

Productive & Happy

- creating better workdays

Aerotak, August 29, 2025
with Jon Kjær Nielsen #jondk



Materials: jon.dk/aerotak

Take action

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





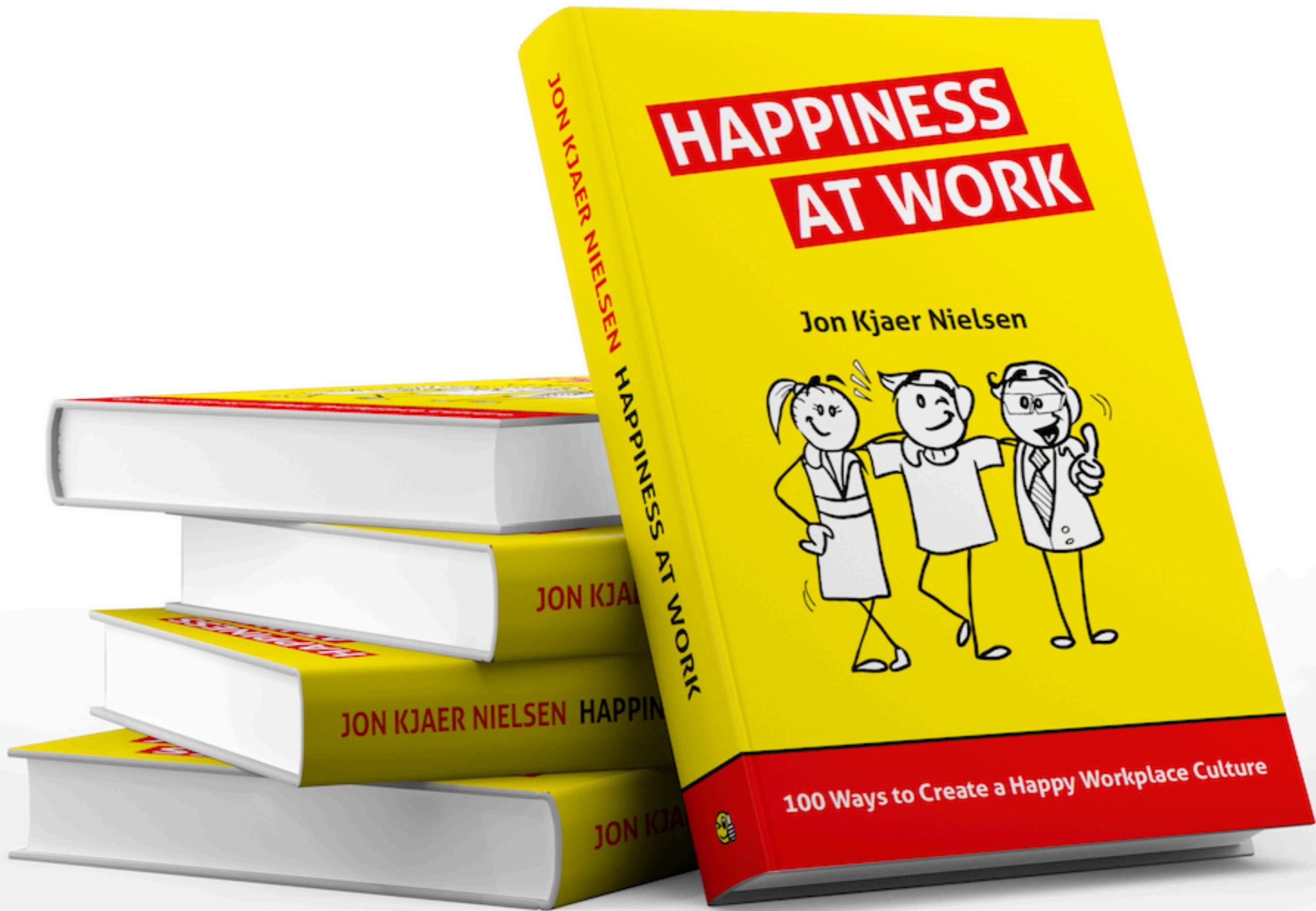


Jon Kjær Nielsen -
Speaker & Author

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

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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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Jon Kjær Nielsen

@jondk · 648 abonnenter · 96 videoer

Jeg brænder for at skabe fede arbejdspladser og jobs vi holder af - ikke bare holder ud. I de... >

jon.dk

Abonner

Start Videoer Live Playlister Fællesskab

Videoer ▶ Afspil alle



Robotterne kommer i 2024. Fra Tesla, Sanctuary, Figure...

159 visninger · for 5 dage siden



Robotterne kommer. Introduktion til det nye...

100 visninger · for 5 dage siden



Godt Gået! Rosekort til mere anerkendelse, Tips #23 til...

64 visninger · for 3 måneder siden



Fremtidens Fagforening, en samtale mellem Signe Bjørg...

53 visninger · for 4 måneder siden



56 visninger · for 5 måneder siden



4-dages arbejdsuge, effektivitet og bedre møder...

220 visninger · for 6 måneder siden

Arbejdsglæde ▶ Afspil alle



The powerful difference of happy work: Jon Kjaer Nilse...



Cebu Pacific FAs dancing
wingco1129



Knald på kontoret
DGISTorkoebenhavn



ledelse
Morten Bertelsen



Sammendrag af: Projekt Arbejdsglæde



Music and Life - Alan Watts
seandulac

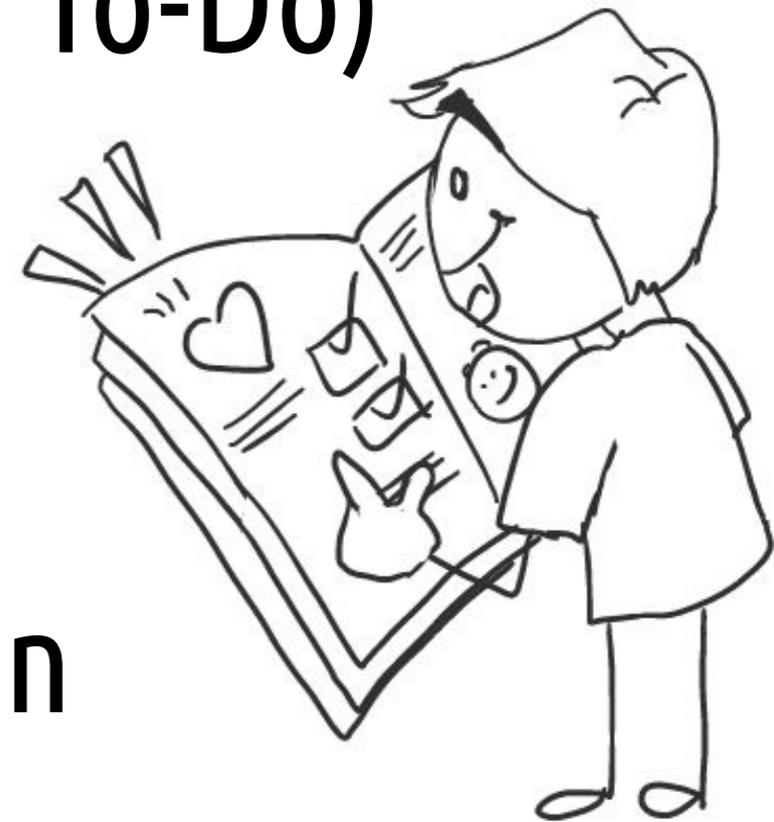


TIME

**OUR MOST
PRECIOUS
RESOURCE**

10 insights to productive and happy

1. Love your job! “Arbejdsglæde”
2. Parkinsons law
3. Prioritize the important, before it’s urgent
4. No multitasking.
5. Daily To-Do list
6. Measure progress (update your To-Do)
7. Protect your Prime Time
8. Find focus & flow
9. Plan your day
10. Choose your focus and attention

