

Happy at work - quite simply

Novo Nordisk, June 15th 2017

HappyWays 🤗

Take action

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







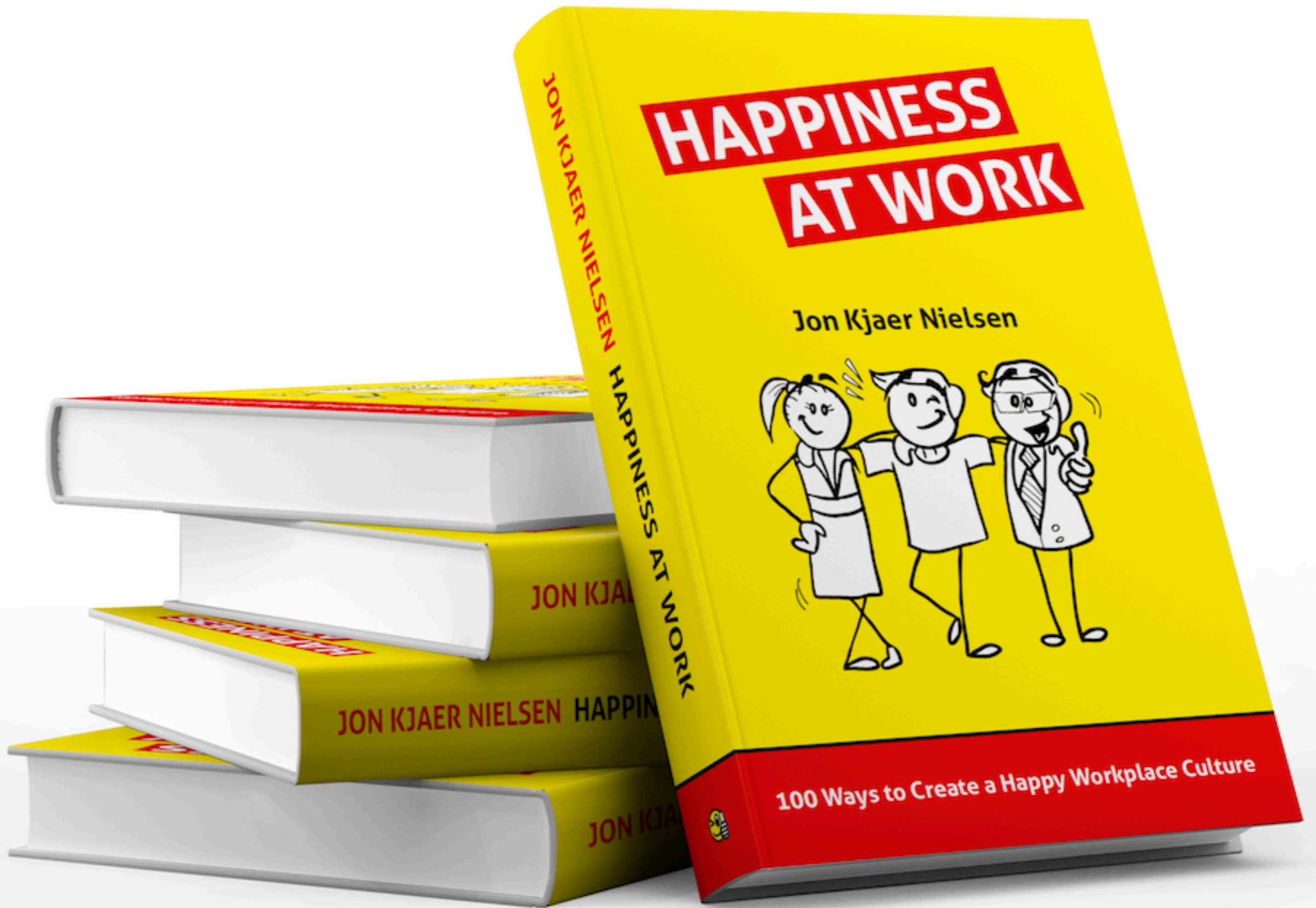


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Biker, book-worm,
chef, podcast host



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 video



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 incompetence

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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 MOKOWITZ



