

# Happy at work - quite simply

DONG Energy IT - April 21st 2017

HappyWays 

# Take action

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

Here





A row of beer bottles is shown in a tunnel, illuminated with a strong green light. The bottles are arranged in a line, and their reflections are visible on the floor. The text is overlaid on the scene.

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

That calls for a **Carlsberg**

**KIT**











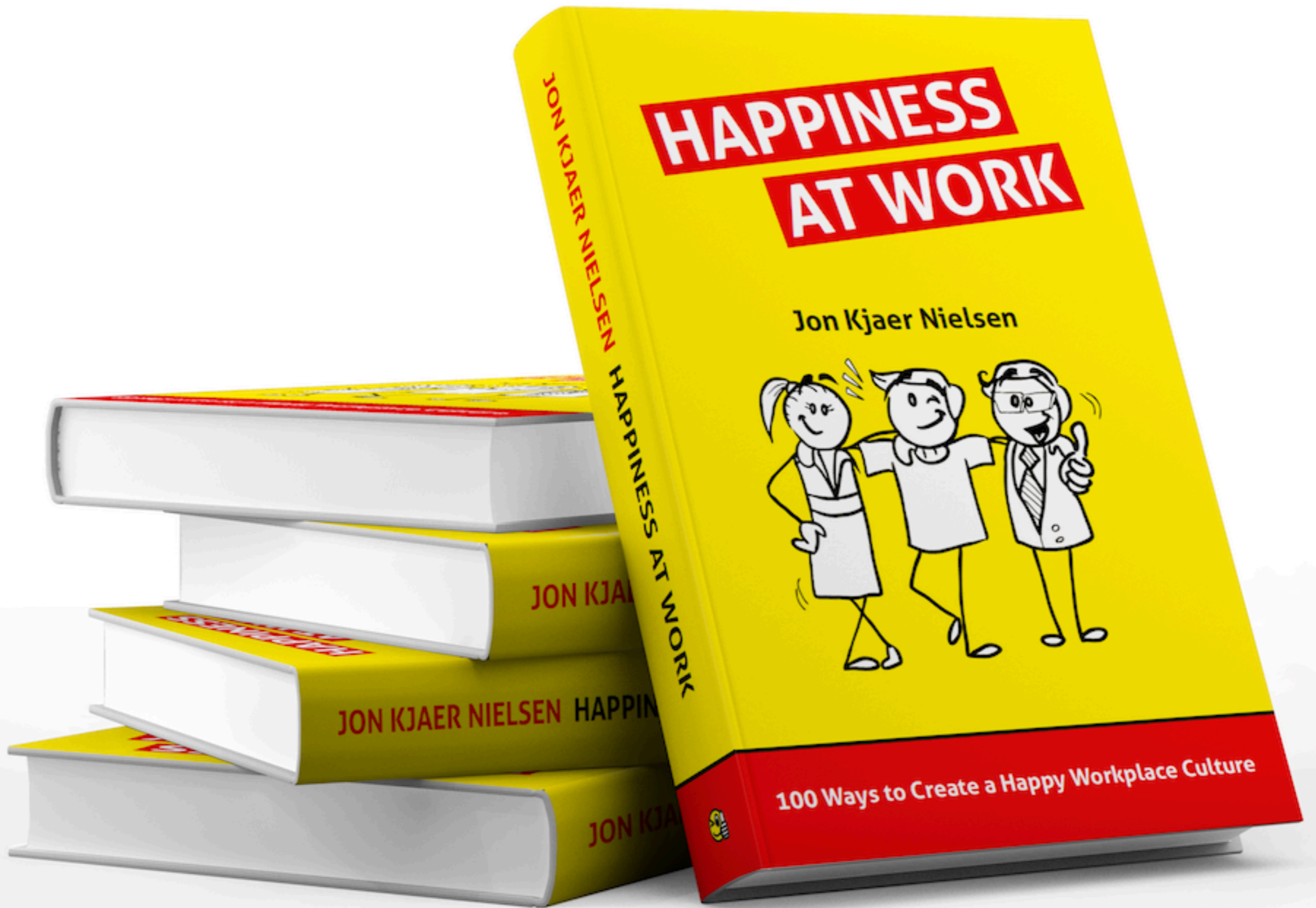


Jon Kjær Nielsen -  
Speaker & Author

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

# More material:

Get an email with:

- Today's presentation
- free ebook: "The Happy Dozen"
- The HappyWays Podcast
- Articles and more



HappyWays 🤔👍

# 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 the incompetence of bosses, and others

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# Arbejdsglæde

# Arbejdsglæde

[arh-beids-gleh-de]

= Work Happiness




# Question:

Is a happy workplace  
a luxury, or a really  
good idea?



