

Productive & Happy

- creating better workdays

AAU, Grenå, August 22, 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

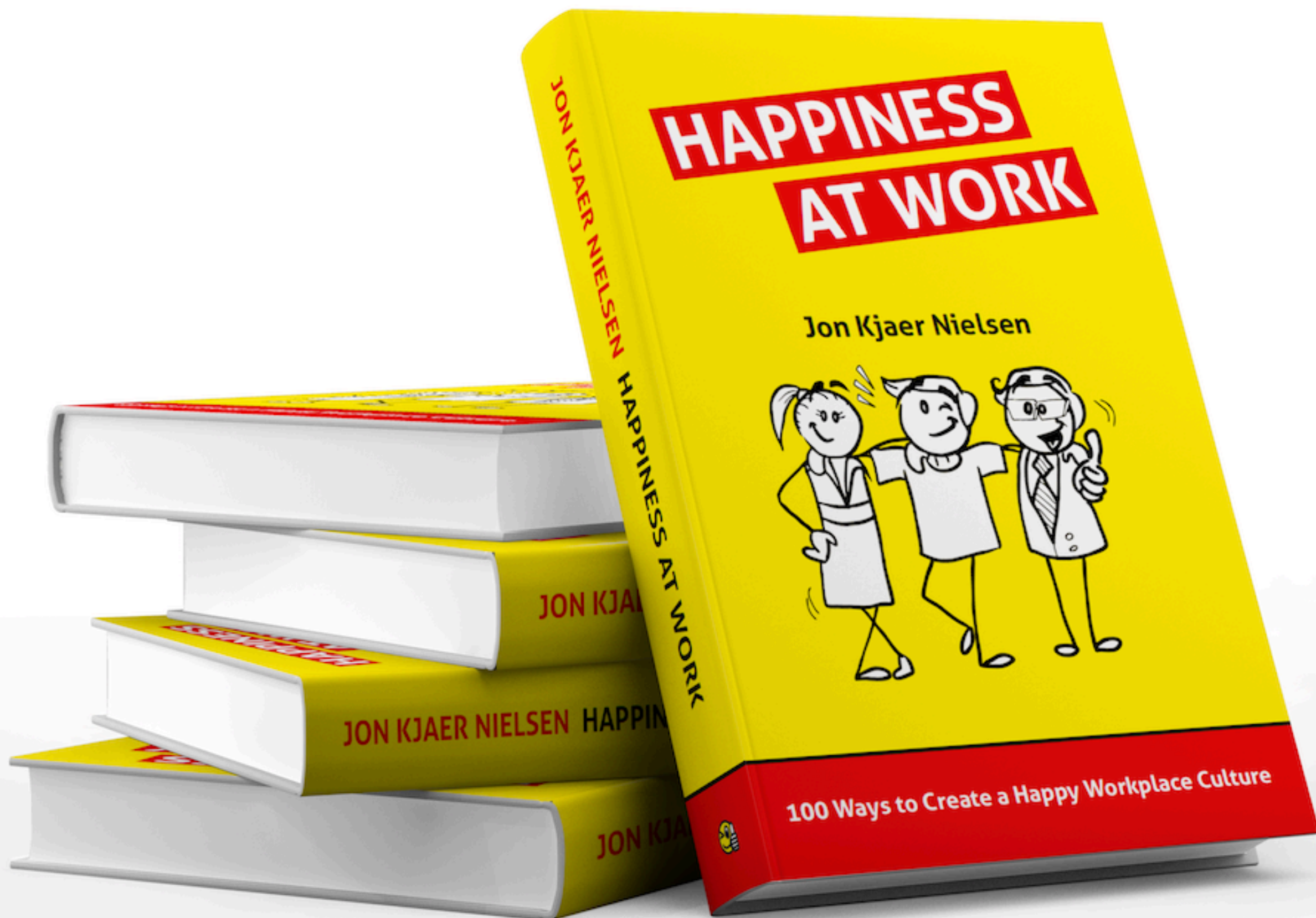
16 - Hacking productivity for happiness

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

To to: jon.dk/AAU

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



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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





36.8°C



OMRON

Productivity:

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

See: The Happiness Advantage, by Achor



Question:

What makes you
happy at work?

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

Key to life: Nothing is
ever anybody's fault



Negative impact

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

Personal productivity:

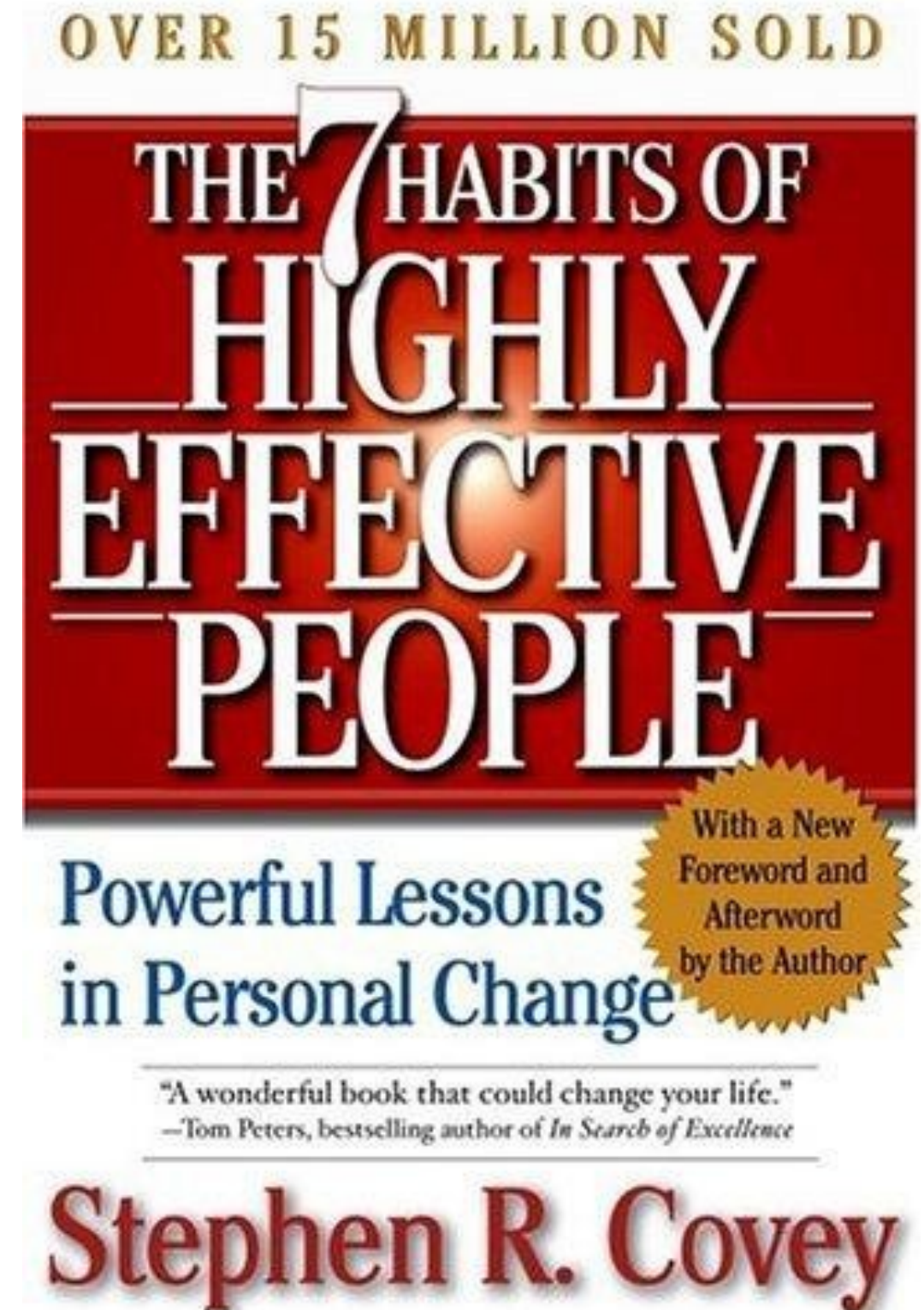
One thing you struggle with?

One tool/strategy that works for you?

**OUR MOST
PRECIOUS
RESOURCE**

8

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

How are you
feeling?

