

# Productive & Happy

- creating better workdays

Danske Bank, October 10, 2019  
with Jon Kjær Nielsen #jondk



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



# 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

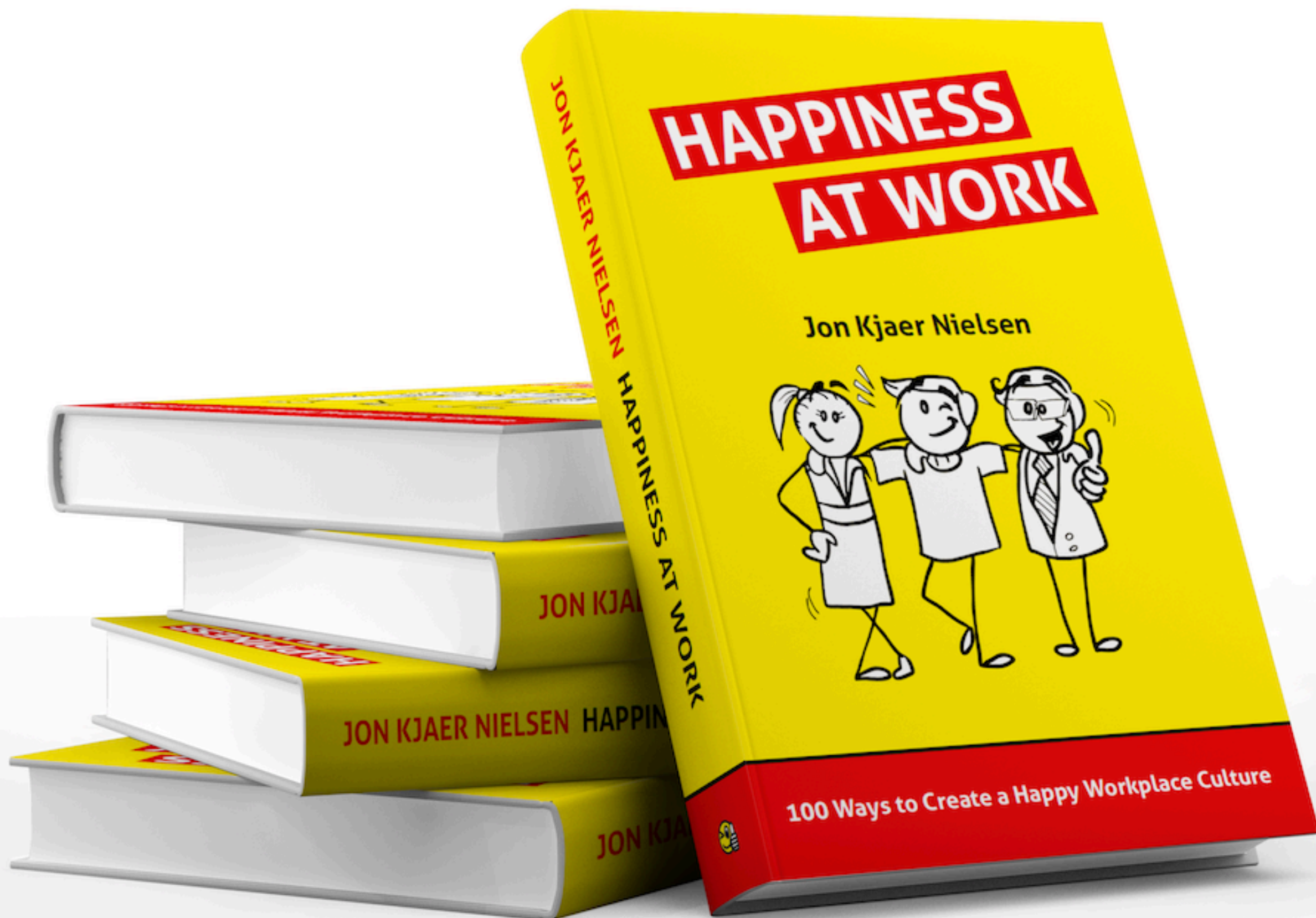
19 - The good old days - on Rosy Retrospection

27 - On incompetence

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# HAPPINESS AT WORK

Jon Kjaer Nielsen



100 Ways to Create a Happy Workplace Culture



# Materials & more tools

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

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays + RevolutJon! Podcasts
- Goal tracking sheet
- Danish only: "Målrettet Mandag" newsletter



Listen on  
**Apple Podcasts**



Listen on  
**Spotify®**

Basic question:

Why go to work?





# 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

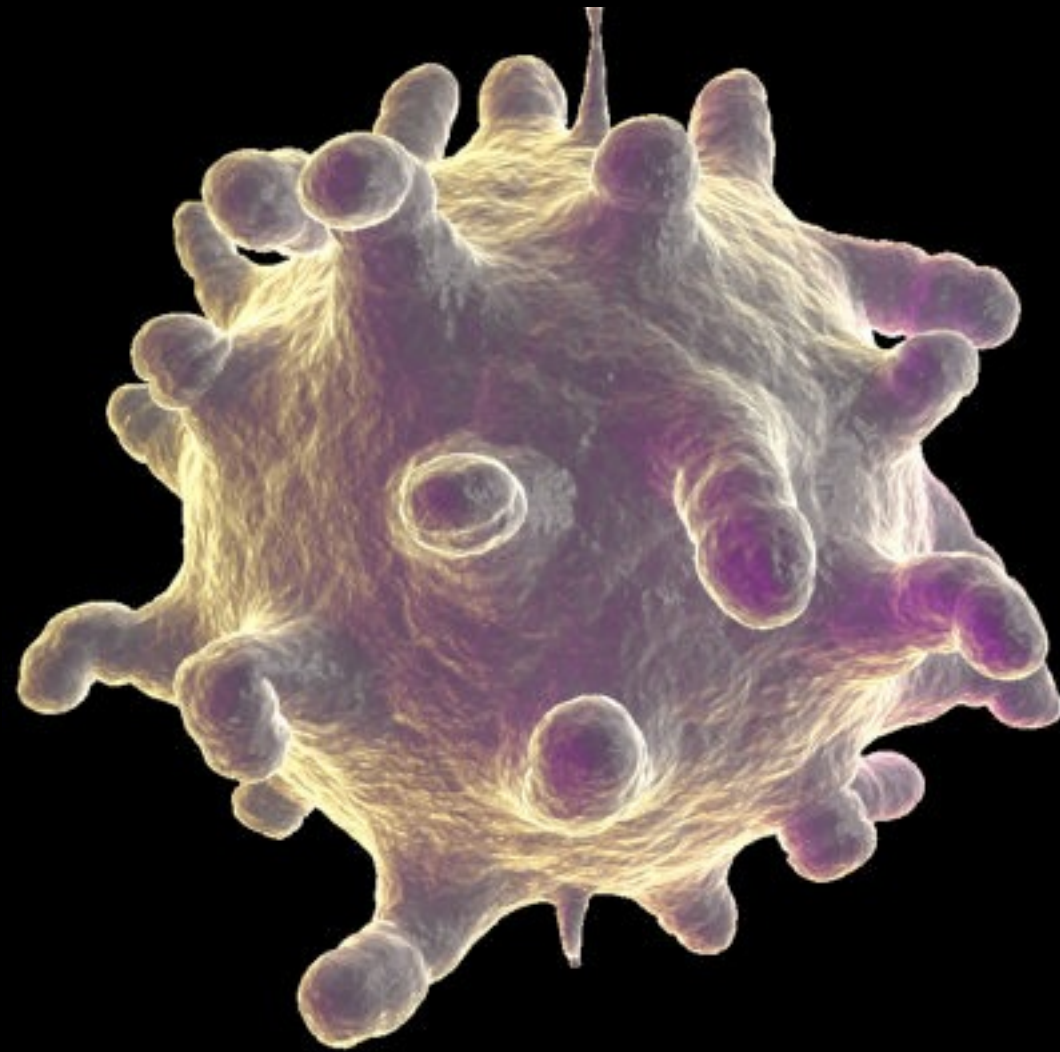
HOW EMPLOYEE  
WELL-BEING  
DRIVES PROFITS













# Productivity:

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

*See: The Happiness Advantage, by Achor*



# Sales:

Optimistic salespeople  
bring in 88% money

*See: Learned Optimism, by Seligman*





Question:

What makes you  
happy at work?