HBR.ORG

# Harvard Business Review

 JANUARY-FEBRUARY 2012

88 **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

166 **Life's Work**  
Kareem Abdul-Jabbar

**PLUS** Audacious Ideas 2012

**SPECIAL DOUBLE ISSUE**

## THE VALUE OF HAPPINESS

HOW EMPLOYEE  
WELL-BEING  
DRIVES PROFITS



THE 100 BEST  
COMPANIES TO WORK  
FOR IN AMERICA



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



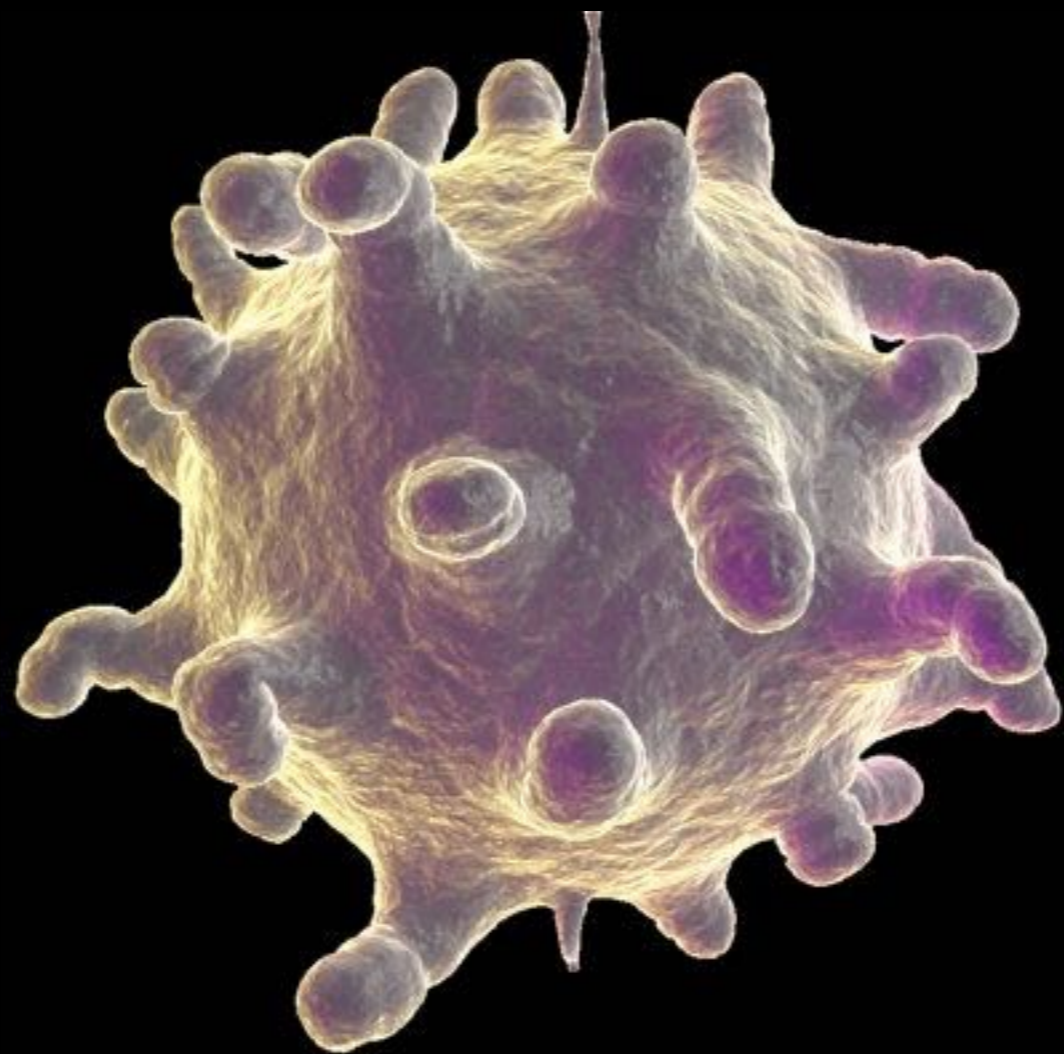
Total Return (equally weighted portfolios)