Being reactive





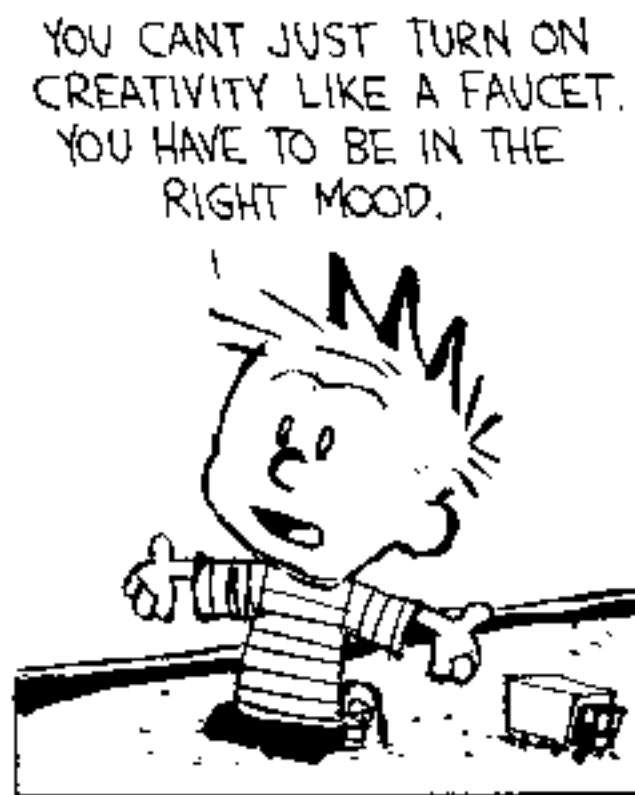
The main issue:

Focus & energy

Bonus tool: Coffee



Parkinsons Law

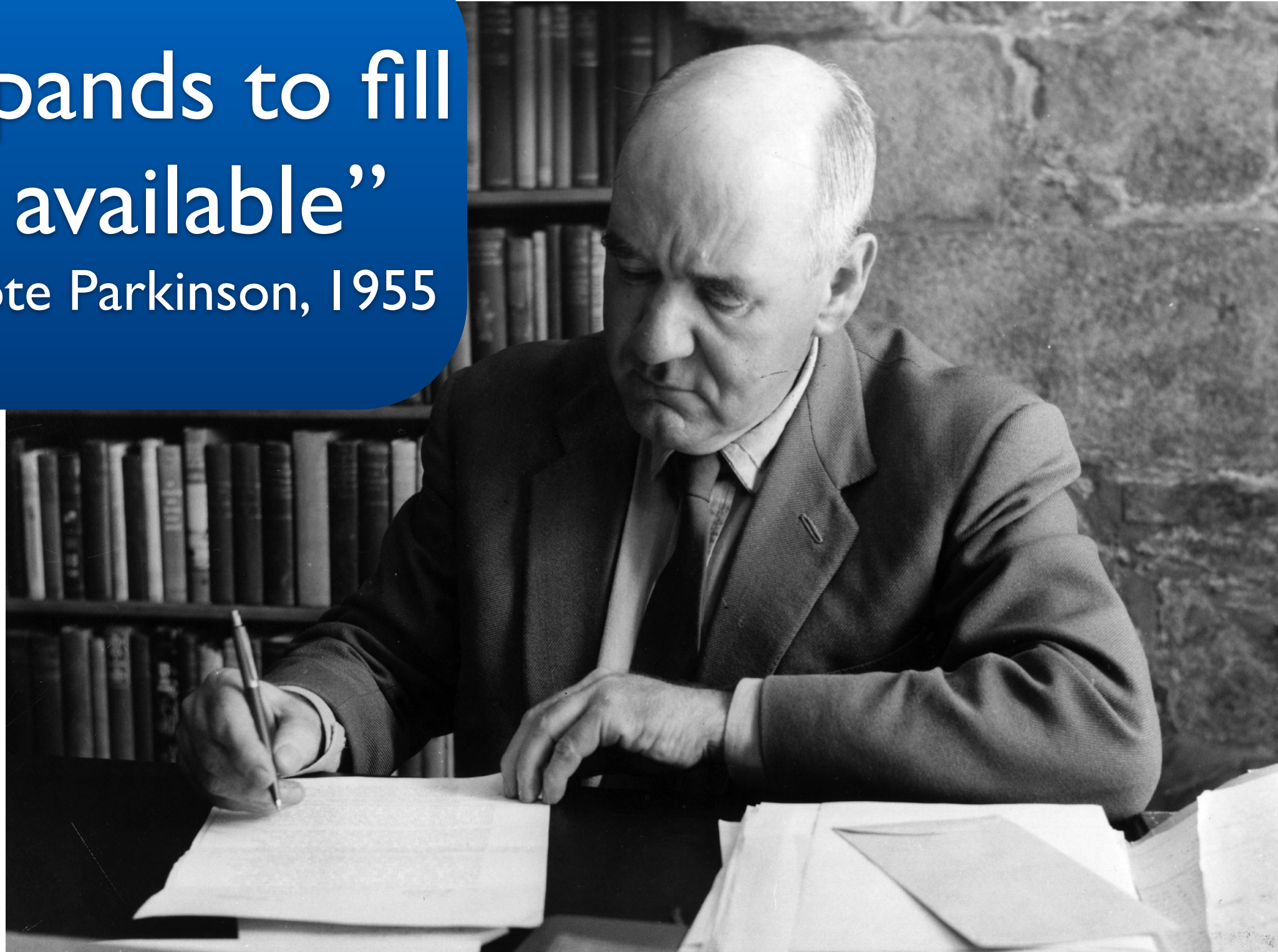


#1

Parkinsons Law

“Work expands to fill
the time available”

