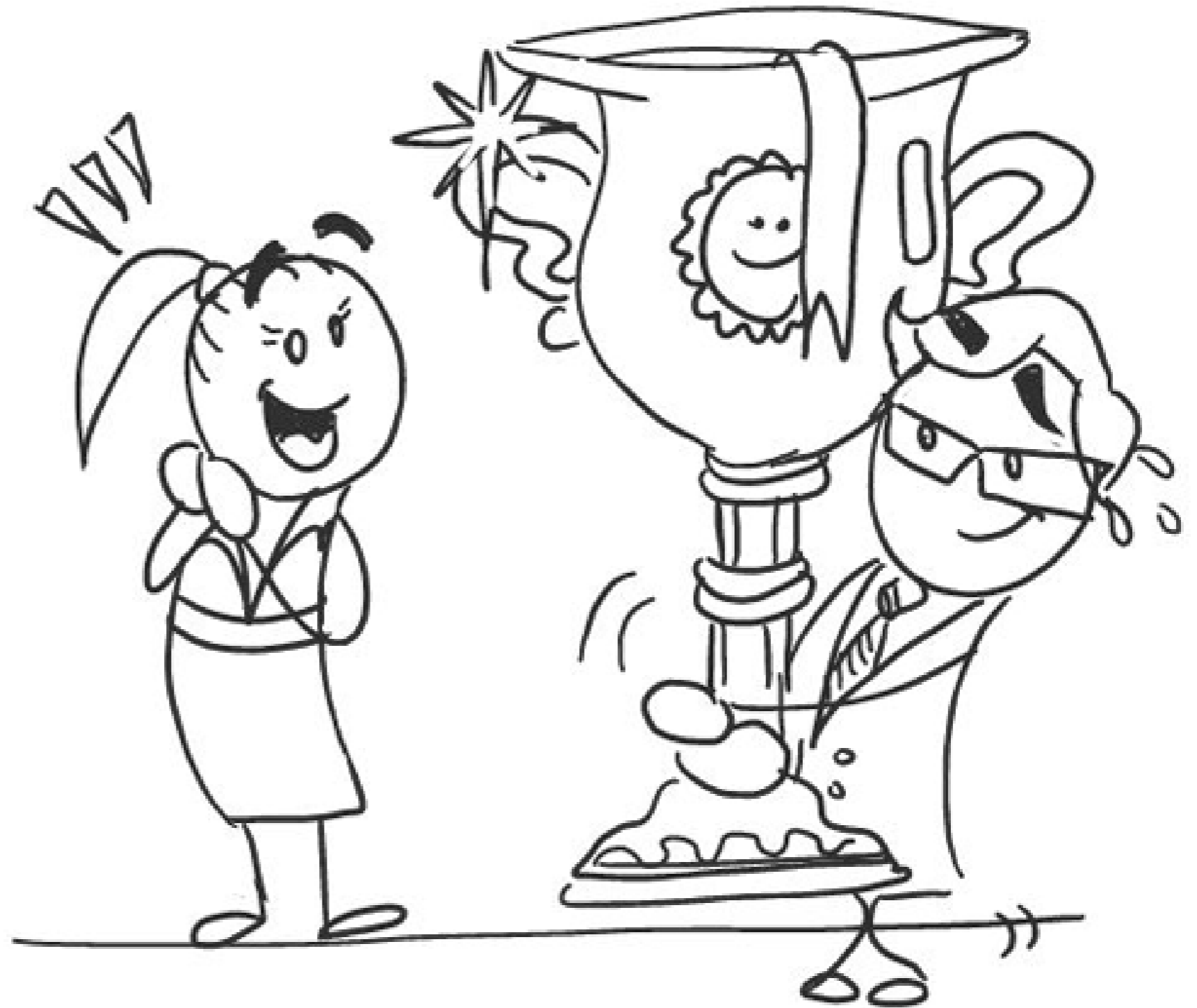
Problem: Covering the basics

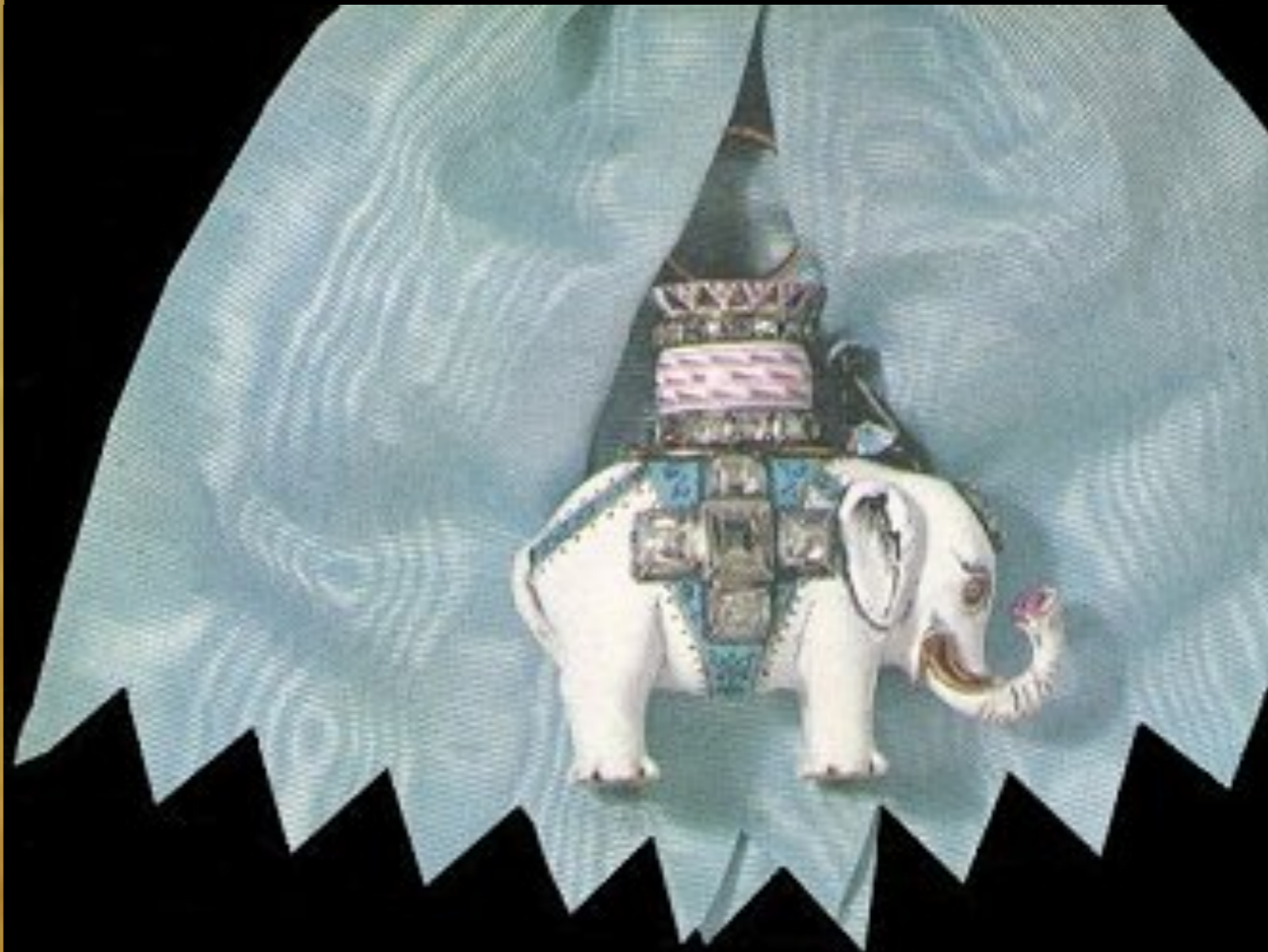


Lack of Recognition

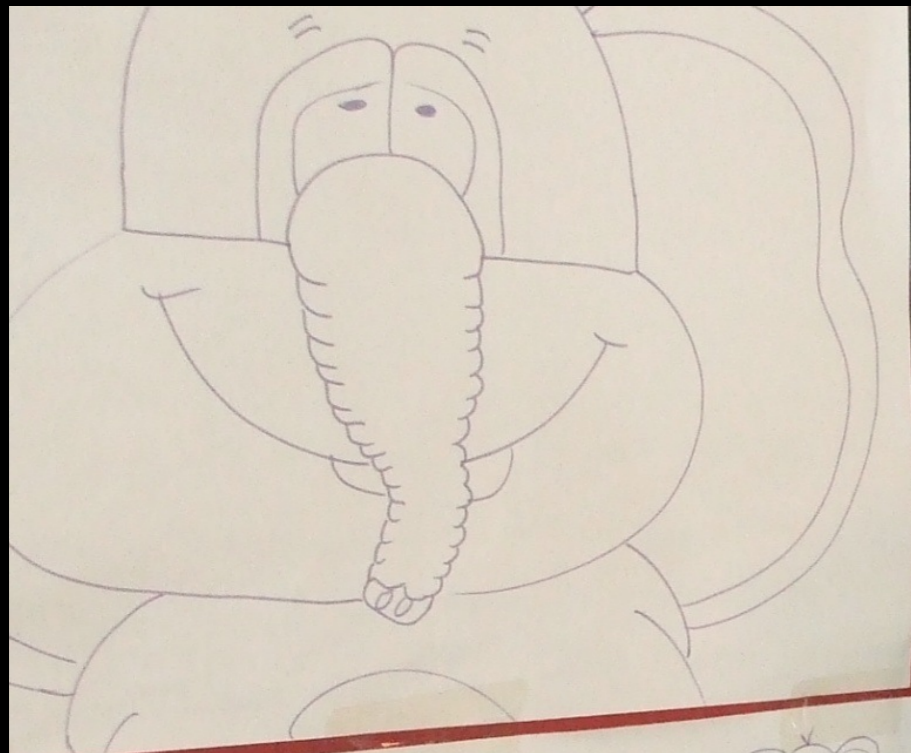