36.8°C



OMRON



# Productivity:

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



# Sales:

Optimistic salespeople  
bring in 88% money

*See: Learned Optimism, by Seligman*



# Neurointensive therapy ward



# Neurointensive therapy ward

Sick leave:  
15% -> 2%







**Neurointensive  
therapy ward**

**Sick leave:  
15% -> 2%**

**Annual savings:  
DKK 2+ mill.**

# Sources of happiness



Reflection:  
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. -> Plenary







# Negative impact

- Poor Hygiene Factors







*Coca-Cola*

Marque déposée

*Coca-Cola*

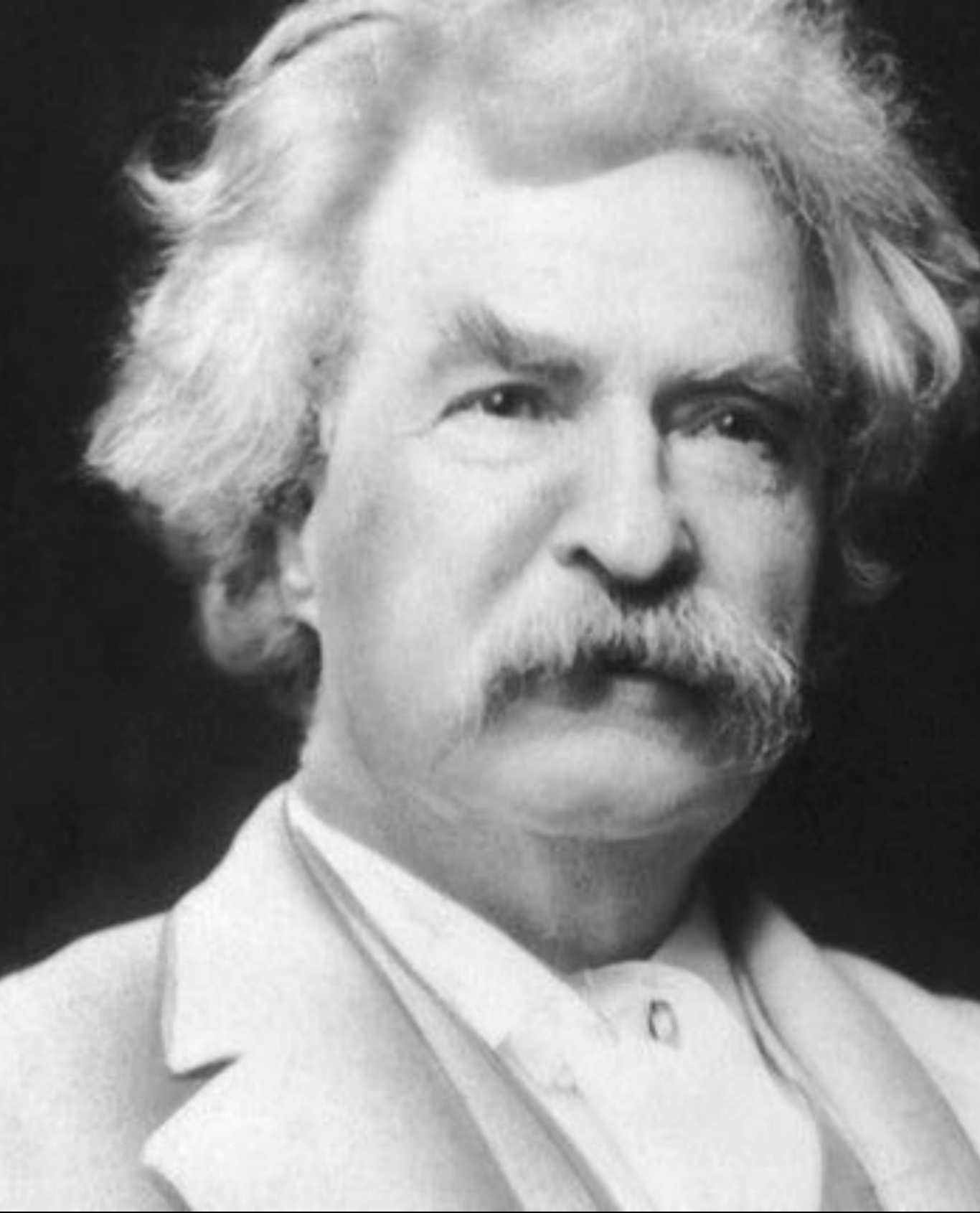
*Coca-Cola*

*Coca-Cola*



# Playing The Victim





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

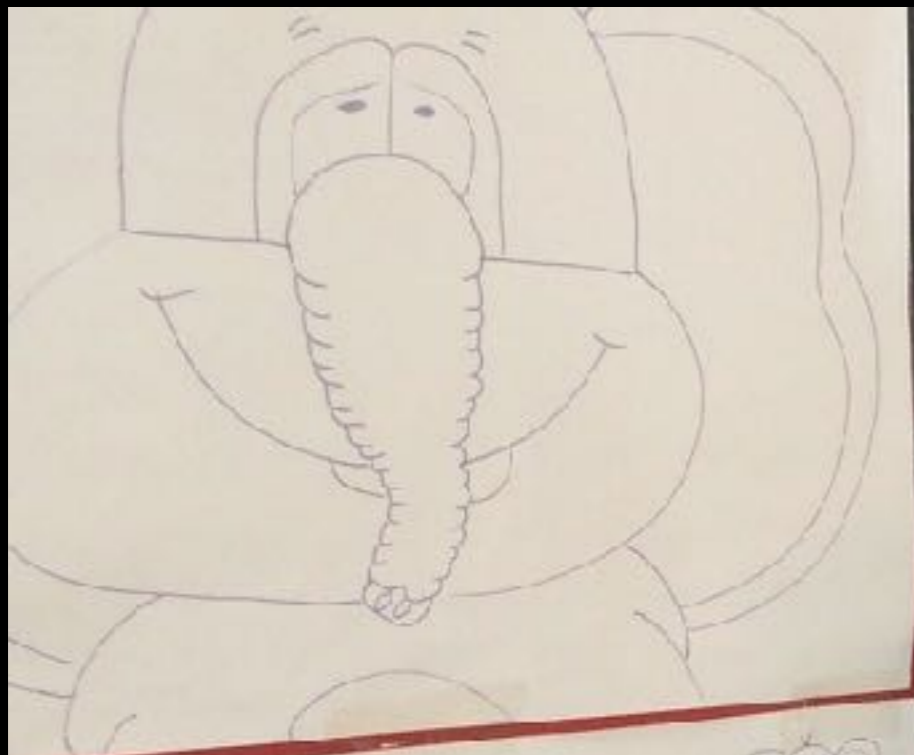
HappyWays Podcast  
Episode 03:  
An end to whining  
and complaining