- Cyril Northcote Parkinson, 1955



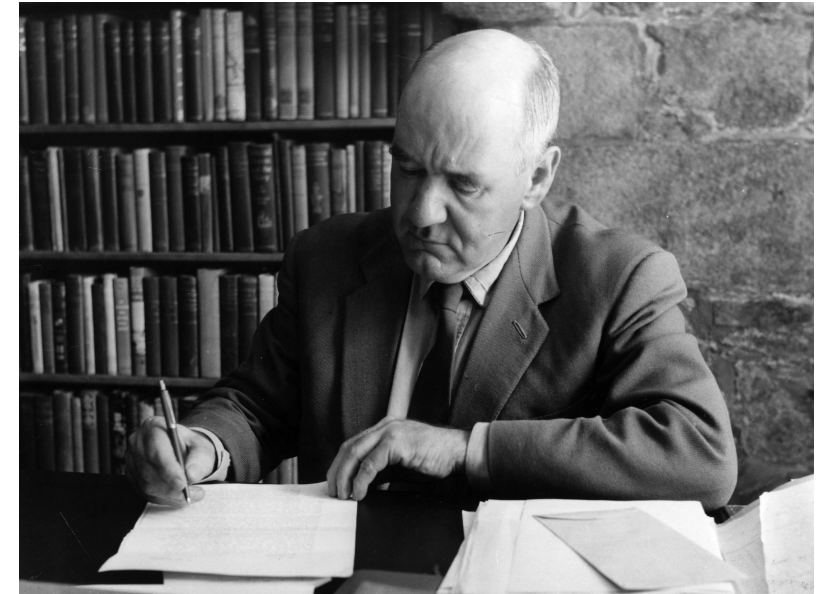
Parkinsons Law



Tactical use of
deadlines



Limited time on
task



App: Pomodoro

For PC:Tomighty

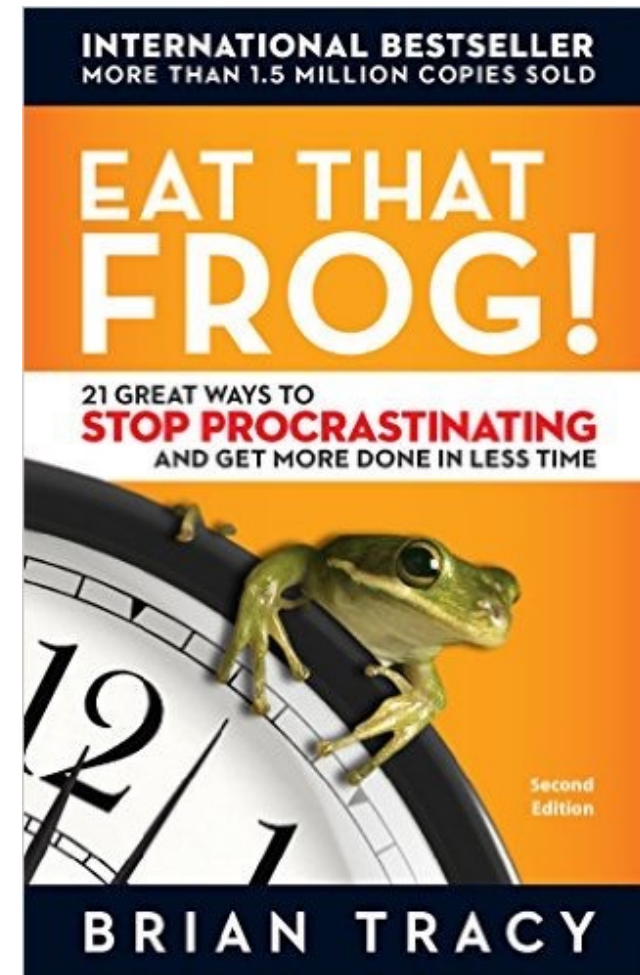


*Instructions:
"Pomodoro Technique"*

Worries and problems expand over time



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

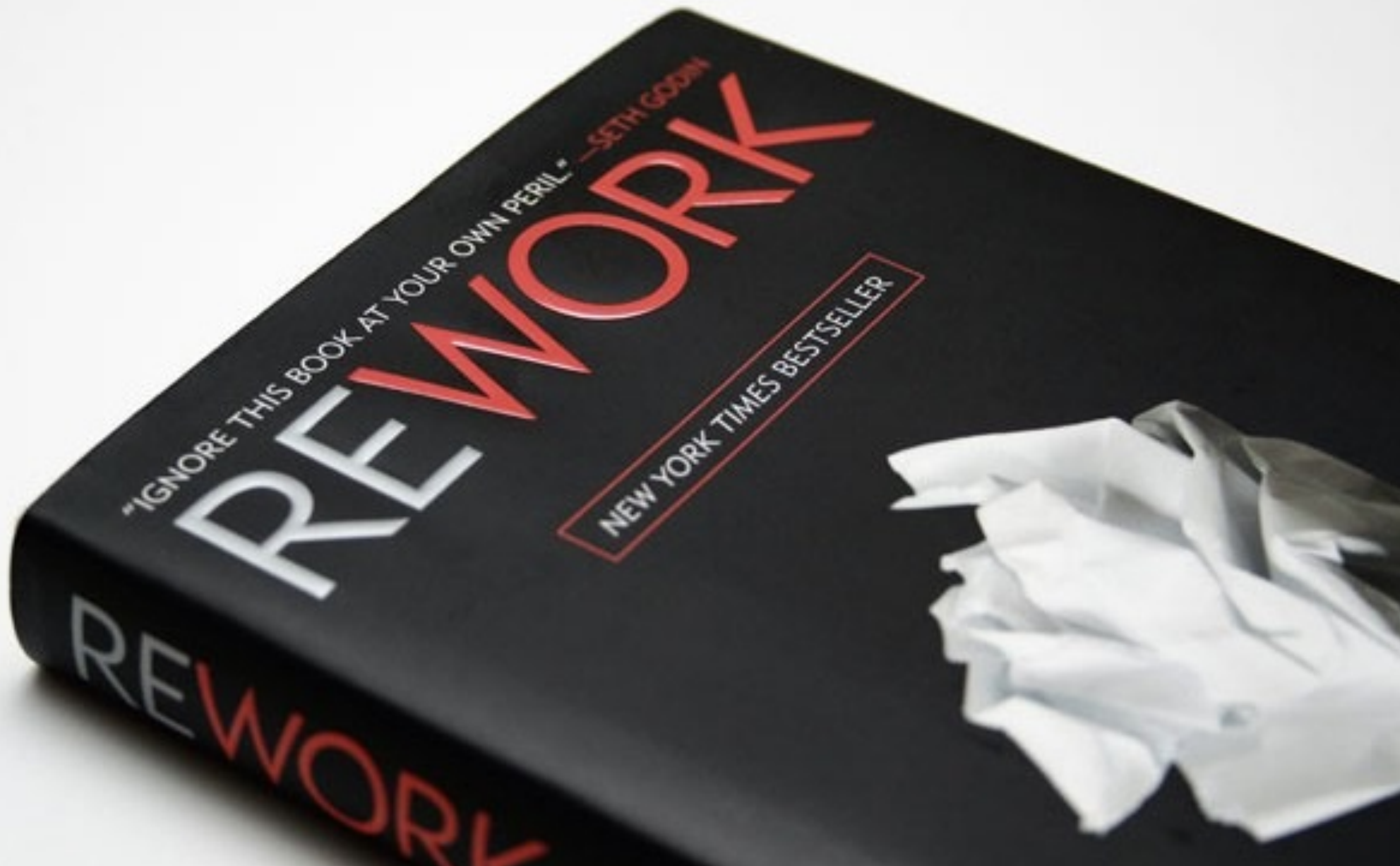


Variation:
Do the one thing that would have the biggest impact.