Recognition





#33 Order of the Elephant



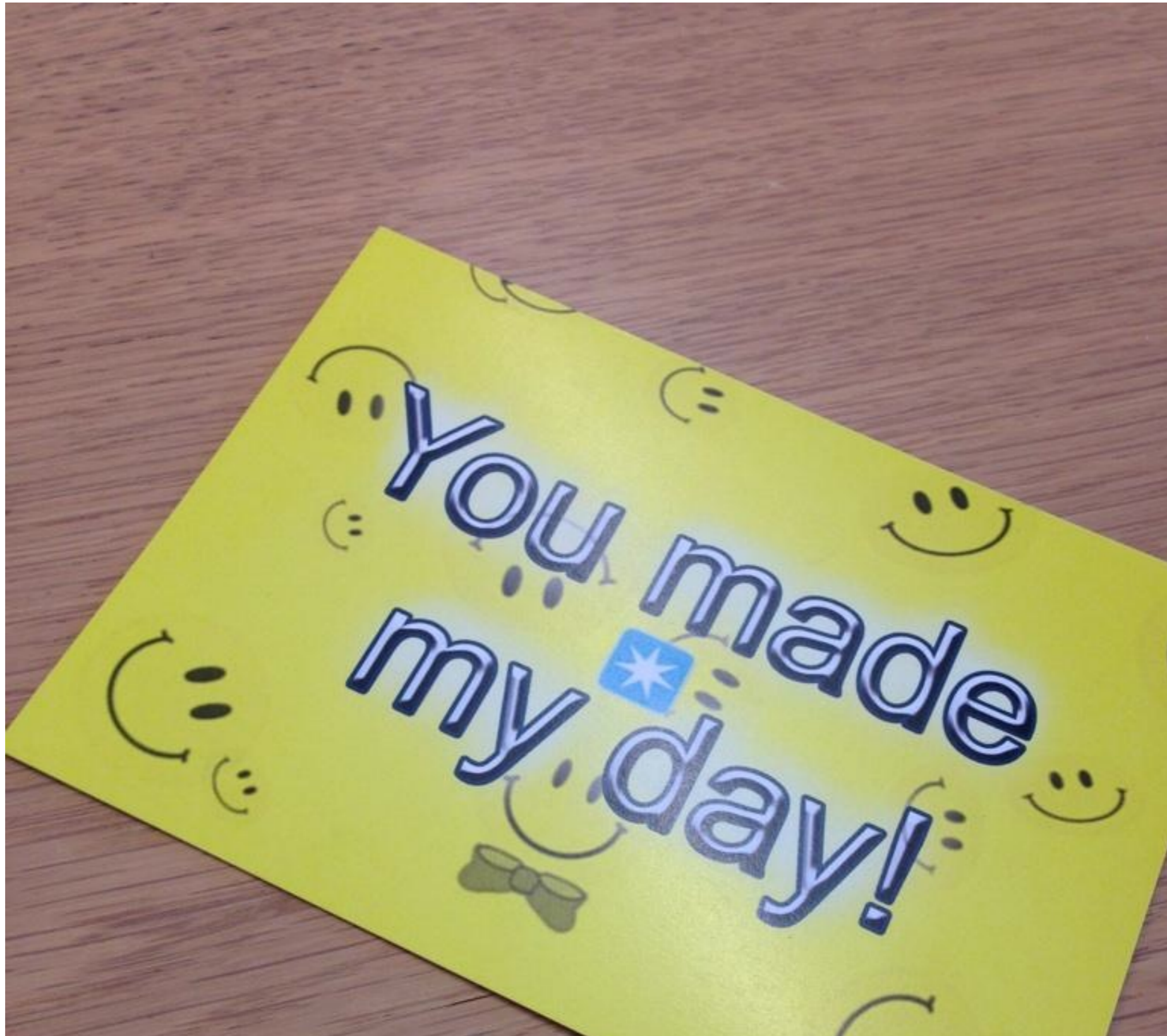
LEFANT-ORDENEN

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



