

From stress to a happy workday

Jon Kjær Nielsen

HappyWays 



Welcome to the world's happiest nation*

That calls for a **Carlsberg**

KIT



Paradox?

- Happiest country in the world



- 400.000 on anti-depressants
- 1400 stress-related deaths annually

Take action

- Decide on 1 to 3 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, nomad





accenture



BILKA



BESTSELLER*

Danske Bank

Deloitte.



HMN
GASSALG



krak



københavns E

KØBENHAVNS KOMMUNE



midt
regionmidtjylland



KØBENHAVNS
UNIVERSITET

microsolutions

» movia

NIRÅS

Nordea



novo nordisk®

novozymes®
Rethink Tomorrow



ROSKILDE
KOMMUNE



Silkeborg
Kommune

SKAT



RAMBOLL

RISØ



telenor



TEKNOLOGISK
INSTITUT

TERMA®



vejle
KOMMUNE

youSee®
mere ud af skærmen





Materials after today:

HappyWays.com/SDU

- Today's presentation
- Articles and video
- Ebook "The Happy Dozen"




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HappyWays 🤗👍

The HappyWays Podcast

- 02 - Weekly rituals for socializing at work
- 03 - An end to whining and complaining at work
- 07 - Why I hate email
- 09 - Stress, sex and relationships
- 11 - On gratitude and stolen iPhones
- 14 - On digital stress and detoxing
- 16 - Hacking productivity for happiness, Part 1
- 17 - Hacking productivity for happiness, Part 2
- 20 - Love your job, or die trying

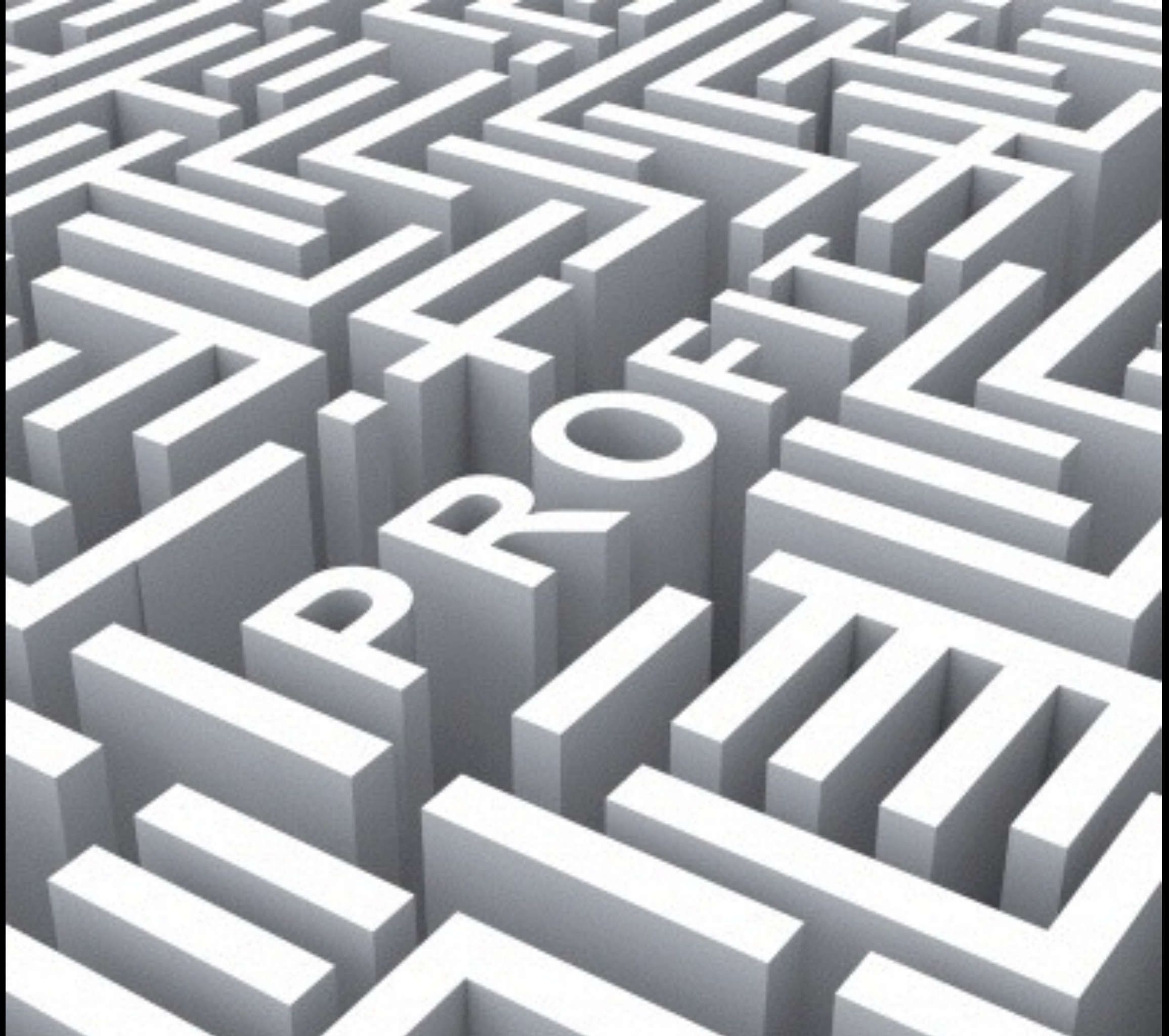
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Question:

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



HBR.ORG

Harvard Business Review



JANUARY-FEBRUARY 2012

48 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



Benefits

A more healthy life

A longer life

Greater innovation

Learning

Increased sales

Teamwork

Increased productivity

Productivity:

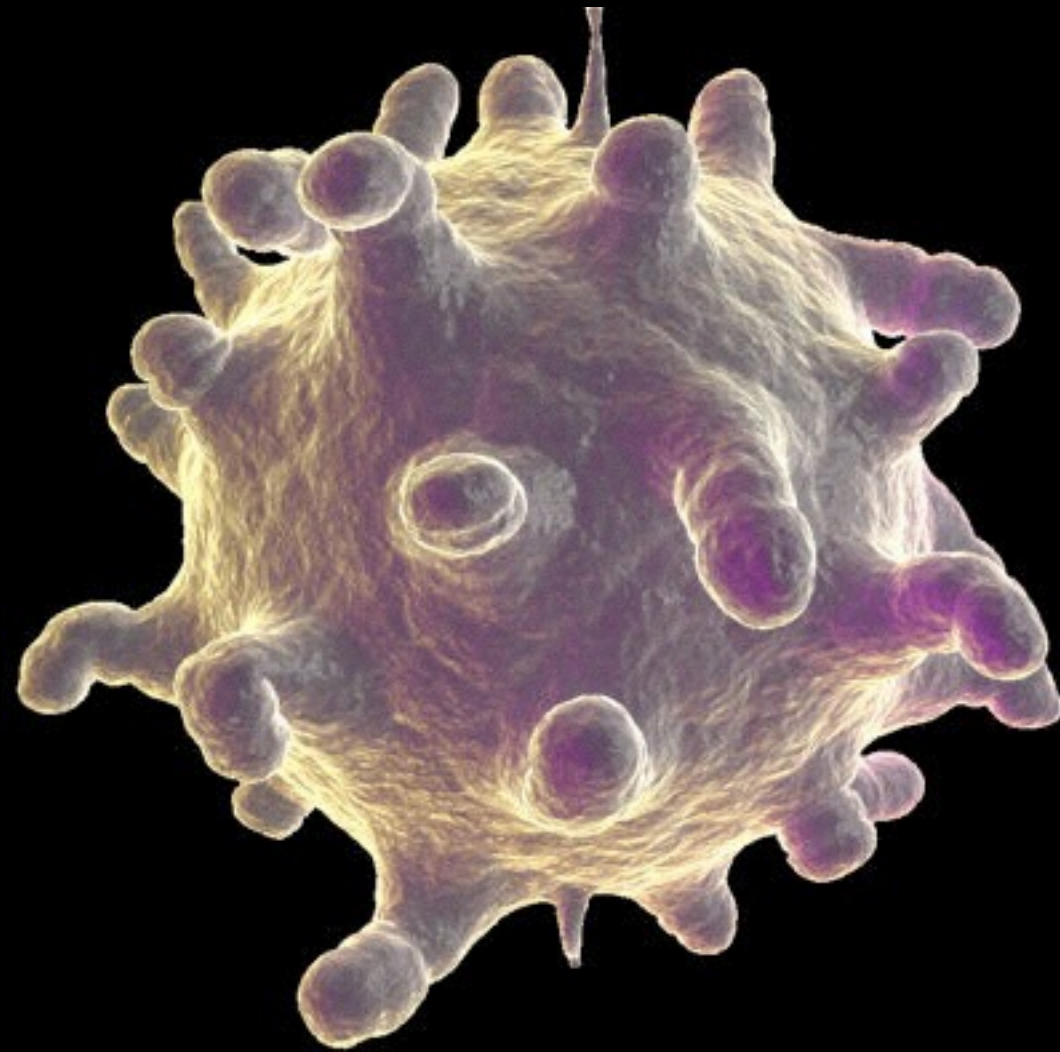
...happy doctors
are 19% faster
at making an
accurate
diagnosis...