# Negative impact

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



# #33 Order of the Elephant



LEFANT-ORDENEN 

SADAN GØR DU:

- ⇒ ALLE KAN UDDELE
- ⇒ GIV TIL EN KOLLEGA. = EKS:
  - NÅR DER ER STORT NOGET GODT
  - NOGET FAGLIGT SMART
  - NOGET EKSTRA
  - NOGET DER GØR DIG GLAD
  - STORT DET NEMMERE
- STÅ PÅ SKRIVEBORDET, I DAG OG BESTIL DIG
- ... HVEREN ...





“We’ll have  
to wait and  
see...”







We know it's coming, but....





# Myth

Resistance to change  
is a bad thing

# Resistance

## Fear & uncertainty

# Fear & uncertainty

- The unknown
- Reduced competency
- Loss of status
- Broken relations

# Succeeding





# Positive psychology



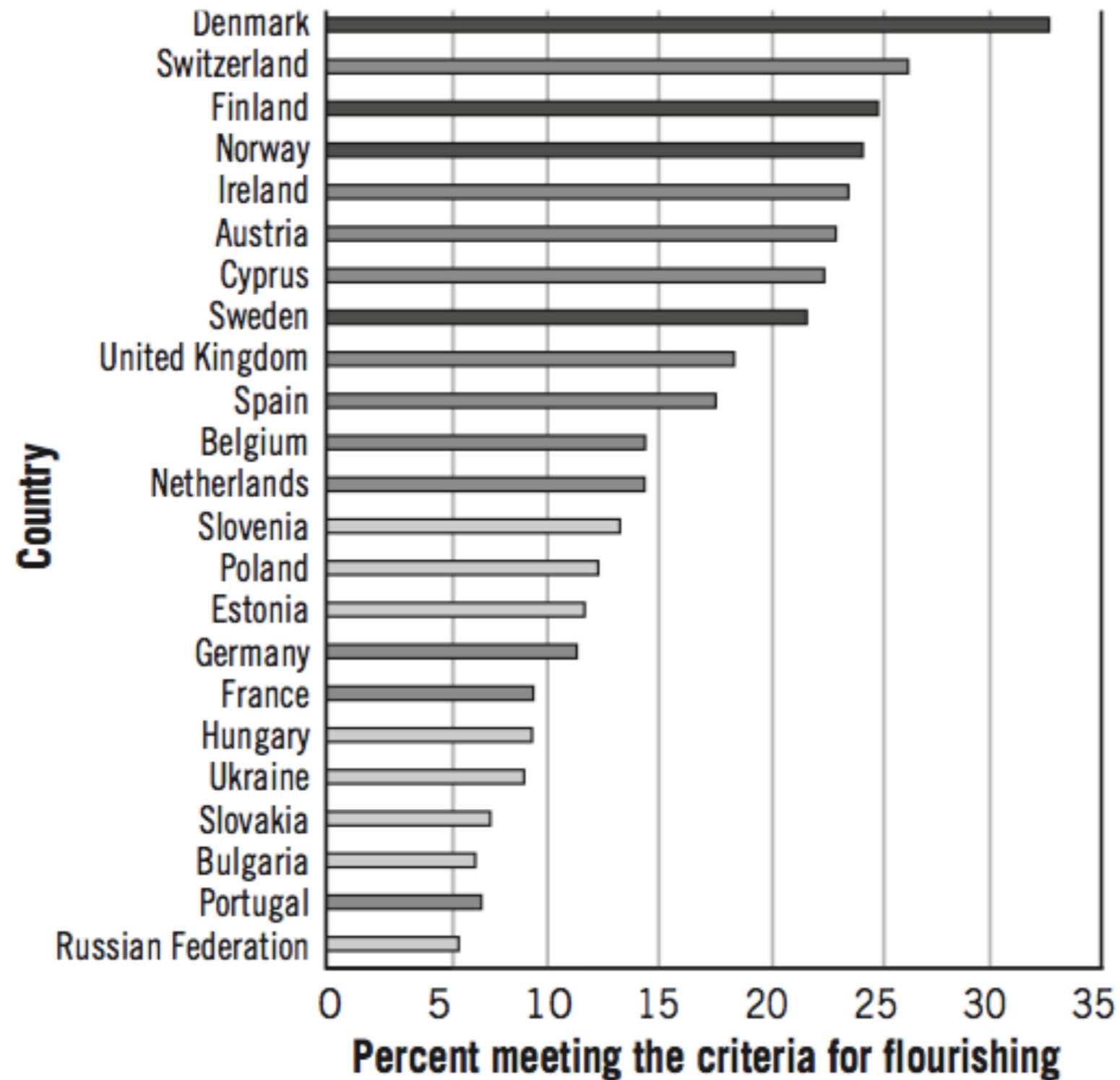