# Assignment:

Recall a good  
day at work



# Negative impact

- Poor Hygiene Factors





# Negative impact

- Poor Hygiene Factors
- Whining and complaining

# Playing The Victim

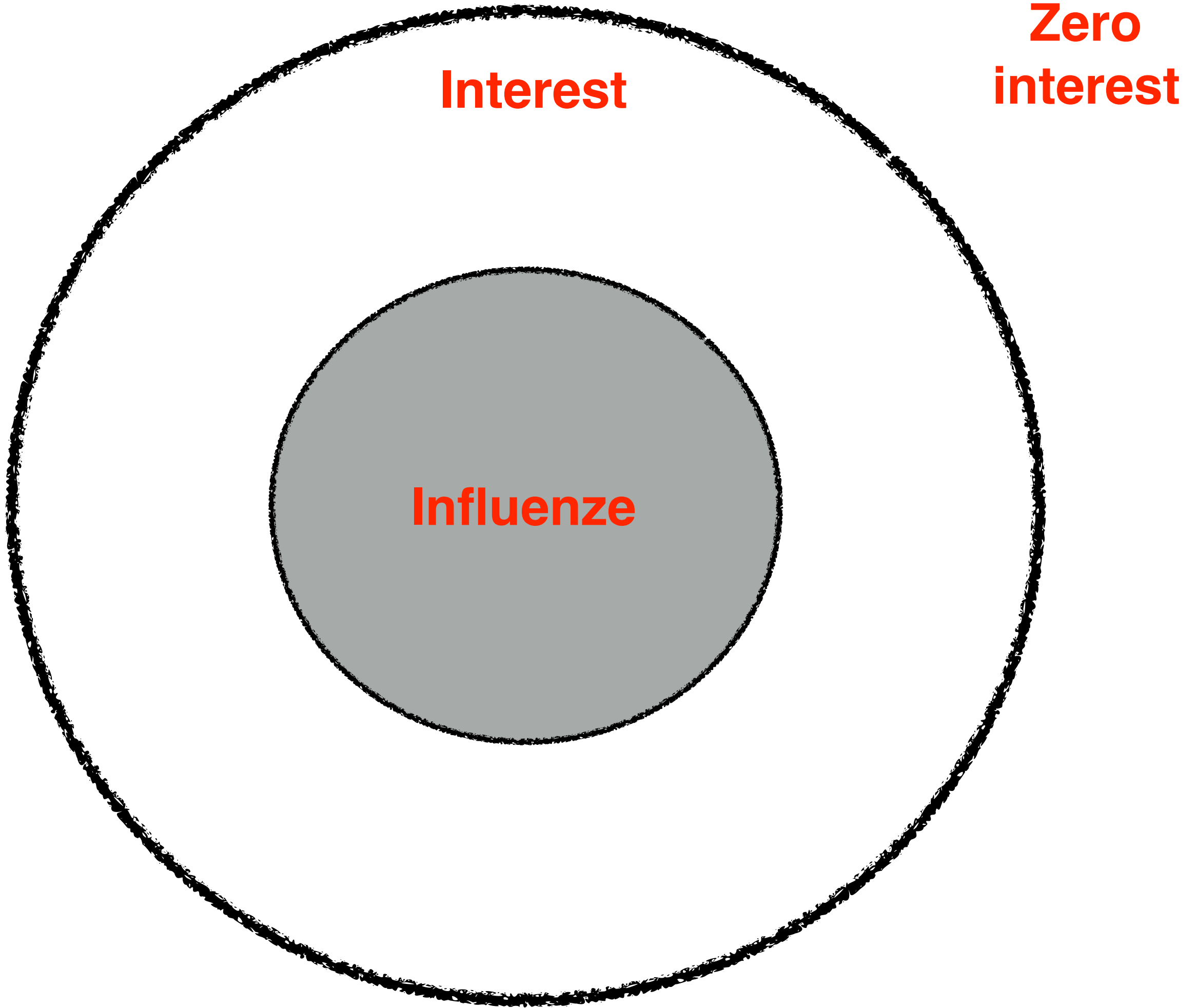


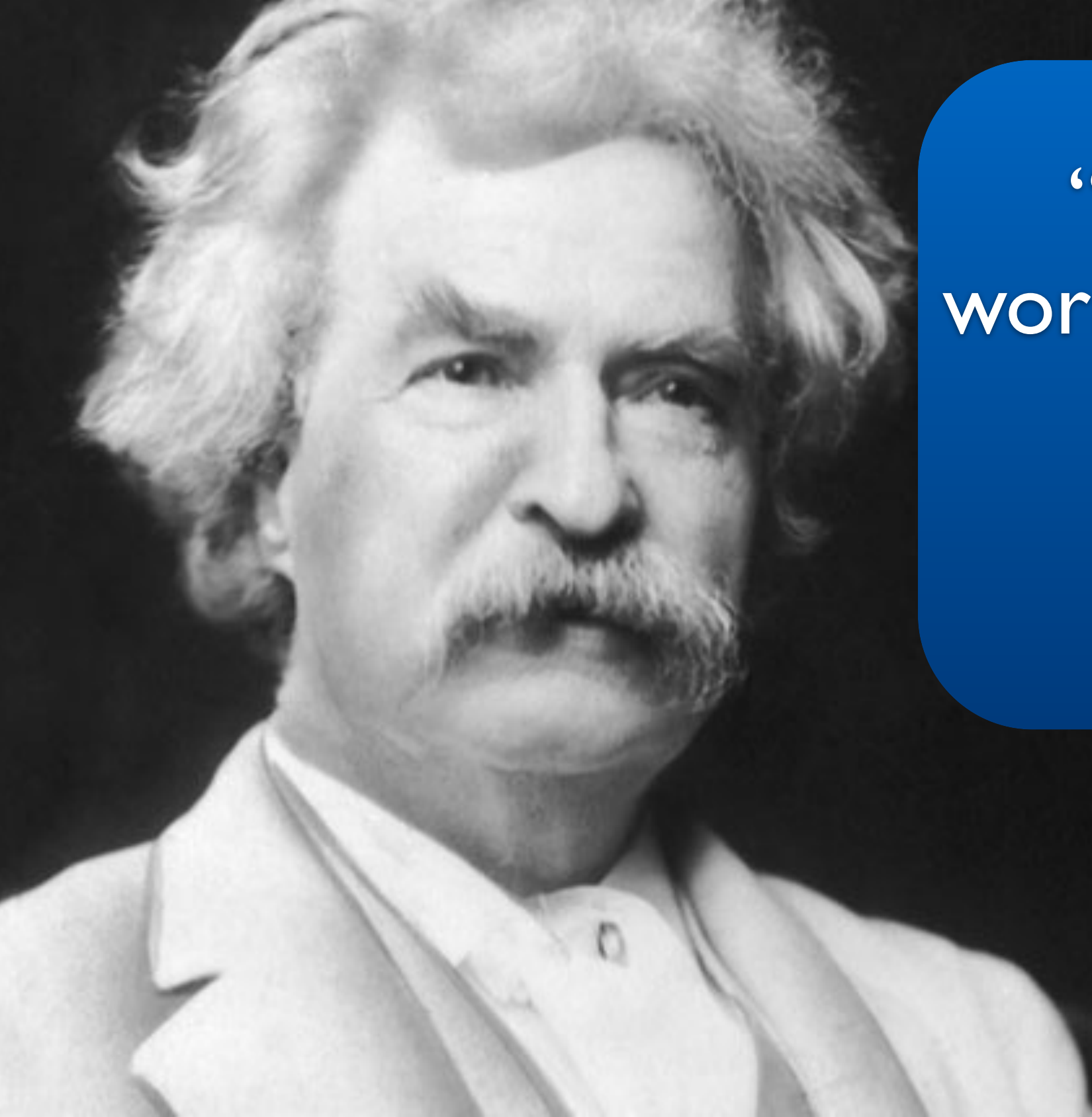
**GRUMPY CAT**

HappyWays Podcast  
Episode 03:  
An end to whining  
and complaining

**IS NOT IMPRESSED**

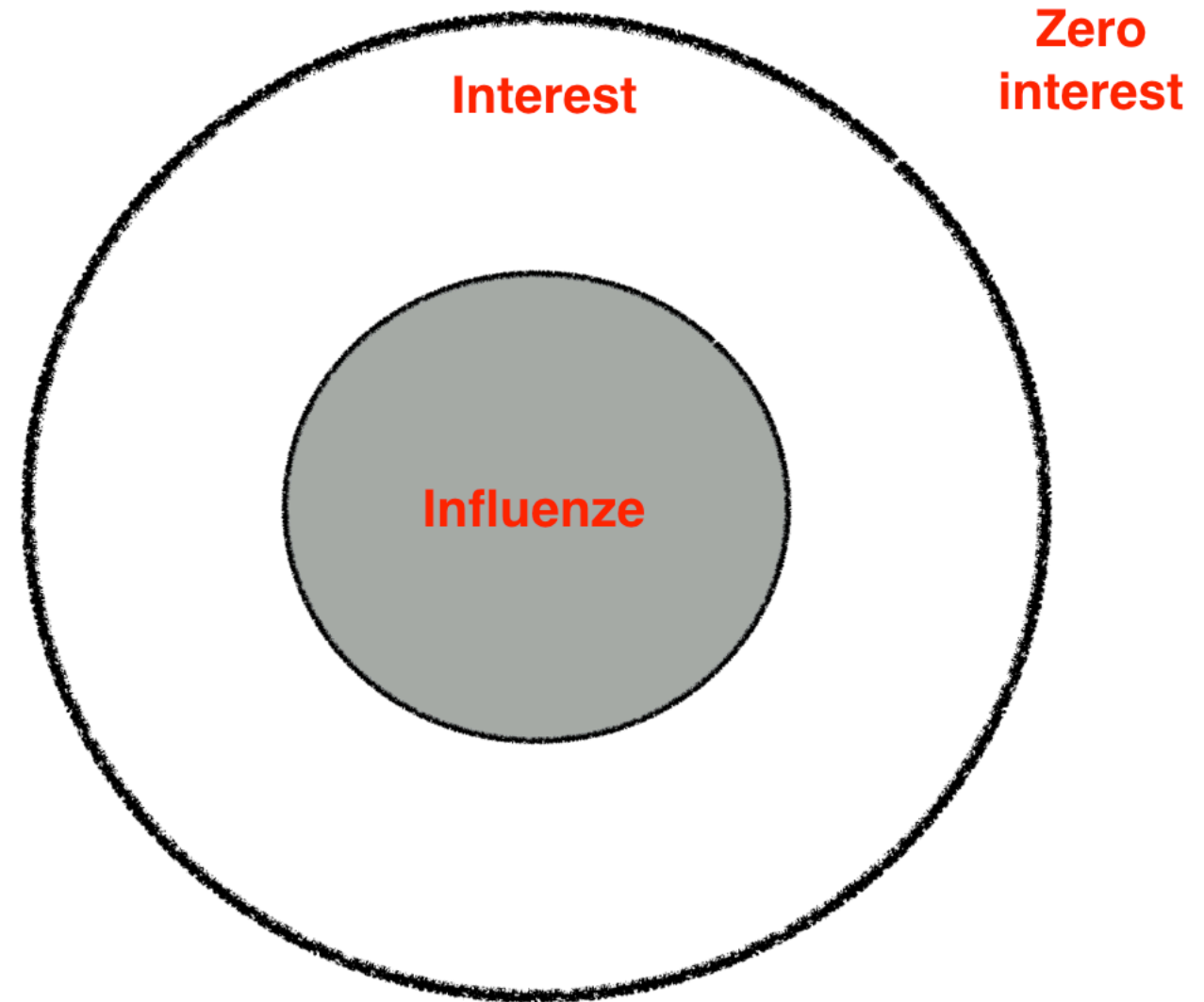






“I’ve had a lot of  
worries in my life, most  
of which never  
happened”  
- Mark Twain

Worrying  
usefully





Key to life: Nothing is  
ever anybody's fault



# Negative impact

- Poor Hygiene Factors
- Whining and complaining
- Lack of recognition
- Not enough time for my work

## Personal productivity:

One thing you struggle with?