The myth of more hours



Basecamp

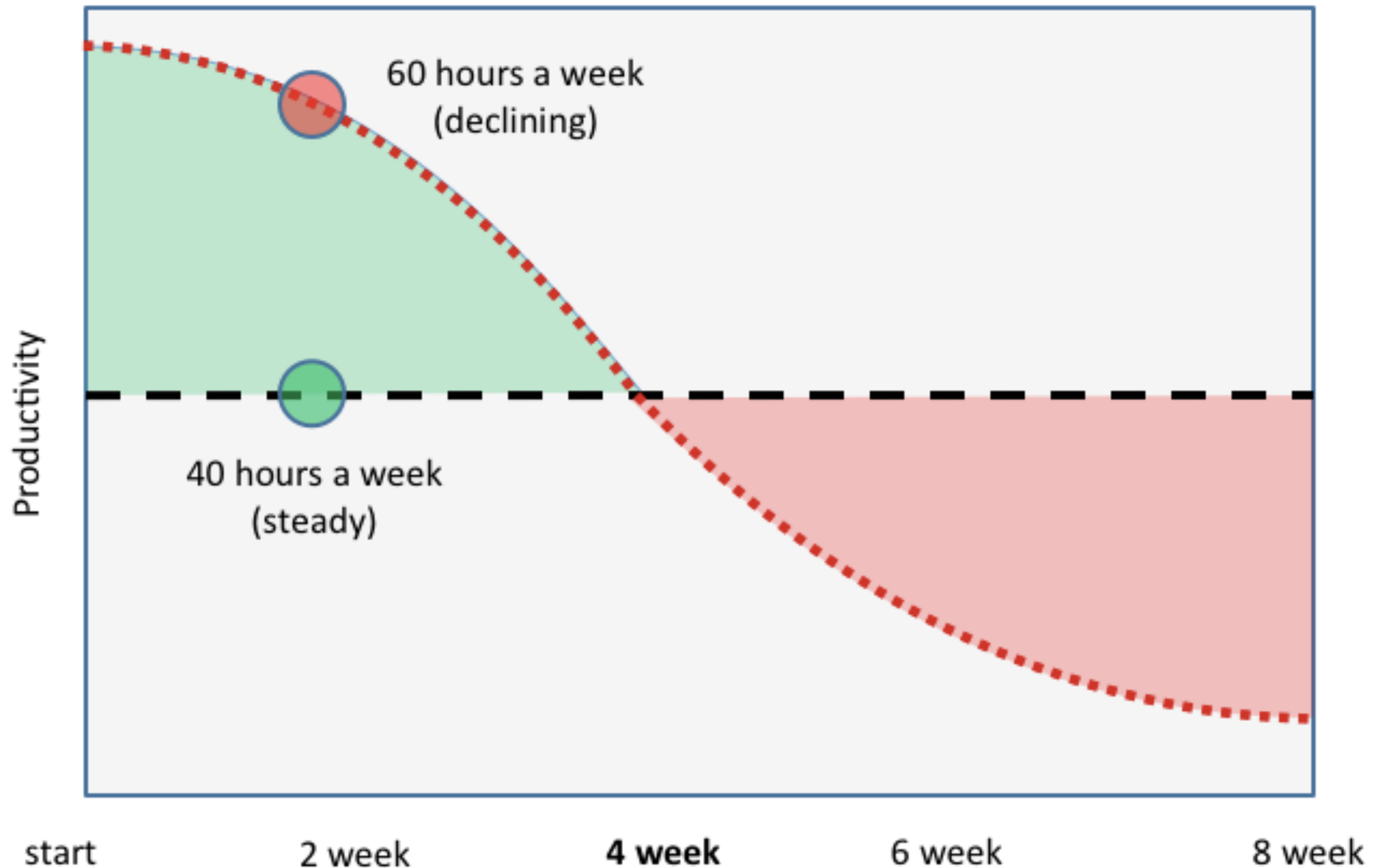


#3

Productivity and time
are not connected



Productivity and time





Productivity and time are not connected

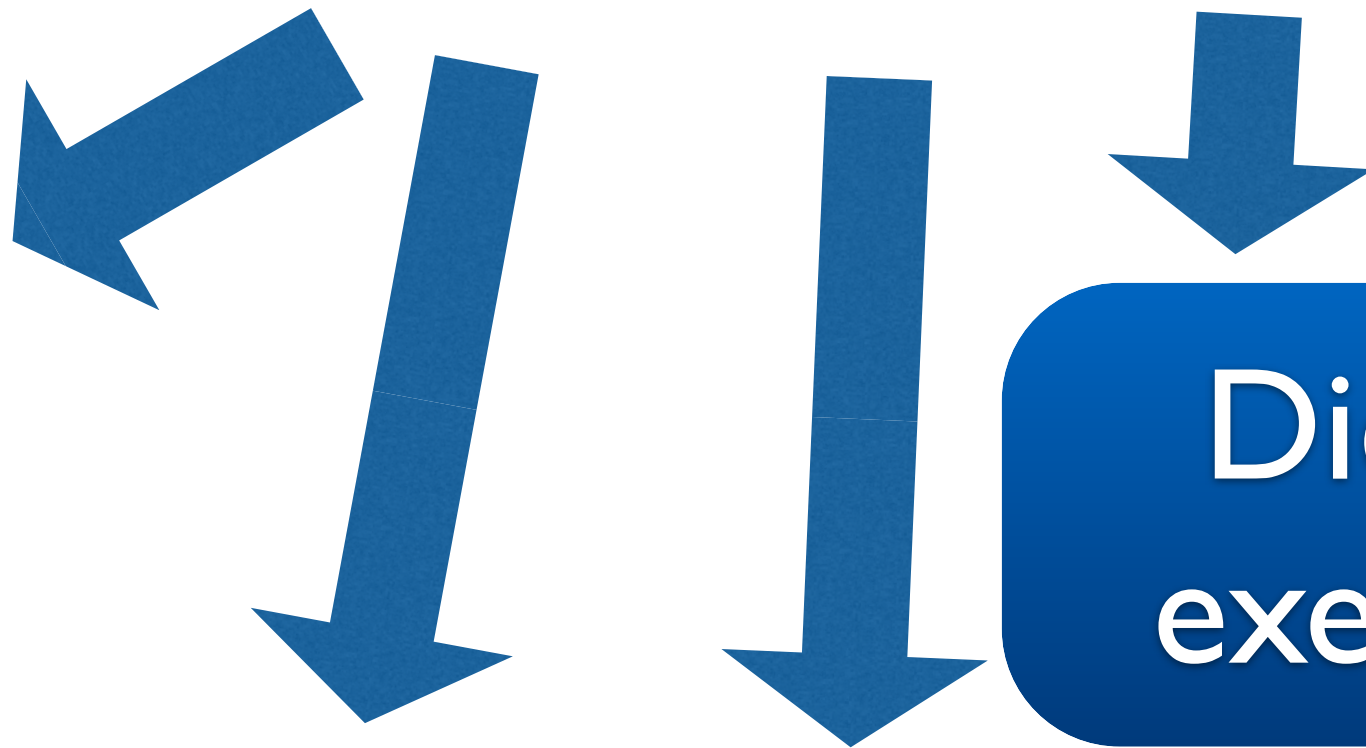
Take
breaks

HappyWays Podcast 14:
Digital Stress and Detox

Use time off to
recharge

Limit work
hours

Diet &
exercise



#4

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

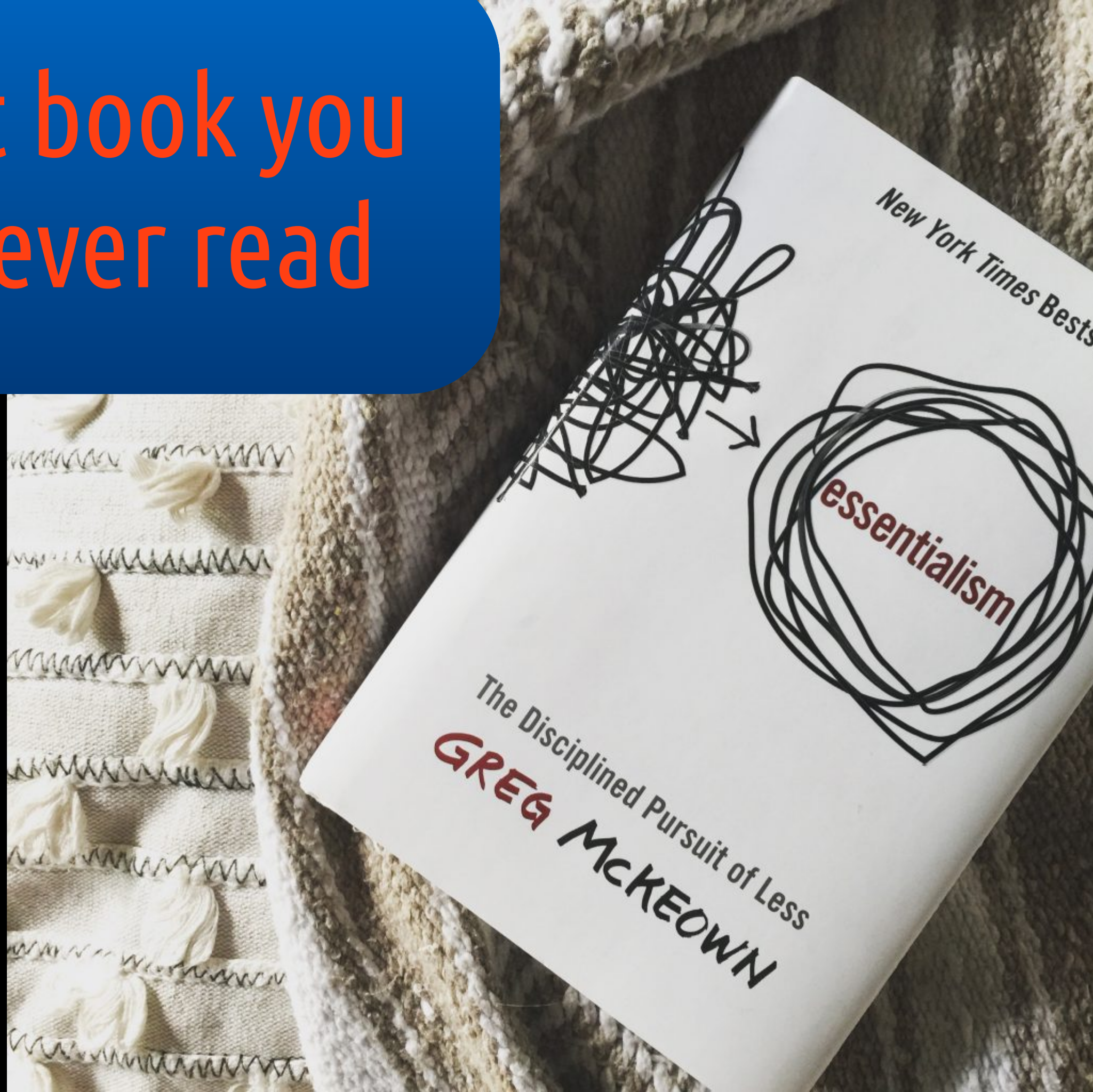


	URGENT	NOT URGENT
IMPORTANT		
NOT IMPORTANT		

Solution: Focusing on the essentials



The last book you
might ever read



~~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?