# Human flourishing



# Criteria for flourishing

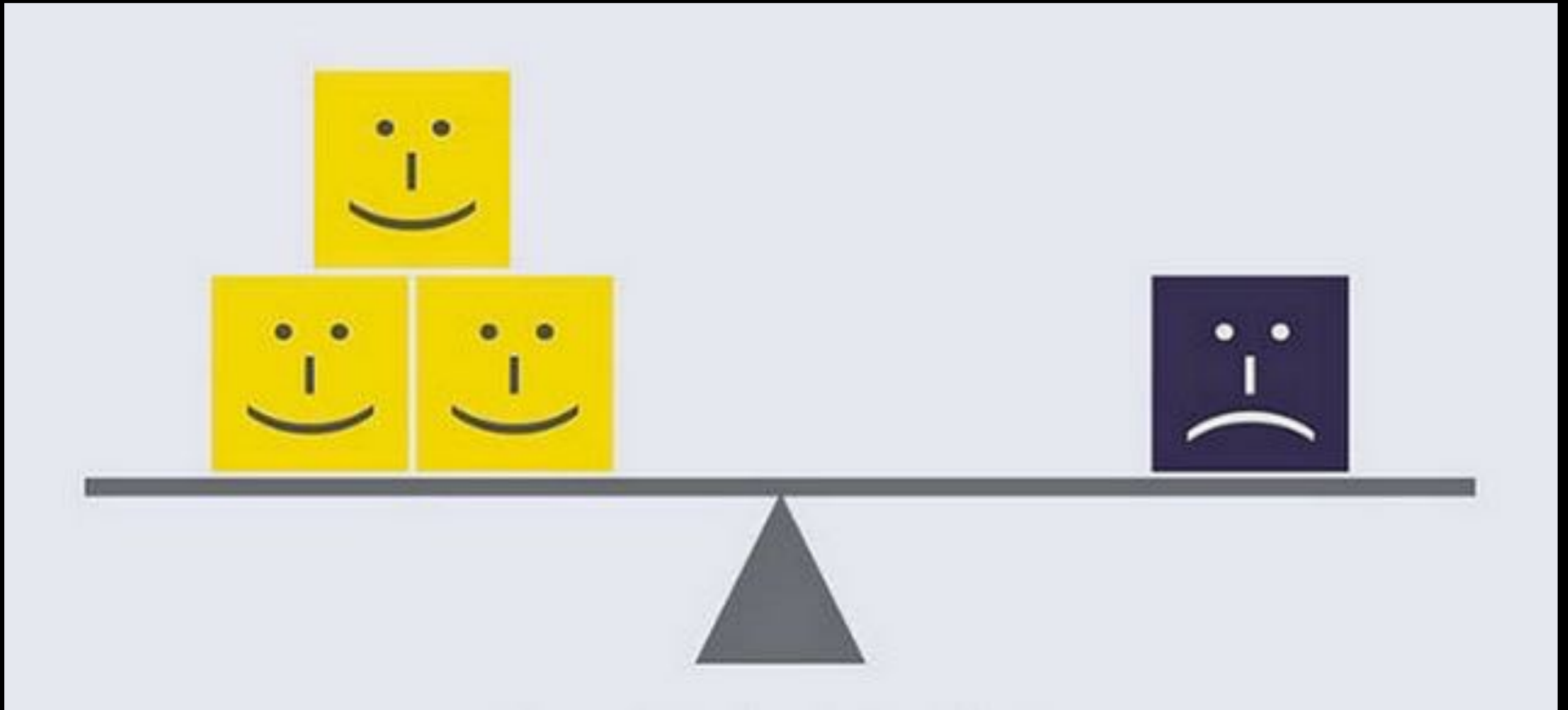
- High emotional well-being
- High psychological well-being (growth, self-acceptance, purpose, autonomy)
- High social well-being (belonging, contributing)

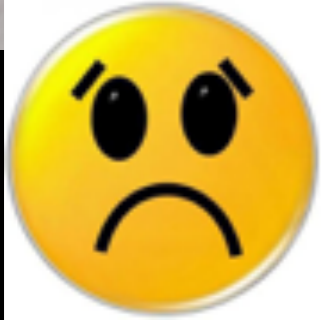
# GDP is not factor



How much...?

# The Losada ratio





- Stressed
- Angry
- Frustrated
- Sad
- Pessimistic
- Anxious
- Depressed
- Hopeless



- Happy
- Joyful
- Loving
- Optimistic
- Excited
- Caring
- Calm
- In awe

# The undoing effect

- Happiness, joy, love, excitement etc.
- Reduced cardiovascular effects from negative emotions