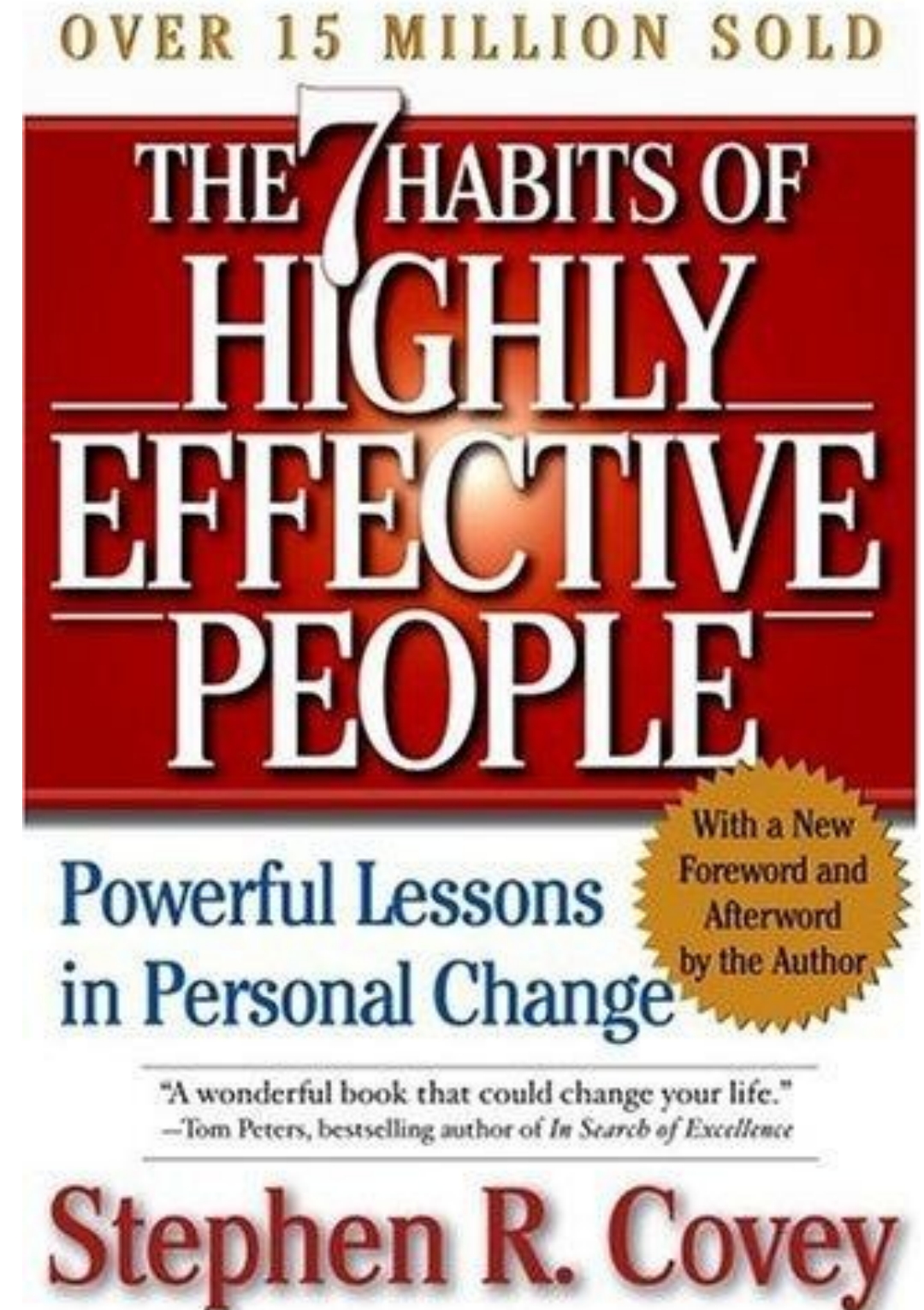
One tool/strategy that works for you?

A close-up, angled view of a clock face. The clock is white with black numbers and hands. The text 'OUR MOST PRECIOUS RESOURCE' is written in large, bold, black, sans-serif capital letters across the center of the clock face. The word 'OUR' is on the left, 'MOST' is on the right, 'PRECIOUS' is in the middle, and 'RESOURCE' is at the bottom. The clock face is slightly curved, and the numbers 2, 3, 4, and 8 are visible. The background is a solid blue color.

**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  
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  
JULI AUGUST

32 33 34 35  
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  
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

2008

JUNI

Uge 26



# The planning fallacy vs. Reactive Mode





# Reactive mode









# Lessons learned:

- The value of relationships
- A great day comes by design







The main issue:

Focus & energy

# There is too much work

#1



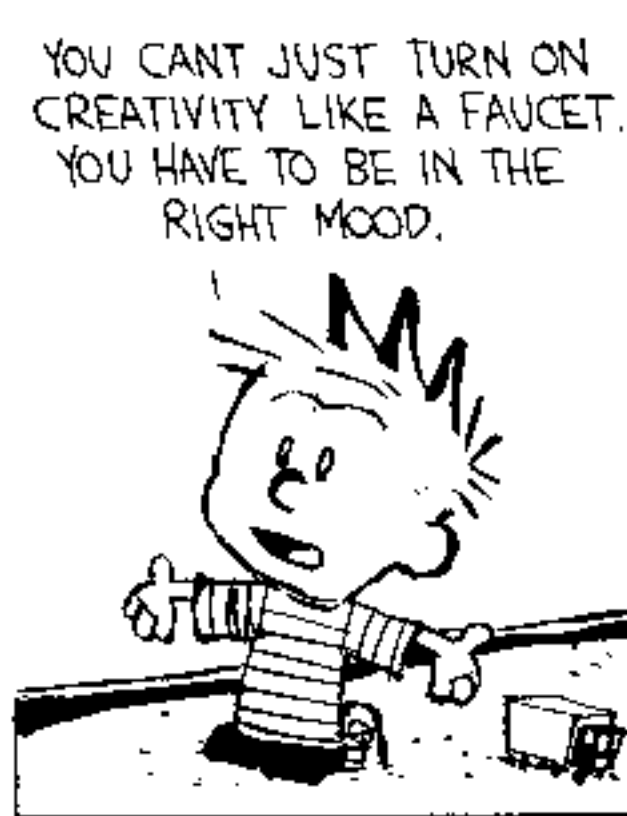
#2

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





# Parkinsons Law

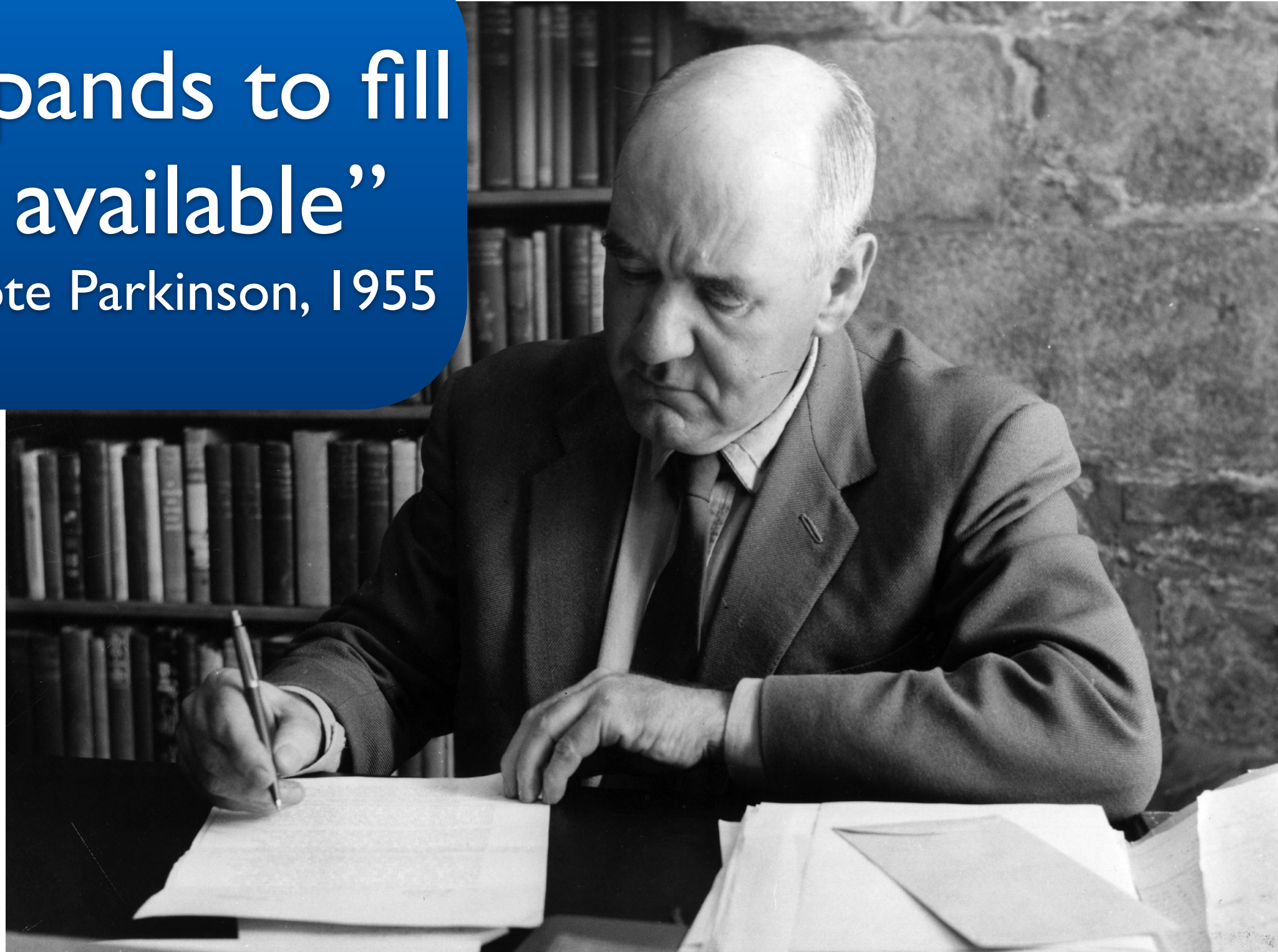


#3

# Parkinsons Law

“Work expands to fill  
the time available”