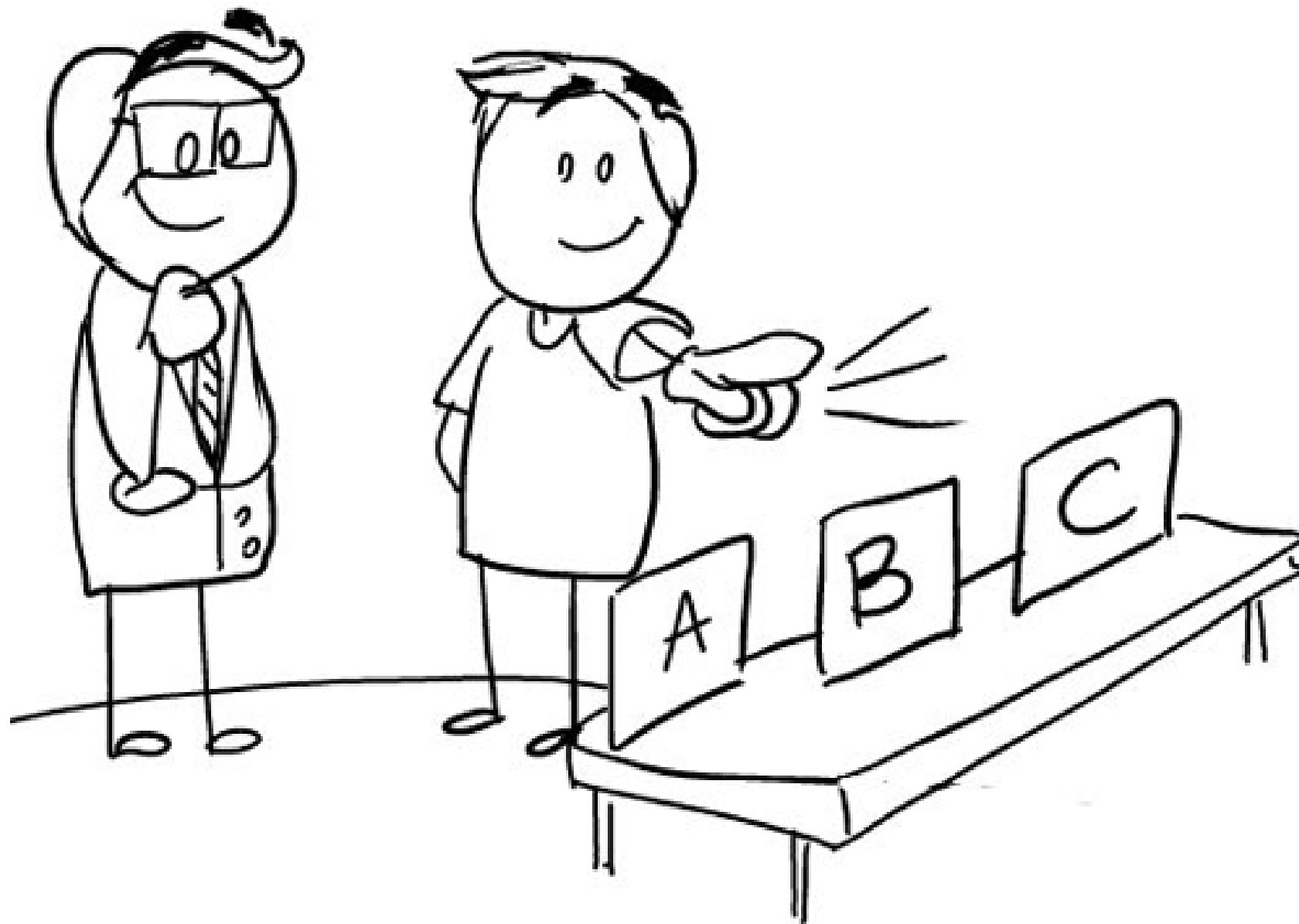
Measure progress



PRIME TIME

#5

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



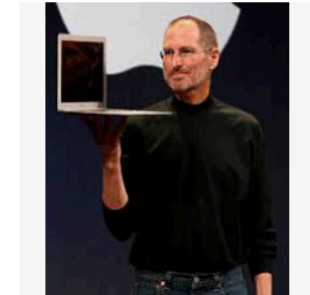
Steve Jobs: Walter Isaacs...
amazon.ca



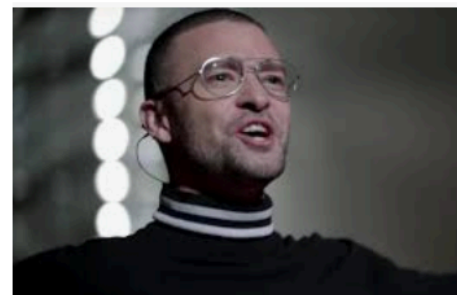
Steve Jobs
entrepreneur.com



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



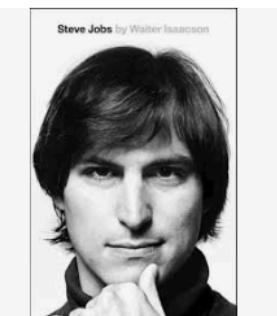
Here's What Steve Jobs Had to Say Ab...
recode.net



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



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



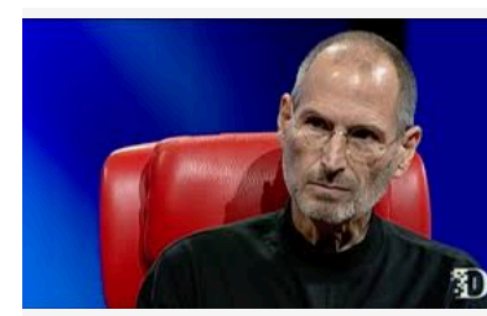
Steve Jobs af Walter Isaac...
saxo.com



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



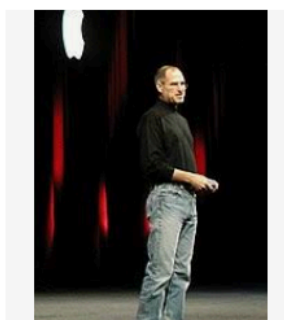
Steve Jobs Wax Figure | Madame Tu...
madametussauds.com



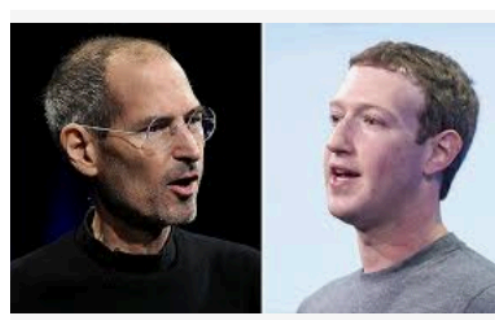
Steve Jobs
entrepreneur.com



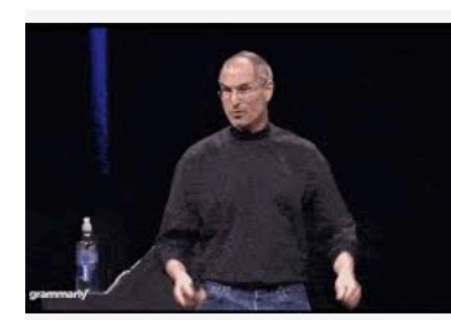
20 years ago, Steve Jobs made these eerily a...
thegentlemansjournal.com