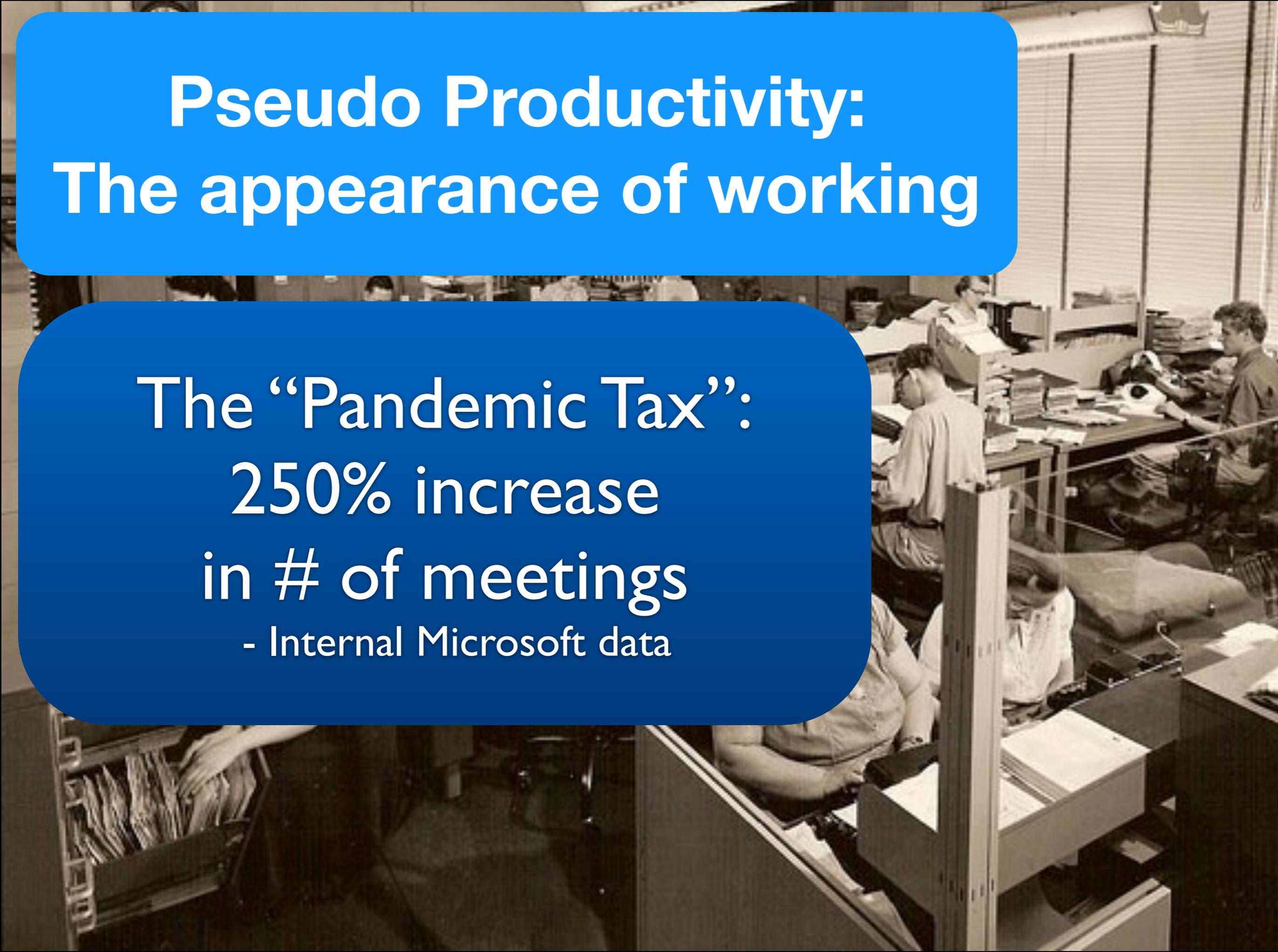


Productivity

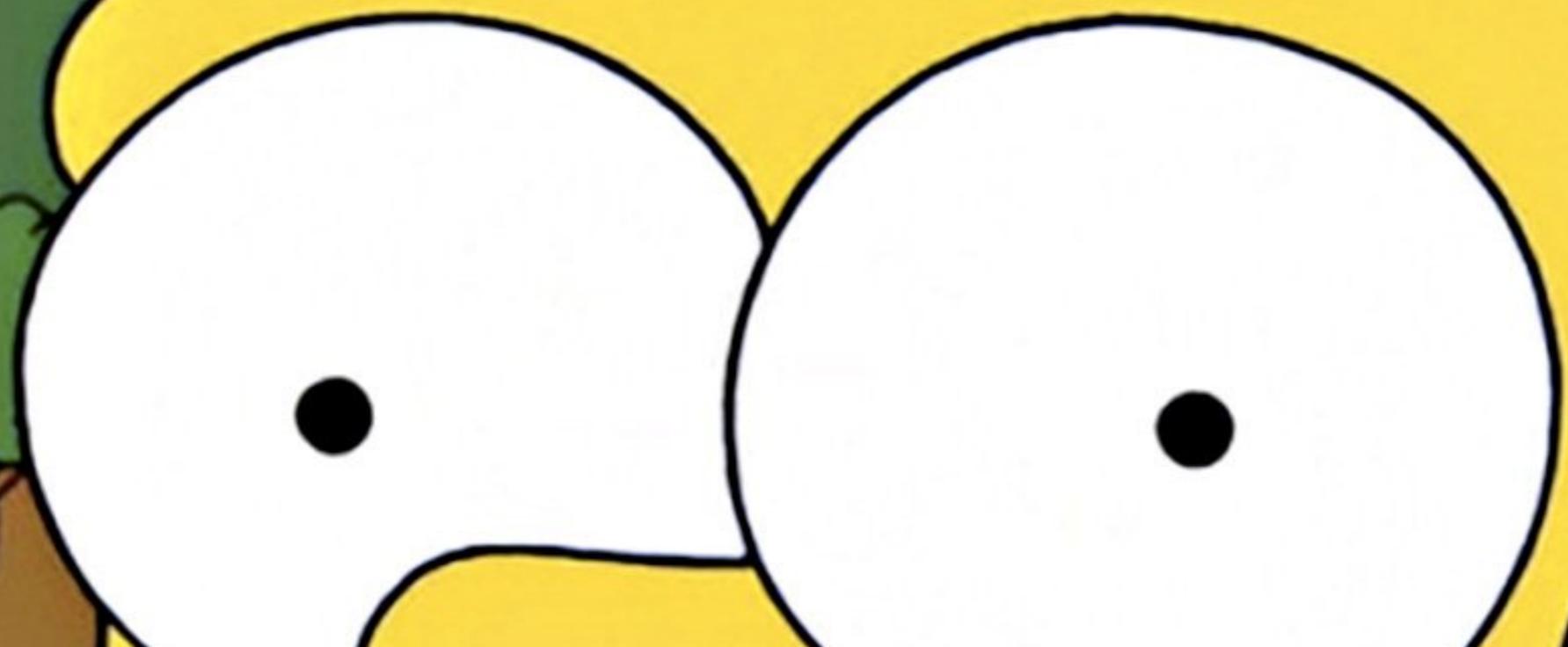


Pseudo Productivity: The appearance of working

The “Pandemic Tax”:
250% increase
in # of meetings
- Internal Microsoft data







Interruptions



Time for focus & flow







Email, some numbers



- 70%: 6 second reaction time
- 64 seconds
- 74 x day (every seven minutes)
- 20 of 200 added value
- New rule: No internal email
 - 20% work time saved (1 day / week)

Balancing workload?





x1000r/min

15

16

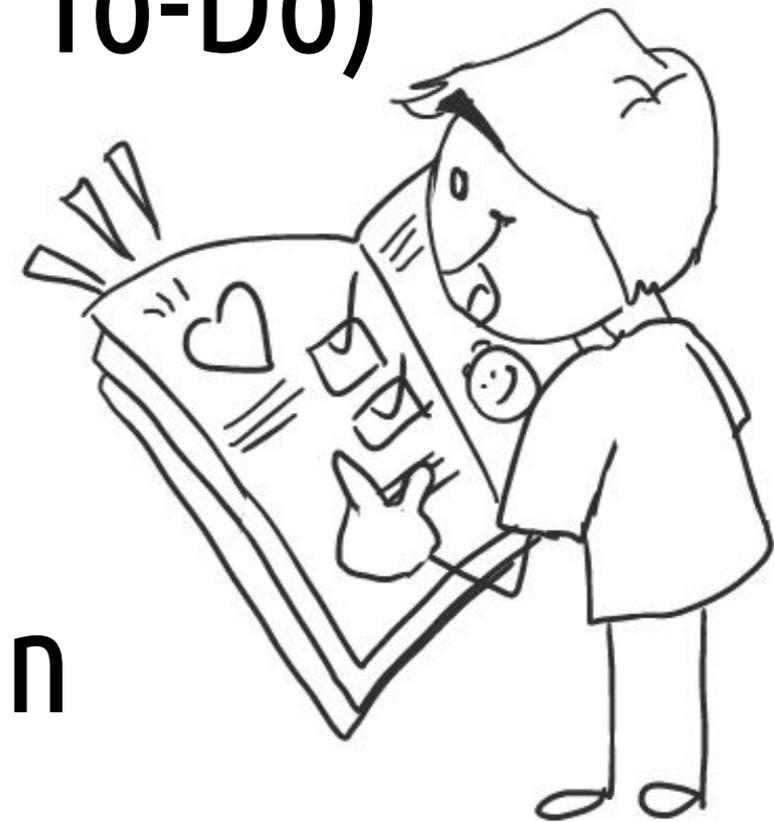
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Arbejdsglæde

[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...

See: The Happiness Advantage, by Achor



Sales:

Optimistic salespeople
bring in 88% money

See: Learned Optimism, by Seligman



Question:

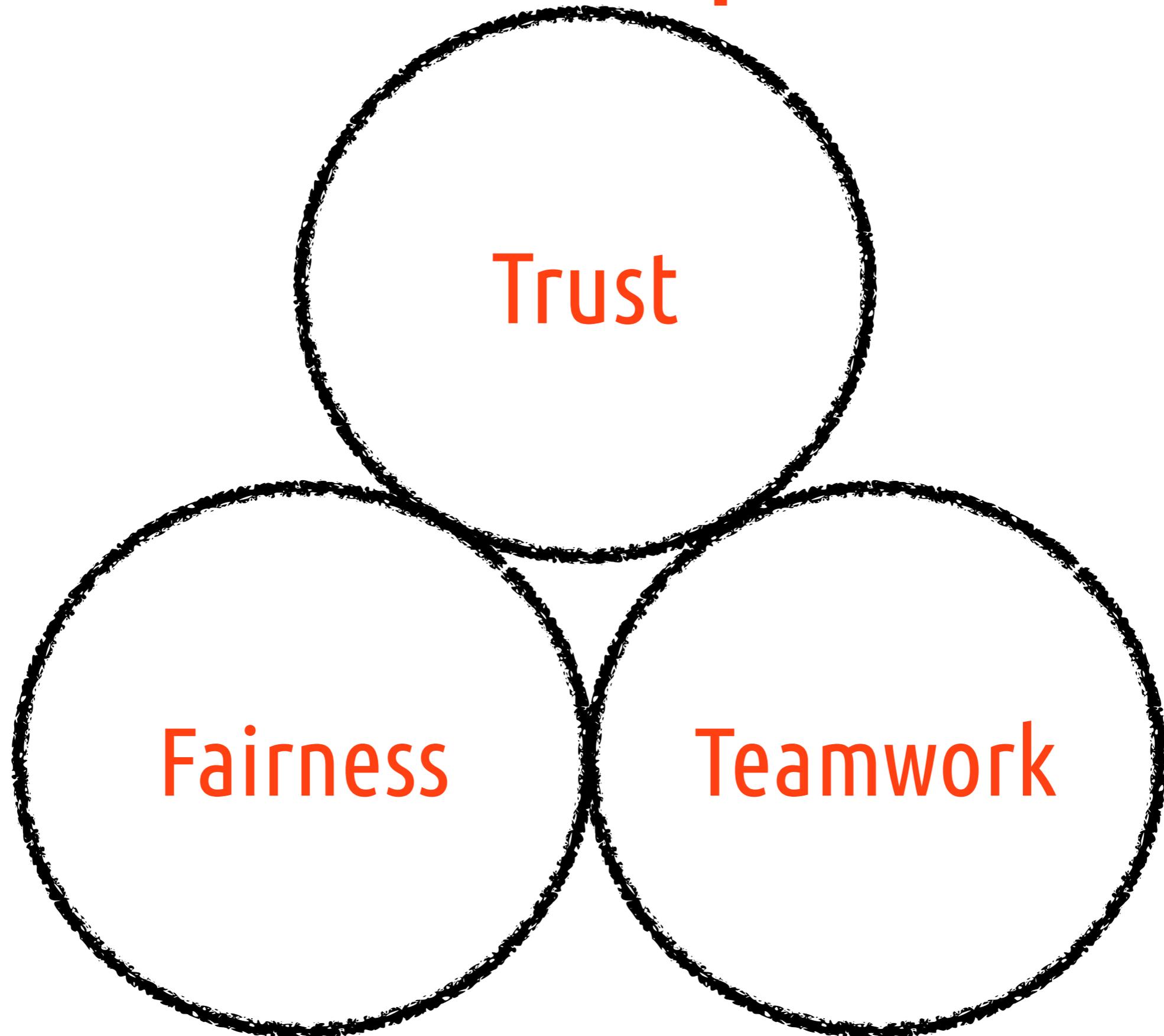
What makes you
happy at work?



Reflection:

Recall a good
day at work

Social Capital



The Fairness Experiment



Hygiene Factors (Herzberg)