- Cyril Northcote Parkinson, 1955



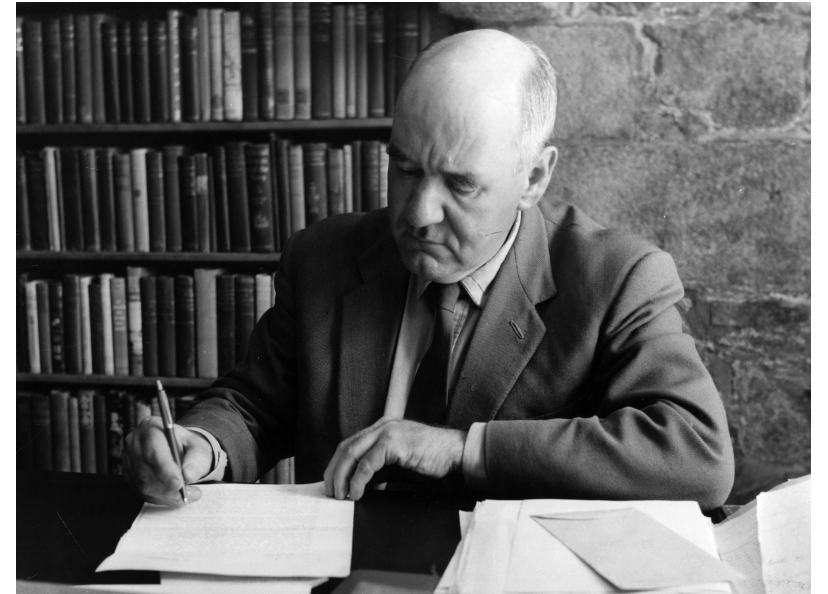
# Parkinsons Law



Tactical use of  
deadlines



Limited time on  
task





# App: Pomodoro

## For PC:Tomighty



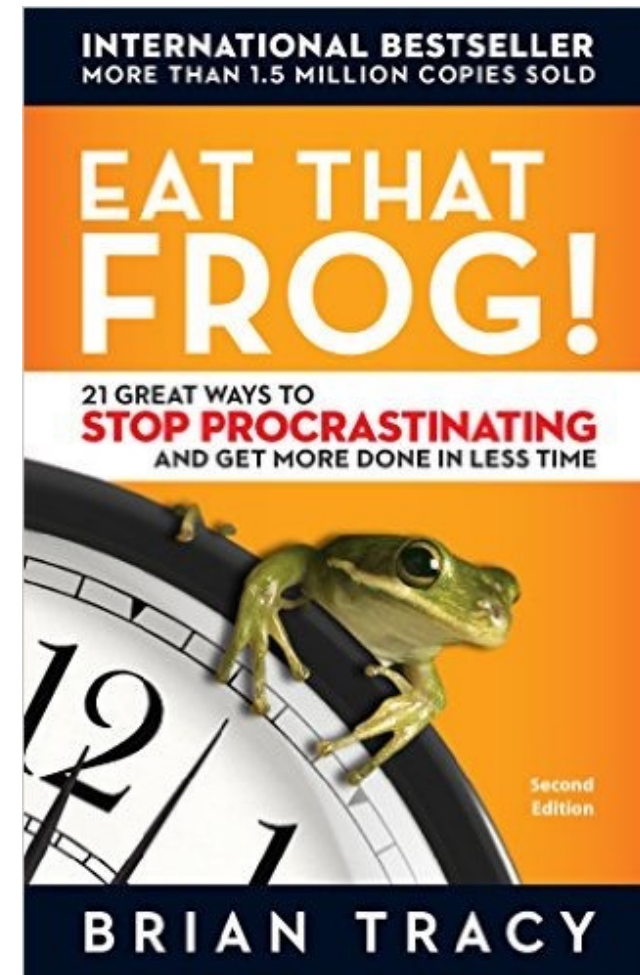
*Instructions:  
"Pomodoro Technique"*

# Worries and problems expand over time

#4



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.