The Rose Day



Celebrate success

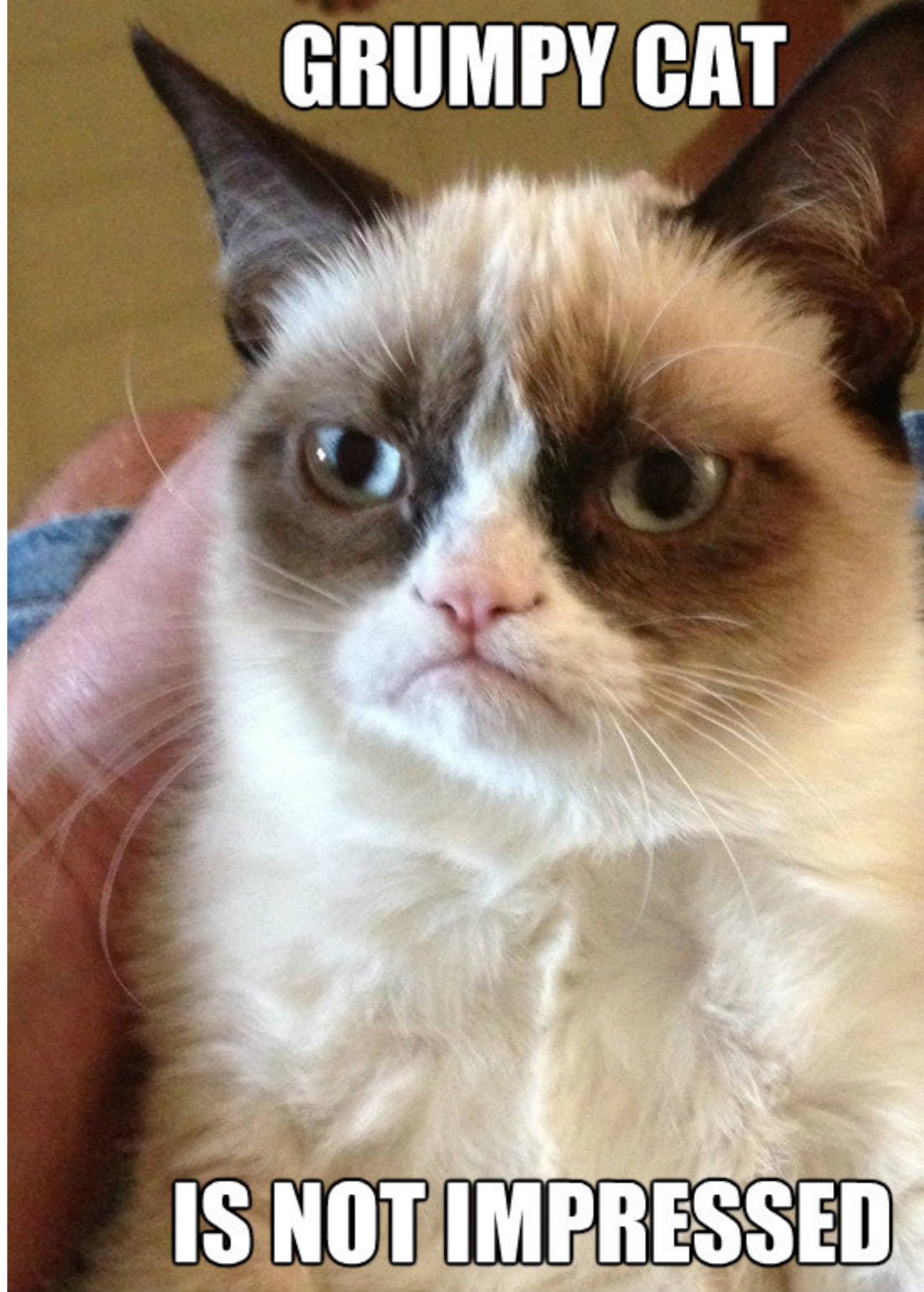




Problem #1: Whining and complaining



Playing The Victim



Positive psychology

“One of the most significant findings in psychology in the last twenty years is that individuals can choose the way they think.”