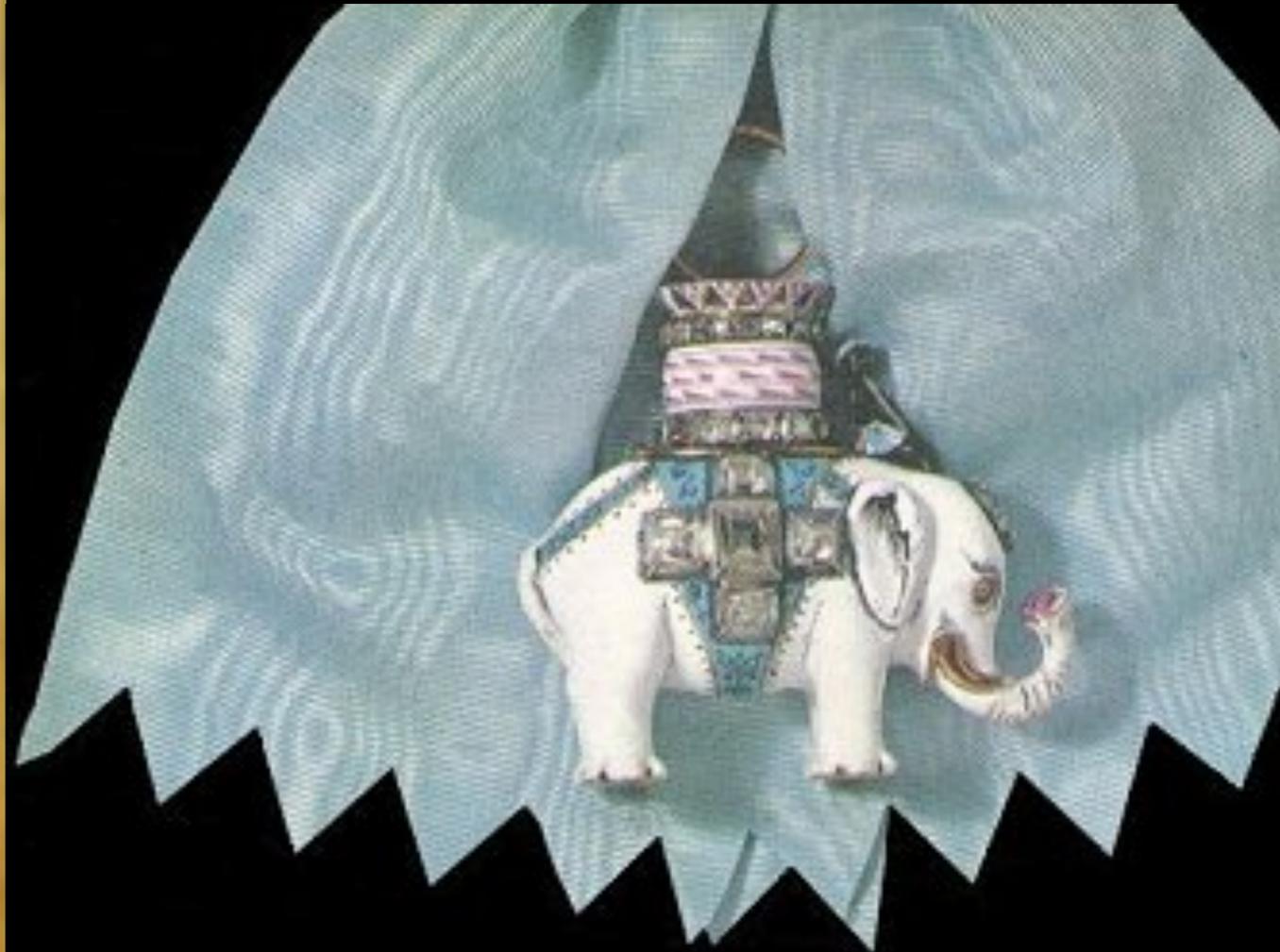


Negative impact

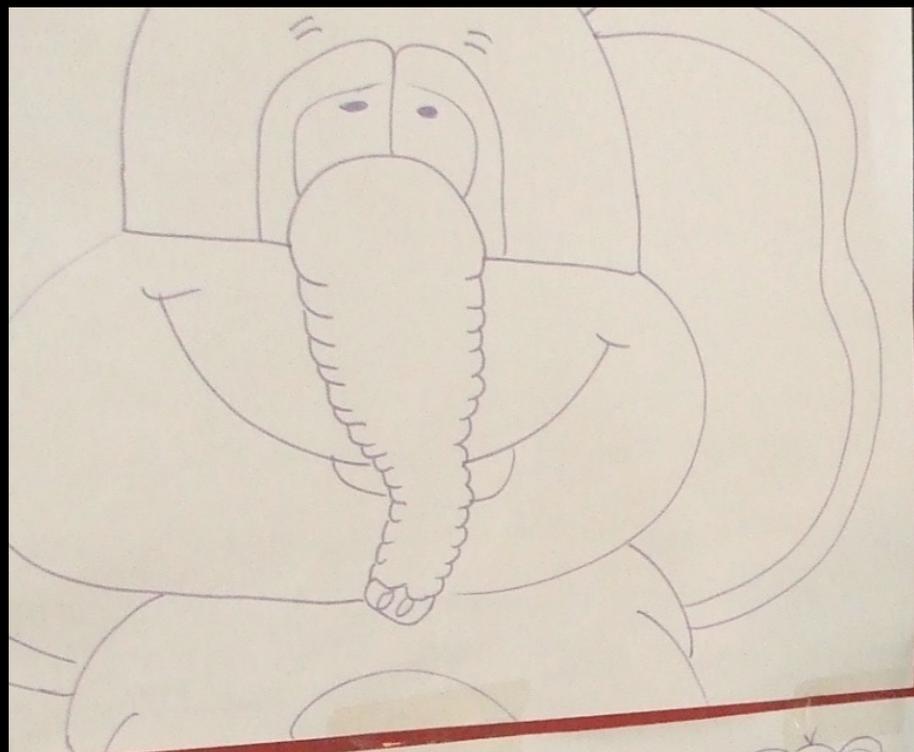
- Poor Hygiene Factors
- Lack of recognition

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?



Negative impact

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

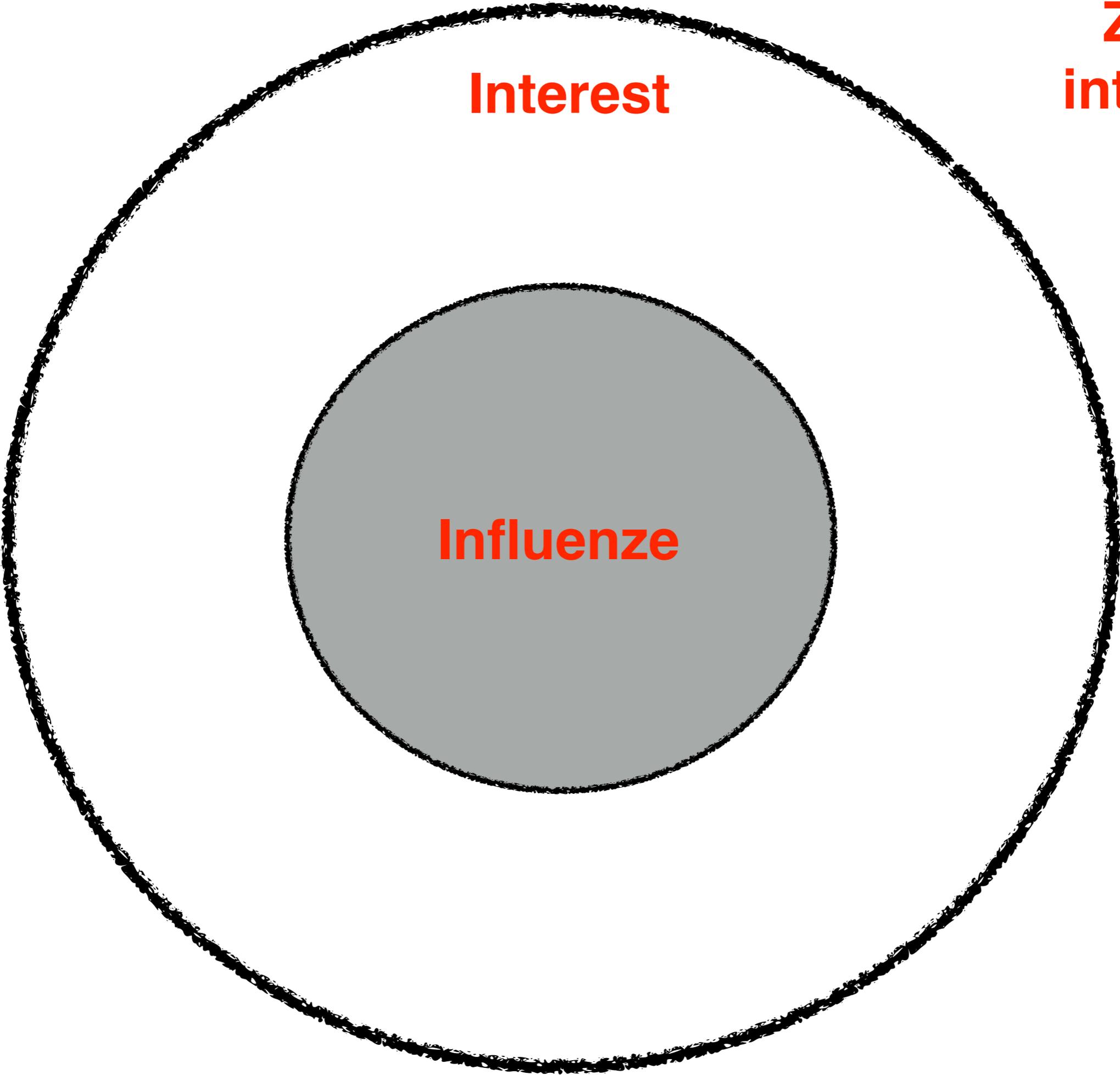
Playing The Victim



GRUMPY CAT

HappyWays Podcast
Episode 03:
An end to whining
and complaining

IS NOT IMPRESSED



Interest

**Zero
interest**

Influenze

Negative impact

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

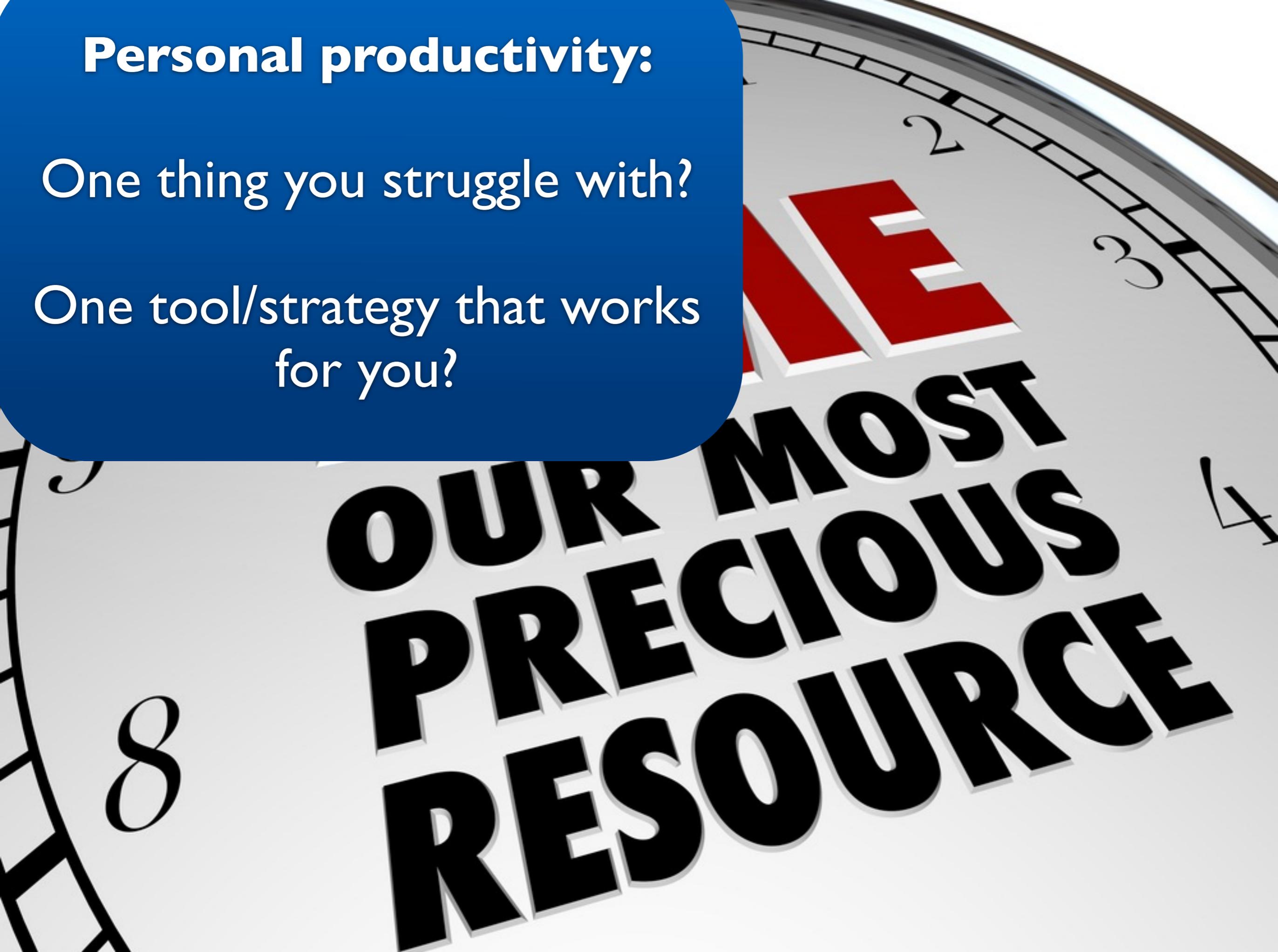
It is possible to be
happy at work, despite
having too much of it



Personal productivity:

One thing you struggle with?