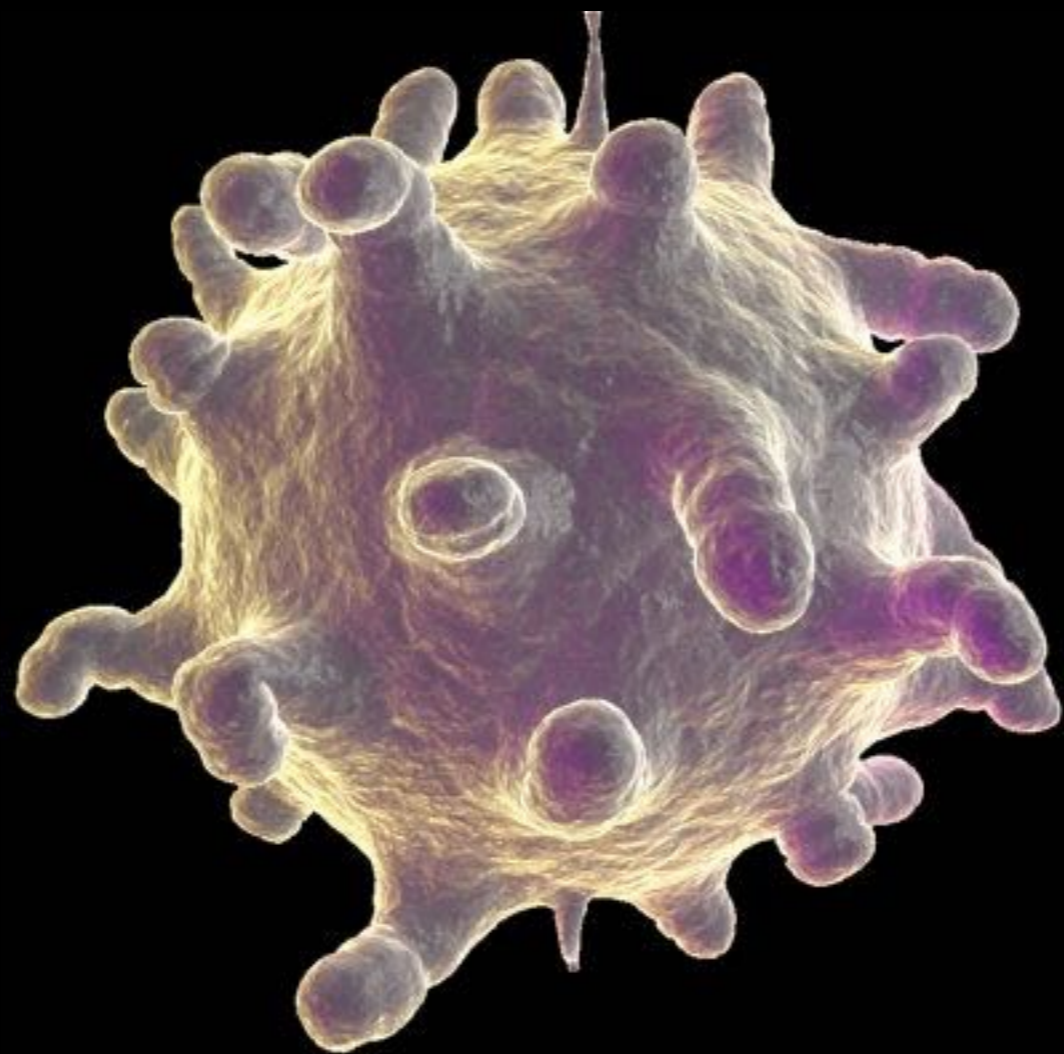
Total Return (equally weighted portfolios)