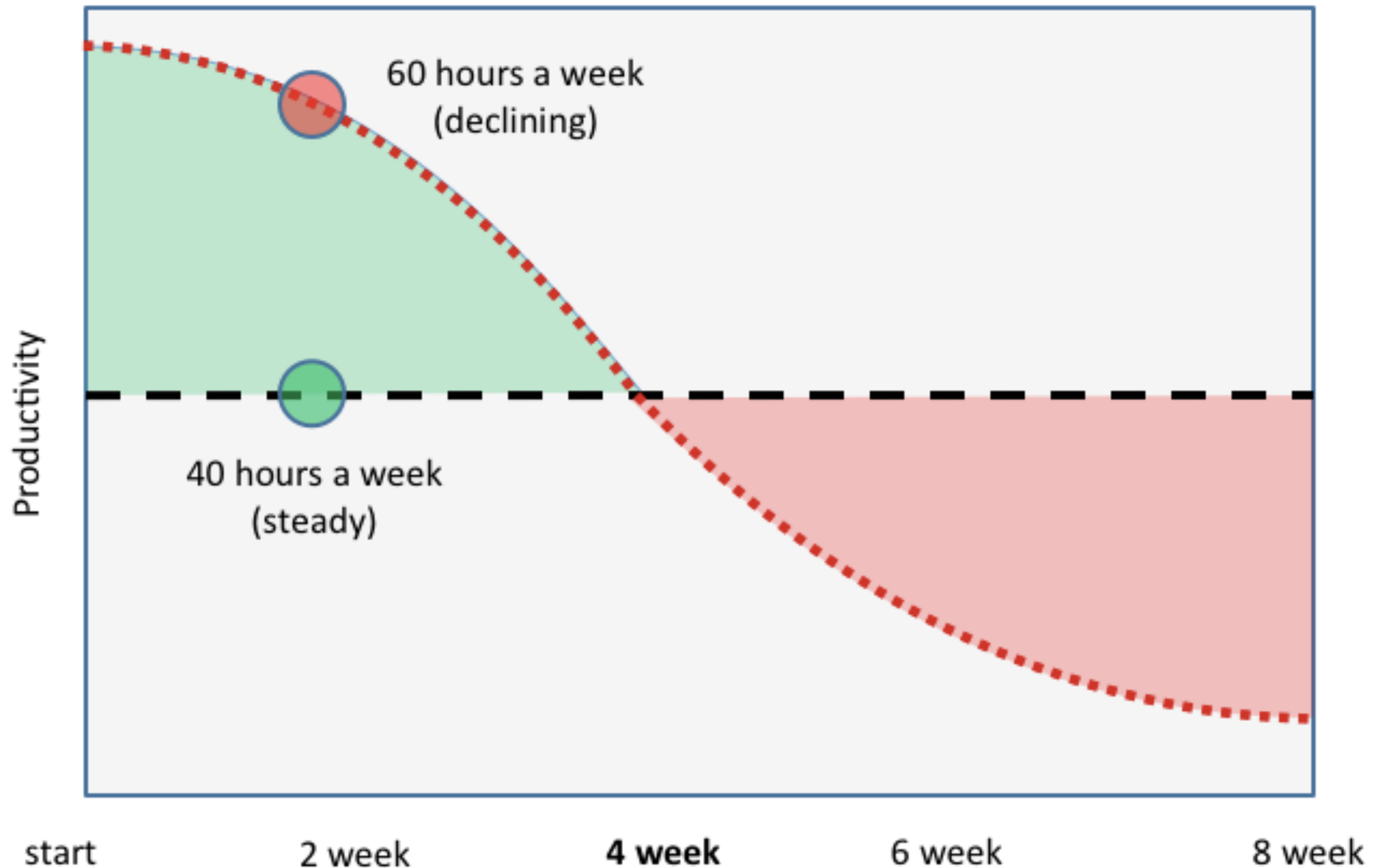


#5

Productivity and time  
are not connected



# Productivity and time





# Productivity and time are not connected

Take  
breaks

HappyWays Podcast 14:  
Digital Stress and Detox

Use time off to  
recharge

Limit work  
hours

Diet &  
exercise



#6

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



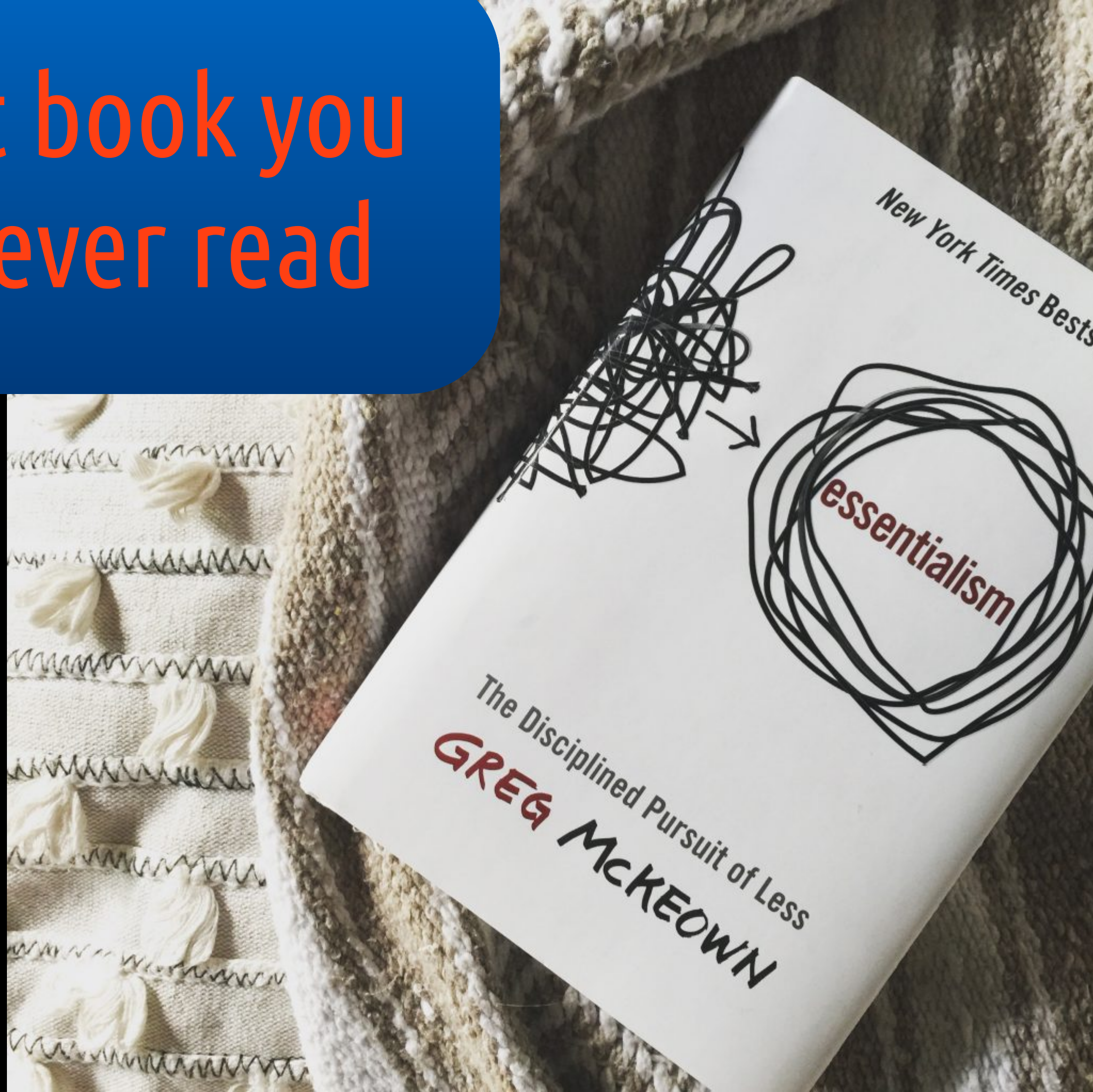
	URGENT	NOT URGENT
IMPORTANT		
NOT IMPORTANT		

# Solution: Focusing on the essentials



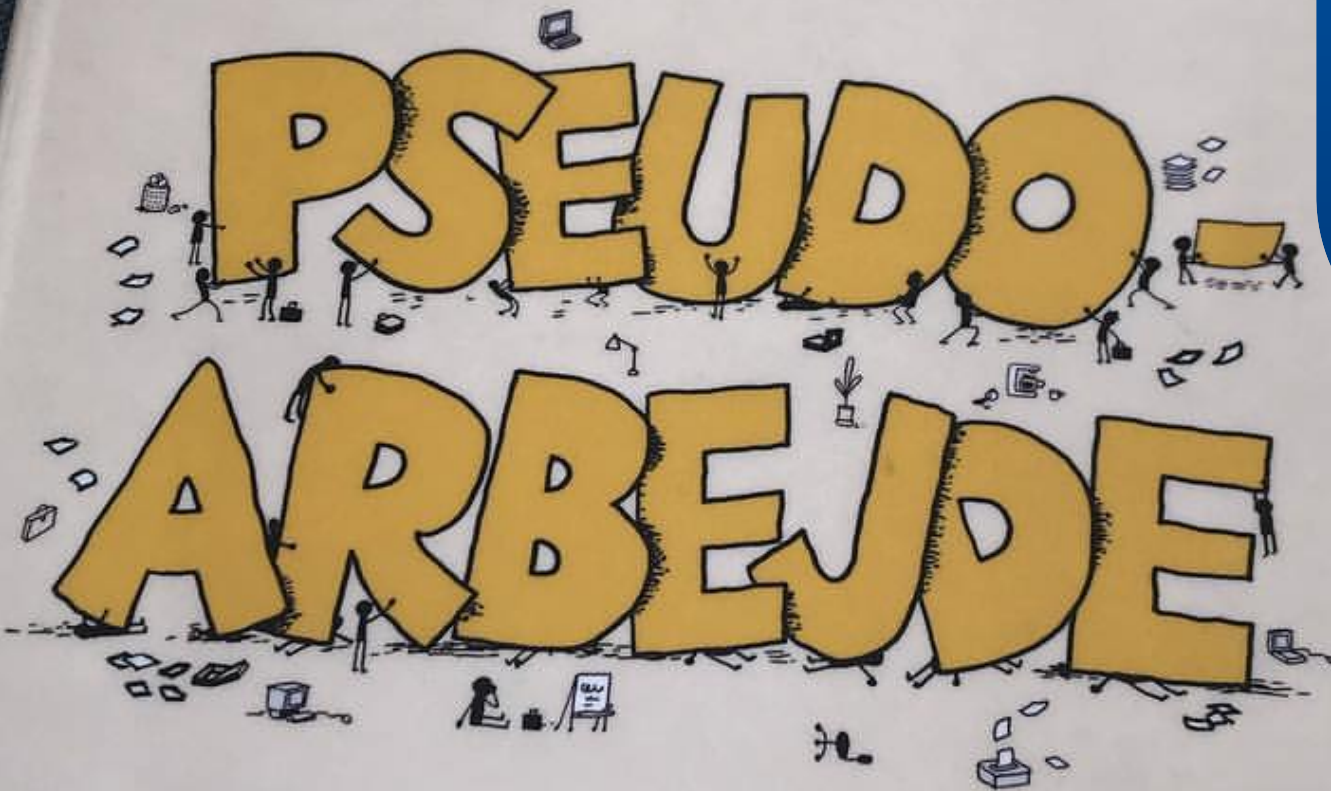


The last book you  
might ever read





DENNIS NØRMARK &  
ANDERS FOGH JENSEN



HVORDAN VI FIK TRAVLT MED  
AT LAVE INGENTING

The other  
last book you  
might ever  
read

~~20~~

~~80~~

80

20





# 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





# 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

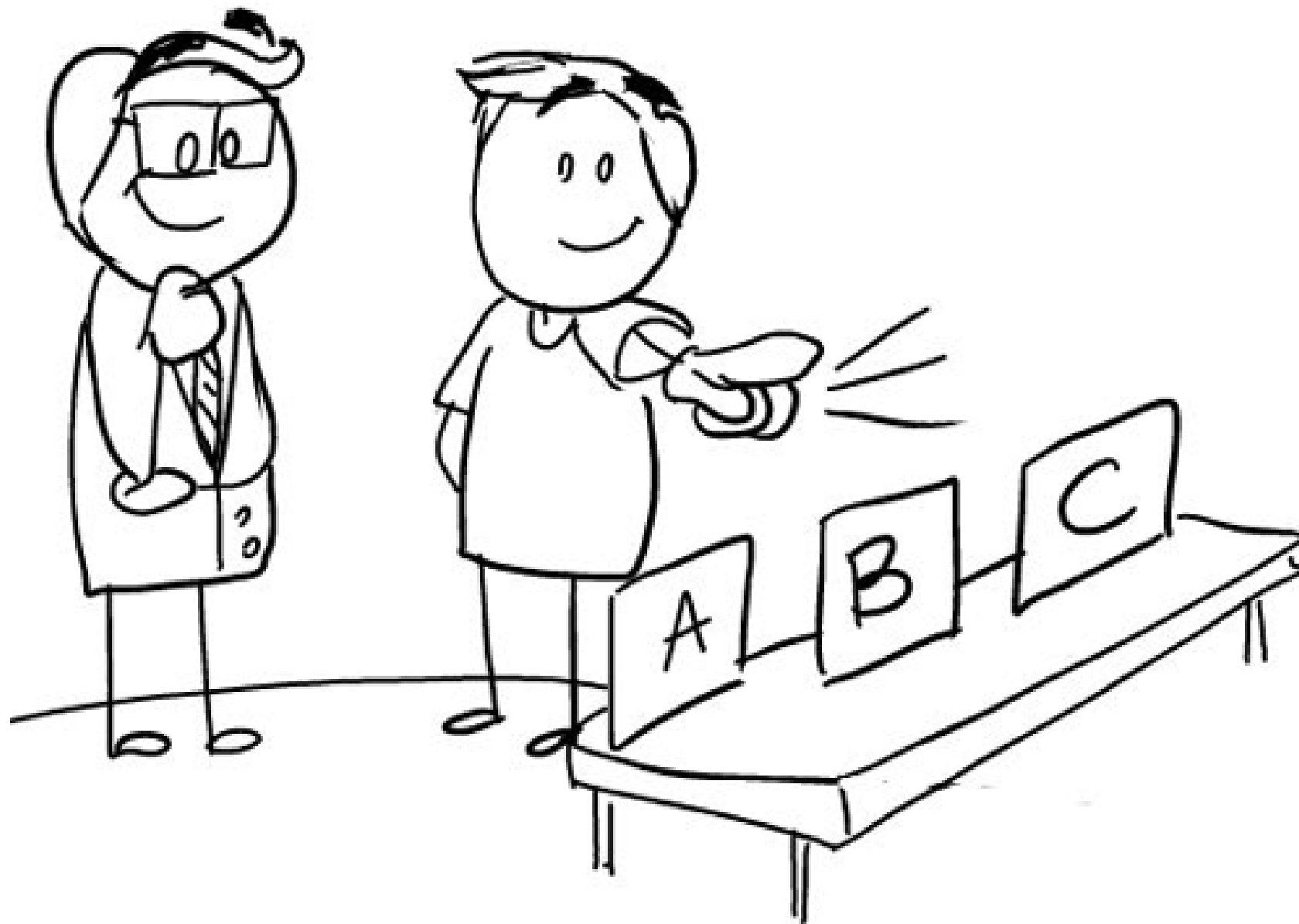




PRIME TIME

#7

# 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



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



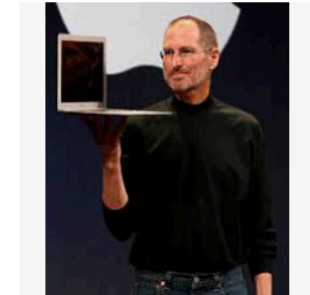
Steve Jobs: Walter Isaacs...  
amazon.ca



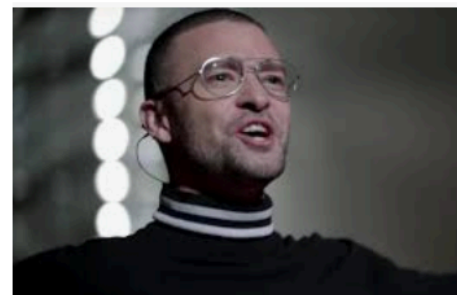
Steve Jobs  
entrepreneur.com



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



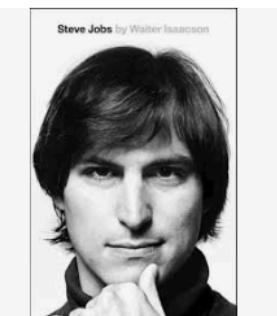
Here's What Steve Jobs Had to Say Ab...  
recode.net



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



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



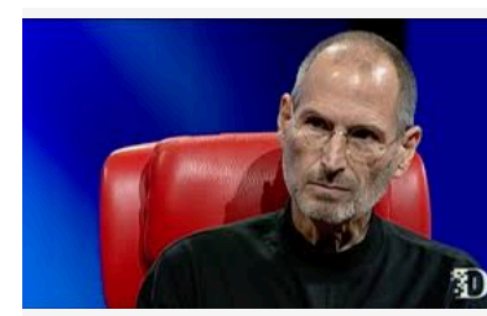
Steve Jobs af Walter Isaac...  
saxo.com



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



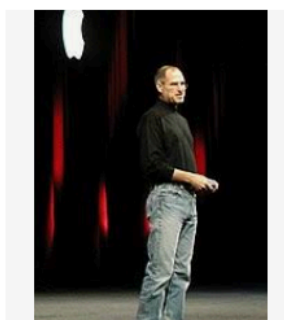
Steve Jobs Wax Figure | Madame Tu...  
madametussauds.com



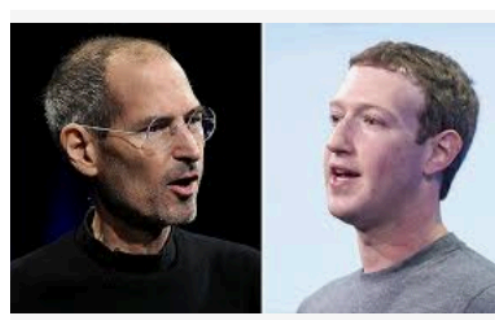
Steve Jobs  
entrepreneur.com



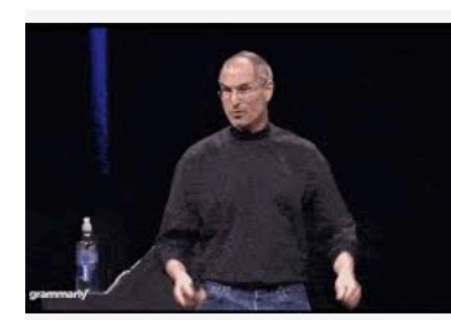
20 years ago, Steve Jobs made these eerily a...  
thegentlemansjournal.com



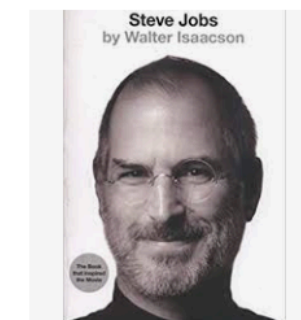
Steve Jobs - Wikipedia  
en.wikipedia.org