- Martin Seligman



Optimism



**BEST TIME
EVER TO GET
BRACES!**



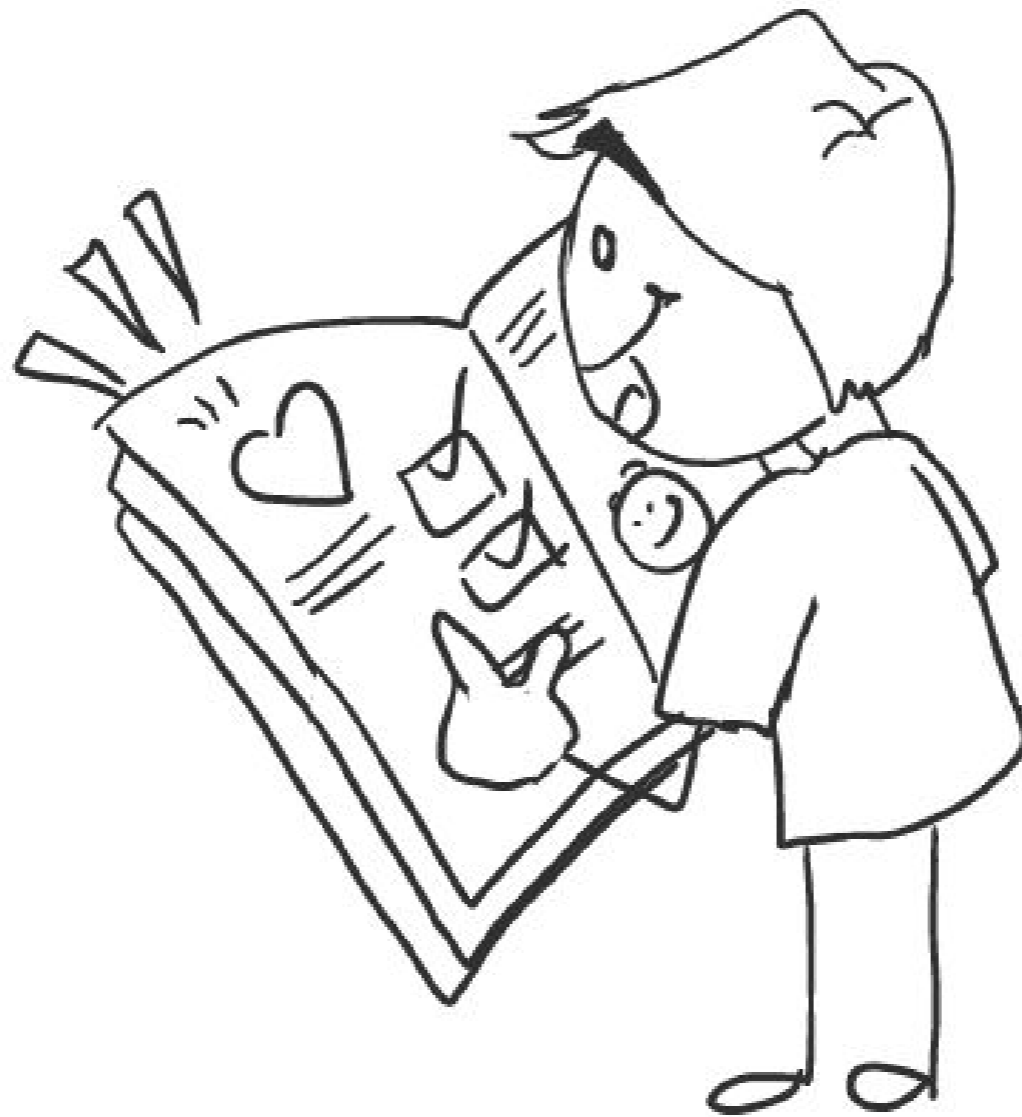
Smile at the World
ORTHODONTICS

SmileAtTheWorld.com



LAMAR

What Went Well?

