

Happy  
at Work!

Nearsoft Teambuilding Day

Jon Kjær Nielsen

HappyWays 

# Take action

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

Here





A large display of beer bottles in a tunnel, illuminated with a green glow. The bottles are arranged in a long row, and the text is overlaid on the scene.

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

That calls for a **Carlsberg**

**KIT**







I <NS/>

I <NS/>

TECHNICAL SUPPORT

Lager Libre













**Jon Kjær Nielsen - Speaker & Author**

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

**Independent consultant since 2006.**

**Biker, book-worm, chef, nomad**







TEMERE  
SPOORG INC  
audiovox  
innovate  
ZEGA-case  
DVI

BMW  
BMW 650

TEMERE







# Materials after today: [HappyWays.com/Nearsoft](http://HappyWays.com/Nearsoft)

- Today's presentation
- Articles and video
- Facebook and Twitter:  
[HappyWaysCom](http://HappyWaysCom)



HappyWays 🤔👍



# TODAY

- Happiness: Why bother
- What makes us happy at work
- What kills our happiness
- Designing a culture
- Winning together
- Get to know each other :-)

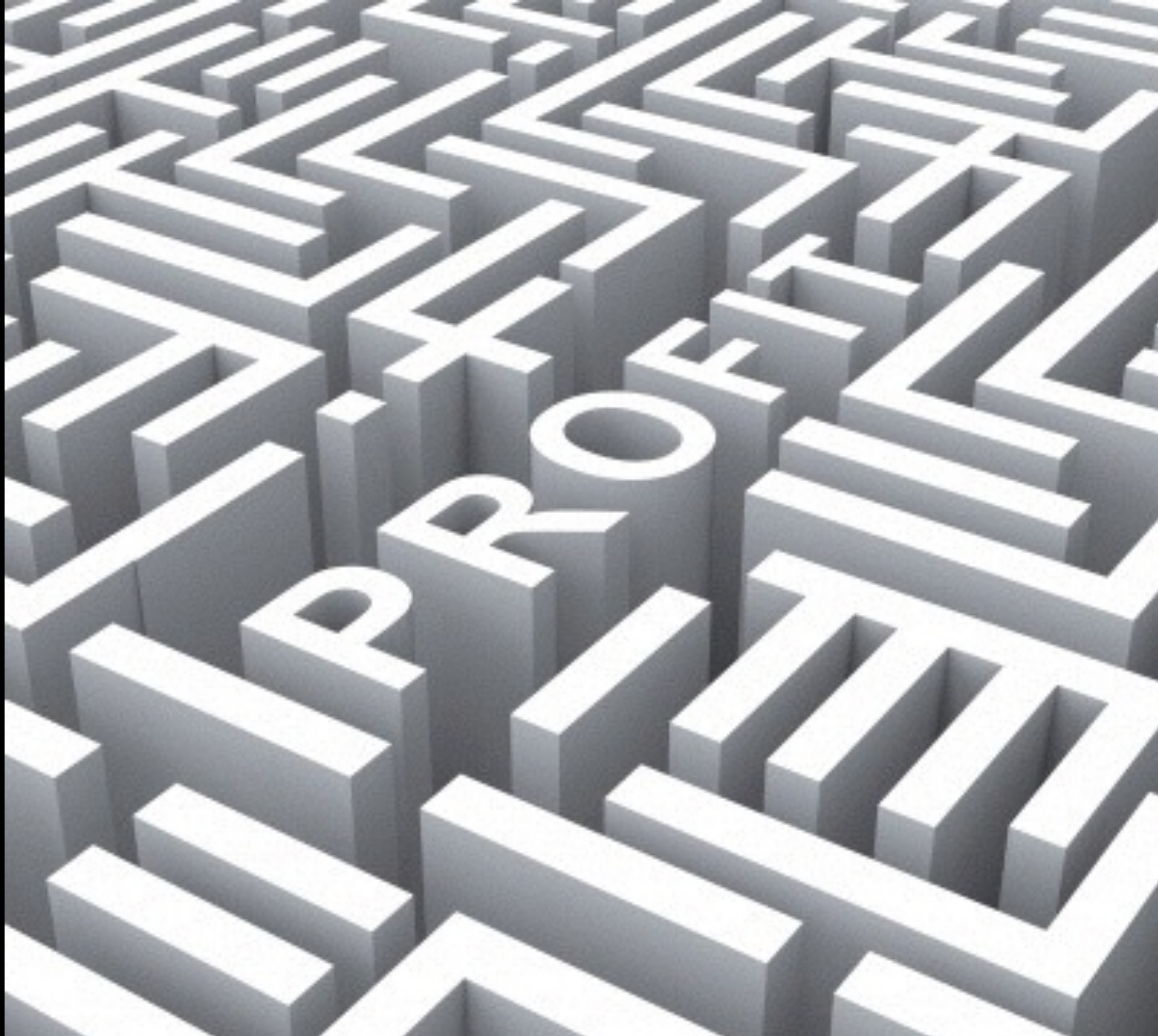
# Question:

Is happiness in the  
workplace a luxury,  
or a really good idea?