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

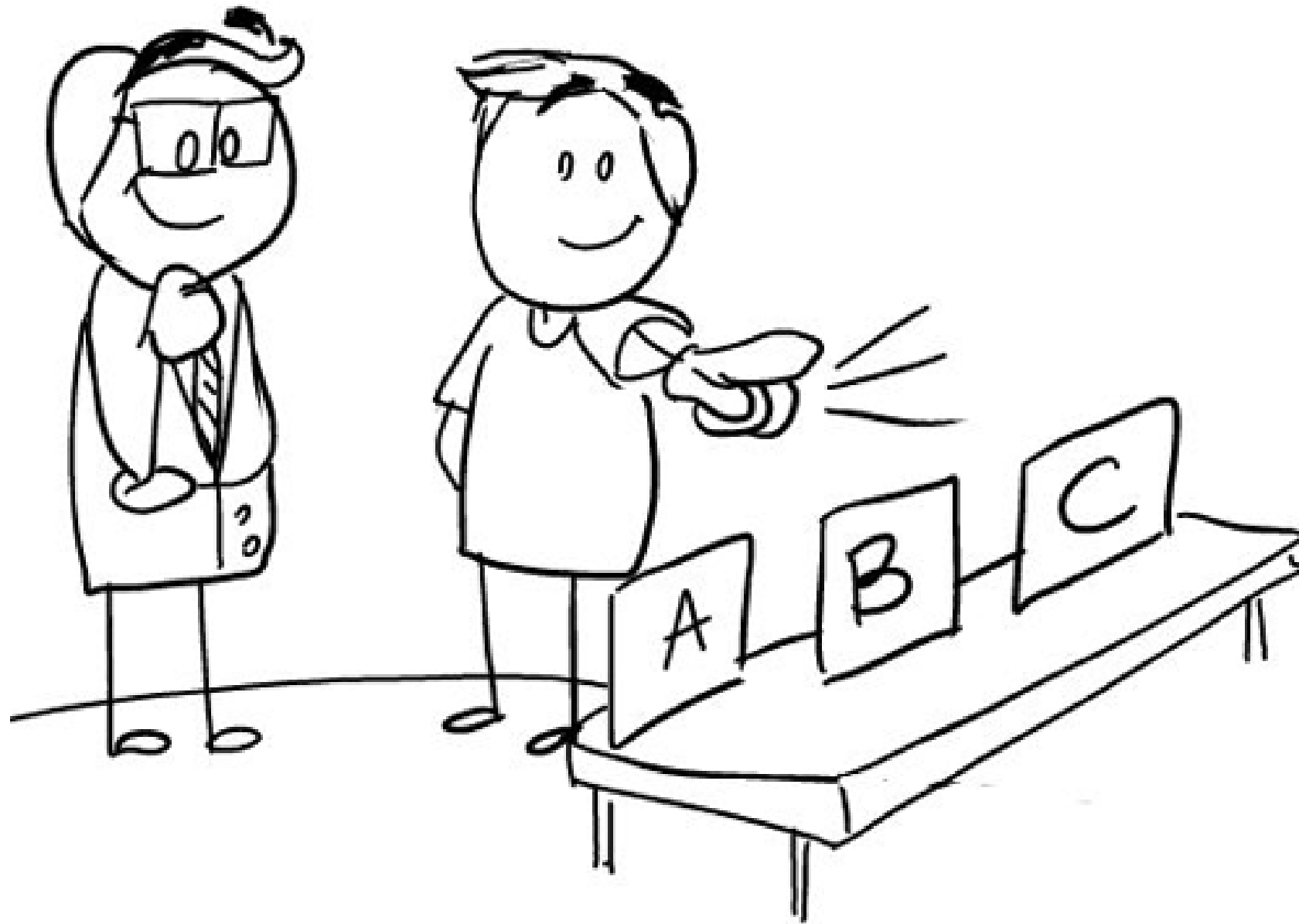


16 Pieces of Advice From Steve Jobs | Gra...  
grammarly.com



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

# Make fewer decisions



#8

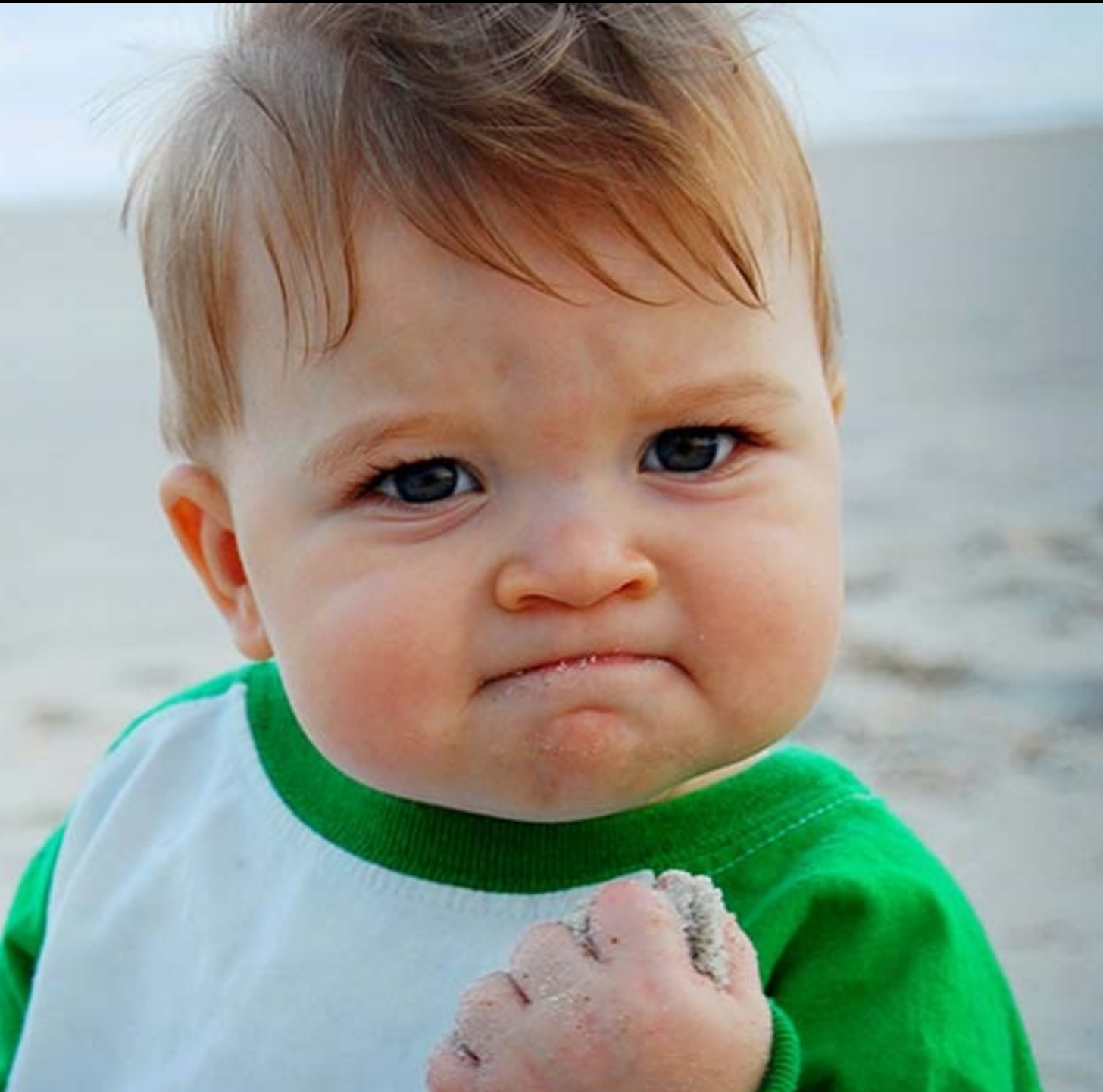
# The Google Effect:

We cannot recall information  
we know we can find.





# So, next week:



- “I promise to try out a weekly Could Do”
- “I swear I will use daily To Do lists”





# Habit changes









# 20 second rule



“What is one habit  
you’d like to start or  
get rid of?”







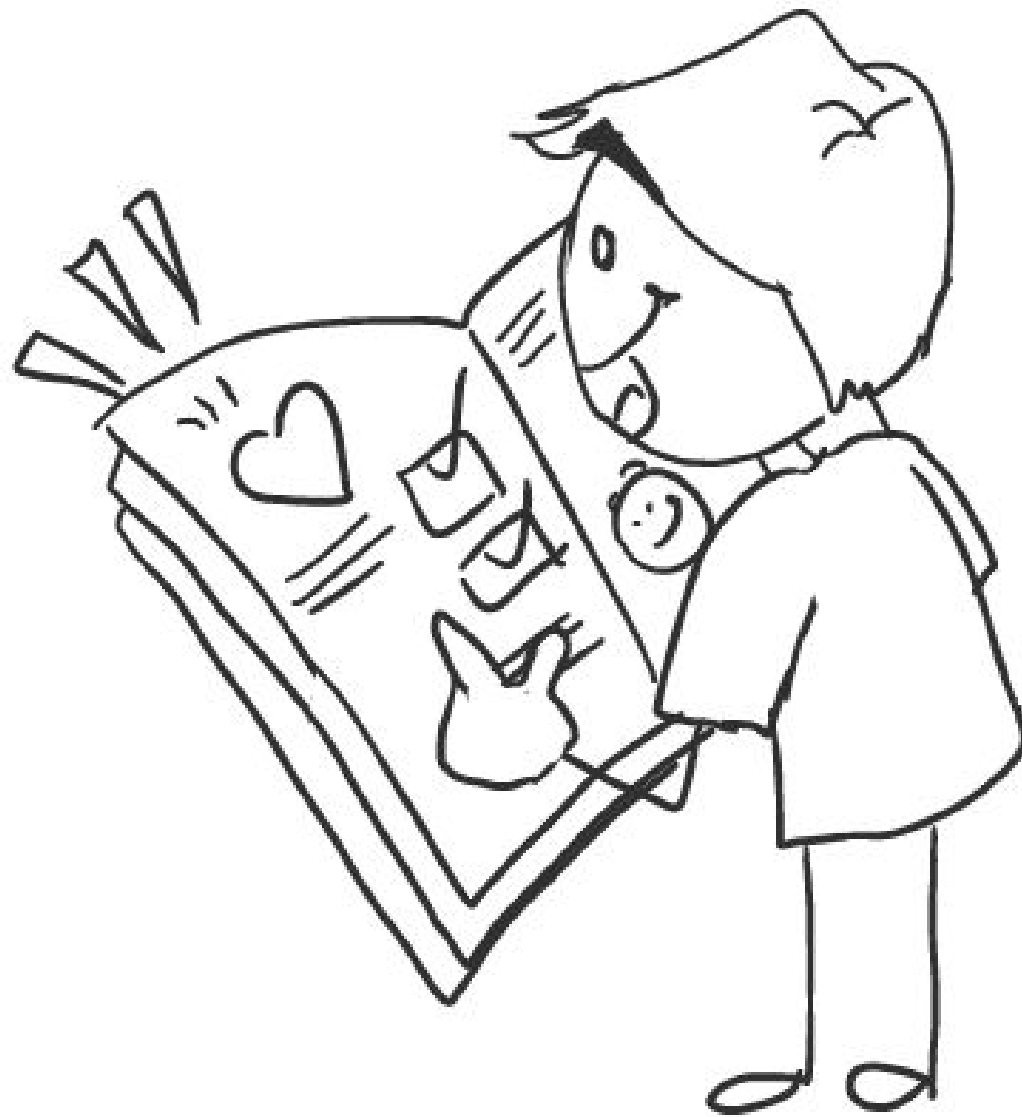
Key to life:  
There are no  
new problems