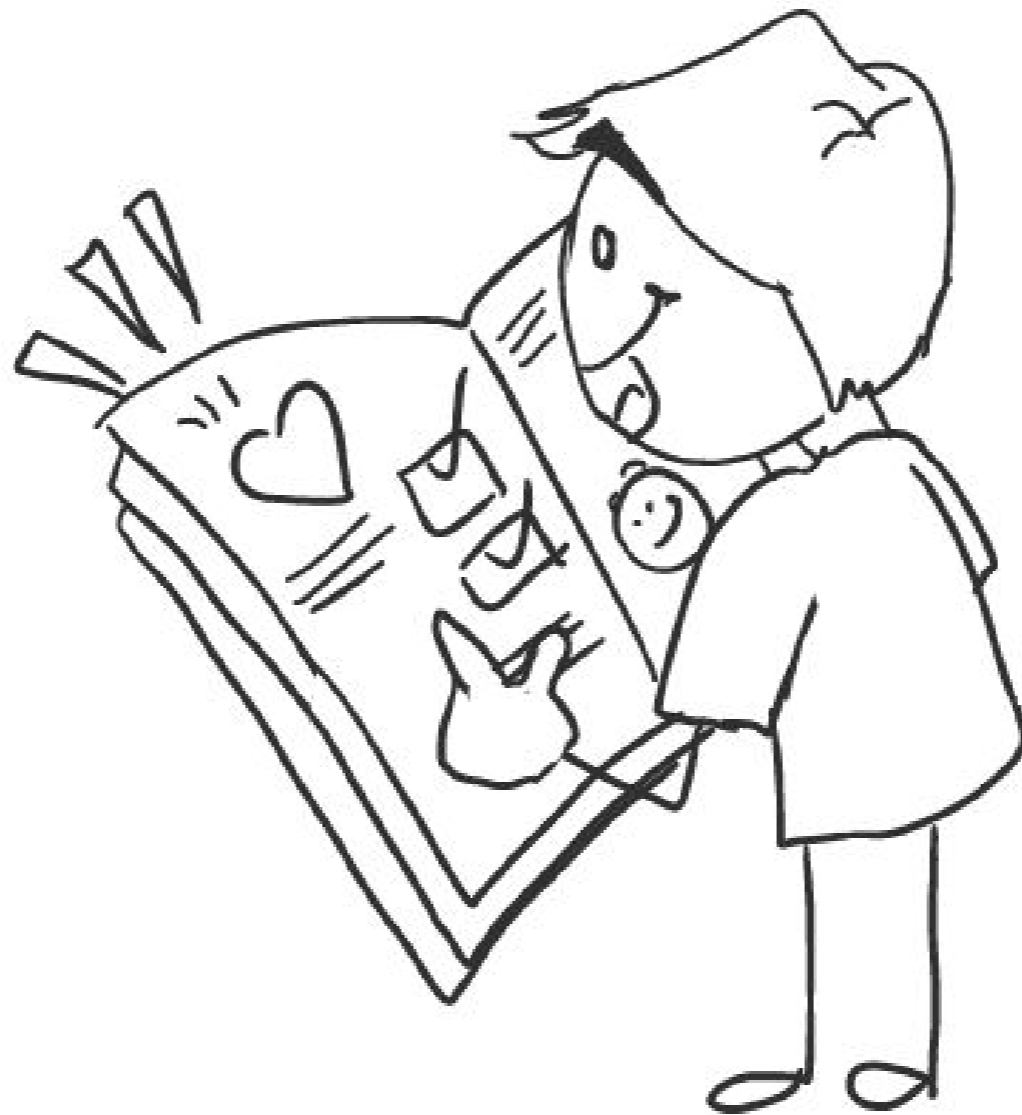
Barbara Fredrickson



# Optimism



# What Went Well?

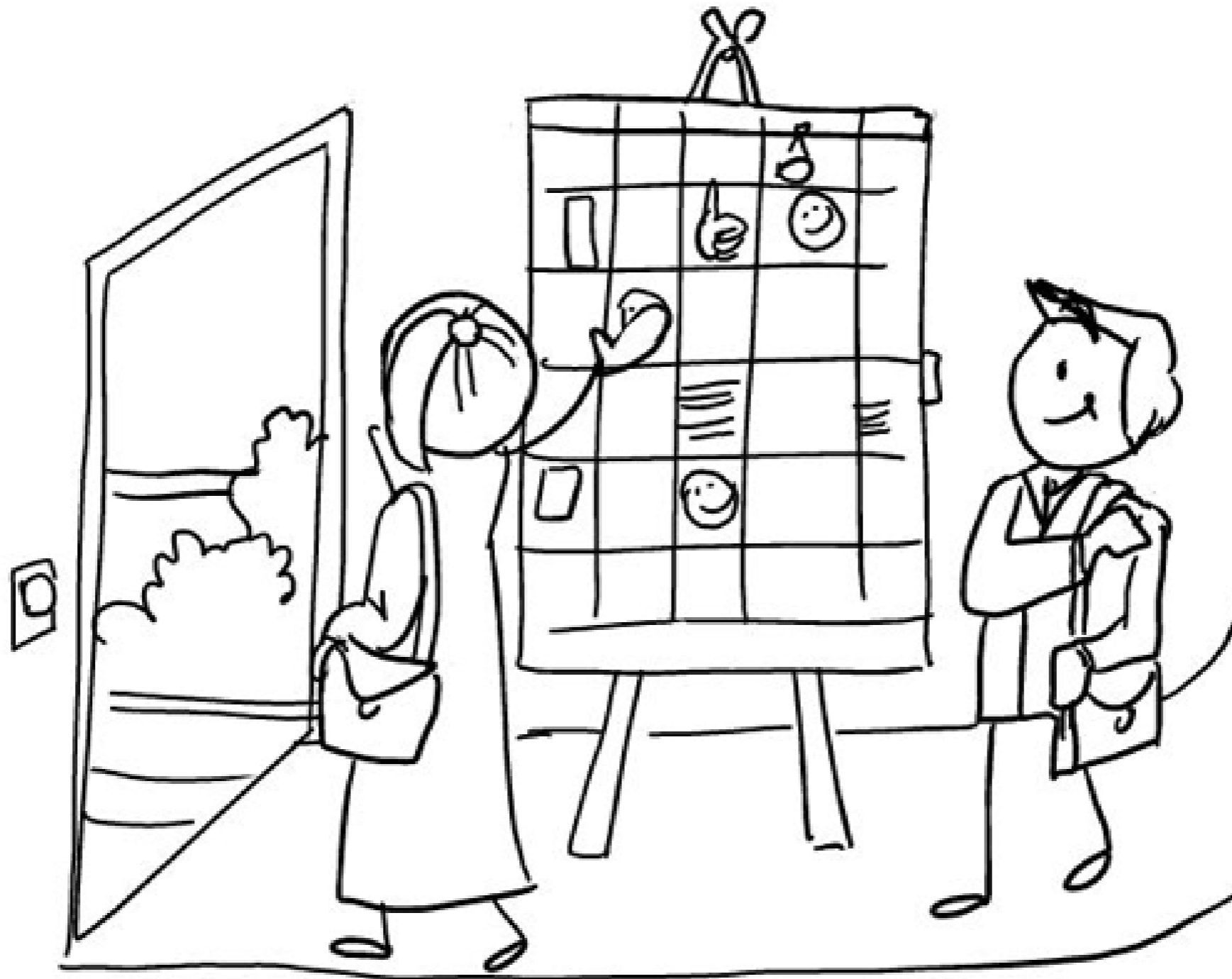