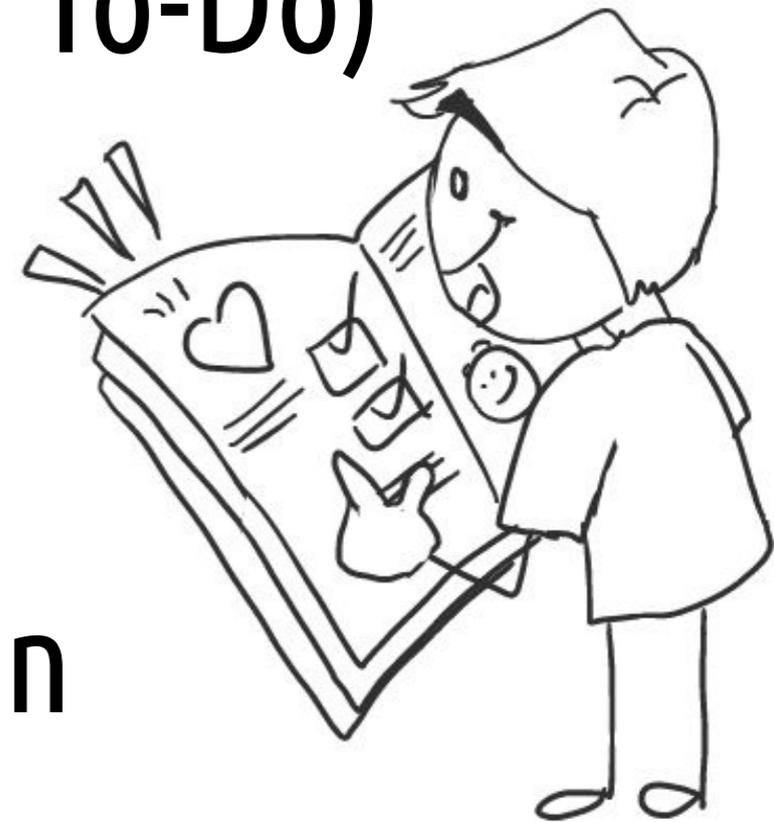
One tool/strategy that works for you?

A close-up, angled view of a clock face. The numbers 2, 3, 4, and 8 are visible. The text 'OUR MOST PRECIOUS RESOURCE' is written in large, bold, black, 3D-style letters across the center. A large, red, 3D-style letter 'E' is positioned above the word 'MOST'.

**OUR MOST
PRECIOUS
RESOURCE**

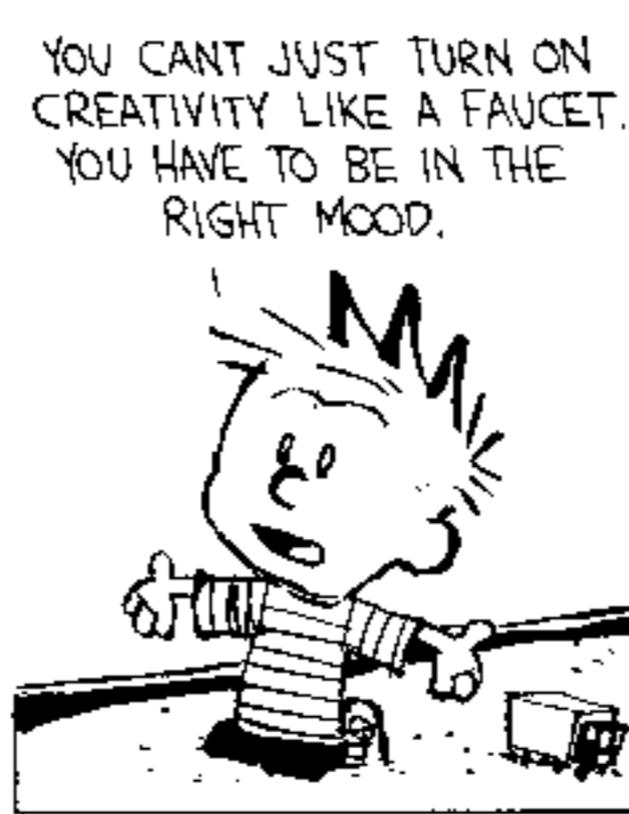
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#2

Parkinsons Law

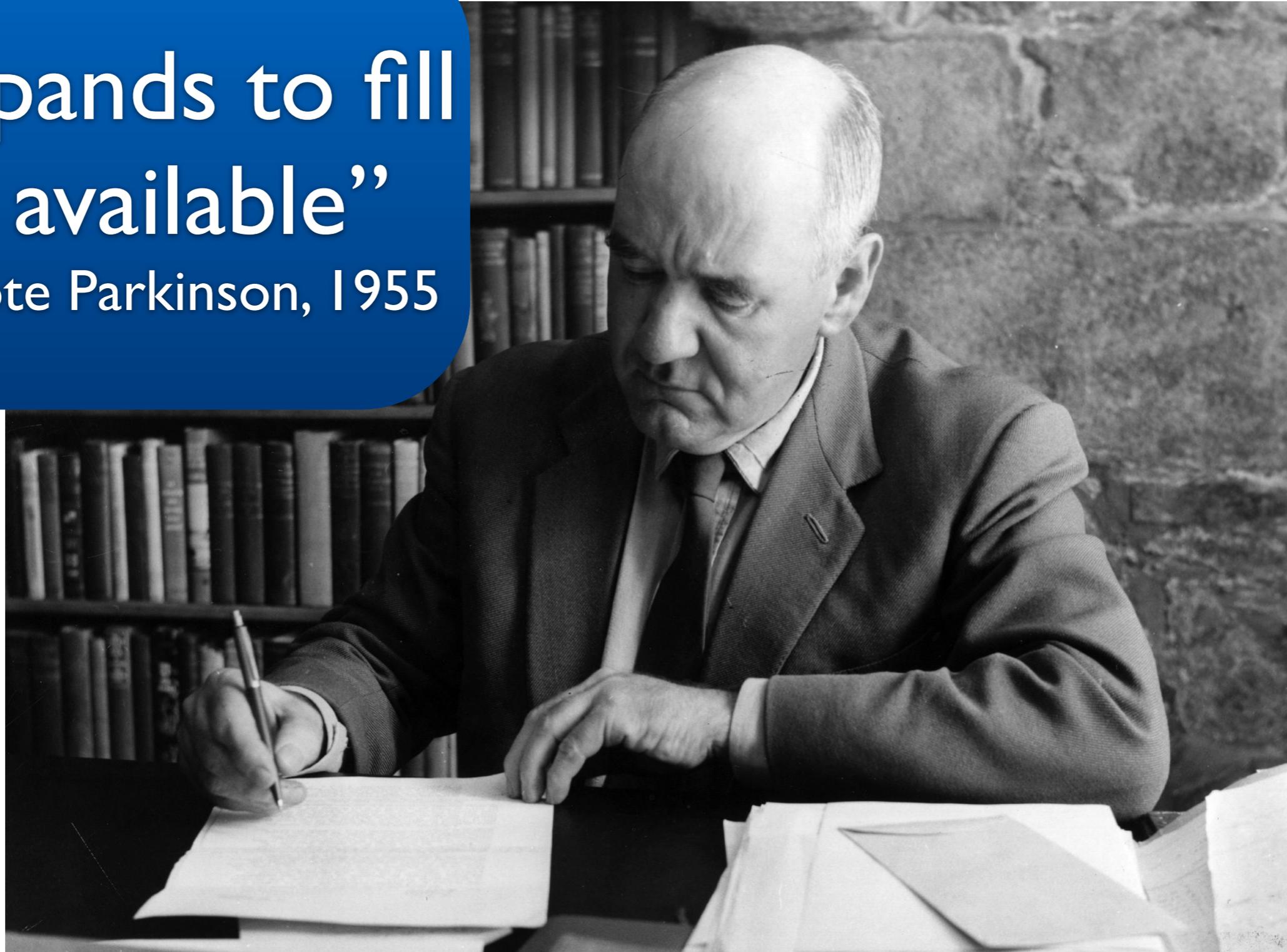


#2

Parkinsons Law

“Work expands to fill
the time available”

- Cyril Northcote Parkinson, 1955

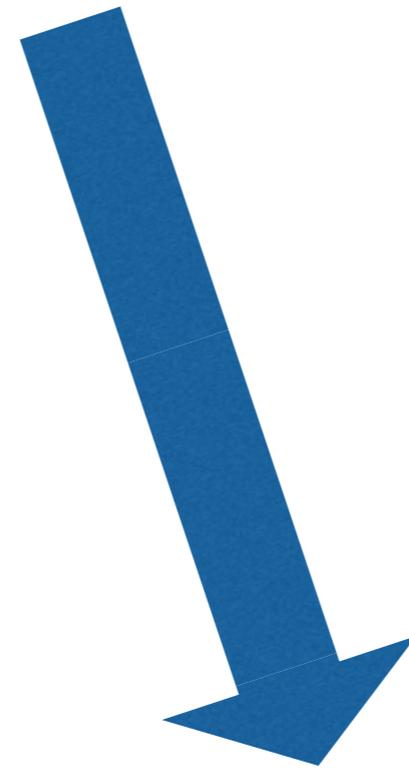


Parkinsons Law



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"*

Leave on time

4 day week...?



Effektivitet og 4-dages arbejdsuge



Jon Kjær Nielsen
Klub Trivsel & Jon.dk



Bo Kønskov Hansen
ABTION



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



	URGENT	NOT URGENT
IMPORTANT		
NOT IMPORTANT		



Prioritize important,
before it's urgent



#4



MULTI-TASKING

#4

No Multitasking



#5

My Morning Ritual



#5

Morgenritualet



1

What will I do today?

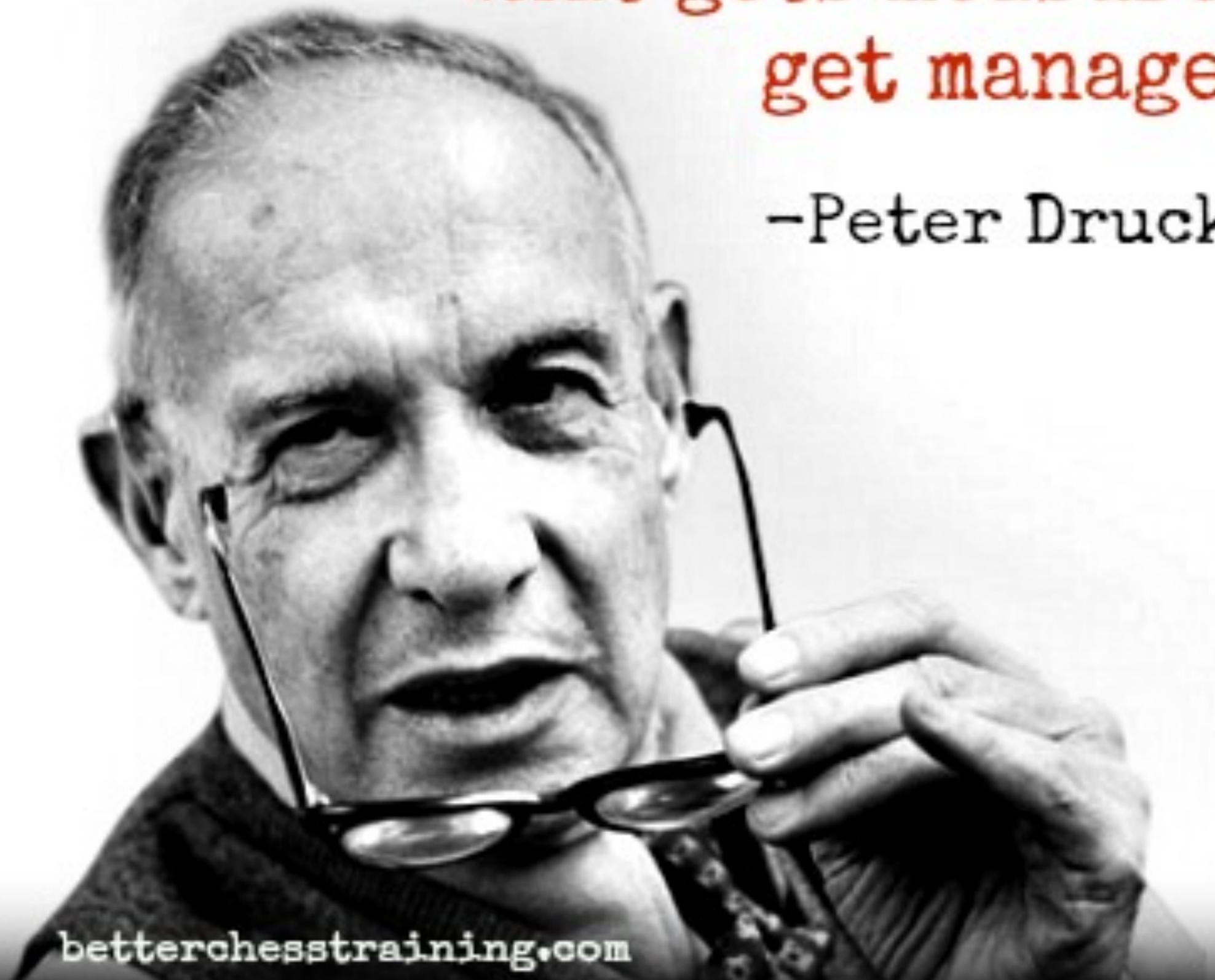
#6

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 Bagværkshand.' *Hand 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.'