# Optimism



# What Went Well?



# Apps:

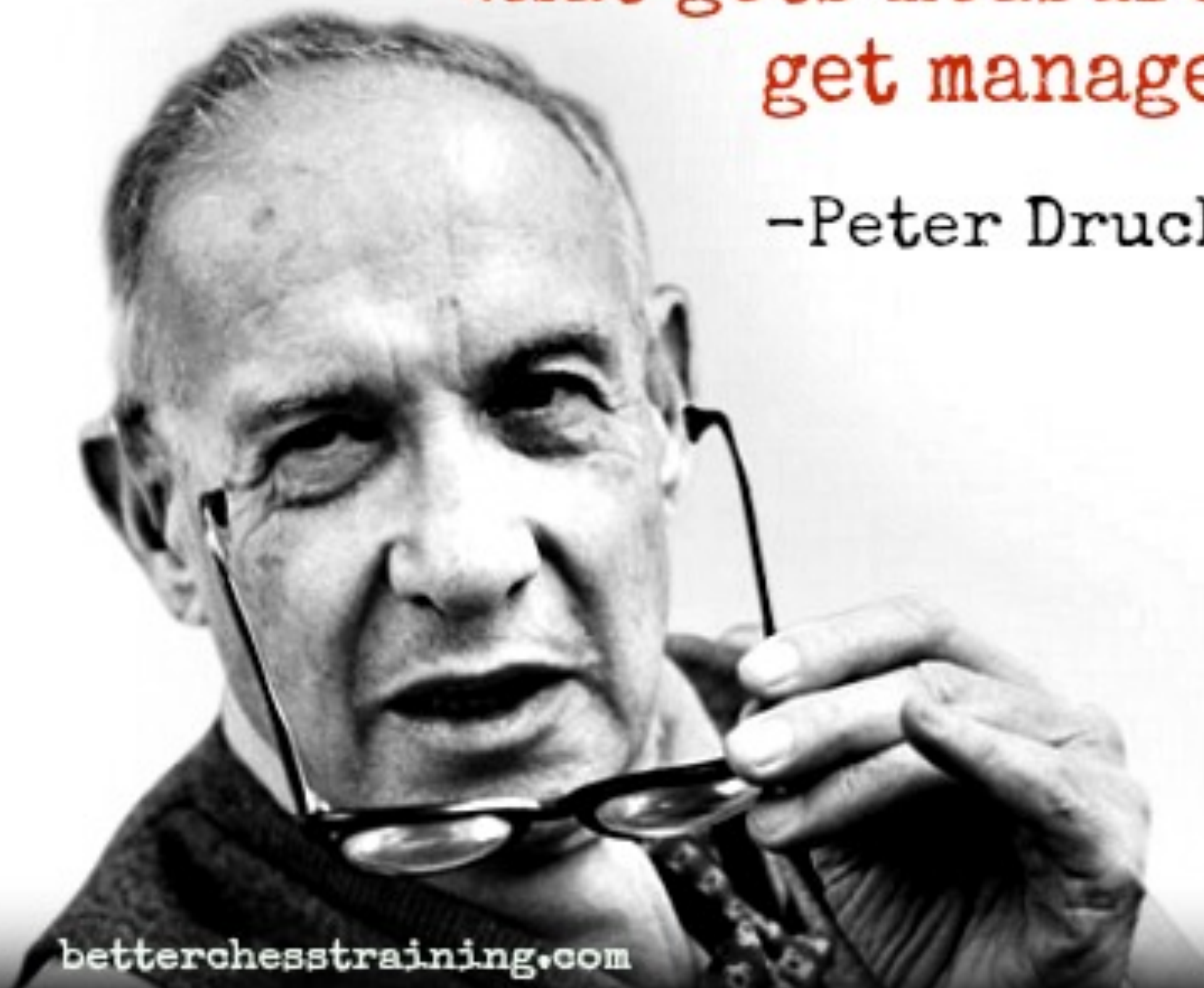
- Five minute journal
- Gratitude Journal





What gets measured,  
get managed.

-Peter Drucker



# Measure progress

*10 vindende væner*

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	
1																															
2																															
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9																															
10																															

Den Effektive Hverdag - læs om kurset på [Jon.dk](http://Jon.dk)

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

# Small wins






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

**I GIVE UP**





# Measure progress



**My 12 Sacred Choices**

**JANUARY 2018**

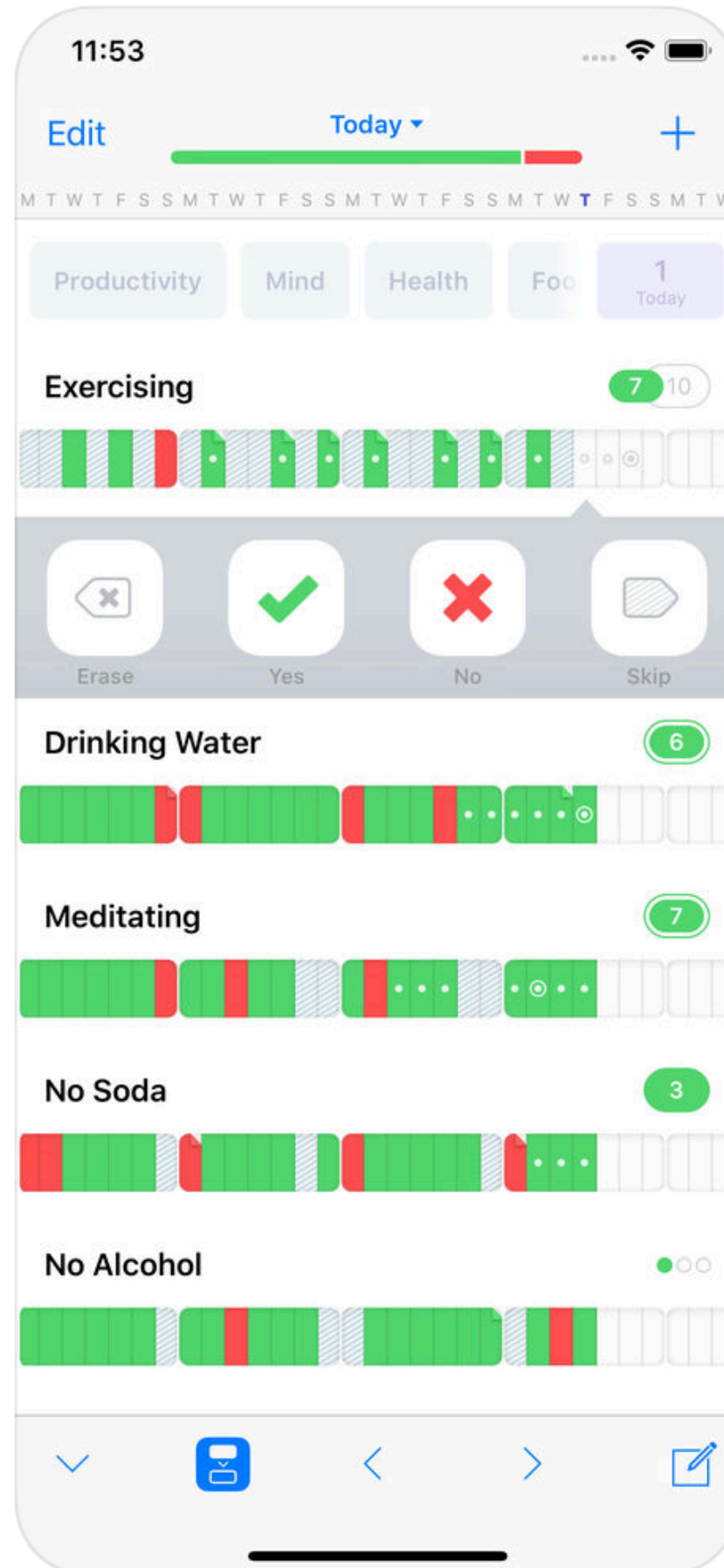
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T
1 Get up on time	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2 Make my bed in the morning	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3 Yoga, first thing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4 Max 4 e-mail sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5 Work for 3 hours on Priority 1	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6 Work on the house	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7 Review goals, plan day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8 Meditation, 10 min. minimum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9 Eat only whole plant food → 3 fruit/day	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
10 No alcohol → Max 2 drinks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 No browsing Social Media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 Reach out to a friend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5/12 6/12 7/12 8/12 9/12 10/12 11/12 12/12