Personal Consequences

- Your happiness overall
- Your success
- Your health





Sources of happiness

Task:

Think about a really
good day at work





Negative impact

- Problems with the Hygiene Factors



The Victim Shirt



Negative impact

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

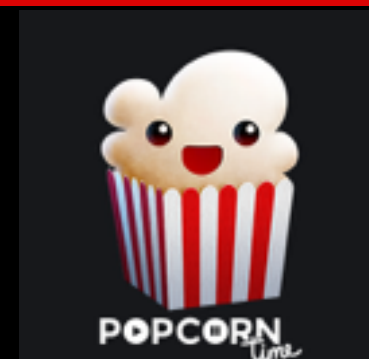
“We’ll have
to wait and
see...”







We know it's coming





Myth

Resistance to change
is a bad thing

Resistance

Fear & uncertainty

Fear & uncertainty

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

Succeeding



Positive psychology



Human flourishing



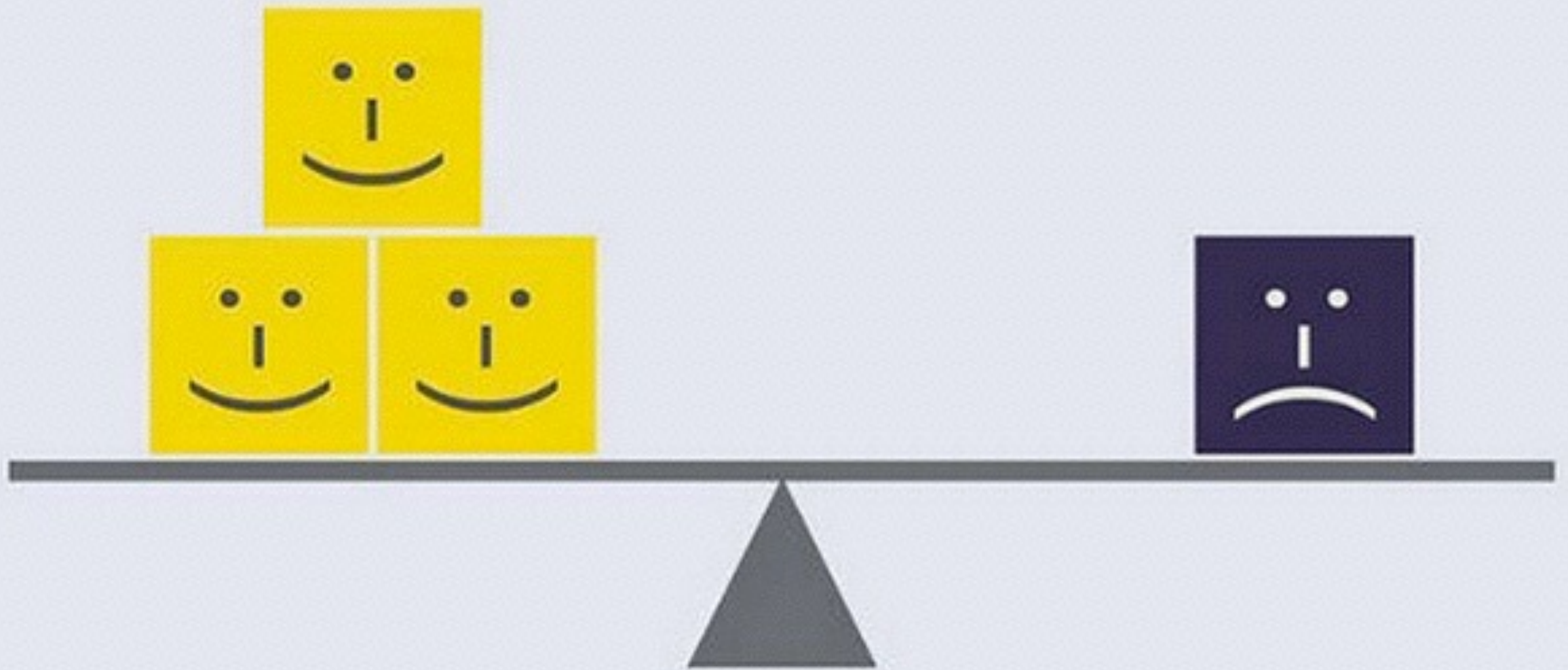
Positive psychology

“One of the most significant findings in psychology in the last twenty years is that individuals can choose the way they think.”