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

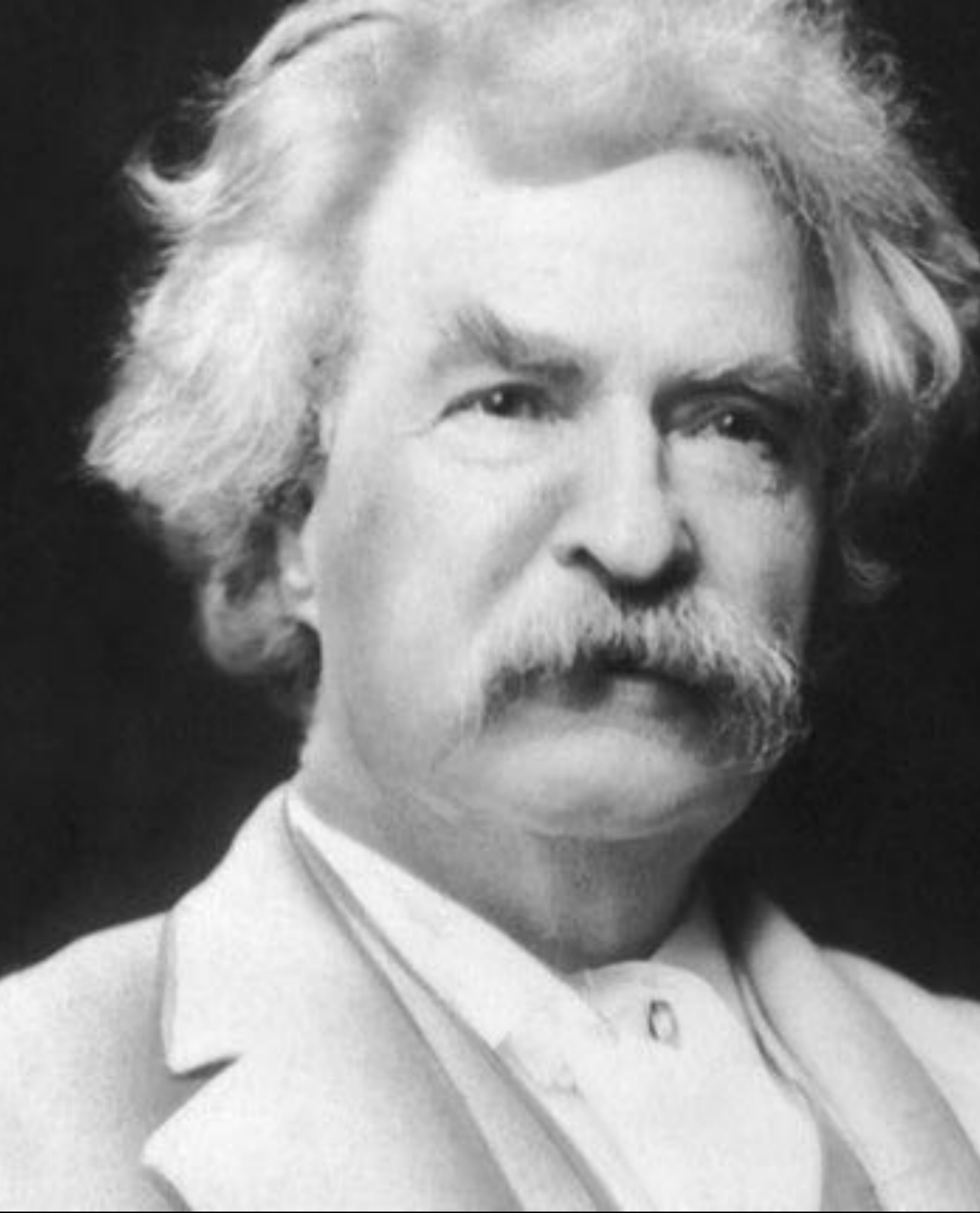
Coca-Cola

Coca-Cola



Playing The Victim





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

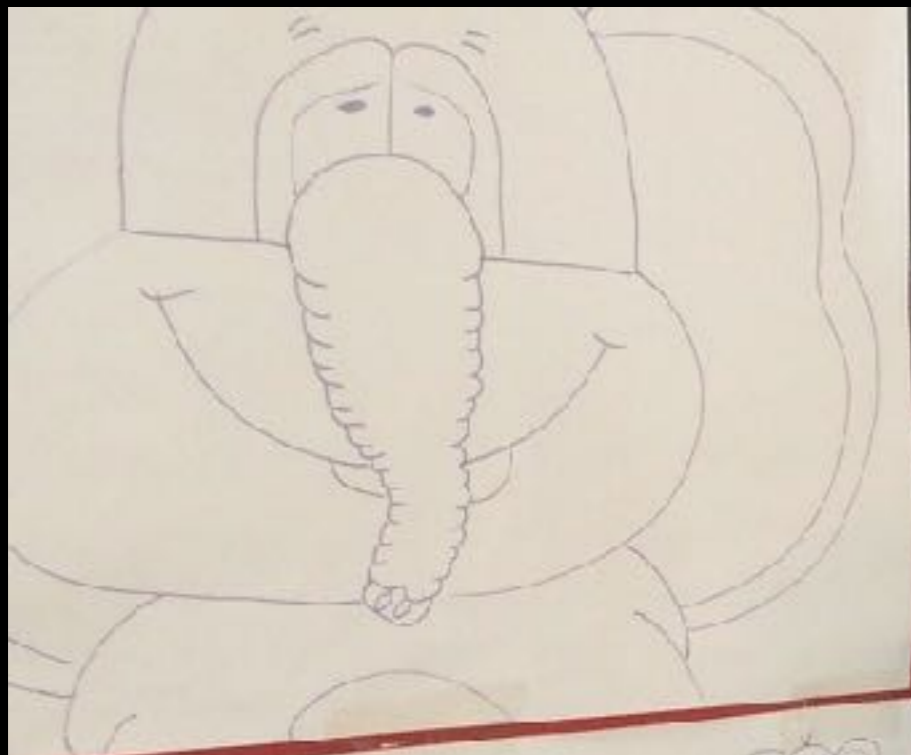
HappyWays Podcast
Episode 03:
An end to whining
and complaining

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
- ... HVEREN ...