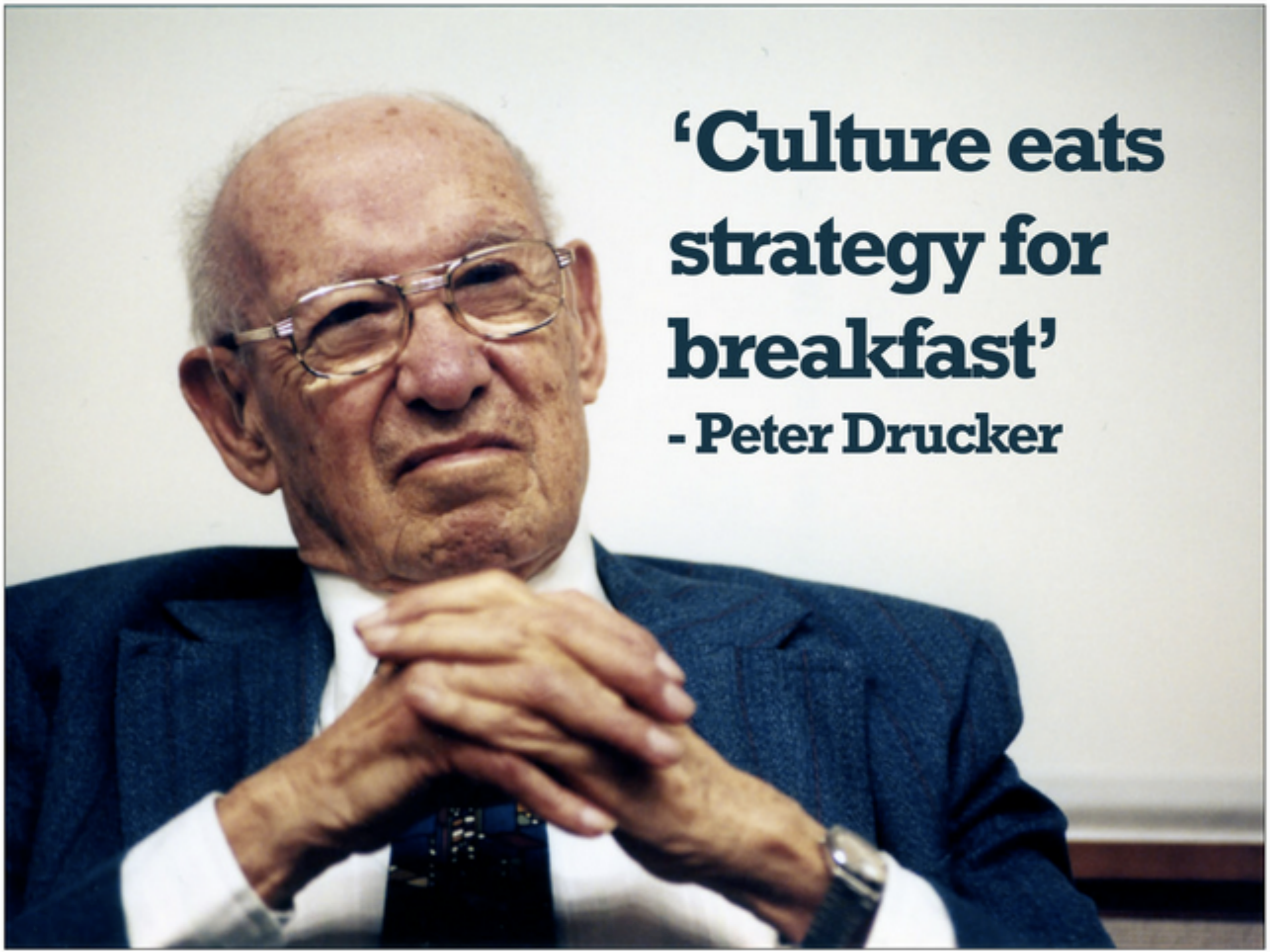


Key to life: Nothing is
ever anybody's fault



Culture





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



“We’ll have
to wait and
see...”