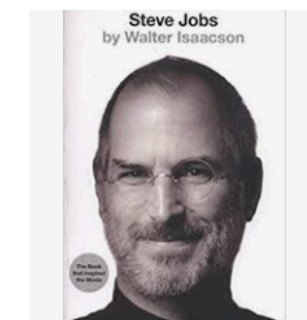
Steve Jobs - Wikipedia
en.wikipedia.org



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

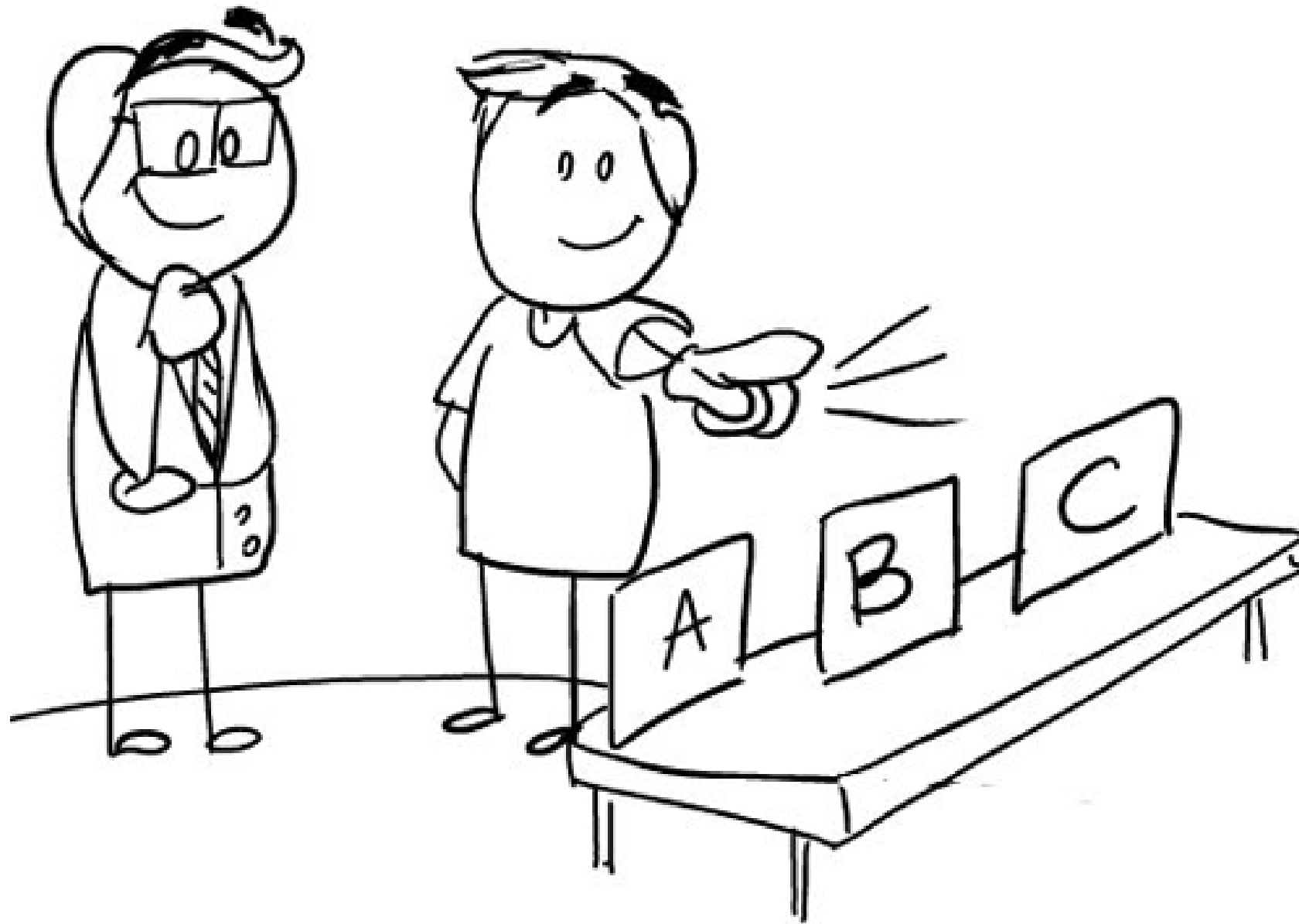


16 Pieces of Advice From Steve Jobs | Gra...
grammarly.com



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

Make fewer decisions



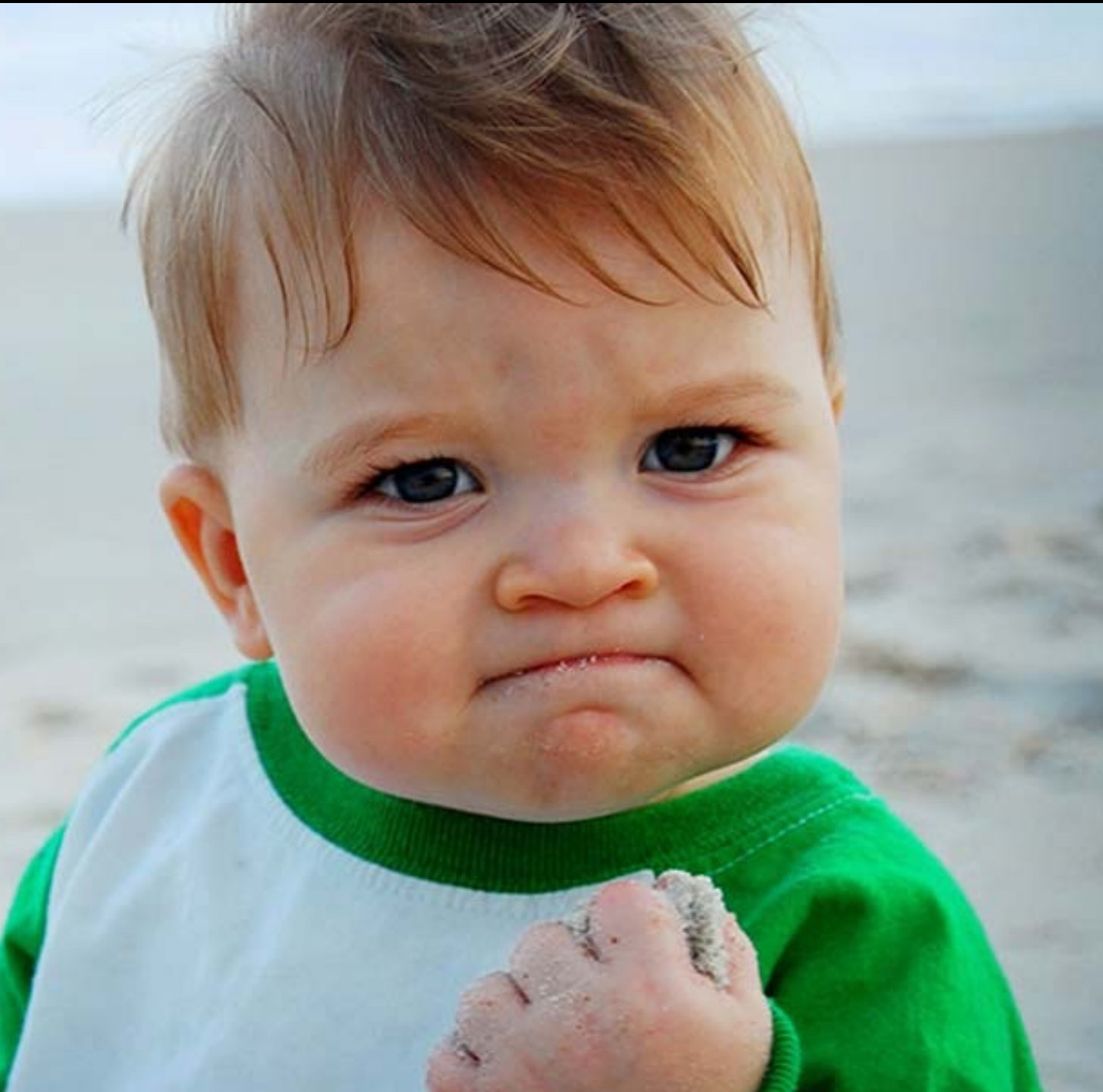
#6

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?”

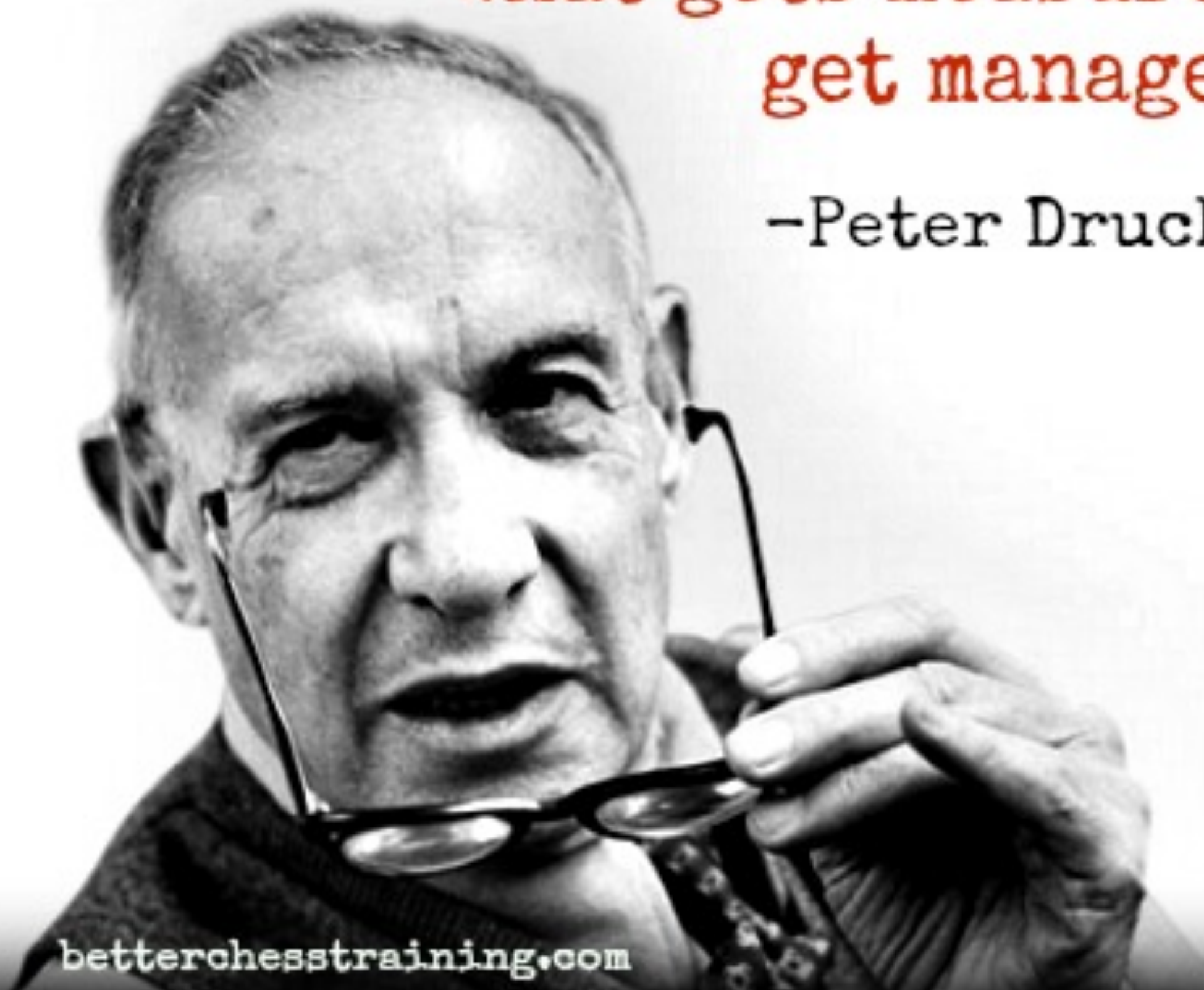




Key to life:
There are no
new problems

What gets measured,
get managed.