Bo - Odense - Bas

SEPTEMBER.

MANDAG	TIRSDAG	ONSDAG	TORSdag	FREDAG	LØRDAG	SØNDAG
						1
26 ✓	27 ✓	28 ✓	29 ✓	30 ✓	7	8
31 ✓	1 ✓	2 ✓	3 ✓	4 ✓	14	15
5 ✓	6 ✓	7 ✓	8 ✓	9 ✓	21	22
11 ✓	12 ✓	13 ✓	14 ✓	15 ✓	28	29
19 ✓	20 ✓	21 ✓	22 ✓	23 ✓		
26 ✓	27 ✓	28 ✓	29 ✓	30 ✓		



hus forbi

Measure progress

My 12 Sacred Choices

JANUARY 2018

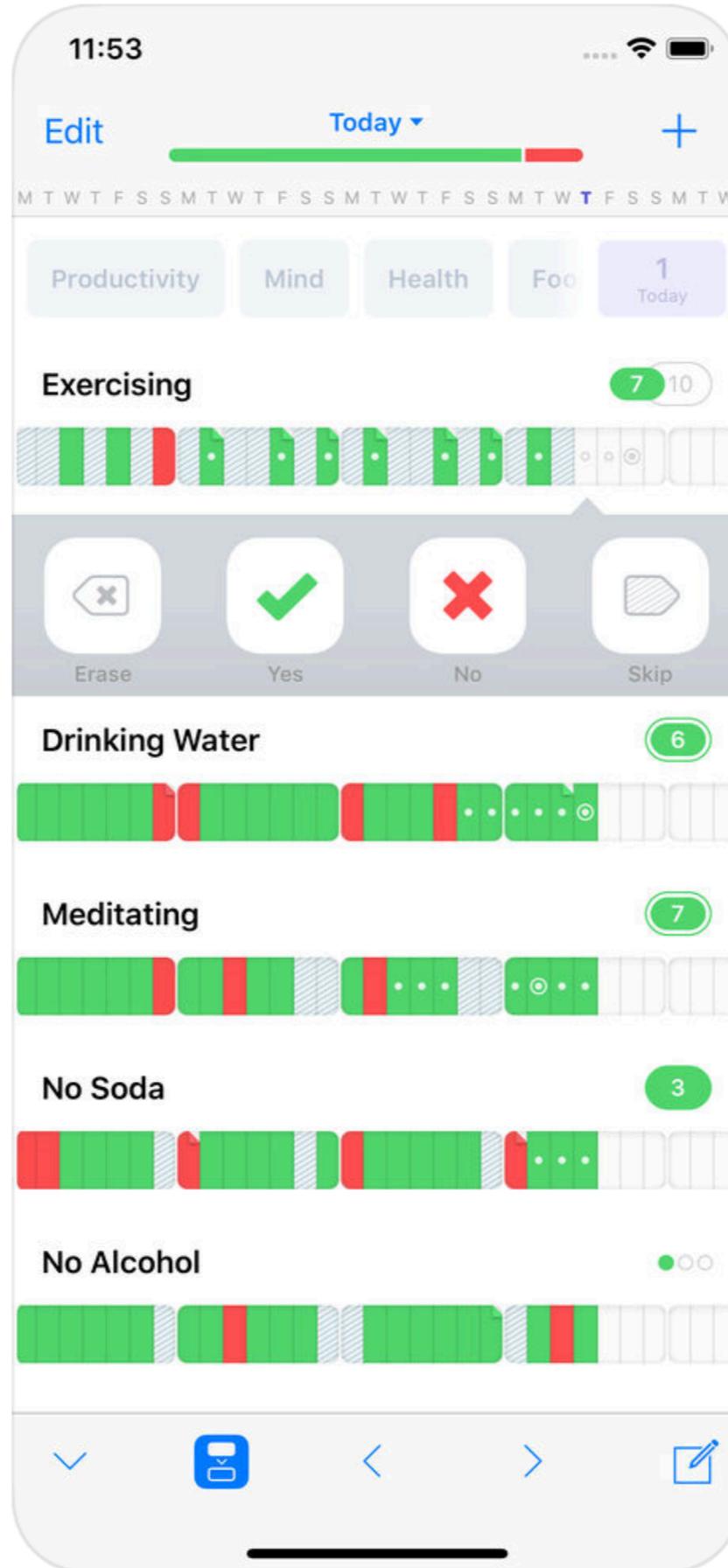


	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	
1 Get up on time	○	●	○	●	●	●	●	●	●	●	●	●	●	○	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
2 Make my bed in the morning	○	●	○	●	●	●	●	●	○	●	●	●	●	○	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
3 Yoga, first thing	○	●	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
4 Max 4 e-mail sessions	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
5 Work for 3 hours on Priority 1	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
6 Work on the house	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
7 Rewiev goals, plan day	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
8 Meditation, 10 min. minimum	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
9 Eat only whole plant food → 3 fruit/day	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
10 No alcohol → Max 2 drinks	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
11 No browsing Social Media	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	
12 Reach out to a friend	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	

Handwritten notes and dates at the bottom of the calendar grid:

- 5/12, 6/11, 4/12, 6/12, 6/12, 8/12, 6/12, 7/12, 8/12, 9/12, 9/12, 8/12, 4/12, 5/12, 10/12, 8/12, 11, 7, 10, 9, 4, 9
- ↑ ↑ ↑

Way of Life app



#7

Protect your Prime Time

A futuristic, blue-toned digital interface with the text "PRIME TIME" overlaid. The background features glowing blue lines, a grid pattern, and various data points, suggesting a high-tech or data-driven environment. The text "PRIME TIME" is displayed in a bold, white, sans-serif font, with "PRIME" on the left and "TIME" on the right, separated by a dark rectangular bar.

PRIME TIME

#8

Find focus & flow



Find focus & flow



Focus time: Red zone

	Mandag	Tirsdag	Onsdag	Torsdag
08.00 til 09.00	[Gul zone – Koordinering]			
09.00 til 11.00	[Rød zone – koncentration og individuelt arbejde]			
11.15 til 11.30	[Gul zone – Koordinering]			
11.30 til 12.00	[Grøn – pause og social]			
12.15 til 14.45		[Blå blok – møder]		
14.45 til 15.00	[Grøn – pause og social]			
15.00 til 16.00		[Blå blok – møder]		

“Get lost”-signs



[Produkter](#) [Inspiration](#) [Blog](#) [Manualer](#) [Help Center](#) [Download](#) 



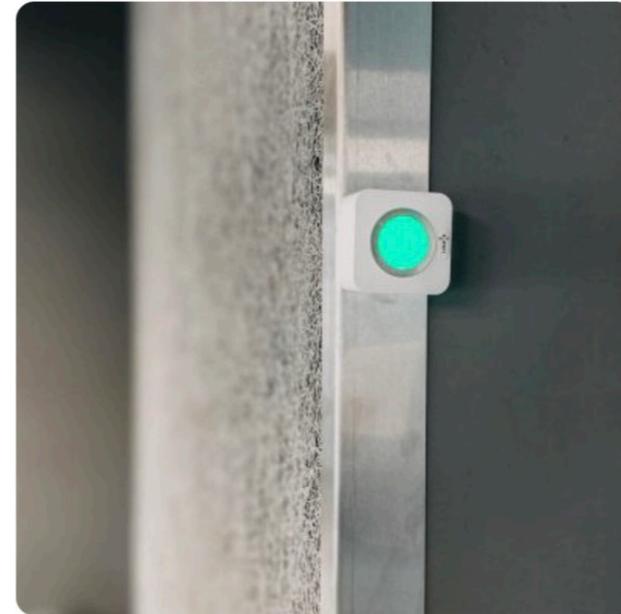
Luxafor Flag

“Ikke-forstyrre”-lampe med LED-lys, så du ikke bliver forstyrret, når du ikke ønsker det.



Luxafor CO₂ Monitor

CO₂ monitor, der også måler andre vigtige faktorer ved indendørs forhold.



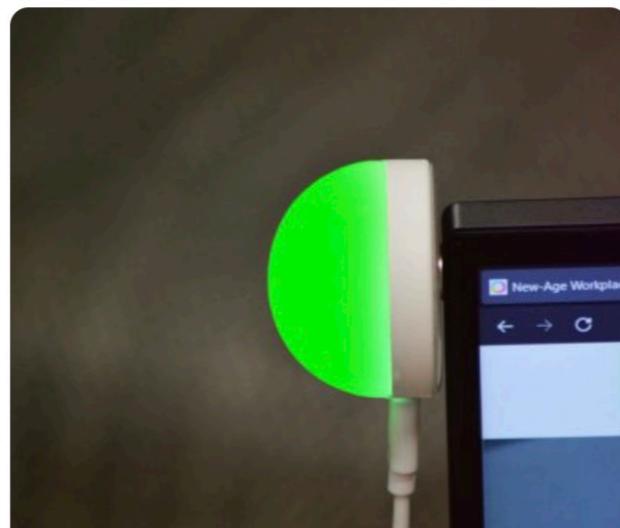
Luxafor Cube

Viser på en elegant måde om eks. mødelokalet er disponibel eller ej.



Luxafor Bluetooth

Trådløs og software styret LED-indikator, der viser, om du/mødelokalet eller ander er ledigt eller optaget.



The Great Focus Experiment (DK)



Jon Kjær Nielsen
Klub Trivsel & Jon.dk



Signe Bjørg Lyck
Finansforbundet

Focus & execution

Discussion:

How do we find the time to work uninterrupted on the essential, while also respecting that team members might need help or have questions?

Do we need a common solution?