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





# Benefits

A more healthy life

A longer life

Greater innovation

Learning

Increased sales

Teamwork

Increased productivity

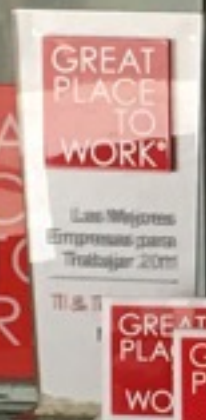


**Productivity:**

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









**THE 100 BEST  
COMPANIES TO WORK  
FOR IN AMERICA**



**ALL-NEW EDITION OF  
THE NATIONAL BESTSELLER**  
ROBERT LEVINE, MILTON MACKOWITZ



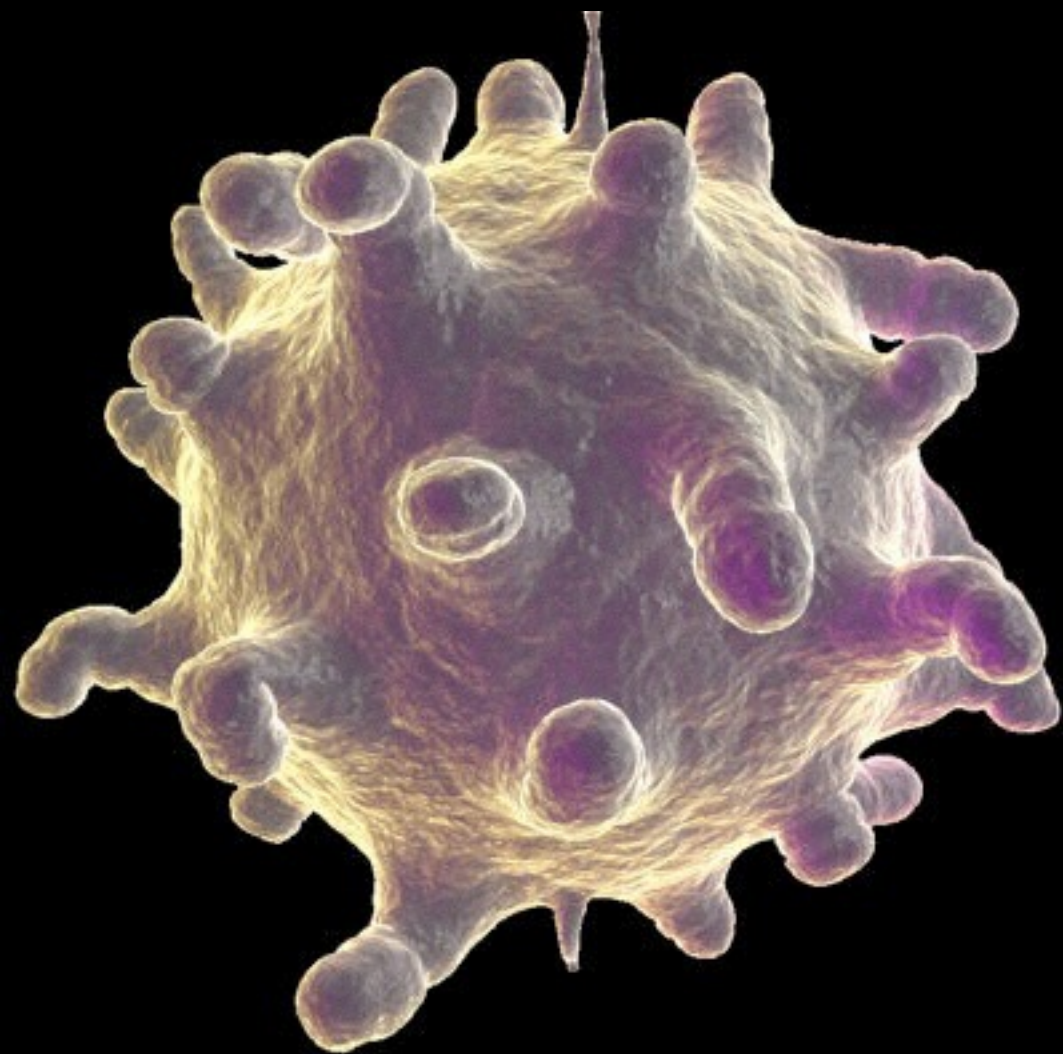
**Total Return (equally weighted portfolios)**

# Personal Consequences

- Your happiness overall
- Your success
- Your health







# Sources of happiness



Task:

Think about a really  
good day at work

# Assignment

1. Each person shares a story of a good day at work (1 minute)
2. Discuss and take notes about what makes you happy at work
3. Be ready to present!