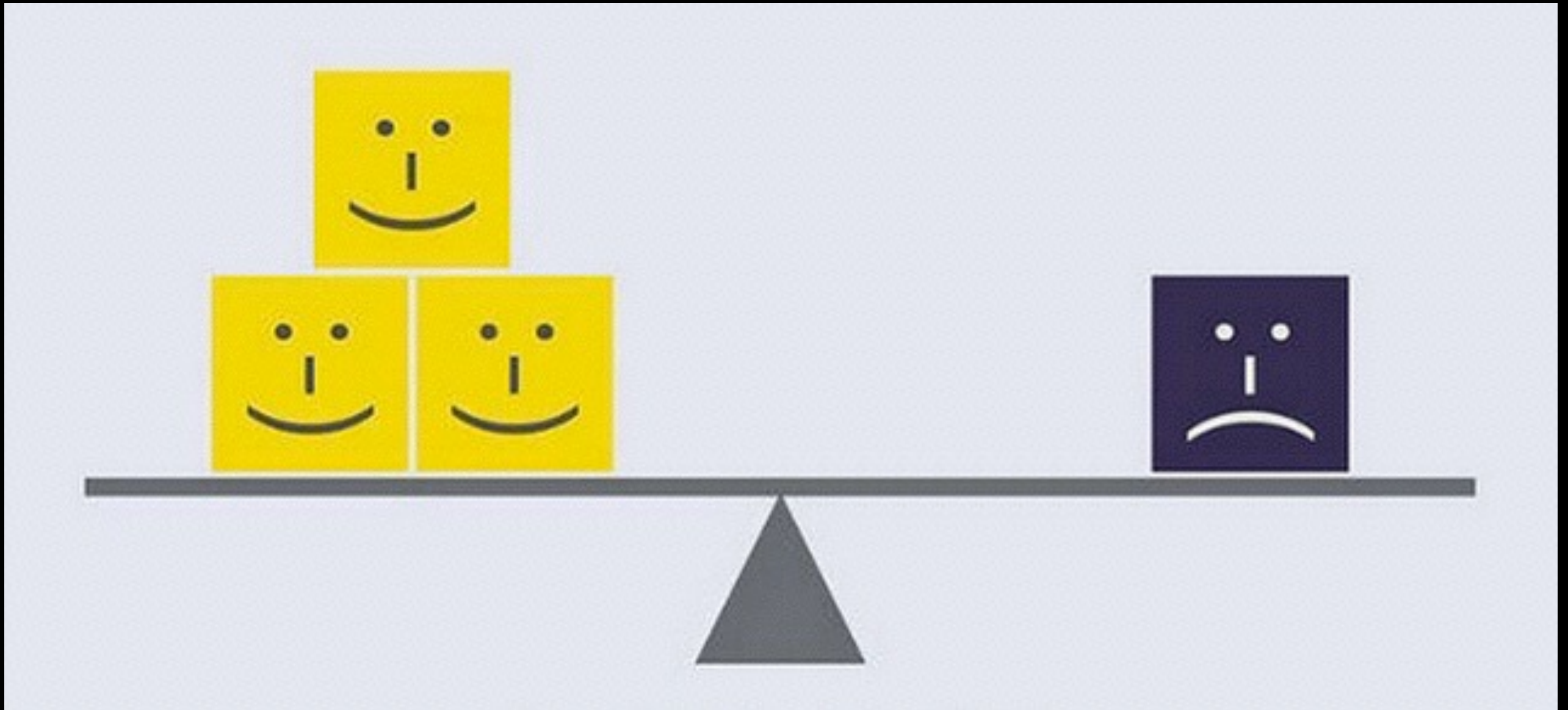
- Martin Seligman



Positive emotions



The Losada ratio



Optimism



What Went Well?