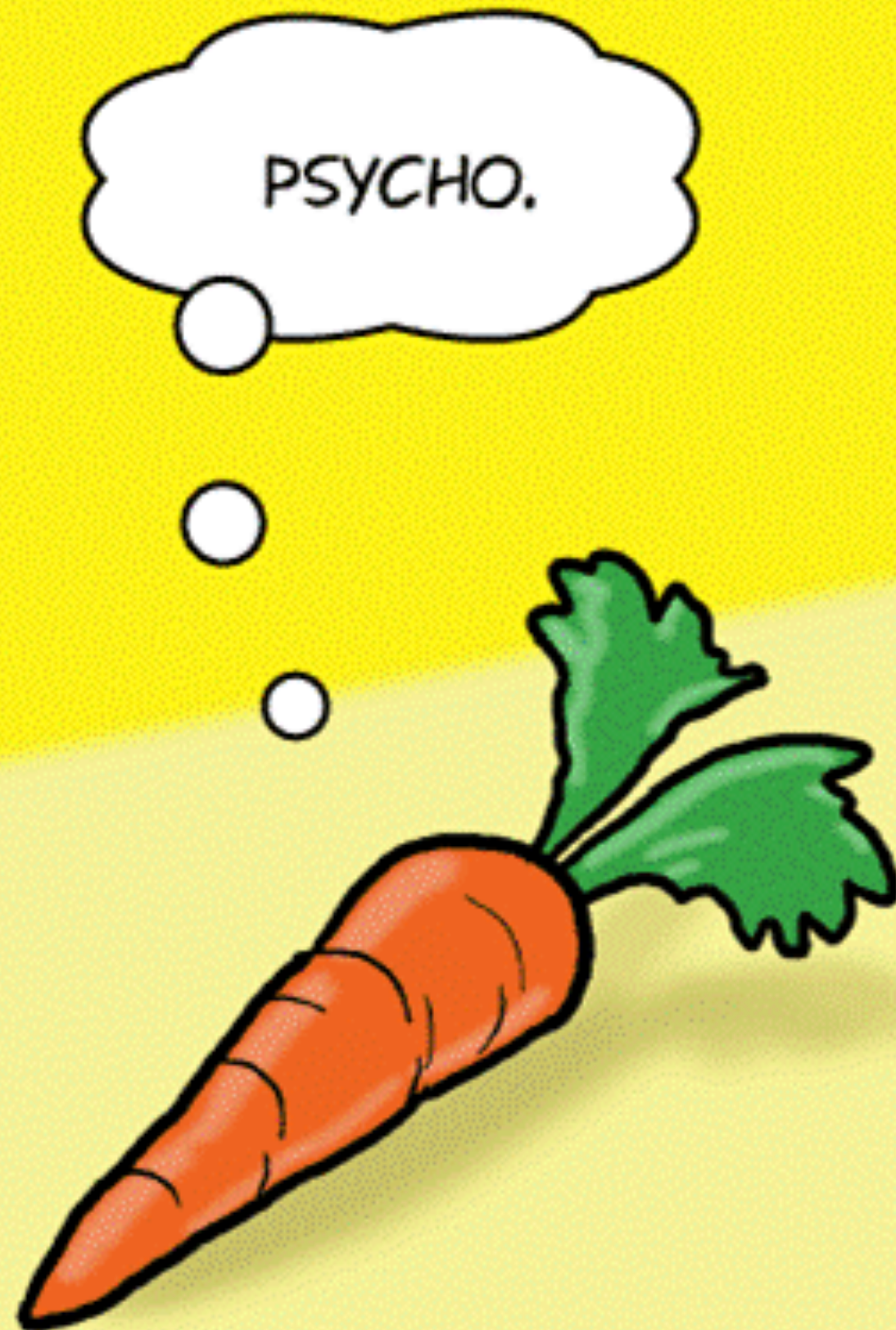
↑ ↑ ↑



# Way of Life app







Choosing an  
“anti-charity”



# External motivation



- What can be my reward for success?
- How can I punish failure?



# Assignment: Designing new habits

Work on at least one daily action. For each one you decide on, answer:

- It the action specific?
- Can it be measured daily?
- Why this one? What is my reason (motivation)?
- When will I do this?
- Could I connect a “trigger”, like a certain time or another habit?
- Need I add a reward or punishment?

# Success buddies



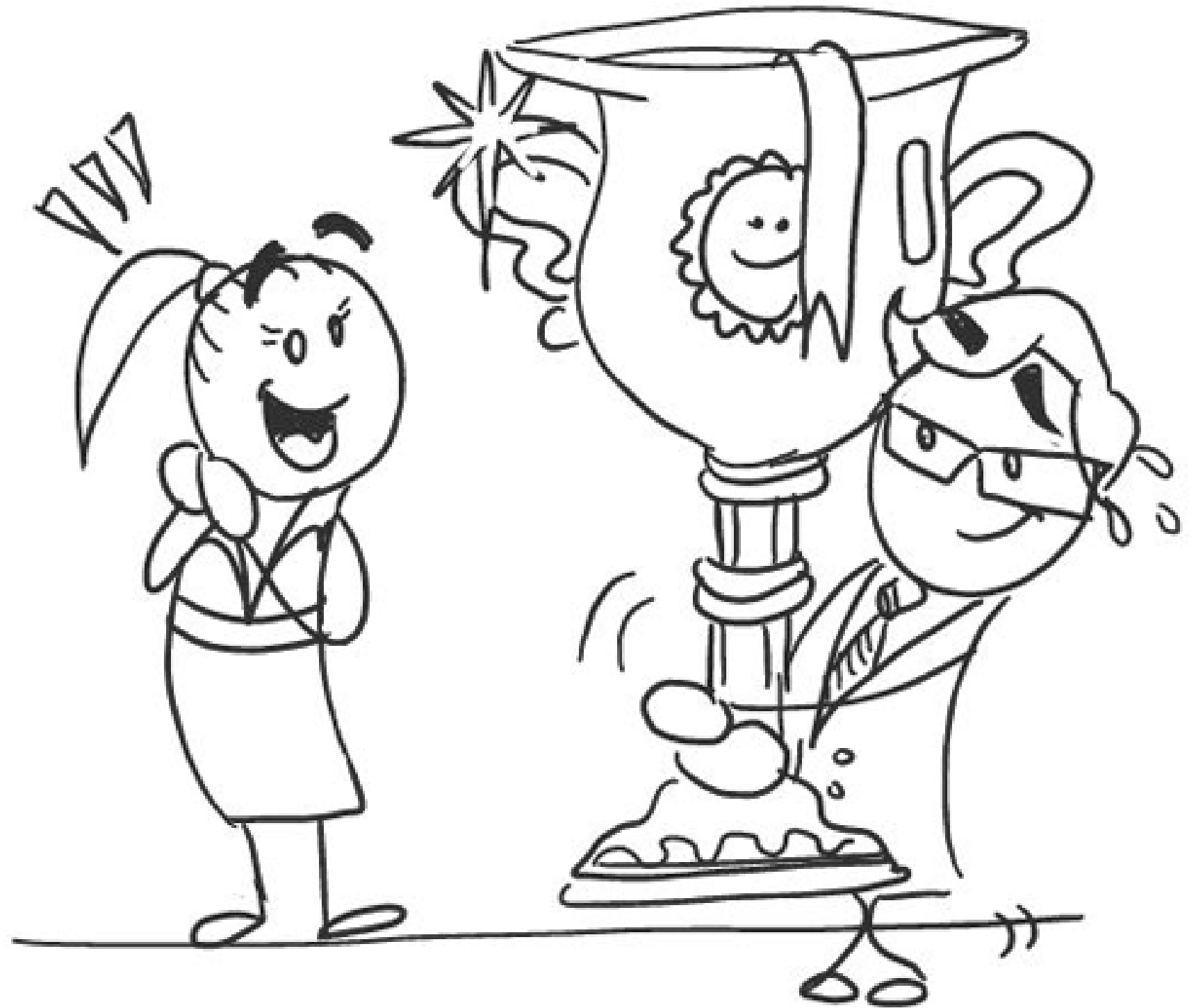


# Assignment: Designing new habits

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- When will I do this?
- Could I connect a “trigger”, like a certain time or another habit?
- Need I add a reward or punishment?

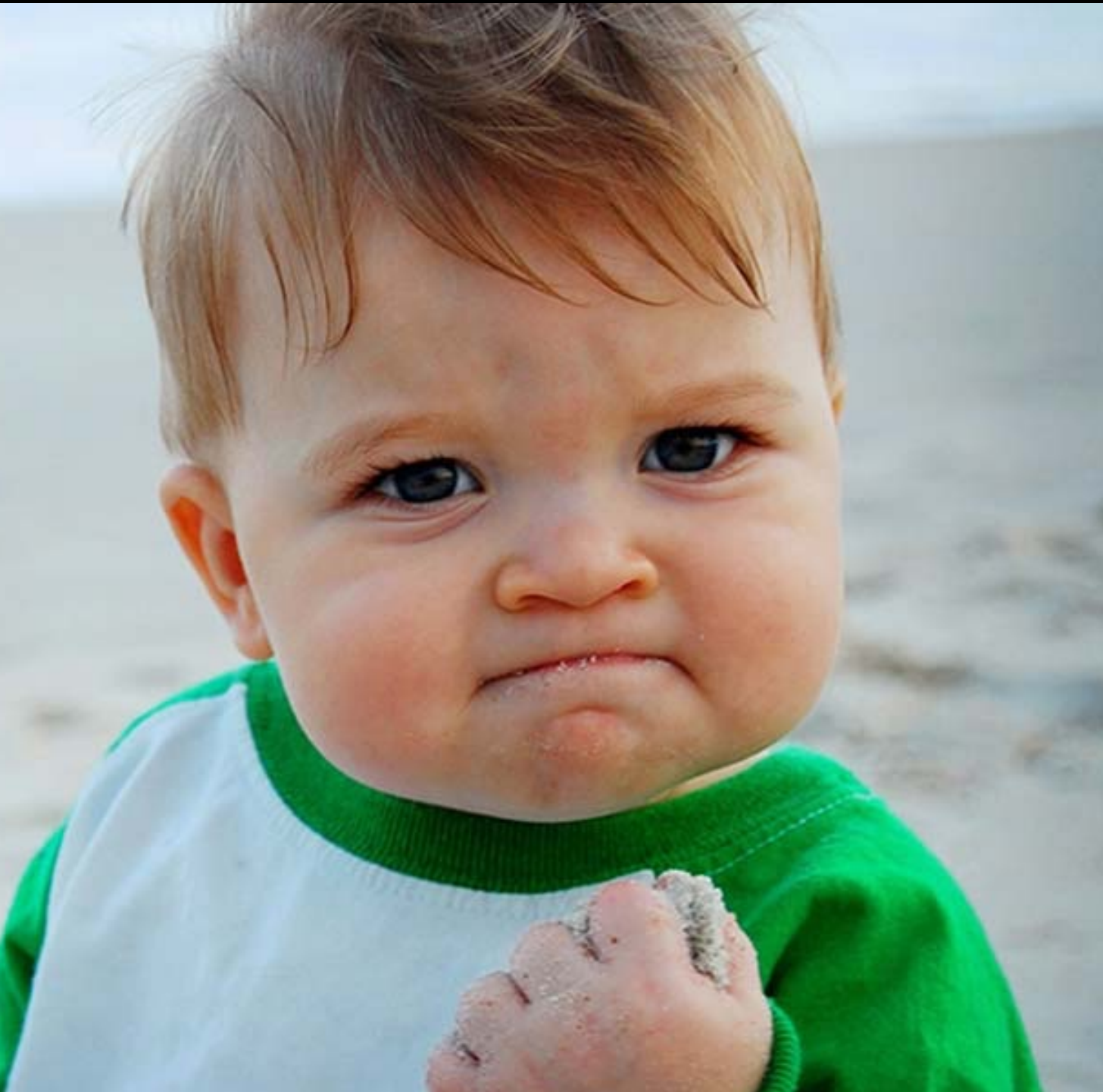
# Celebrate success







# Take action



- Do something today if you can
- Get going tomorrow!
- Check in with your buddy in 1-2 weeks



# Materials & more tools

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

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays + RevolutJon! Podcasts
- Goal tracking sheet
- Danish only: "Målrettet Mandag" newsletter





# Productive & Happy

- creating better workdays

Danske Bank, October 10, 2019  
with Jon Kjær Nielsen #jondk



Get more on the HappyWays Podcast