A man with glasses and a blue jacket is speaking into a microphone. The background is a blue screen with technical graphics. A dark blue banner is at the bottom with white text and logos.

**Roberto Martínez**  
NEARSOFT

Google





# Sources of happiness - in theory









*Coca-Cola*

Marque déposée

*Coca-Cola*

*Coca-Cola*

*Coca-Cola*





Video games ruined my life.  
Good thing I have two extra lives.







# Break

(dancing welcomed)



What kills a  
good day



# Negative impact

- Problems with the Hygiene Factors





# The Victim T-shirt



Prime Directive:  
No Aggravation



Manoj Bhargava riding the Free Electric bicycle

Billions In Change



A meme featuring Woody and Buzz Lightyear from the movie Toy Story. Woody is on the left, looking concerned. Buzz is on the right, holding his chest and looking surprised. The background is a simple indoor setting.

**GOSSIP**

**GOSSIP EVERYWHERE**

# Negative impact

- Disturbances in the Hygiene Factors
- Whining and complaining
- Lack of recognition
- Percieved injustice
- Bad relationship with your boss



“We’ll have  
to wait and  
see...”



# Discussion

About negativity, whining,  
complaining, gossiping...



1. How does this make you feel?
2. What can we do to minimize?



Zappos  
.com

2009 CULTURE BOOK

















# Culture

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Beliefs  
+ Systems



New word:

**BRULE**

BRULE

Bullshit + Rule

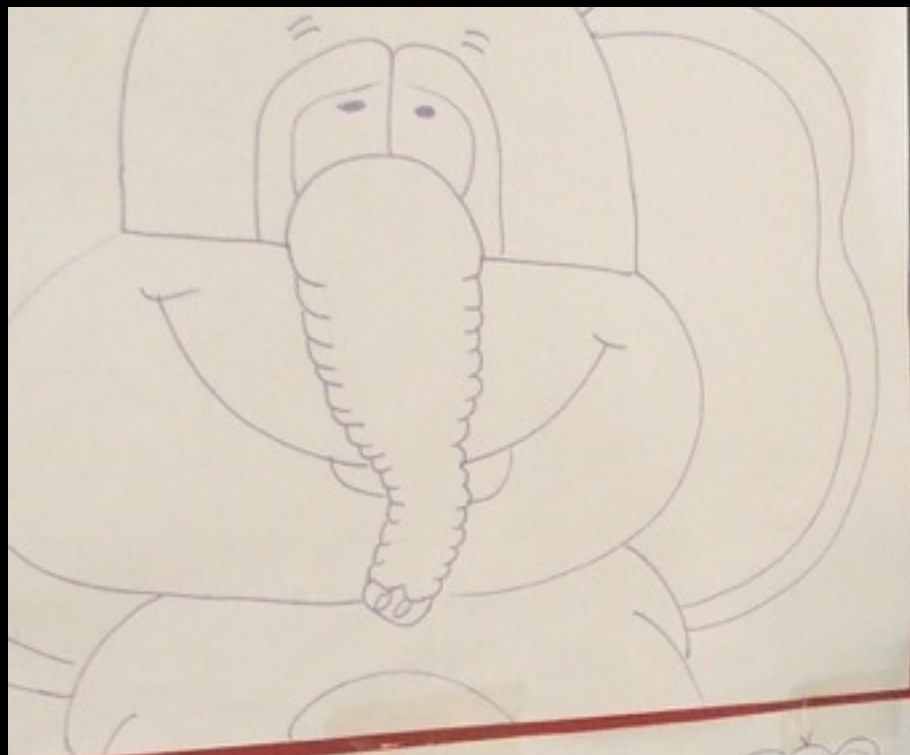



# BRULE





# #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 WOREFOR DEN?





BRULE

Bullshit + Rule

# BRULES in life

- I'm too old... / I'm too young...
- I can't learn to do that
- School -> College -> Job -> Mariage -> Kids
- Life is a struggle, get though
- Success means comparing to others
- Never show weakness



# BRULES at work

- The boss knows best
- It's a man's job, a woman can't do that
- People want to do the least amount of work for the most amount of money
- If you give people freedom, they will take advantage of it
- The customer is always right

# Task

Come up with 3 BRULES  
from the normal worklife  
in Mexico



What is the  
Nearsoft culture?