-Peter Drucker



Measure progress

10 vindende vaner

Maj '18

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

Download:
jon.dk/aau

Small wins




The to-hell-with-it-effect

I GIVE UP



Measure progress



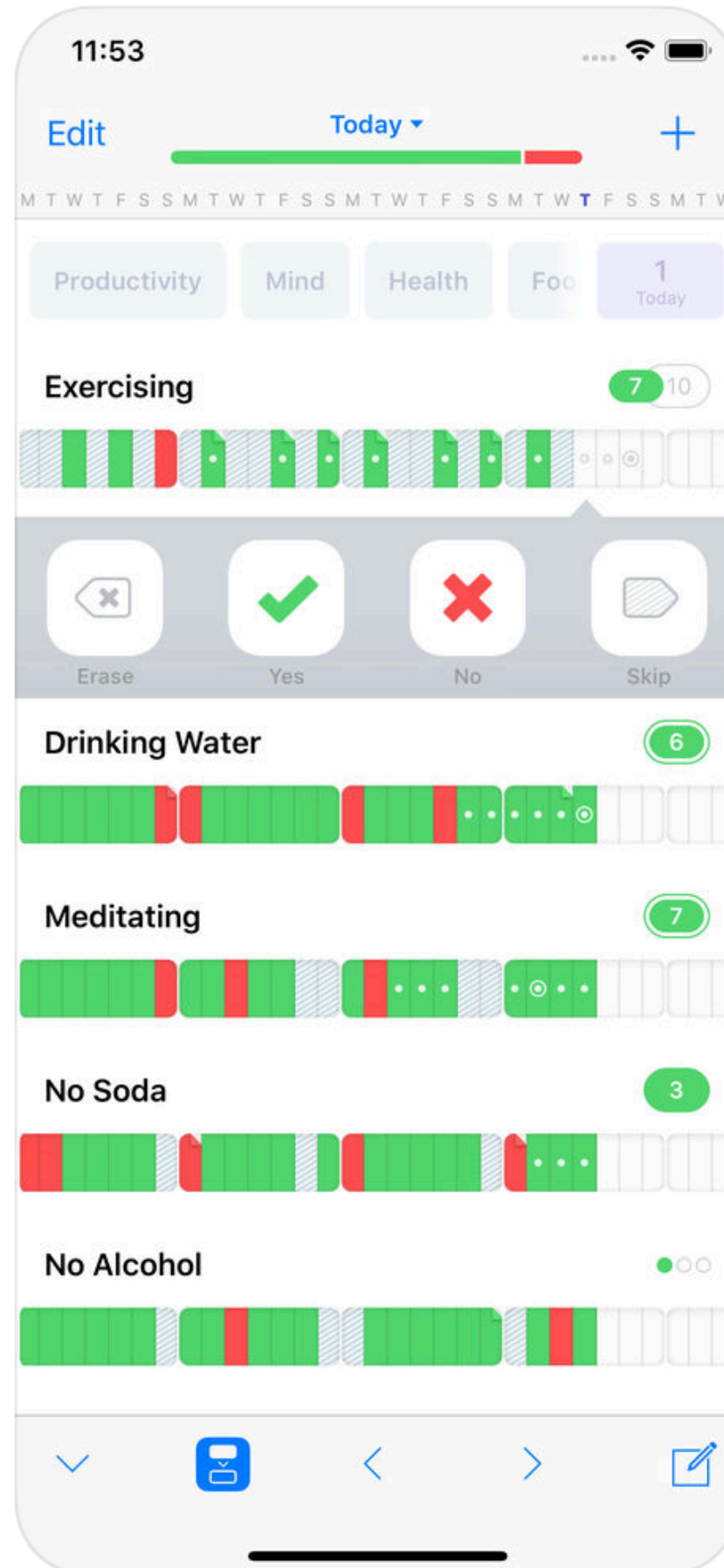
My 12 Sacred Choices

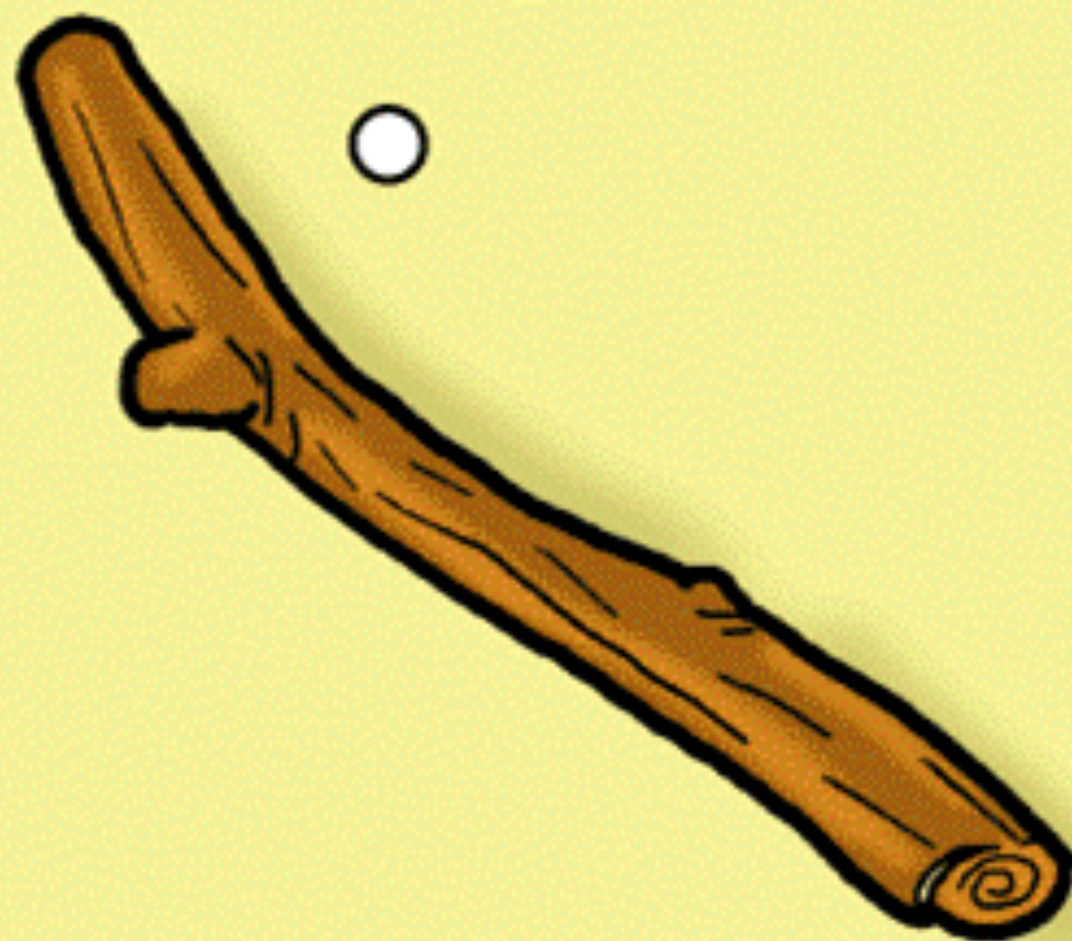
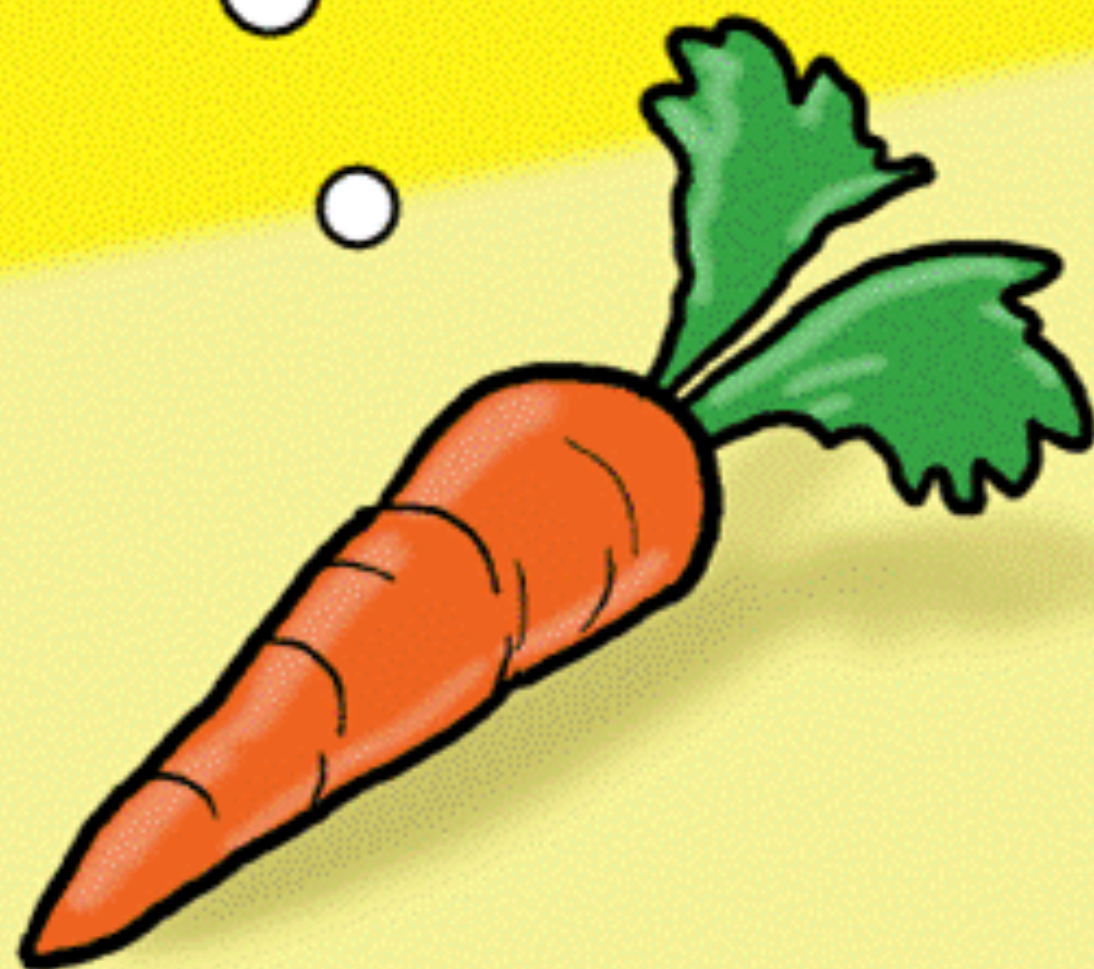
JANUARY 2018

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	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W
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"/>	<input checked="" type="checkbox"/>
2 Make my bed in the morning	<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"/>	<input checked="" type="checkbox"/>
3 Yoga, first thing	<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"/>	<input checked="" type="checkbox"/>
4 Max 4 e-mail sessions	<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"/>	<input checked="" type="checkbox"/>
5 Work for 3 hours on Priority 1	<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"/>	<input checked="" type="checkbox"/>
6 Work on the house	<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"/>	<input checked="" type="checkbox"/>
7 Review goals, plan 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"/>	<input checked="" type="checkbox"/>
8 Meditation, 10 min. minimum	<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"/>	<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"/>	<input checked="" type="checkbox"/>
10 No alcohol → Max 2 drinks	<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"/>	<input checked="" type="checkbox"/>
11 No browsing Social Media	<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"/>	<input checked="" type="checkbox"/>
12 Reach out to a friend	<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"/>	<input checked="" 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”

Ready to **finally stickK**
to your Commitment?

