

# Productive & Happy

- creating better workdays

Ascendis Pharma, September 2021  
with Jon Kjær Nielsen #jondk

Materials: [jon.dk/ascendis](https://jon.dk/ascendis)

Get more on the HappyWays Podcast



# Take action

- Decide on 1 or 2 things you will do after today
- Small steps!





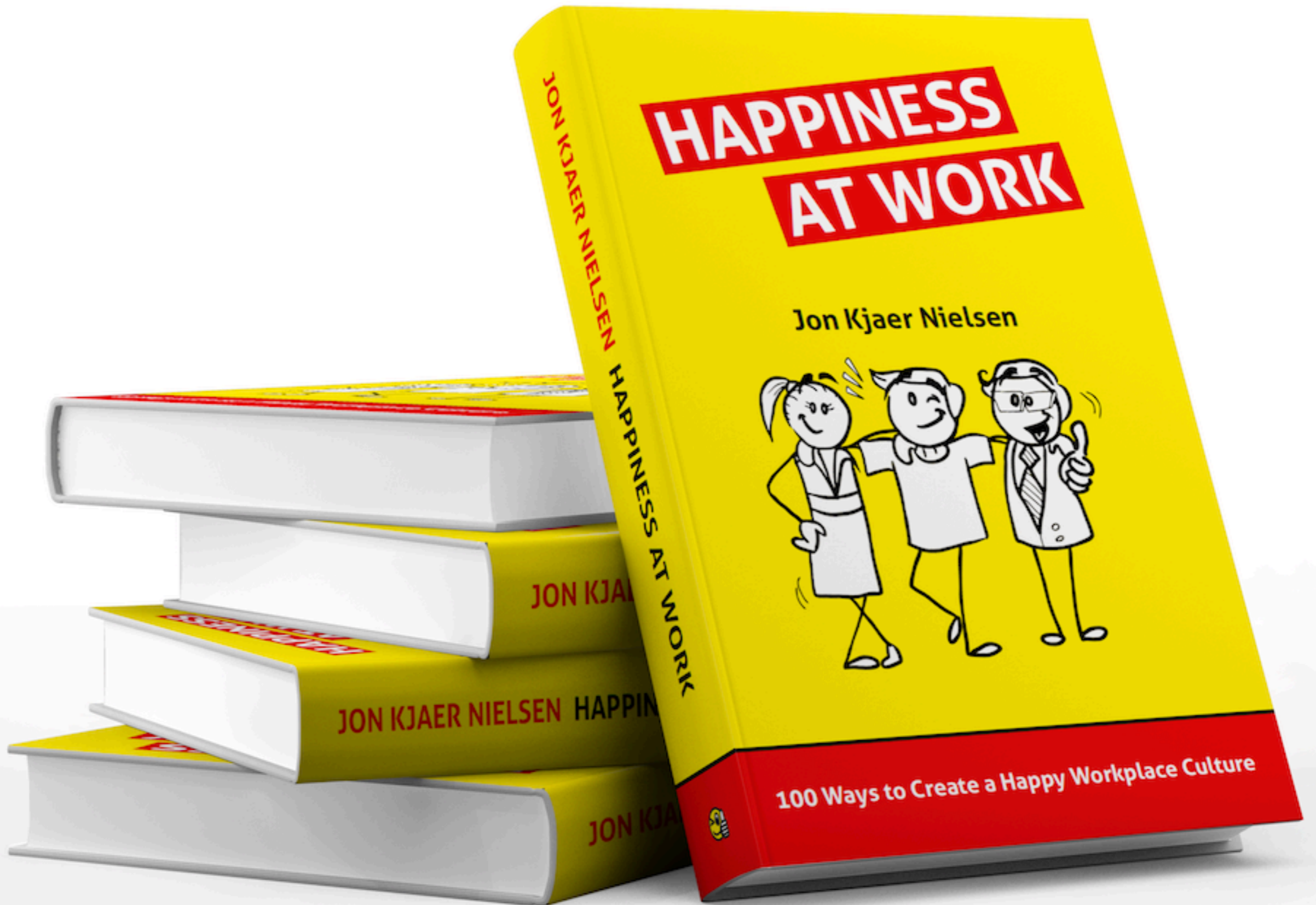


Jon Kjær Nielsen -  
Speaker & Author

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

# The HappyWays Podcast

03 - An end to whining and complaining at work

07 - Why I hate email

14 - On digital stress and detoxing

16 - Hacking productivity for happiness

19 - The good old days - on Rosy Retrospection

27 - On incompetence

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Subscribe on  STITCHER

# KLUB TRIVSEL

For alle der arbejder for en bedre arbejdsplads.

BLIV MEDLEM NU.



## 15 ÅRS ARBEJDE FOR ØGET ARBEJDSGLÆDE

accenture



BILKA



BES

Danske Bank

Deloitte.



Gildhøj

HMMN

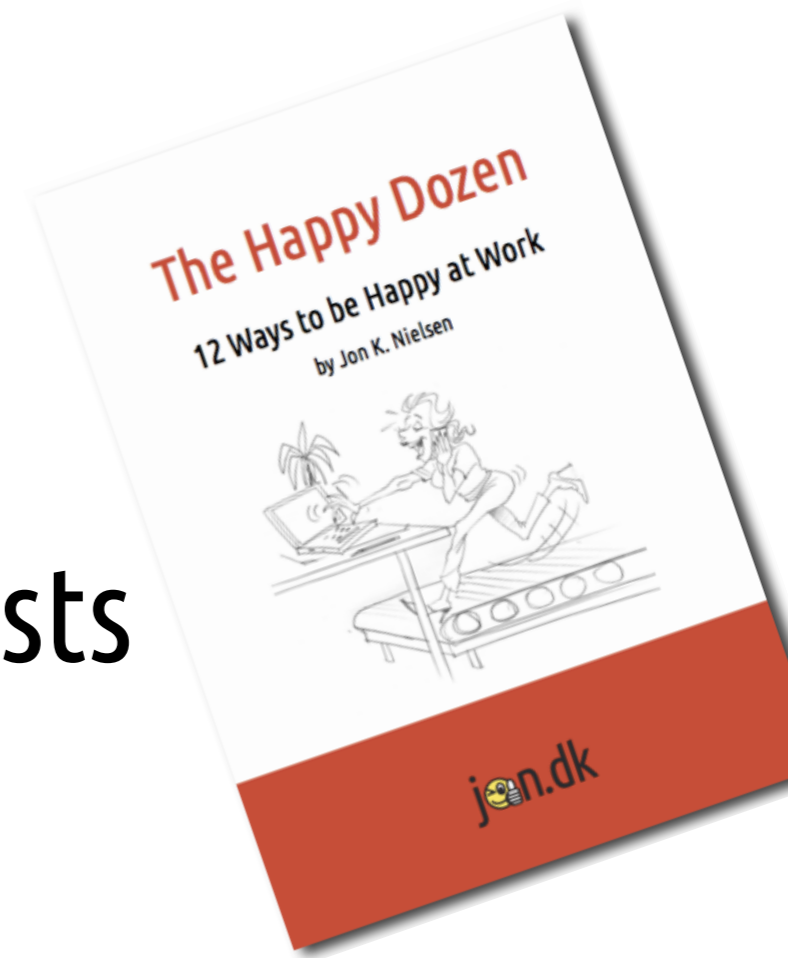




# Materials & more tools

Go to: [jon.dk/ascendis](http://jon.dk/ascendis)

- Today's presentation
  - free ebook: "The Happy Dozen"
  - The HappyWays + RevolutJon!Podcasts
  - Goal tracking sheet
- 
- Included in subscription: Online trainings on productivity and virtual meetings (danish)



# 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



# Productivity:

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



# Sales:

Optimistic salespeople  
bring in 88% money

*See: Learned Optimism, by Seligman*



Question:

What makes you  
happy at work?



Reflection:

Recall a good  
day at work

# Hygiene Factors (Herzberg)





# Negative impact

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

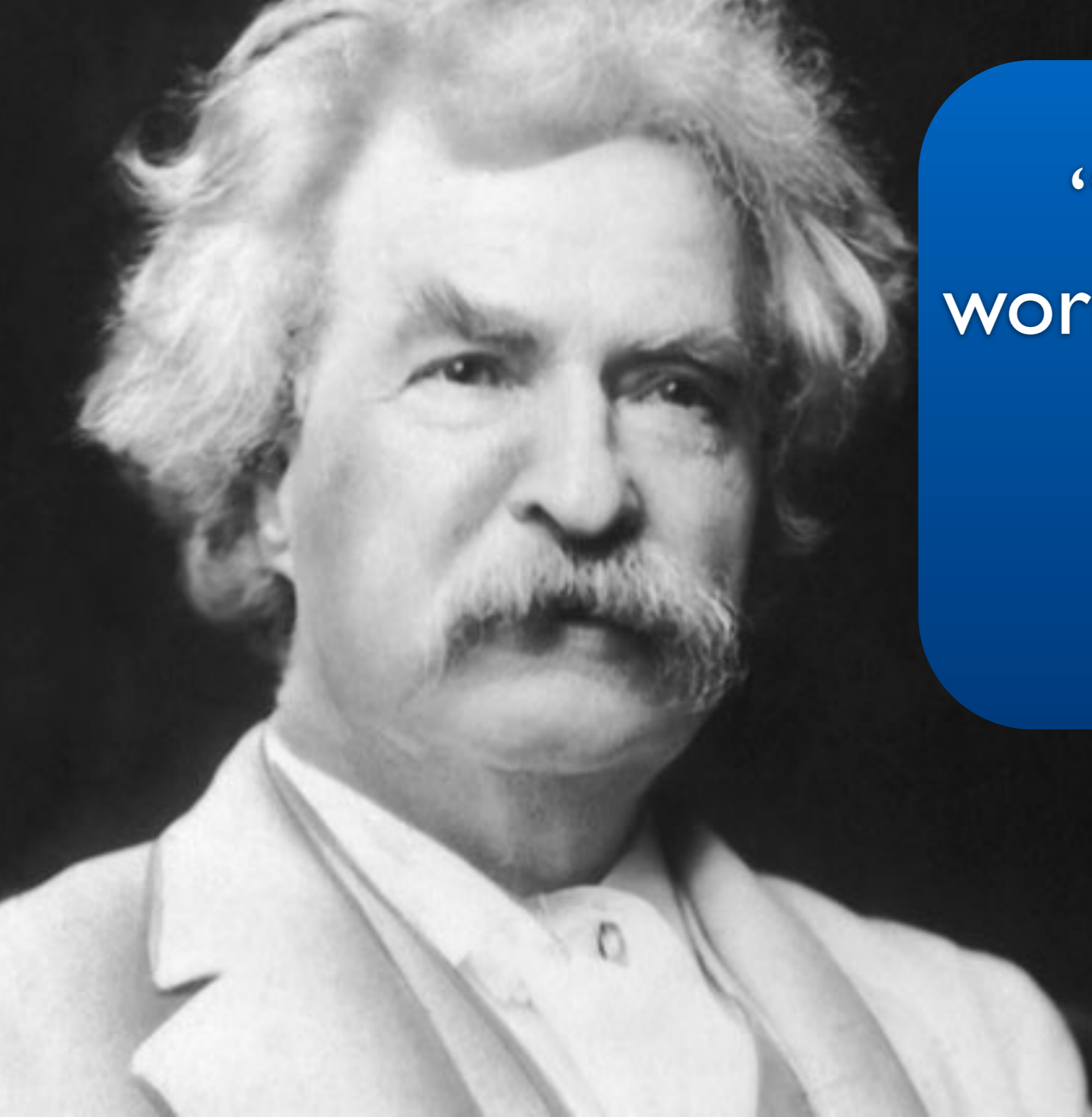
# Playing The Victim



**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

Key to life: Nothing is  
ever anybody's fault



## Personal productivity:

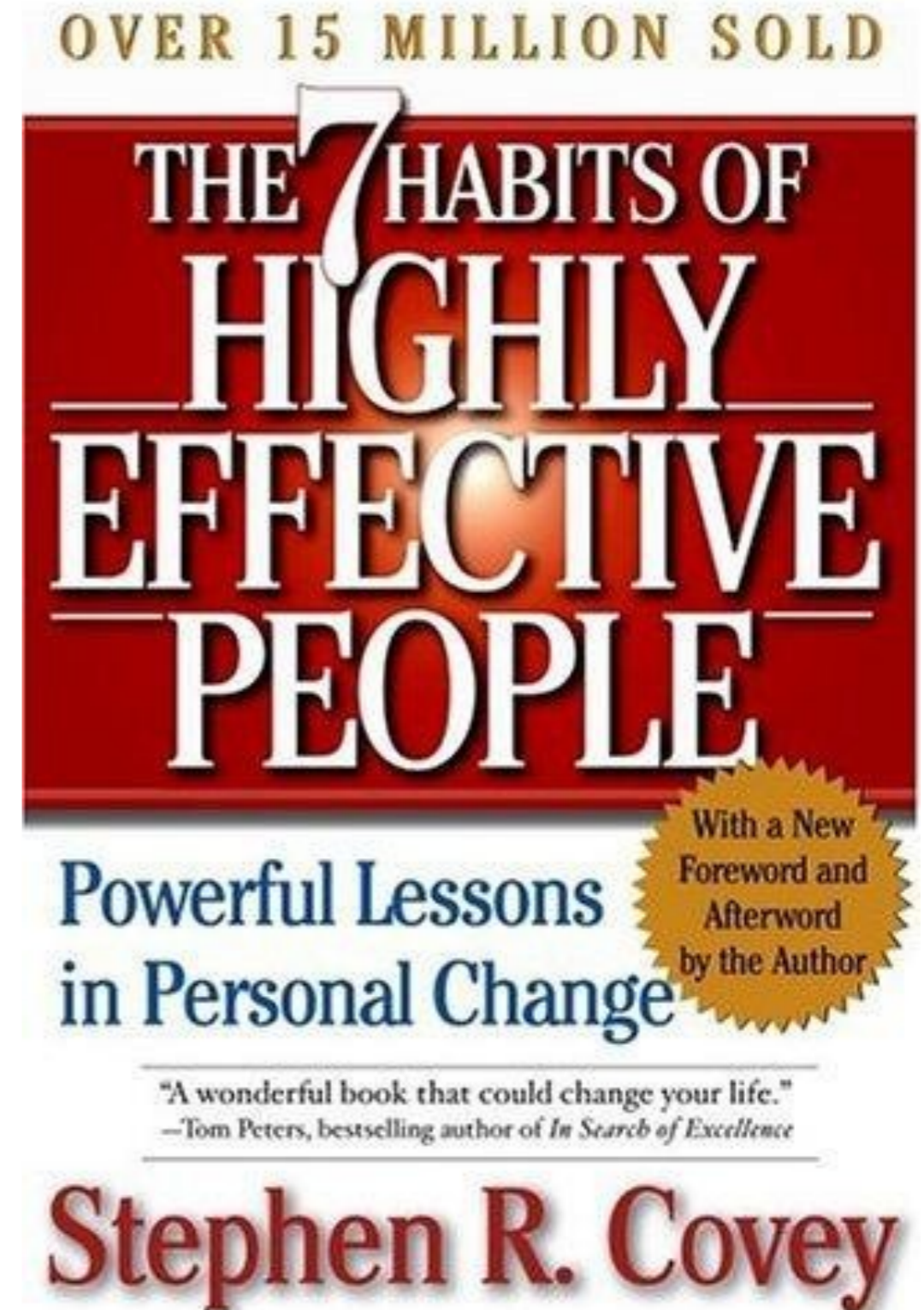
One thing you struggle with?

One tool/strategy that works for you?



**OUR MOST  
PRECIOUS  
RESOURCE**

Got habits?



Mandag  
**23**

Tirsdag  
**24** Skt. Hans dag

Onsdag  
**25**

Torsdag  
**26**

Fredag  
**27**

Lørdag  
**28**

Søndag  
**29**

26	27	28	29	30	31
M T O T F L S	M T O T F L S	M T O T F L S	M T O T F L S	M T O T F L S	M T O T F L S
23 24 25 26 27 28 29 30	1 2 3 4 5 6	7 8 9 10 11 12 13	14 15 16 17 18 19 20	21 22 23 24 25 26 27 28 29 30 31	1 2 3
JULI					AUGUST