Option:
Company guidelines



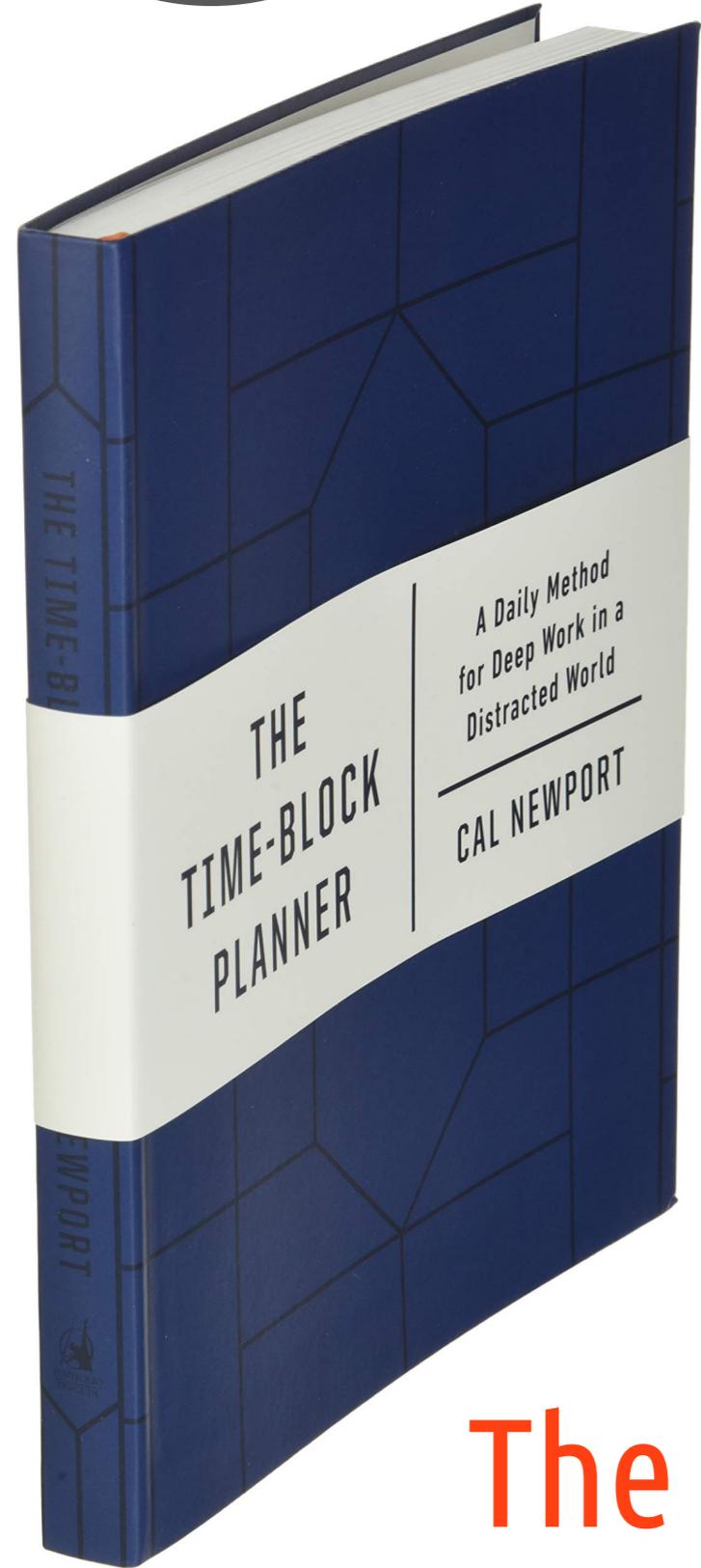
Plan your day

Sun 11	Mon 12	Tue 13	Wed 14	Thu 15	FRI 16
Blue	Pink	Blue	Green	Teal	Grey
Teal	Red	Blue	Red	Teal	Red
Red	Red	Blue	Red	Teal	Red
Pink	Grey	Red	Pink	Red	Pink
Grey	Teal	Grey	Pink	Teal	Blue

And your week?

#9

Plan your day



		(1) Morning Tasks	
9	finish report		email triage
10			submit form
			call Karen
	(1)		fill out doodle
11	research client x	(1) cont.	
12		email	
	lunch w. Sam	lunch w. Sam	
1		start research	
	email	research	
2			
3	planning meeting	planning meeting	planning meeting
4	edit copy & shutdown	finish research & shutdown	shutdown

The Time-Block method

Figure 3

App: Pomodoro

Til PC: Tomighty



*Instruktioner:
"Pomodoro Technique"*

#10

Choose your focus attention

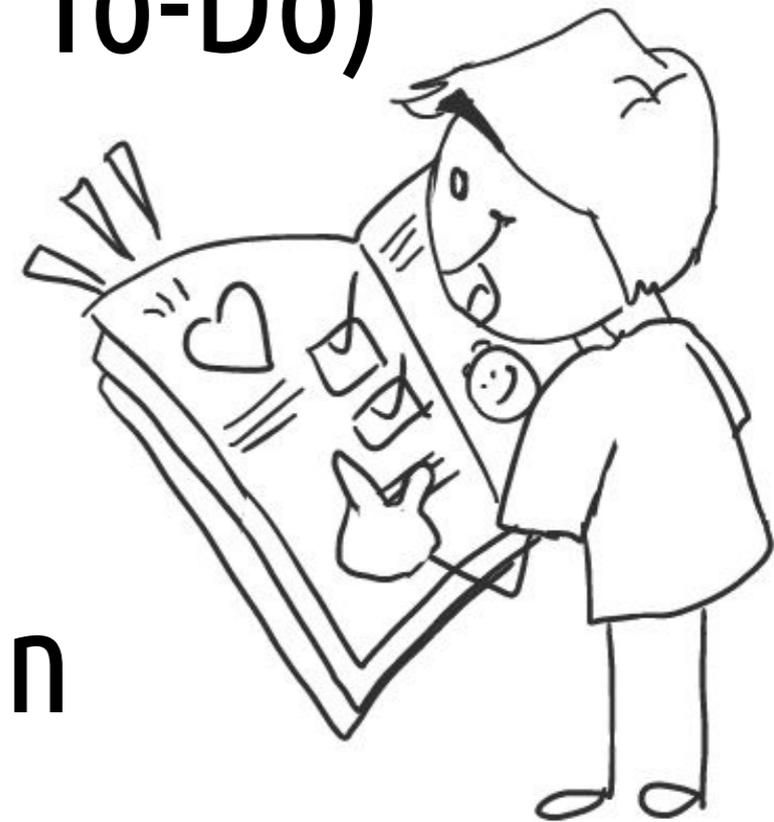


E + I = R



10 insights to productive and happy

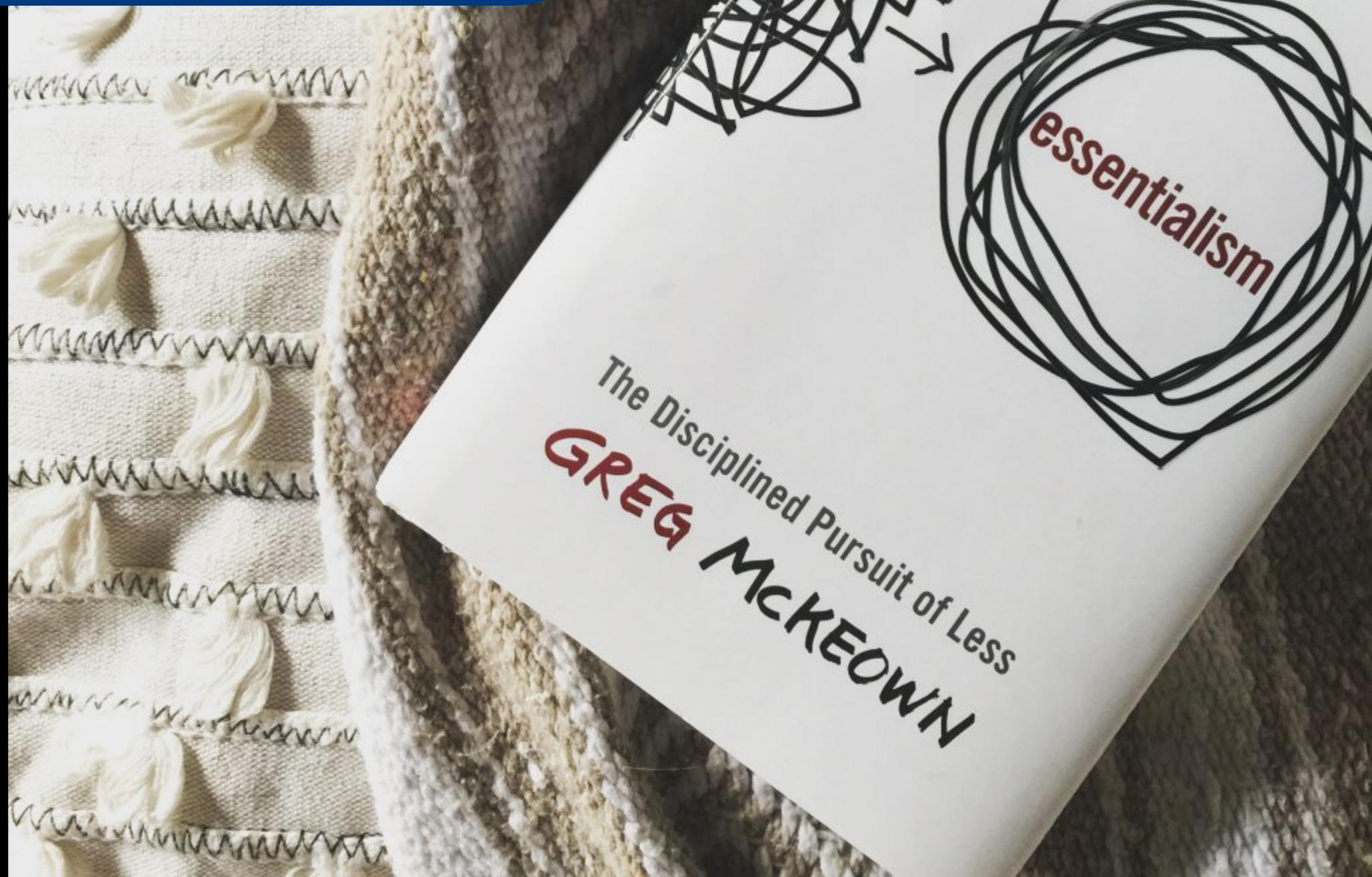
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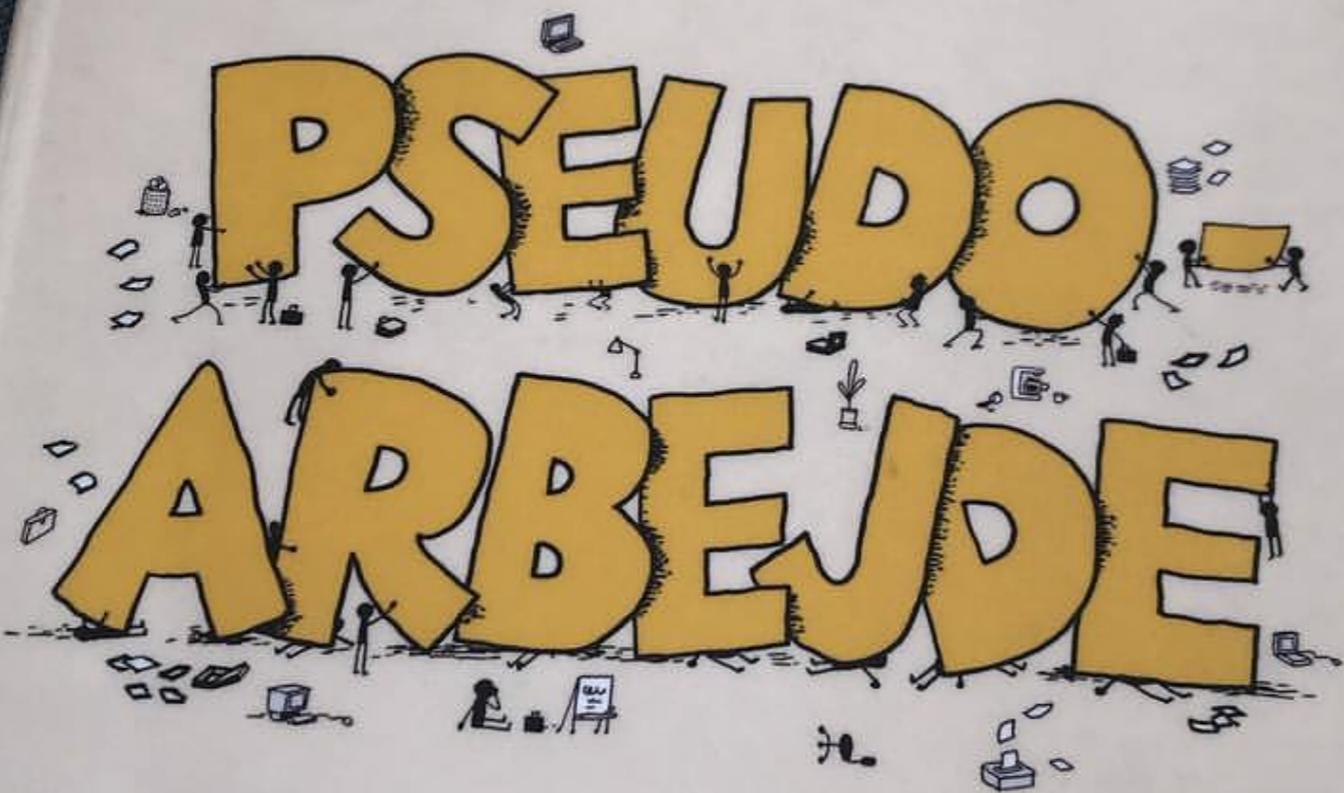
Solution: Focusing on the essentials