I commit to

Select your Goal...



GO

External motivation



Choosing an
“anti-charity”

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

Assignment: Designing new habits

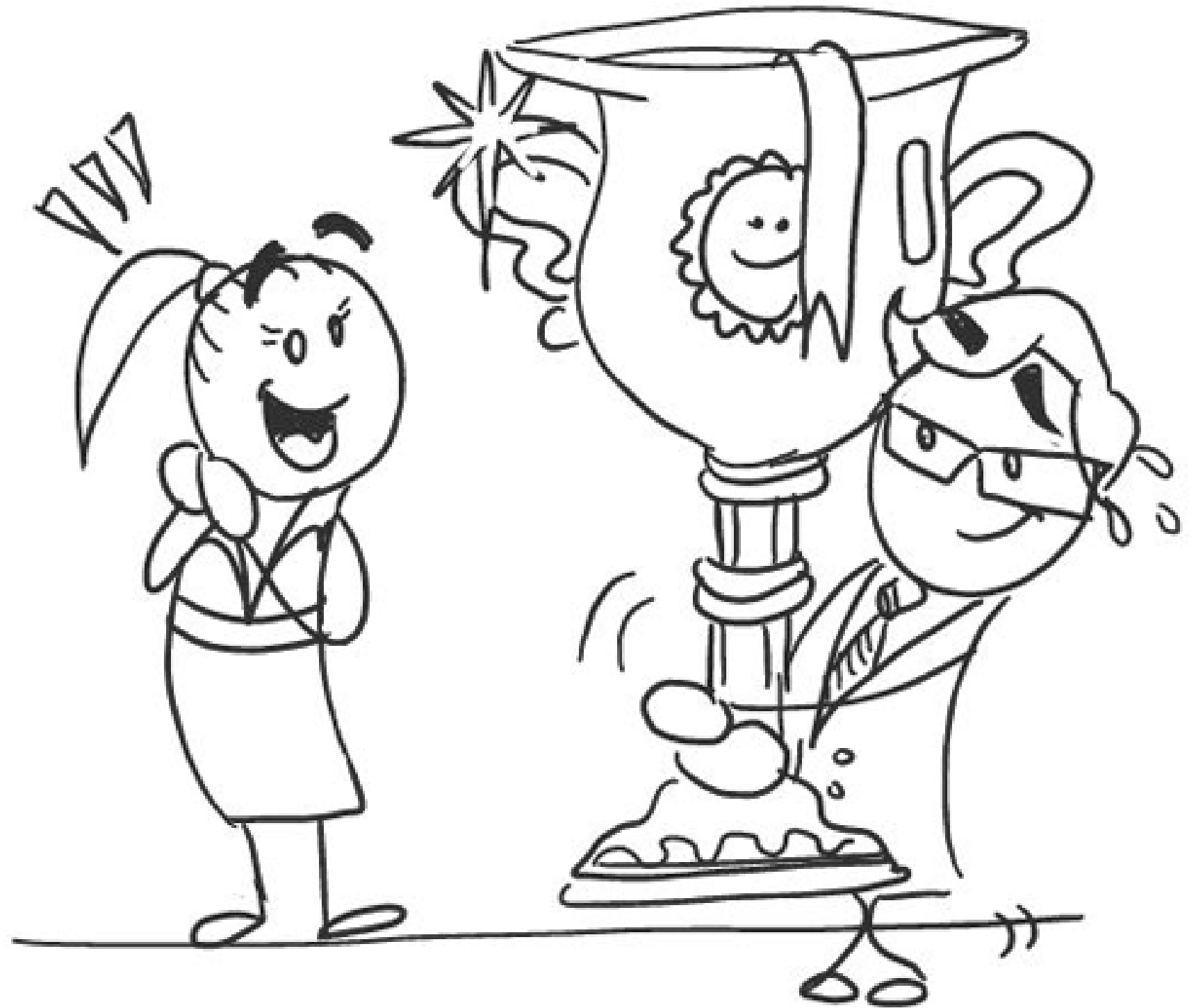
Work on at least one daily action. For each one you decide on, answer:

- **Is the action specific?**
- **Can it be measured daily?**
- **Why this one? What is the pain or pleasure?**
- **When will I do this?**
- **Could I connect a “trigger”, like a certain time or another habit?**
- **Could I add a reward or punishment?**

Success buddies

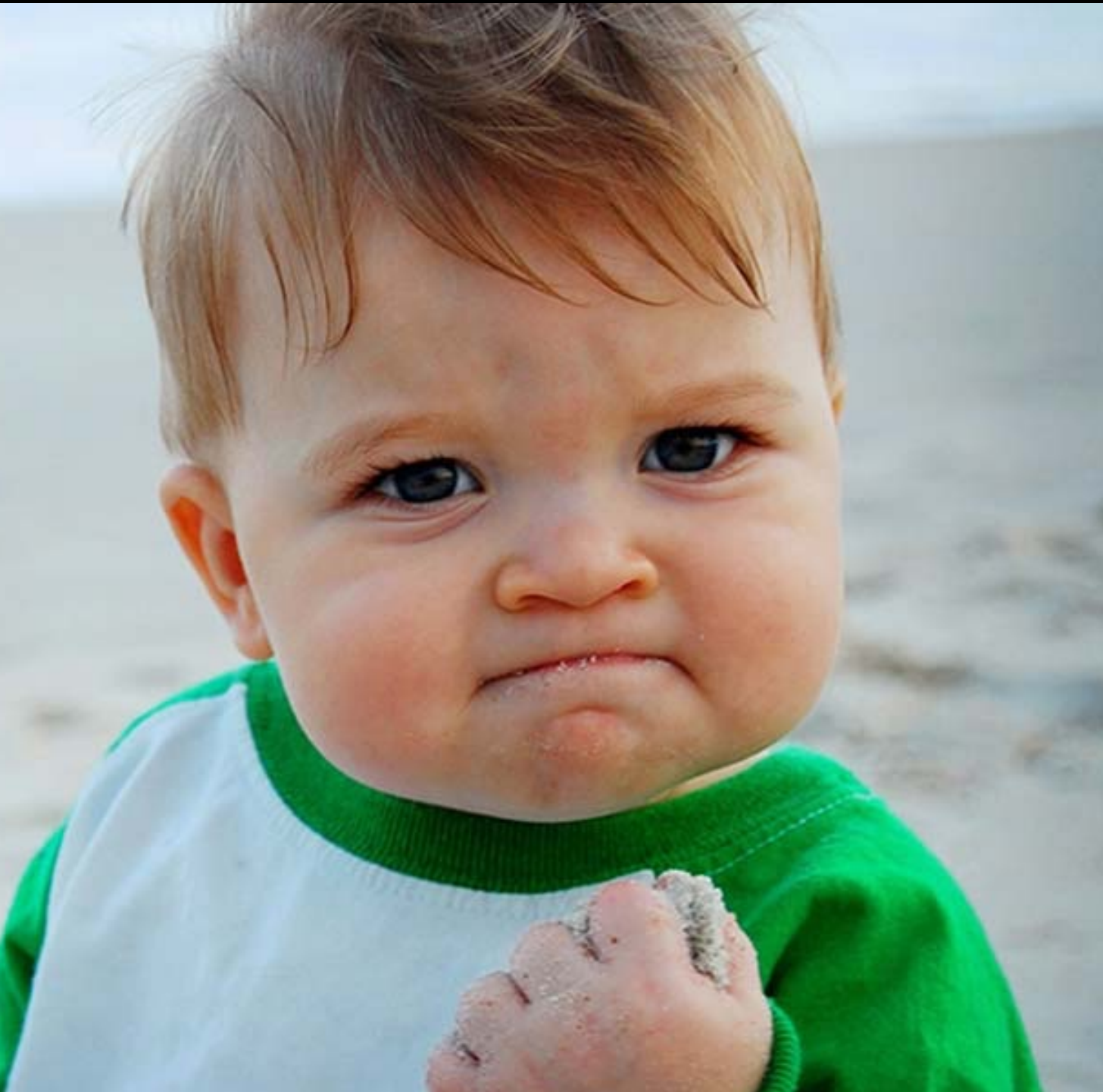


Celebrate success





Take action



- Do something today if you can
- Get going Monday!
- Check in with your success buddy
- Share with Jon@Jon.dk

Materials & more tools

To to: jon.dk/AAU

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



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Productive & Happy

- creating better workdays

AAU, Grenå, August 22, 2019
with Jon Kjær Nielsen #jondk



Get more on the HappyWays Podcast