2008  
JUNI  
Uge 26

1 hour  
vs.  
1 hour





~~20~~

~~80~~

80

20



# There is too much work

#1

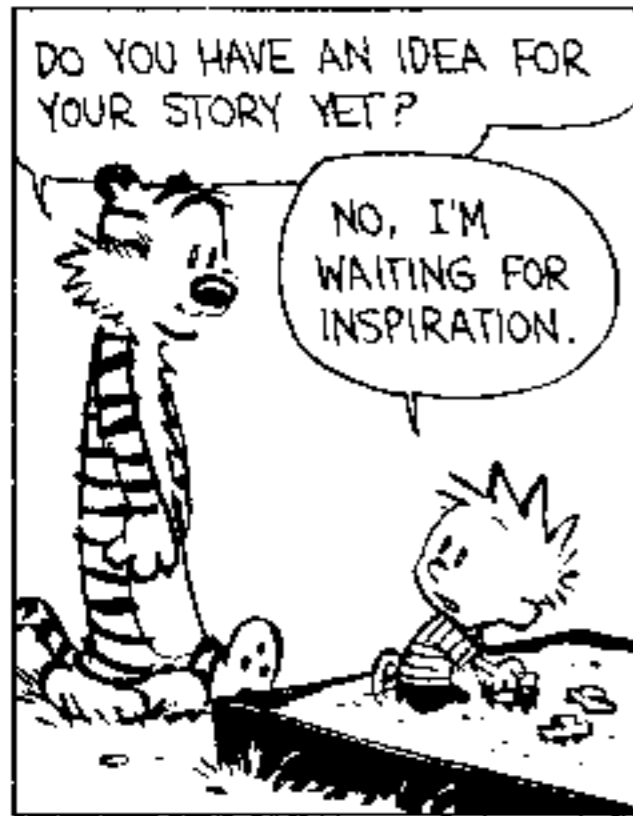


#2

It is possible to be  
happy at work, despite  
having too much of it



# Parkinsons Law

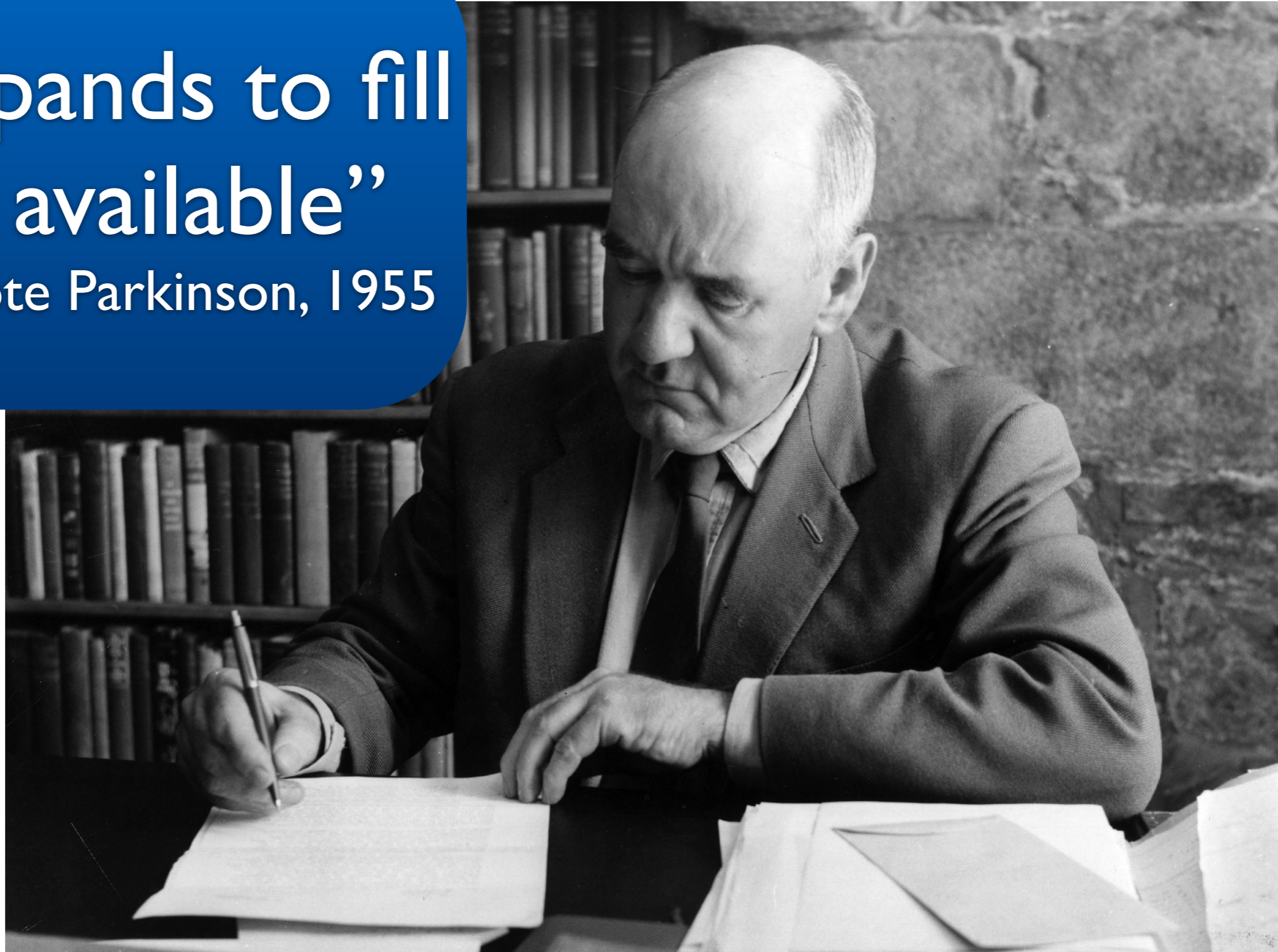


#3

# Parkinsons Law

“Work expands to fill  
the time available”

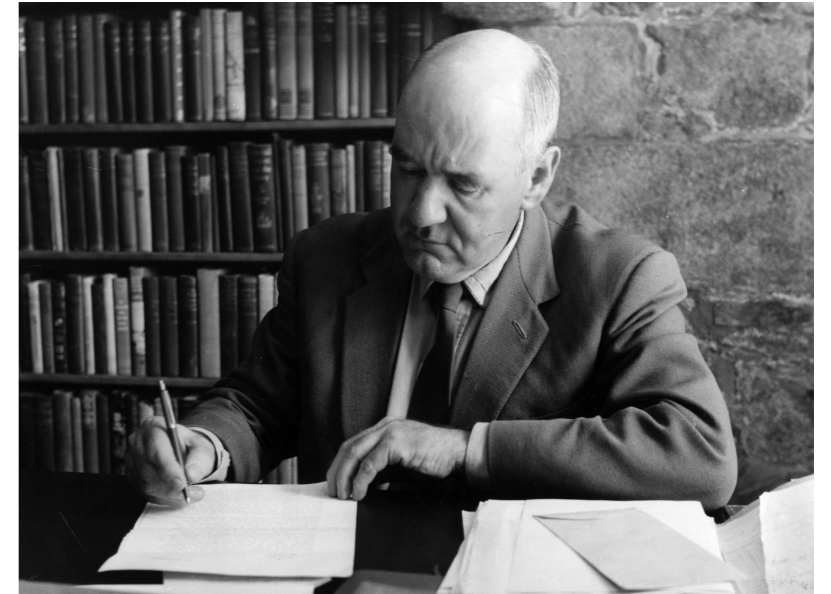
- Cyril Northcote Parkinson, 1955



# Parkinsons Law



Tactical use of  
deadlines



Ninja approach:  
Don't do it

Limited time on  
task

App: Pomodoro

For PC: Tomighty

Time Blocks Method



*Instructions:  
"Pomodoro Technique"*

# Parkinsons Law

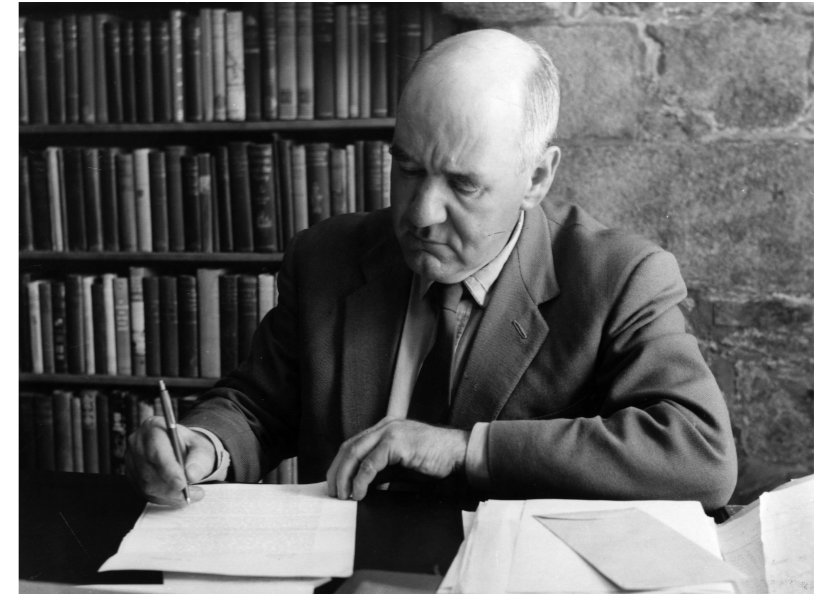


Tactical use of  
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Ninja approach:  
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Limited time  
on task  
(Time Blocks method)





App: Pomodoro

For PC: Tomighty



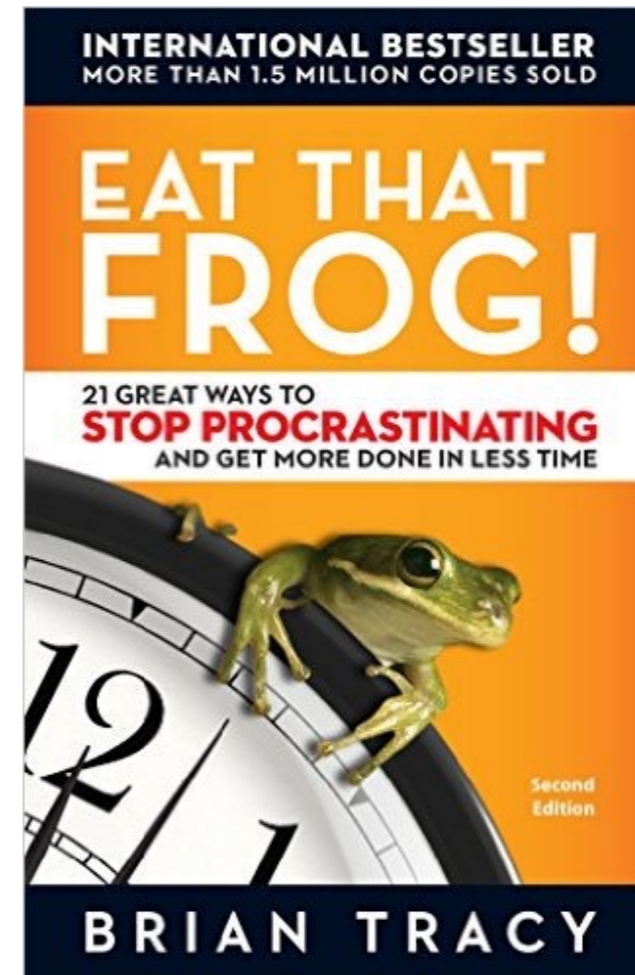
*Instructions:  
"Pomodoro Technique"*

#4

# Worries and problems expand over time



Tracy: Do the most unpleasant thing first,  
the thing you're most like to put off.