App: 5 minute journal



Positive beginnings



Relationships



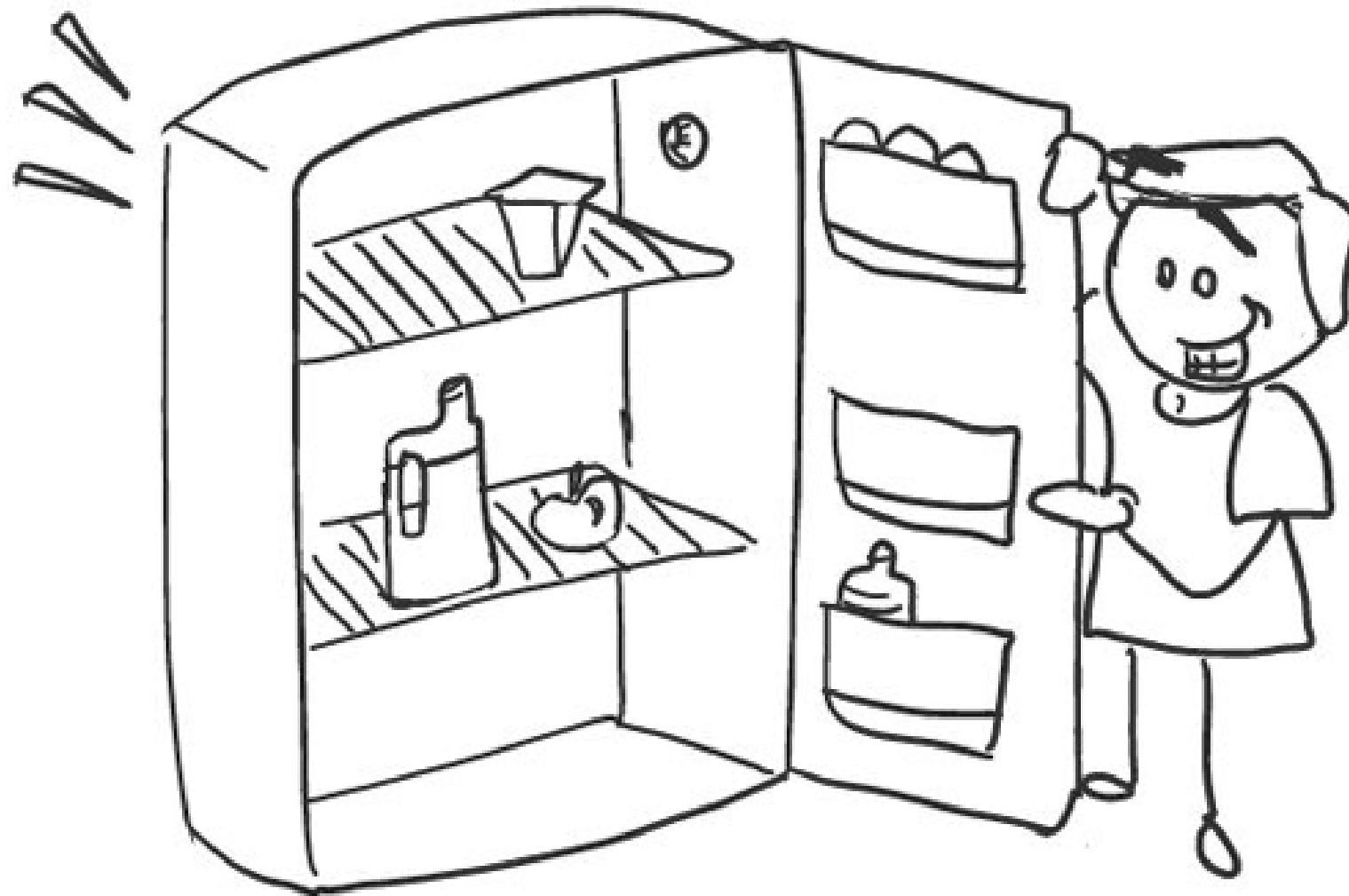
RAWK -

Random acts of kindness

Ask someone on a DATE



Show your fridge



Culture





**‘Culture eats
strategy for
breakfast’
- Peter Drucker**

Culture

Beliefs
+ Systems

New word:

BRULE

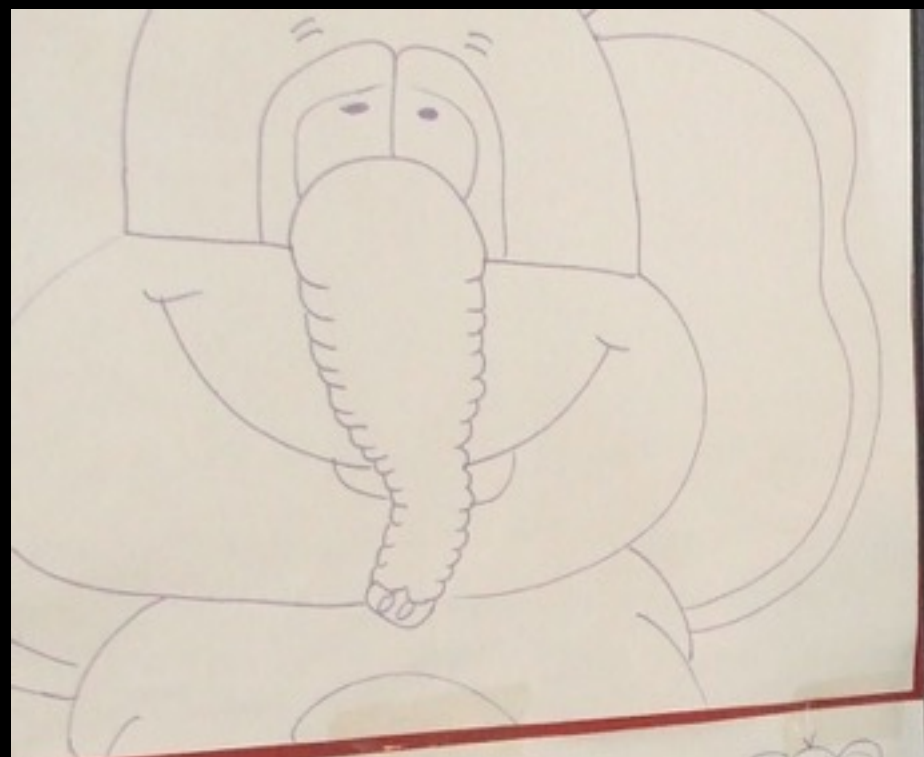
BRULE


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 HVORFOR DEN?



BRULES in life

- I'm too old... / I'm too young...
- I can't learn to do that
- School -> University -> Job -> Marriage -> Kids
-> Retire -> Golf -> Dead
- Life is a struggle, get though
- Success means comparing to others

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



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THANKS !