The last book you
might ever read



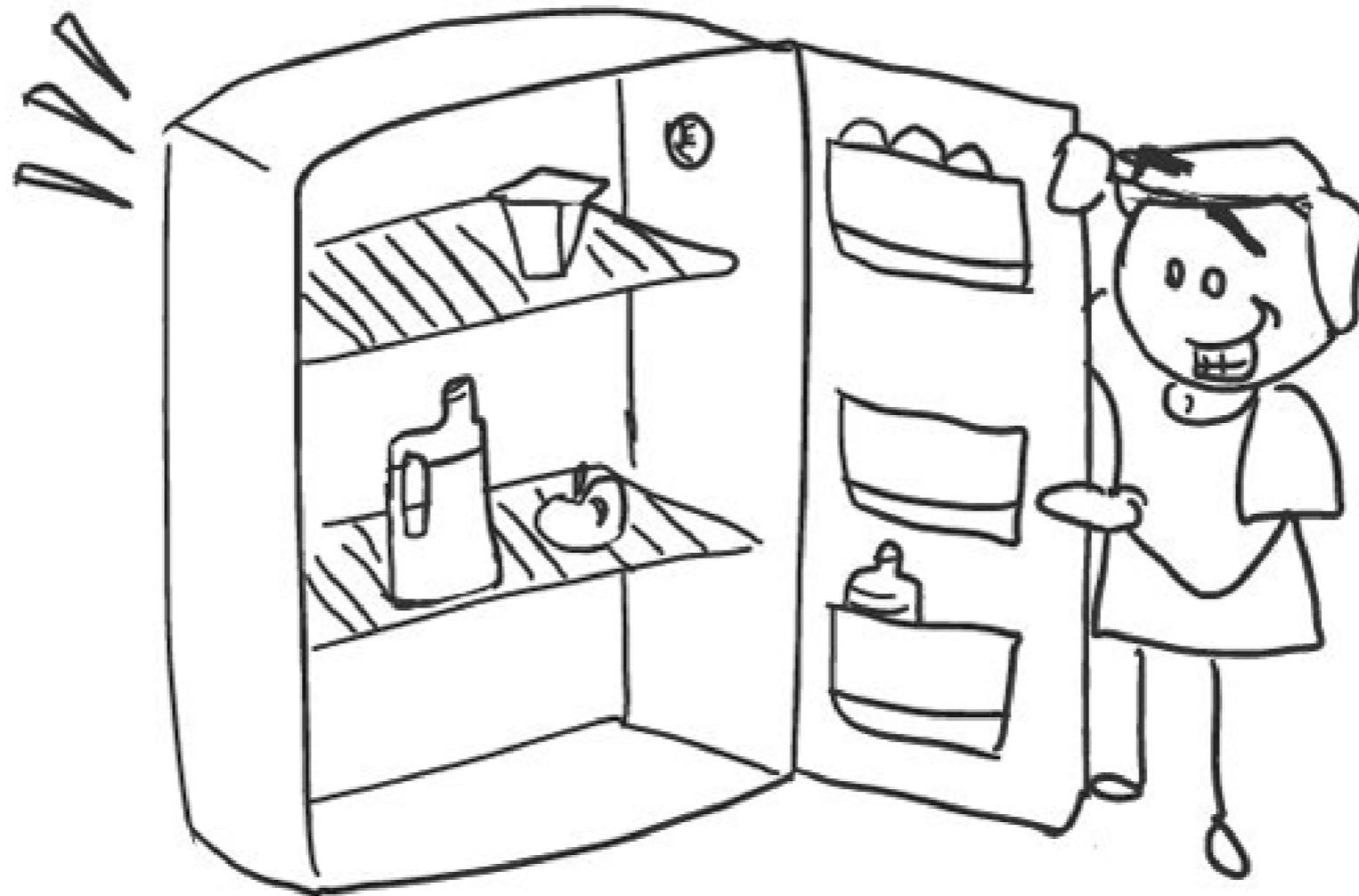
DENNIS NØRMARK &
ANDERS FOGH JENSEN



HVORDAN VI FIK TRAVLT MED
AT LAVE INGENTING

Distractions are unavoidable

#11



The Key: Regaining your focus on the essentials



#12

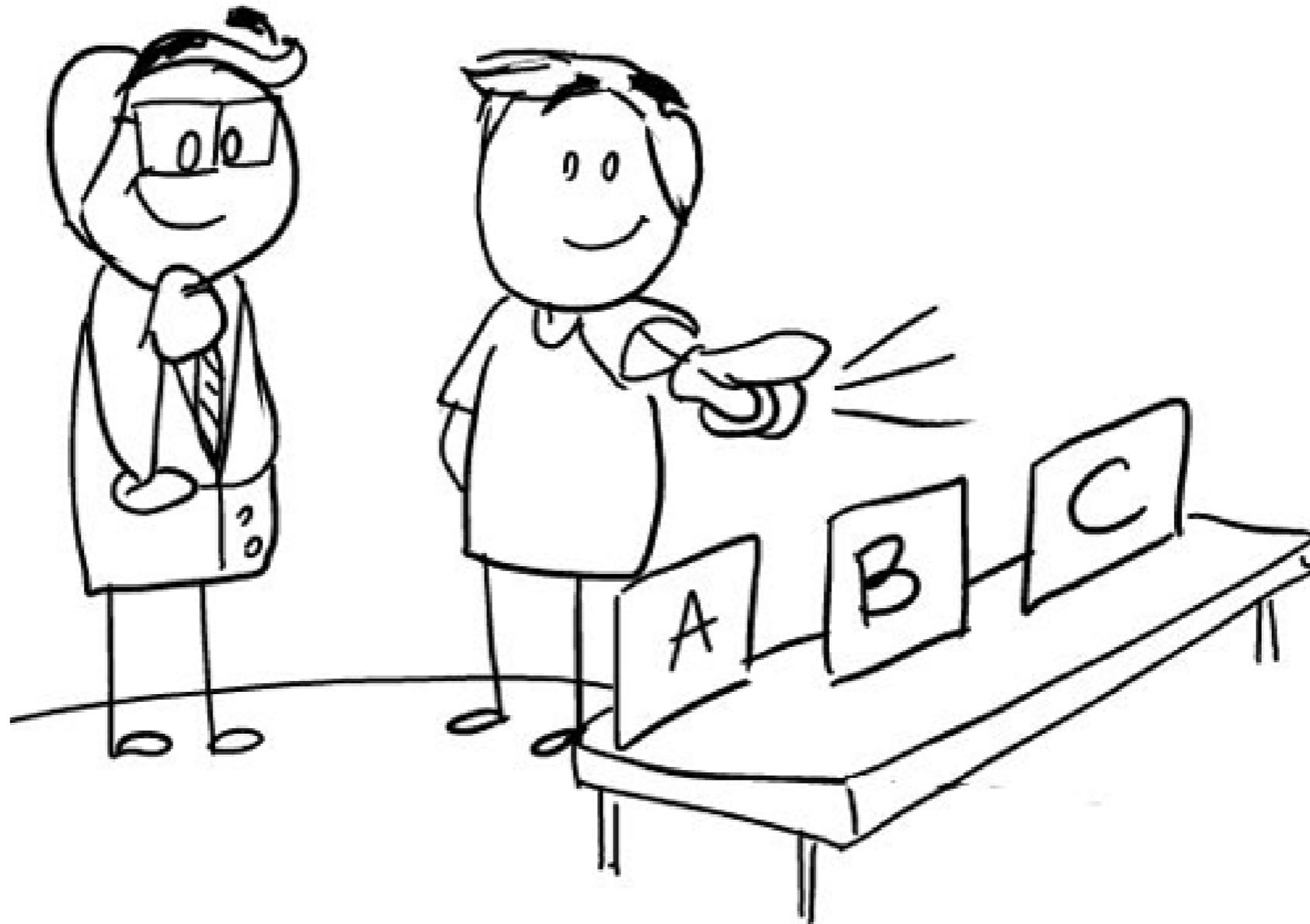
The Google Effect:

We cannot recall information we know we can find.



#13

Decision making is a limited ability

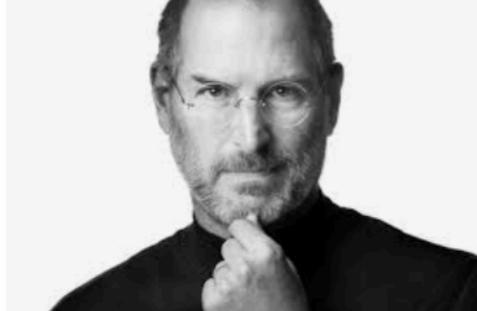




isaacson biography walter isaacson ashton kutcher advice wikipedia success tim cook job application entrepreneur lisa brennan daughter truly rotten auction life steve



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



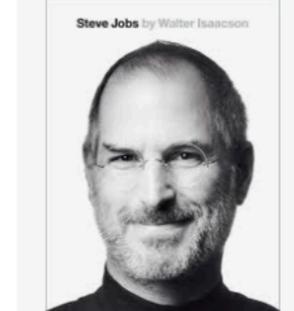
Steve Jobs, 1955-2011 - The Verge theverge.com



Steve Jobs forbes.com



Steve Jobs Biography - Biogr... biography.com



Steve Jobs: Walter Isaacs... amazon.ca



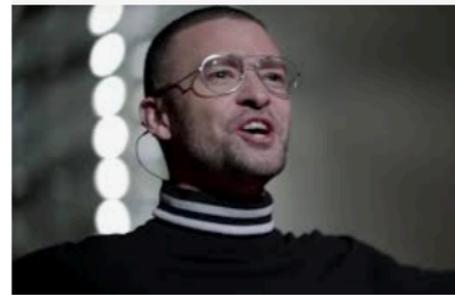
Steve Jobs entrepreneur.com



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



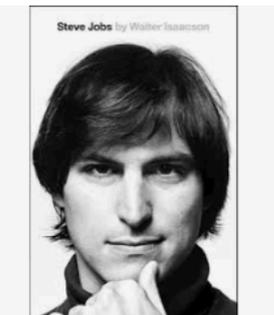
Here's What Steve Jobs Had to Say Ab... recode.net



Steve Jobs missed every day, says Tim Cook - 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