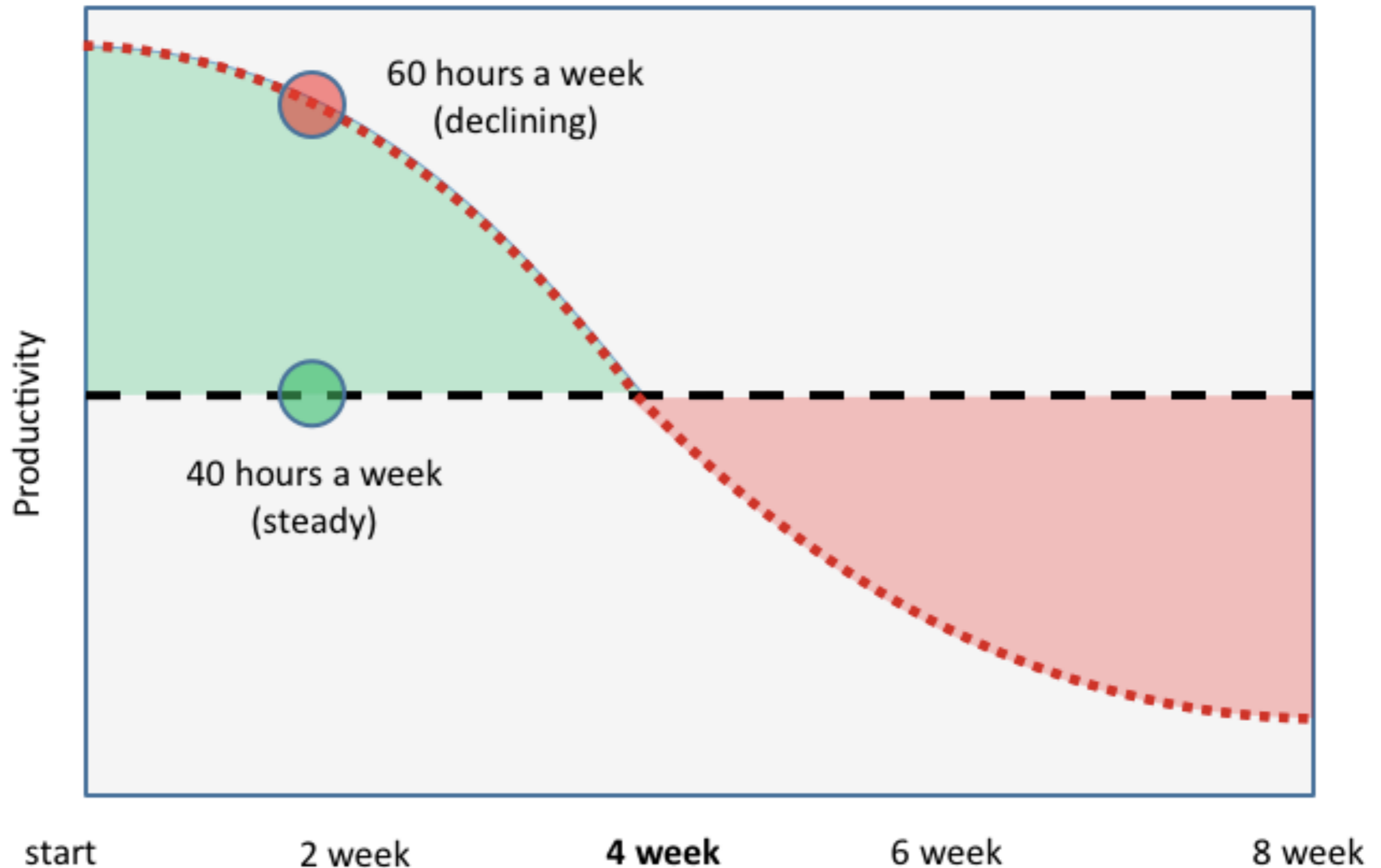
Variation:

Do the one thing that would have the biggest impact.

# The myth of more hours



# Productivity and time



#5

Productivity and time  
are not connected



# Productivity and time are not connected

#5

Take  
breaks

HappyWays Podcast 14:  
Digital Stress and Detox

Diet &  
exercise

Use time off to  
recharge

Limit work  
hours

PRIME TIME



# Distractions

» The best minds of my generation are thinking about how to make people click ads. That sucks.«

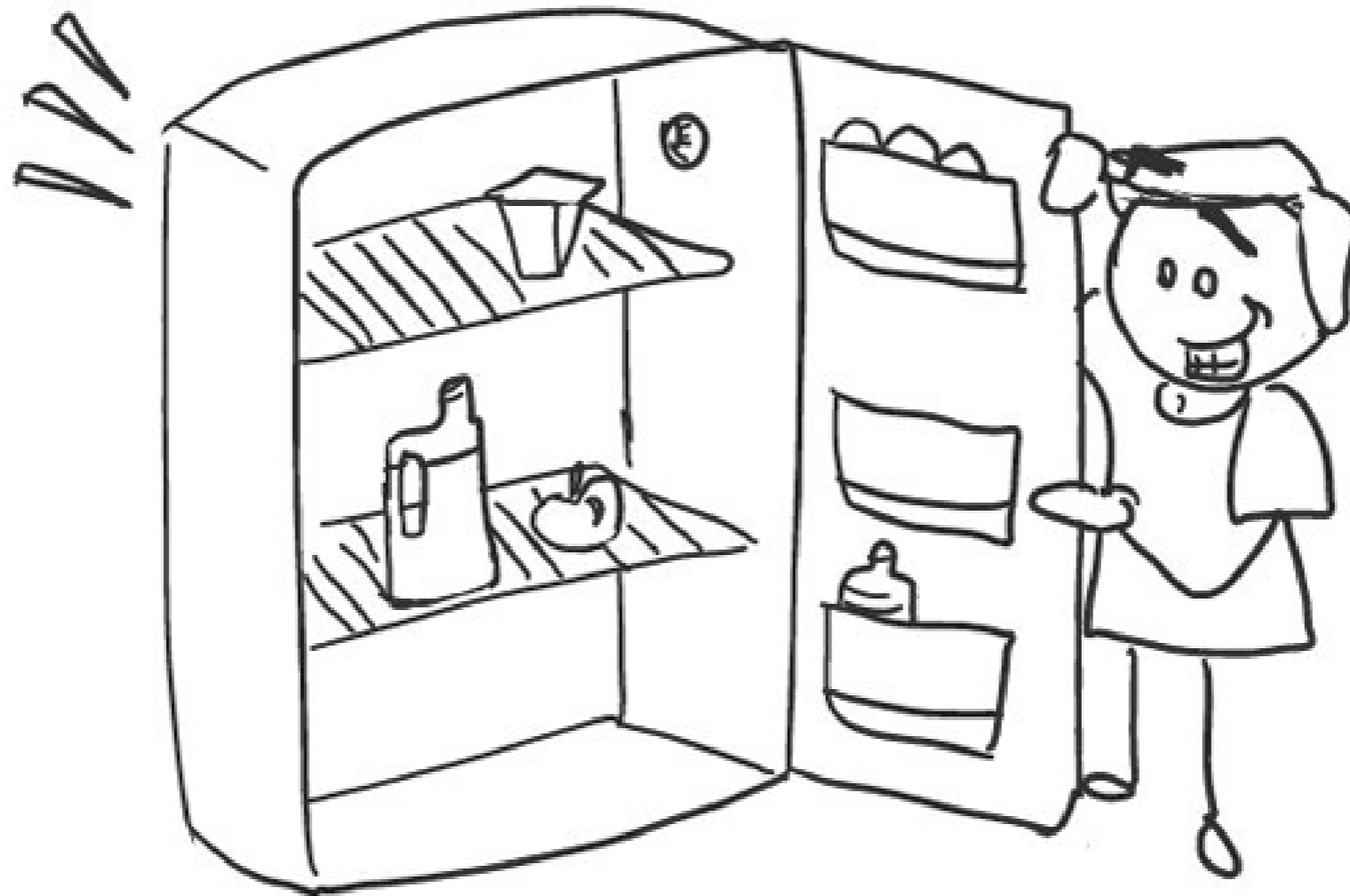


**JEFF HAMMERBACHER**

FOUNDER & CHIEF SCIENTIST, CLOUDERA (2011)