Change happened



Disruption: We see it too late

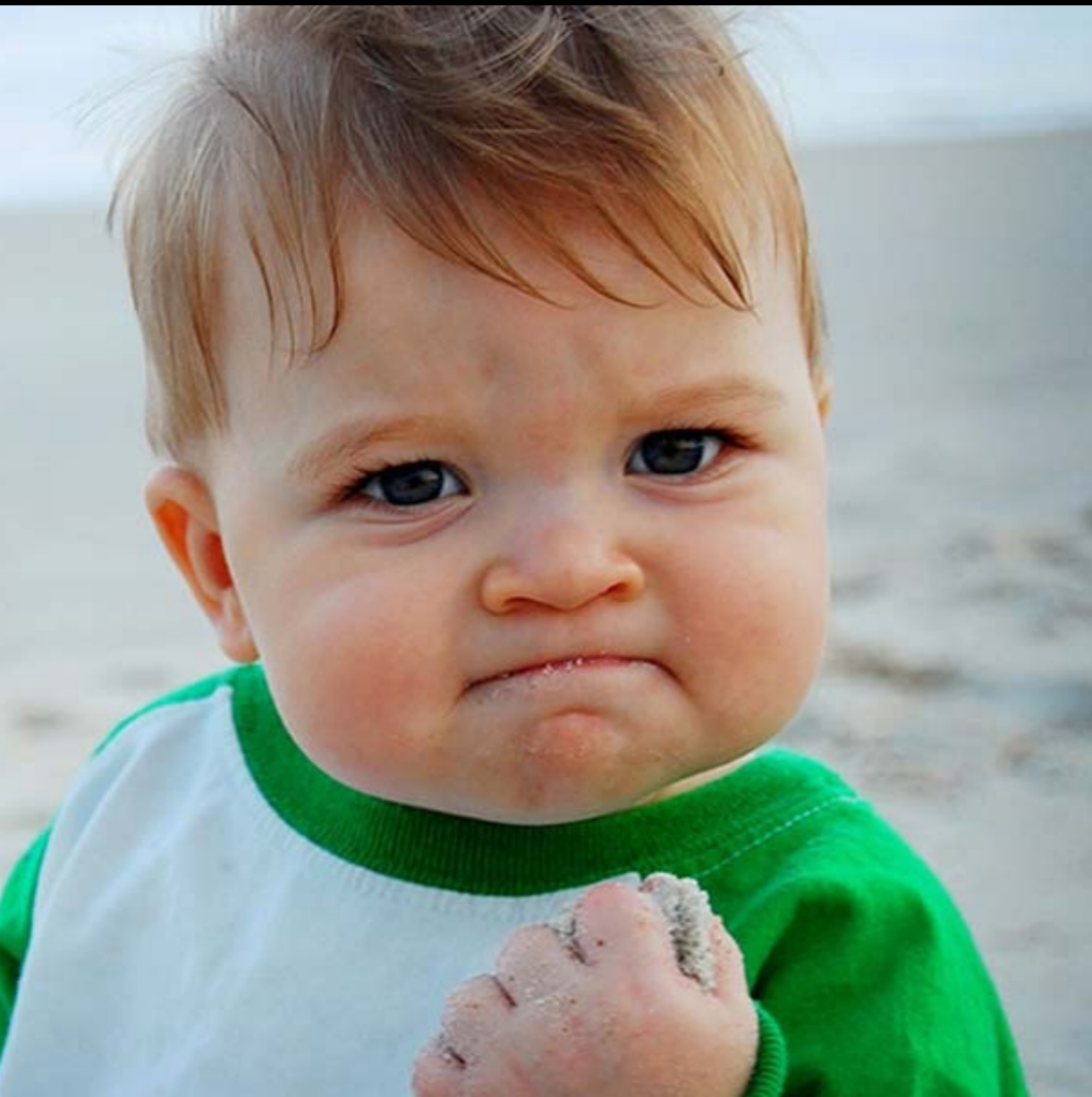




Key:
Willingness to
jump off the fence