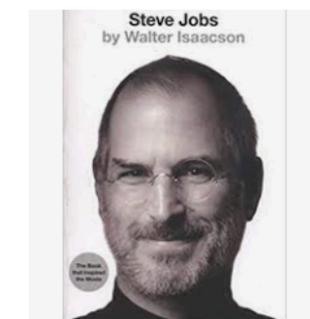
Steve Jobs - Wikipedia en.wikipedia.org



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

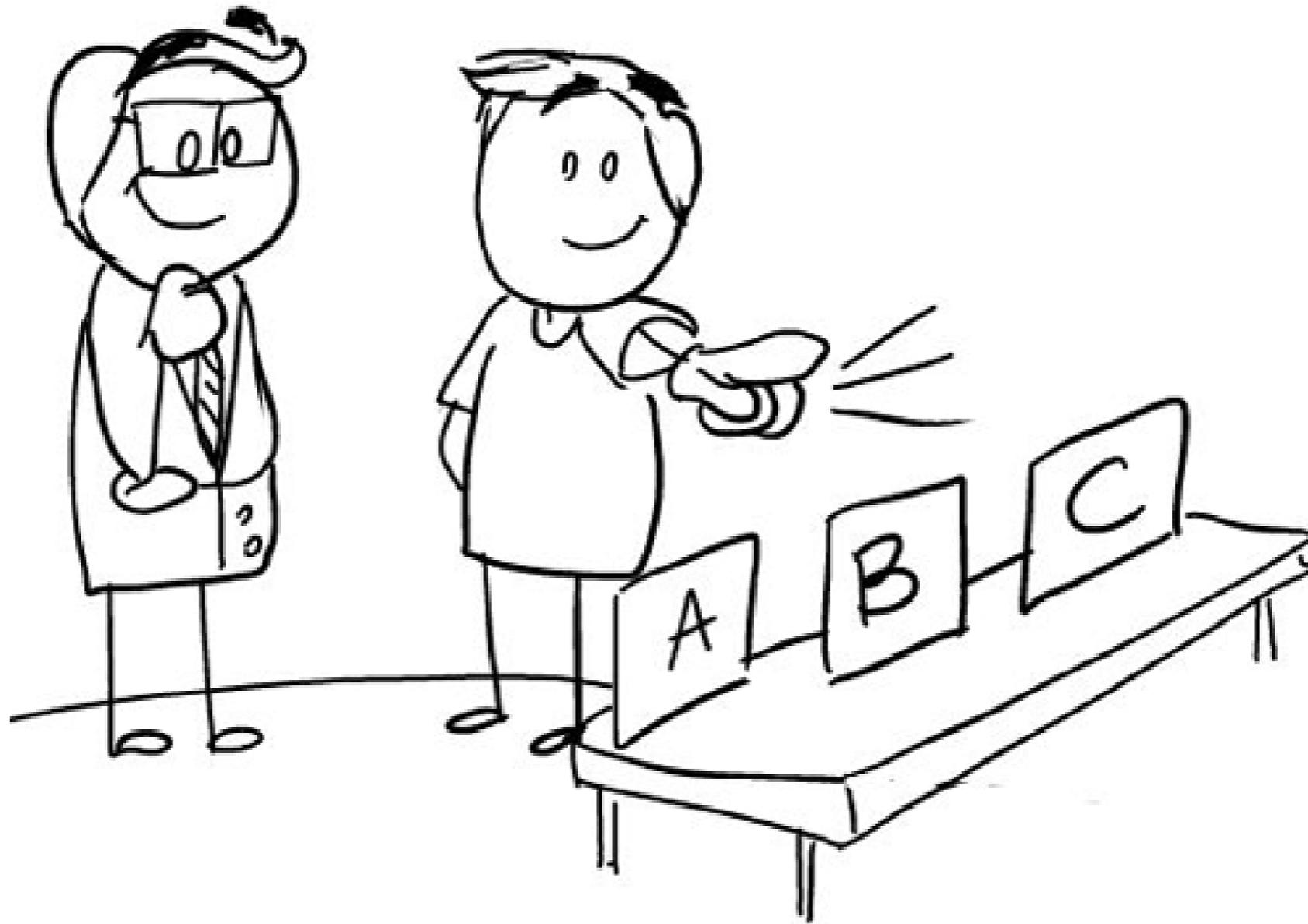


16 Pieces of Advice From Steve Jobs | Gra... grammarly.com



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

Make fewer decisions



#14

The 20-second rule





~~20~~

~~80~~

80

20

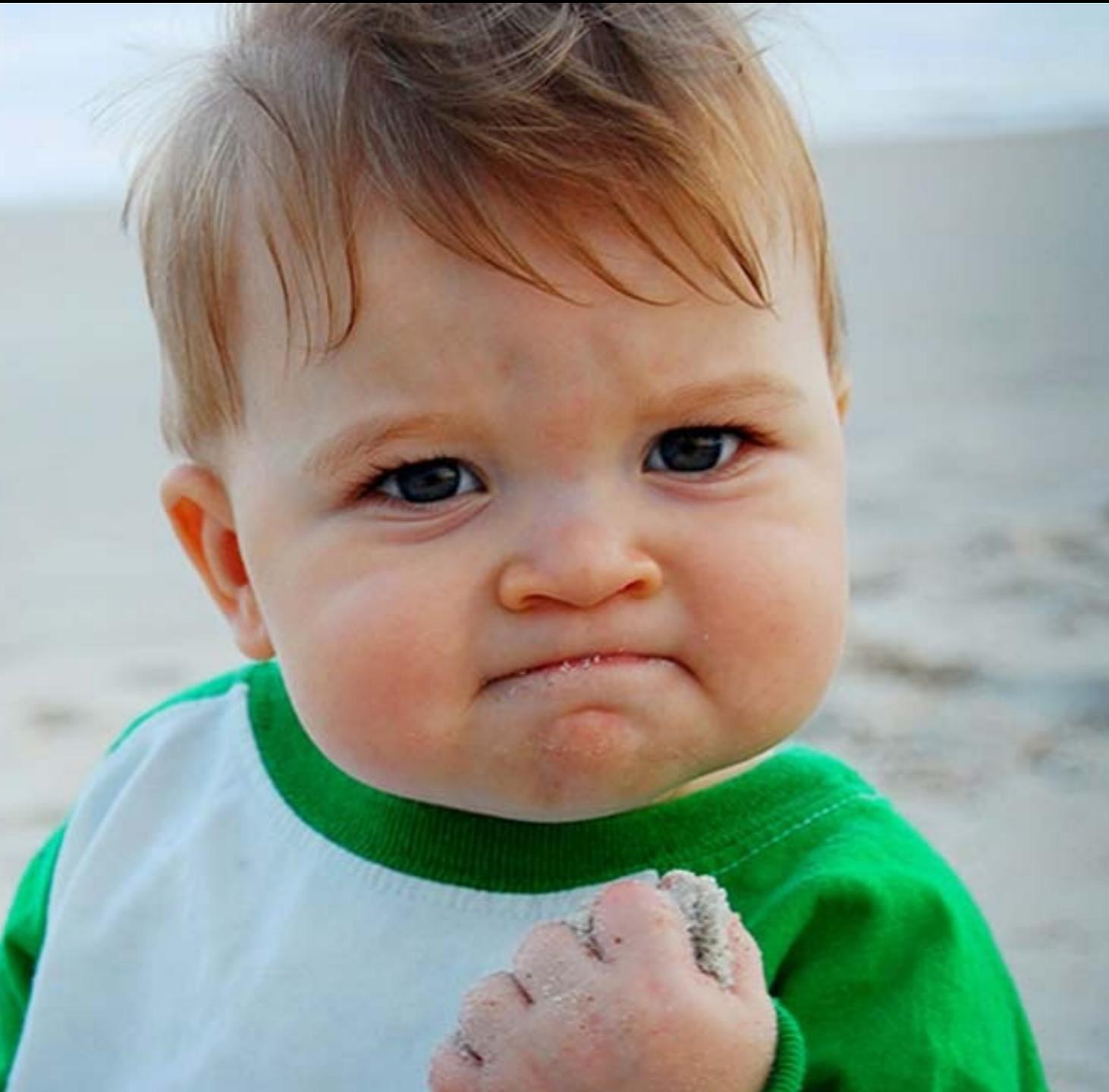


Action workshop

In groups of 3(?), work on designing small changes in your personal, daily approach.

- Be happy and productive! What would you like to experiment with? New tools? Small adjustments? What might give you better days, with:
 - Room for focus & flow,
 - the possibly to execute,
 - better team spirit, collaboration and happiness,
 - as well as a chance to be of service, helping out and providing sparring ?
-
- Any suggestions for company-wide approaches?

Take action

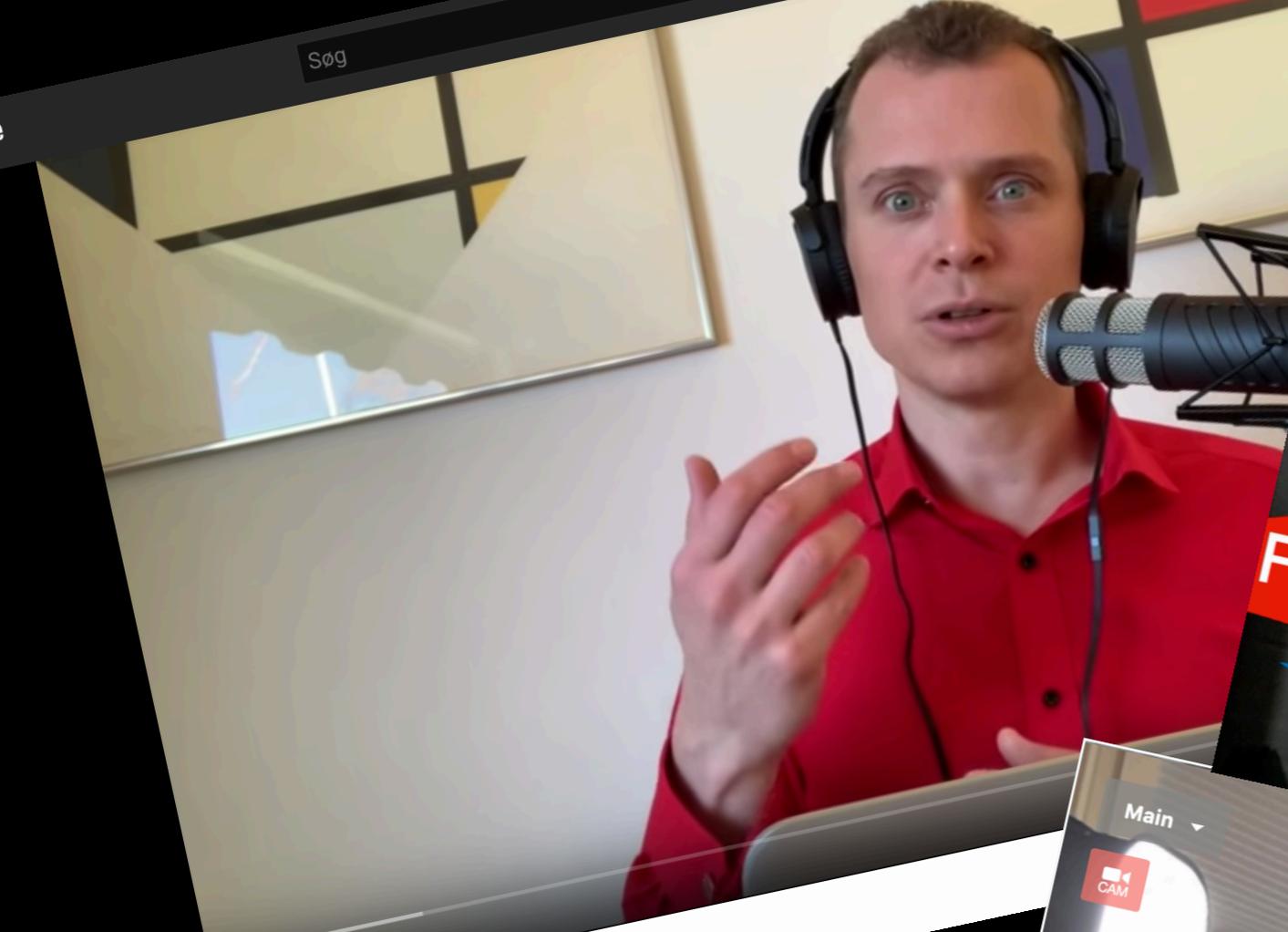


- Do something today if you can
- Get going Monday!

The to-hell-with-it-effect

I GIVE UP





FORFATTER OG FOREDRAGSHOLDER
JON KJÆR NIELSEN, M.SC.

Søg

1:04 / 12:04

Grethe skal fyres! Vil du hjælpe? - RevolutJon! podcast afsnit 07



YouTube

Linked in

Productive & Happy

- creating better workdays

Aerotak, August 29, 2025
with Jon Kjær Nielsen #jondk



Materials: jon.dk/aerotak