# Distractions are unavoidable

#6





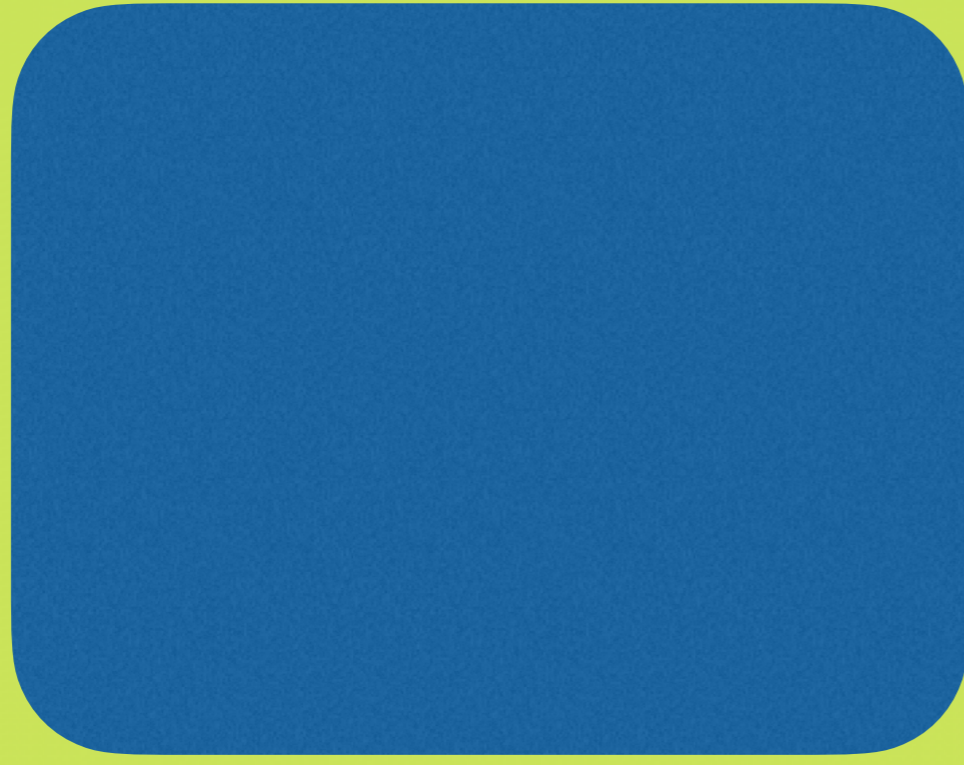
“Urgent” will not make it more important. But we think it will.



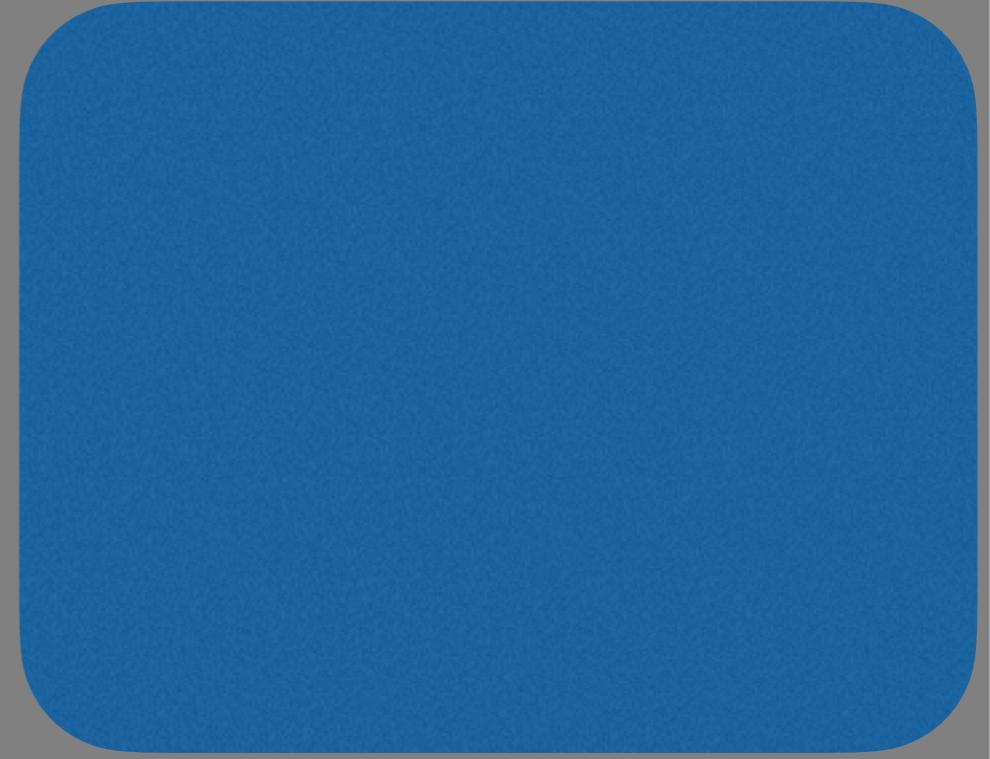
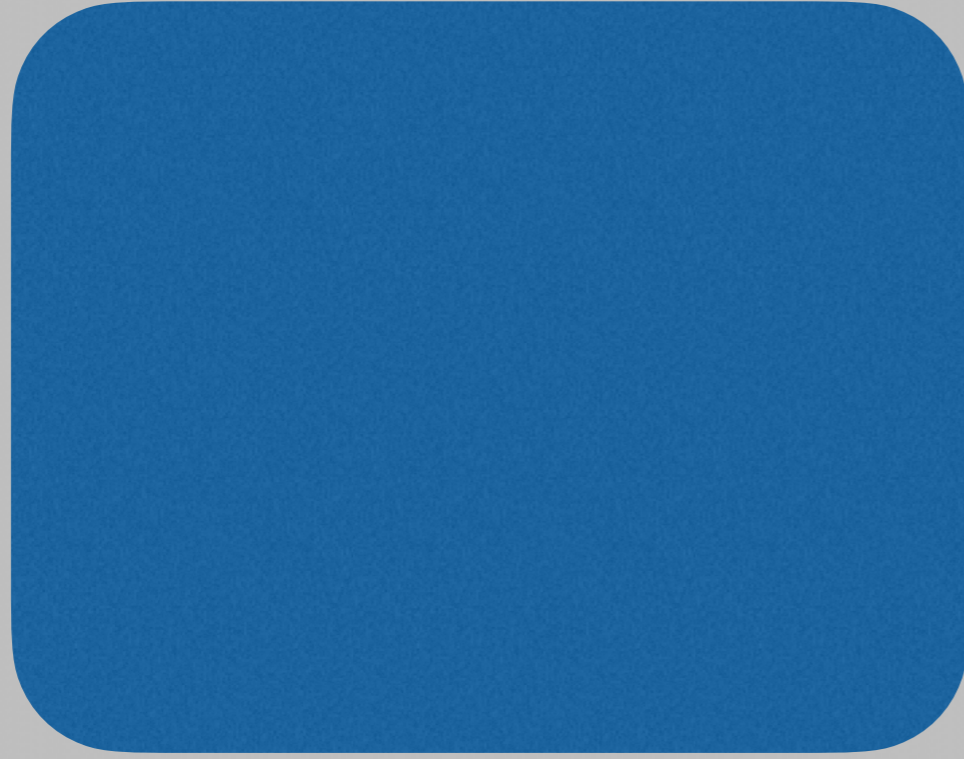
**URGENT**

**NOT URGENT**

**IMPORTANT**



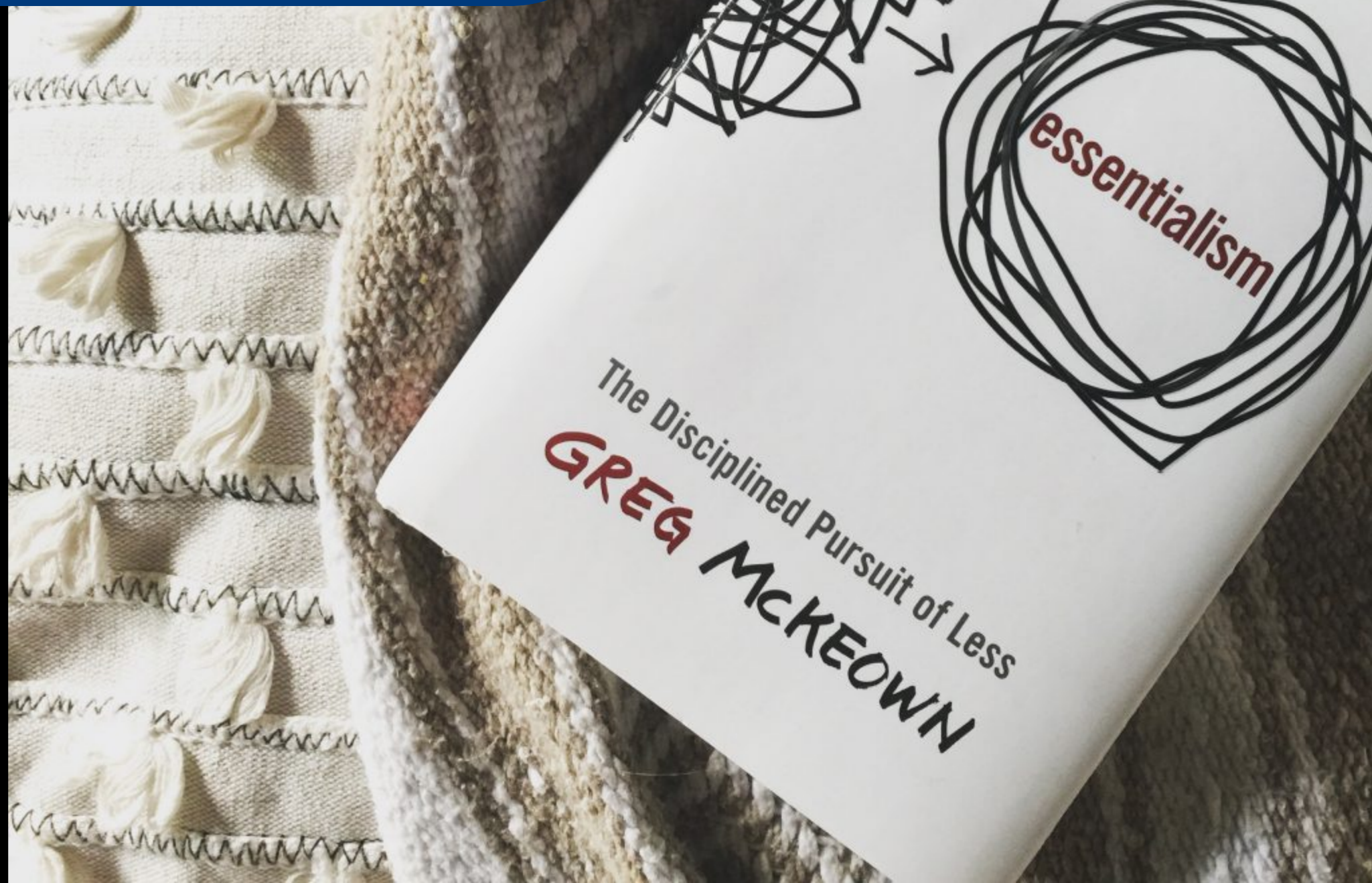
**NOT IMPORTANT**



# Solution: Focusing on the essentials



The last book you  
might ever read



DENNIS NØRMARK &  
ANDERS FOGH JENSEN



PSEUDO  
ARBEJDE

HVORDAN VI FIK TRAVLT MED  
AT LAVE INGENTING

The other  
last book you  
might ever  
read

# Personal Summit





# Personal Summit (weekly)

Define what you are aiming at:

- How was last week?
- What is my Could Do for this week?
- Bonus: Share this list with someone

# My Morning Ritual



[www.cubidecoffee.com](http://www.cubidecoffee.com)

# My Morning Ritual



1

What is one thing that would have a big impact?

# My Morning Ritual



1

What is one thing that would have a big impact?

2

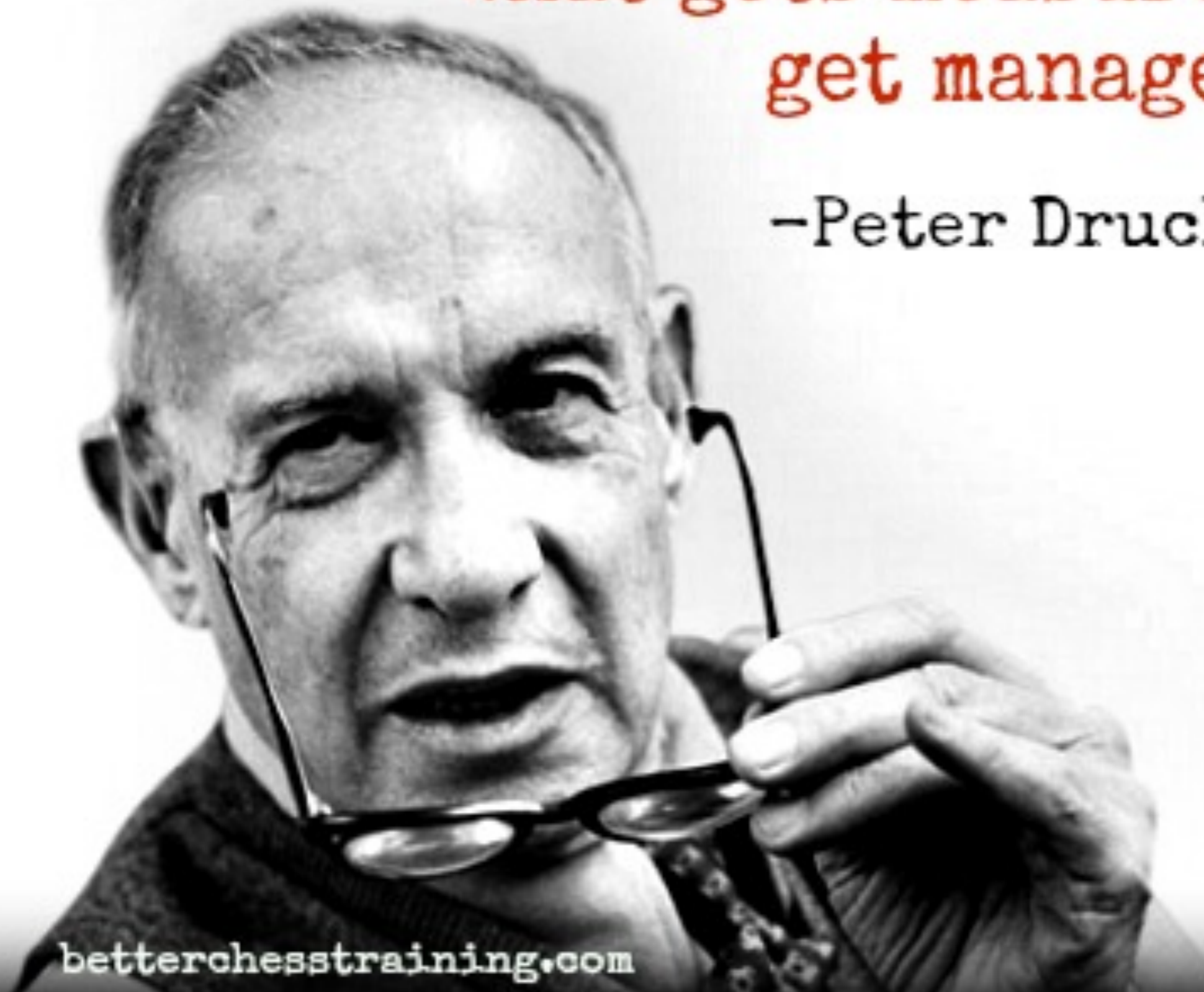
What will I do today?

# Measure progress

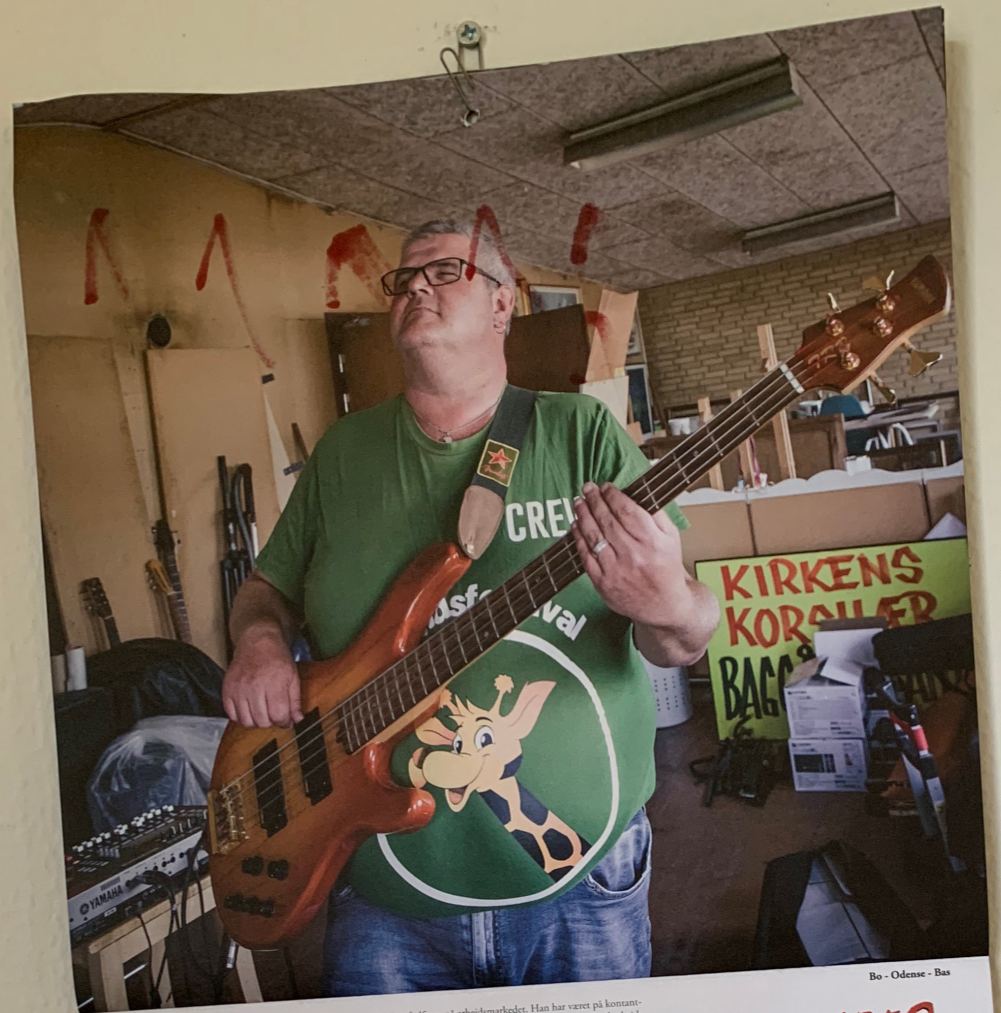


What gets measured,  
get managed.

-Peter Drucker



# The Seinfeld method



Bo arbejder som taxachauffør. Efter et langt udløb har han endelig fået fodfæste på arbejdsmarkedet. Han har været på kontant-hjælp i mange år og har uddannet sig i at være vagmand og webintegrator. Først med taxa-kortkøret åbnede dørene til arbejdsmarkedet sig. Undervejs har han også været hjemløs, men han har haft et stabilt element i tilværelsen: Musikken. 'Jeg begyndte at spille trommer som femårig. Da jeg kom på efterskole i 1988 lærte jeg at spille guitar og bas. Jeg spillede i nogle forskellige bands, indtil jeg kom med i Kirkens Korshers Bagværkshånd.' *Hvad betyder musik for dig?* 'Det samler folk og bryder alle barrierer. Og det giver et fedt kick, når man lykkes sammen til en koncert. Jeg lytter helst til blues, gerne med Clapton.'