# Apps:

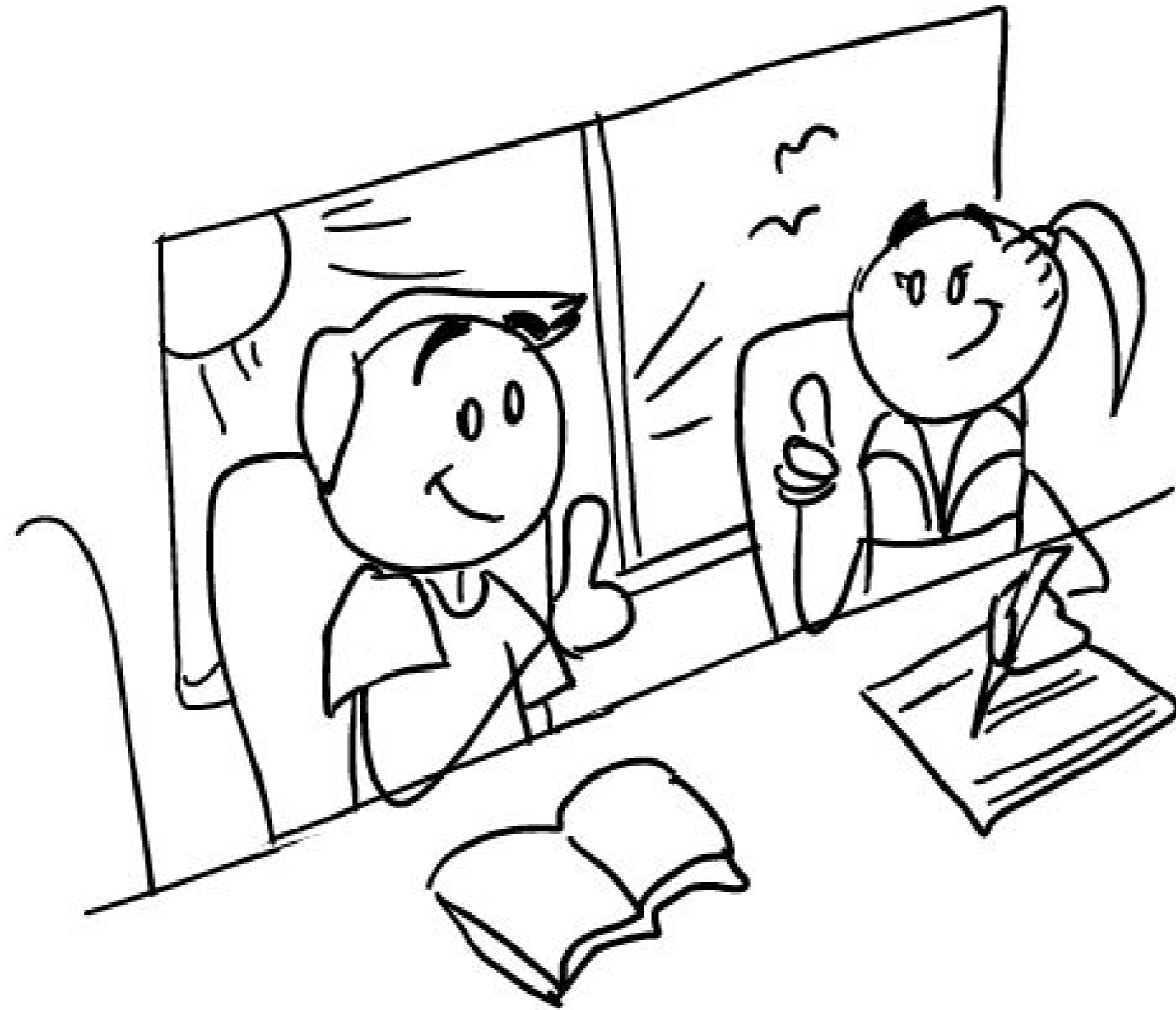
- Five minute journal
- Gratitude Journal