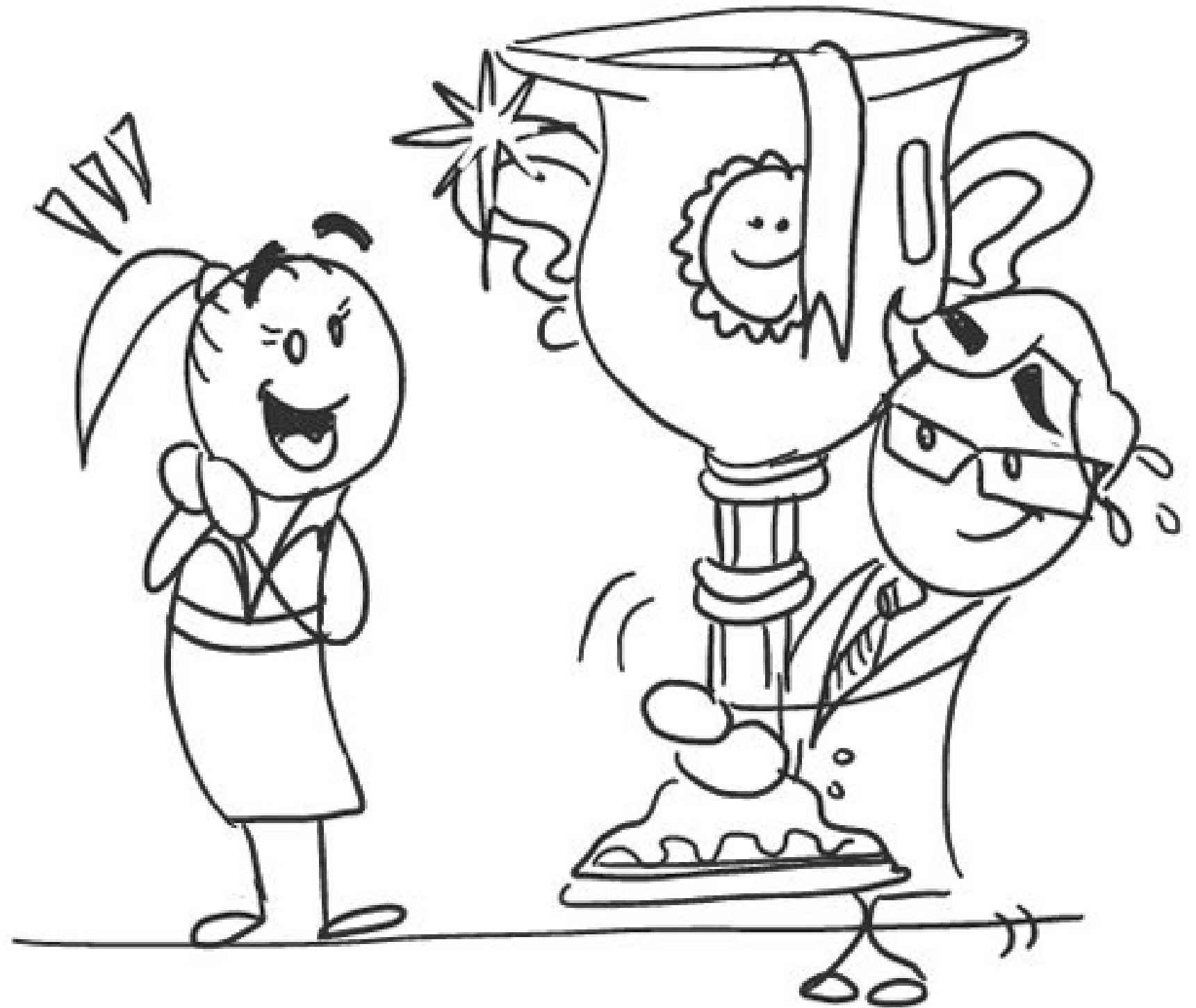




# Lunch



Win as much as you can





# Win as much as you can





## Payoff Schedule

4 Xs:

Lose \$1 each

3 Xs:

Win \$1 each

1 Y:

Lose \$3

2 Xs:

Win \$2 each

2 Ys:

Lose \$2 each

1 X:

Win \$3

3 Ys:

Lose \$1 each

4 Ys:

Win \$1 each



# Break

(dancing encouraged!)







# Sustaining culture

1. (What are the most important elements of our culture?) (we did this)
2. How do we keep the culture strong AND grow?
3. How do we best bring new people into the culture?

**SAY WHAT NOW?**



# Take action

- Decide on 1 to 3 things you will do after today
- Small steps!
- Write on colored paper
- Share with the group

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# THANKS !