**SEPTEMBER.**

MANDAG	TIRSDAG	ONSDAG	TORSdag	FREDAG	LØRDAG	SØNDAG
						1
26 ✓	27 ✓	28 ✓	29 ✓	30 ✓	7	8
36 ✓	37 ✓	38 ✓	39 ✓	40 ✓	14	15
46 ✓	47 ✓	48 ✓	49 ✓	50 ✓	21	22
56 ✓	57 ✓	58 ✓	59 ✓	60 ✓	28	29
66 ✓	67 ✓	68 ✓	69 ✓	70 ✓		



# Measure progress

*10 vindende uger*

Maj '18		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
		Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O	To	F	L	S	M	Ti	O		
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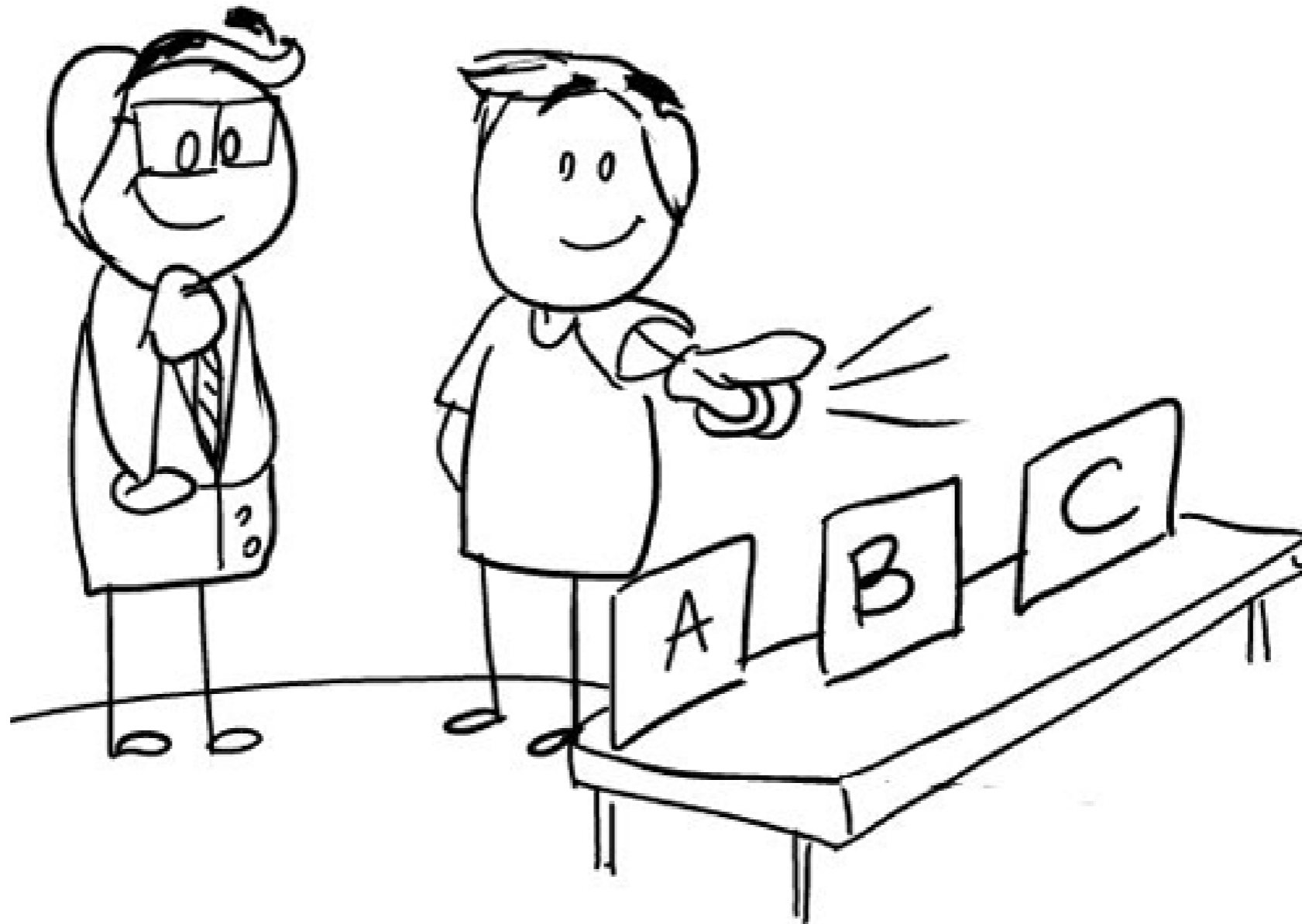
Den Effektive Hverdag - læs om kurset på [Jon.dk](http://Jon.dk)

**Download:**  
[jon.dk/ascendis](http://jon.dk/ascendis)



#8

# Decision making is a limited ability





isaacson biography walter isaacson ashton kutcher advice wikipedia success tim cook job application entrepreneur lisa brennan daughter truly rotten auction life steve jobs



Steve Jobs - Wikipedia, den frie encyklopædi da.wikipedia.org



Steve Jobs, 1955-2011 - The Verge theverge.com



Steve Jobs forbes.com



Steve Jobs Biography - Biogr... biography.com



Steve Jobs: Walter Isaacs... amazon.ca



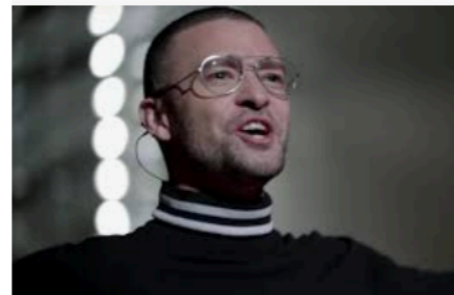
Steve Jobs entrepreneur.com



Steve Jobs Biography - Biography biography.com



Steve Jobs - Simple Englis... simple.wikipedia.org



Justin Timberlake is Steve Jobs in 'Filthy' vi... cnet.com



An Intimate Glimpse at Steve Jobs'... wired.com



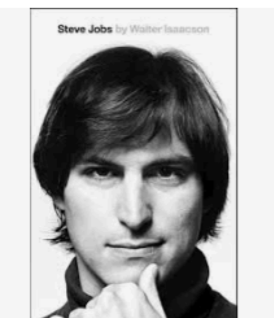
Here's What Steve Jobs Had to Say Ab... recode.net