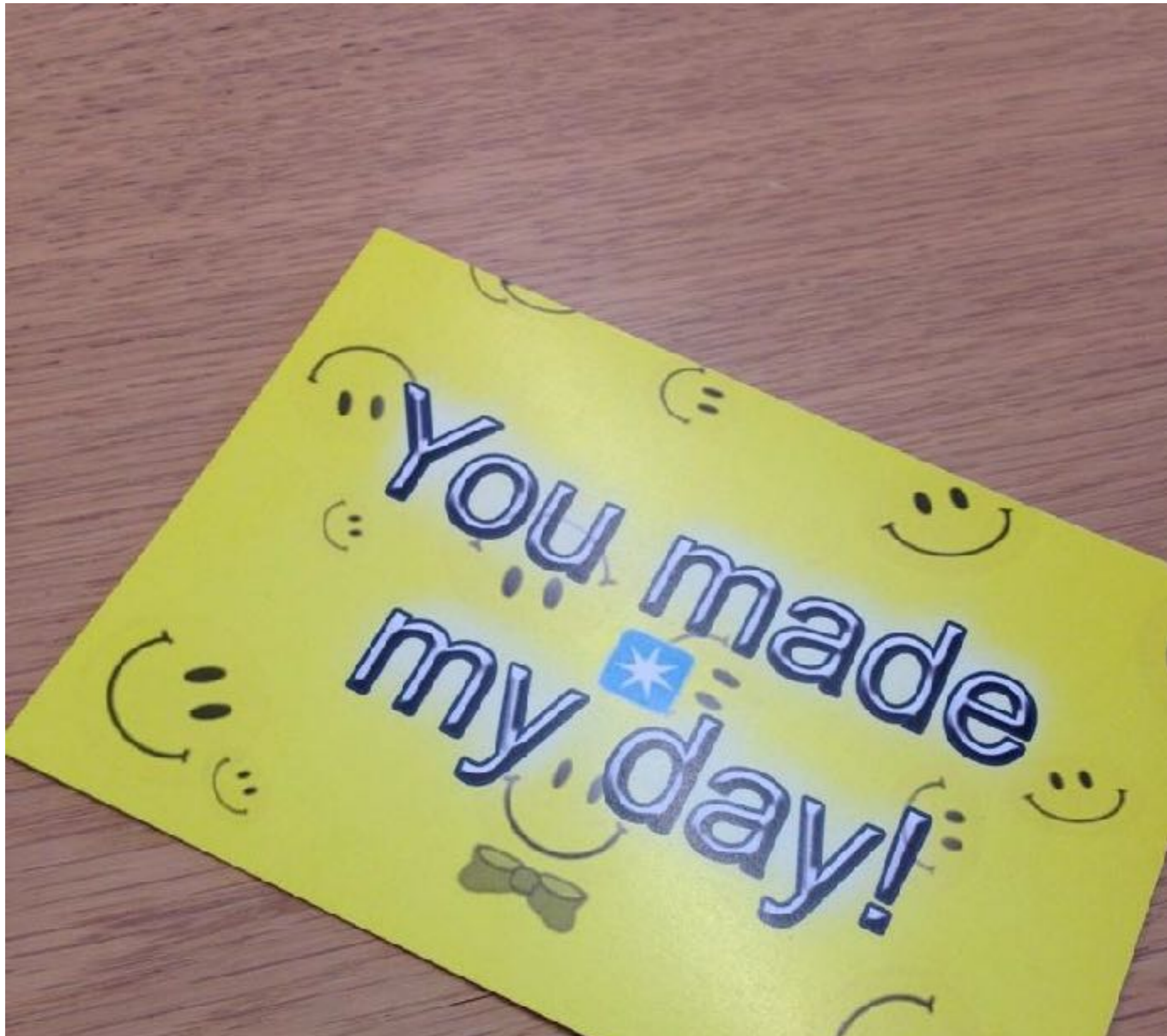
# #22 The Happy Collage



# Positive beginnings



# #23 Well Done! cards



# Brain Research



# An Experiment



# An Experiment

- Get up
- Pair up

# Instructions for No. 2:

Look the other in the  
eyes, and put on a

**BIG SMILE**



# Microdevoids



RAWK -

Random acts of kindness

# Ask someone on a DATE



# Meaning











Zappos  
.com

2009 CULTURE BOOK

# Celebrate success





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# THANKS !