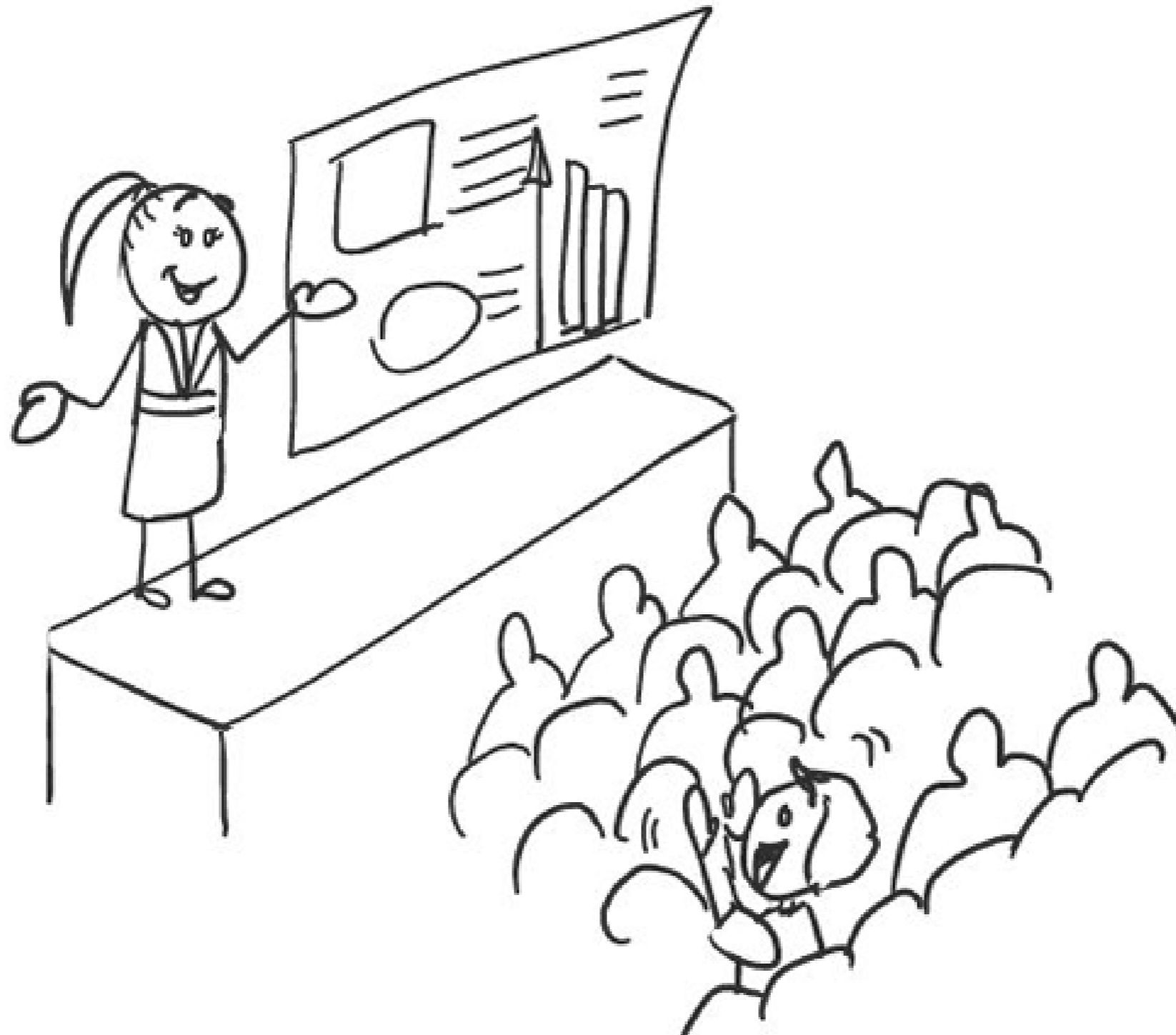


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#58 Ambassadors



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