Steve Jobs missed every day, says Tim Cook - 9to5mac.com



Steve Jobs Biographies Duel Over Soul ... time.com



Steve Jobs of Walter Isaac... saxo.com



20 Interesting Facts About Steve Jobs factsninja.com



Steve Jobs looks like terrible human i... uk.businessinsider.com



The memoir by Steve Jobs' daughter makes cl... finance.yahoo.com



Steve Jobs Wax Figure | Madame Tu... madametussauds.com



Steve Jobs entrepreneur.com



20 years ago, Steve Jobs made these eerily a... thegentlemansjournal.com



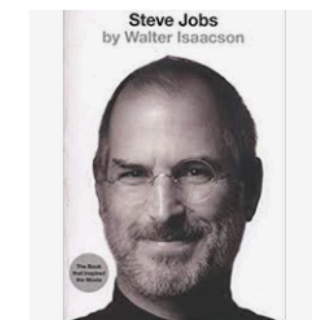
Steve Jobs - Wikipedia en.wikipedia.org



Steve Jobs warned about privacy issues in 2010... money.cnn.com

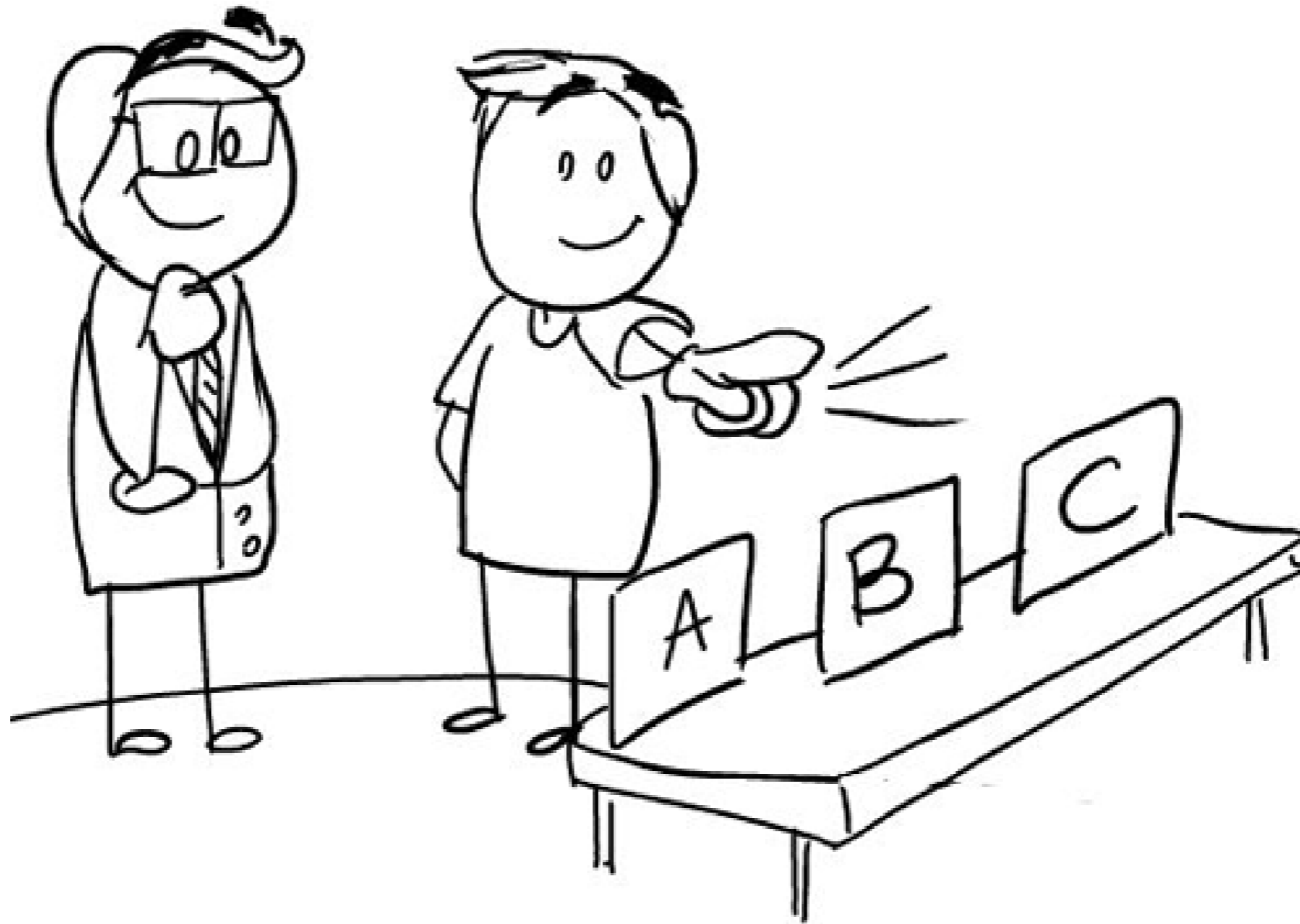


16 Pieces of Advice From Steve Jobs | Gra... grammarly.com



Steve Jobs: The Exclusive ... amazon.co.uk

# Make fewer decisions



#8

# The Google Effect:

We cannot recall information  
we know we can find.





Key to life:  
There are no  
new problems

**BEST TIME  
EVER TO GET  
BRACES!**



Smile at the World  
ORTHODONTICS

*SmileAtTheWorld.com*



LAMAR

# Share wins and achievements



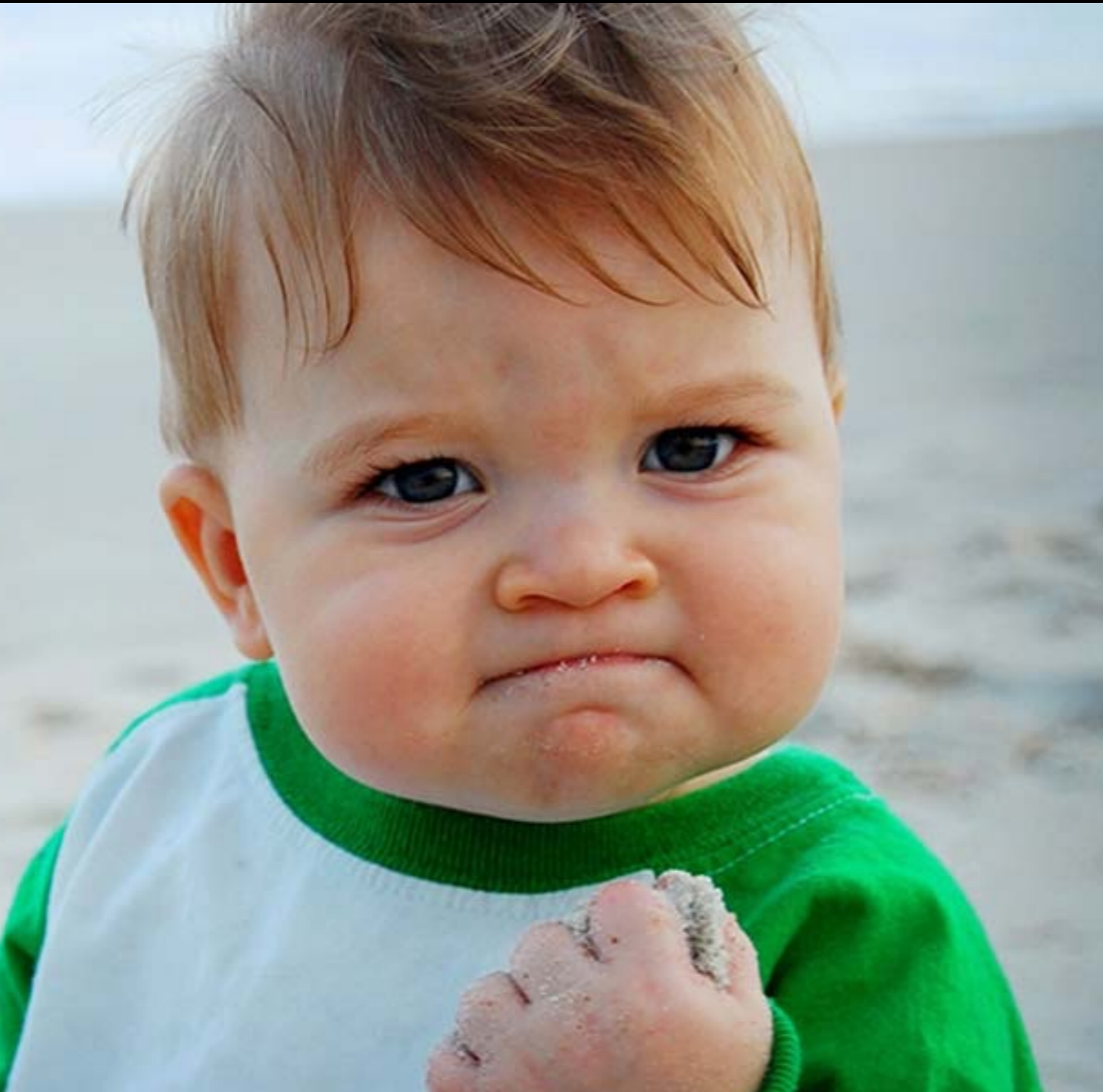


**The to-hell-with-it-effect**

**I GIVE UP**



# Take action

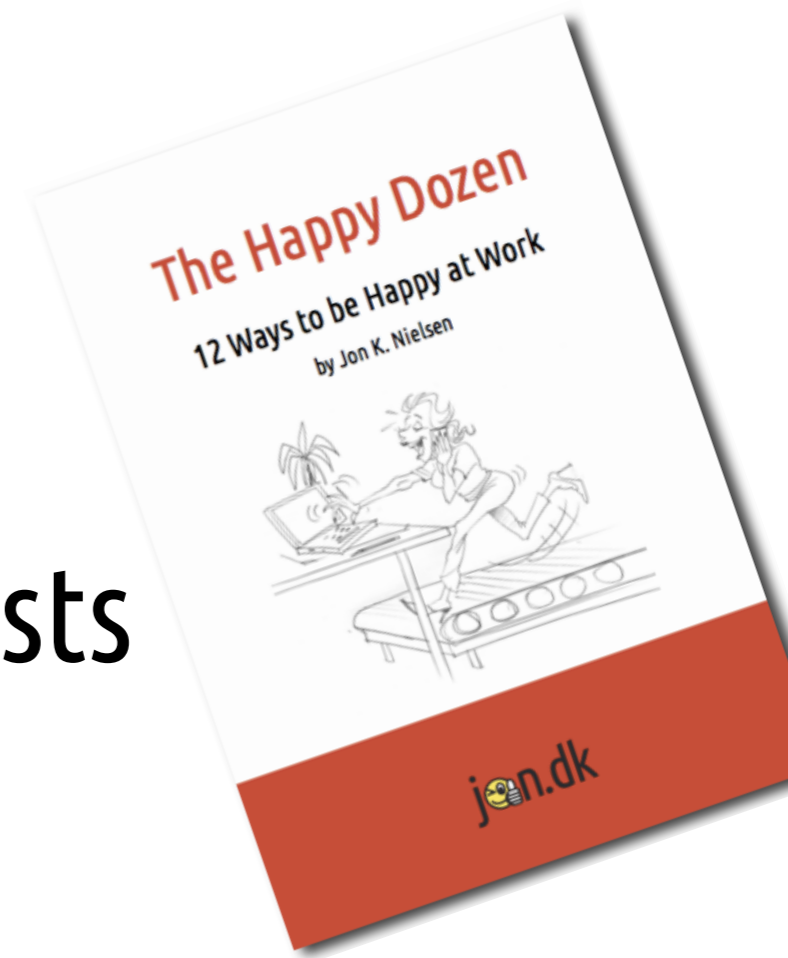


- Do something today if you can
- Get going tomorrow!

# Materials & more tools

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- free ebook: "The Happy Dozen"
- The HappyWays + RevolutJon!Podcasts
- Goal tracking sheet
  
- Included in subscription: Online trainings on productivity and virtual meetings (danish)



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