“We’ll have
to wait and
see...”







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





Fear & uncertainty

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

Succeeding

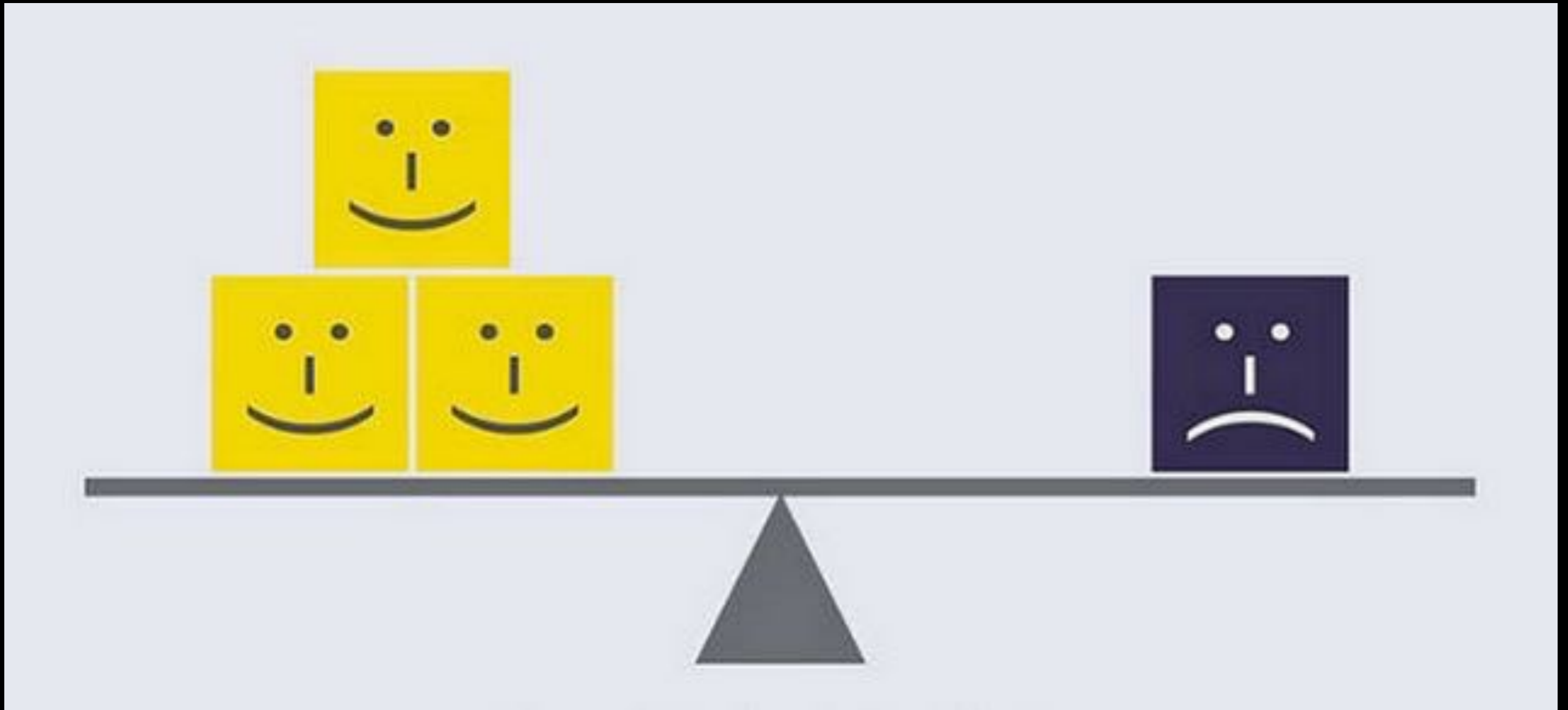


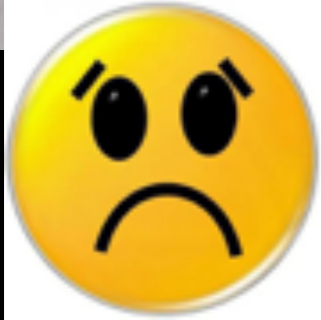
Positive psychology



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?

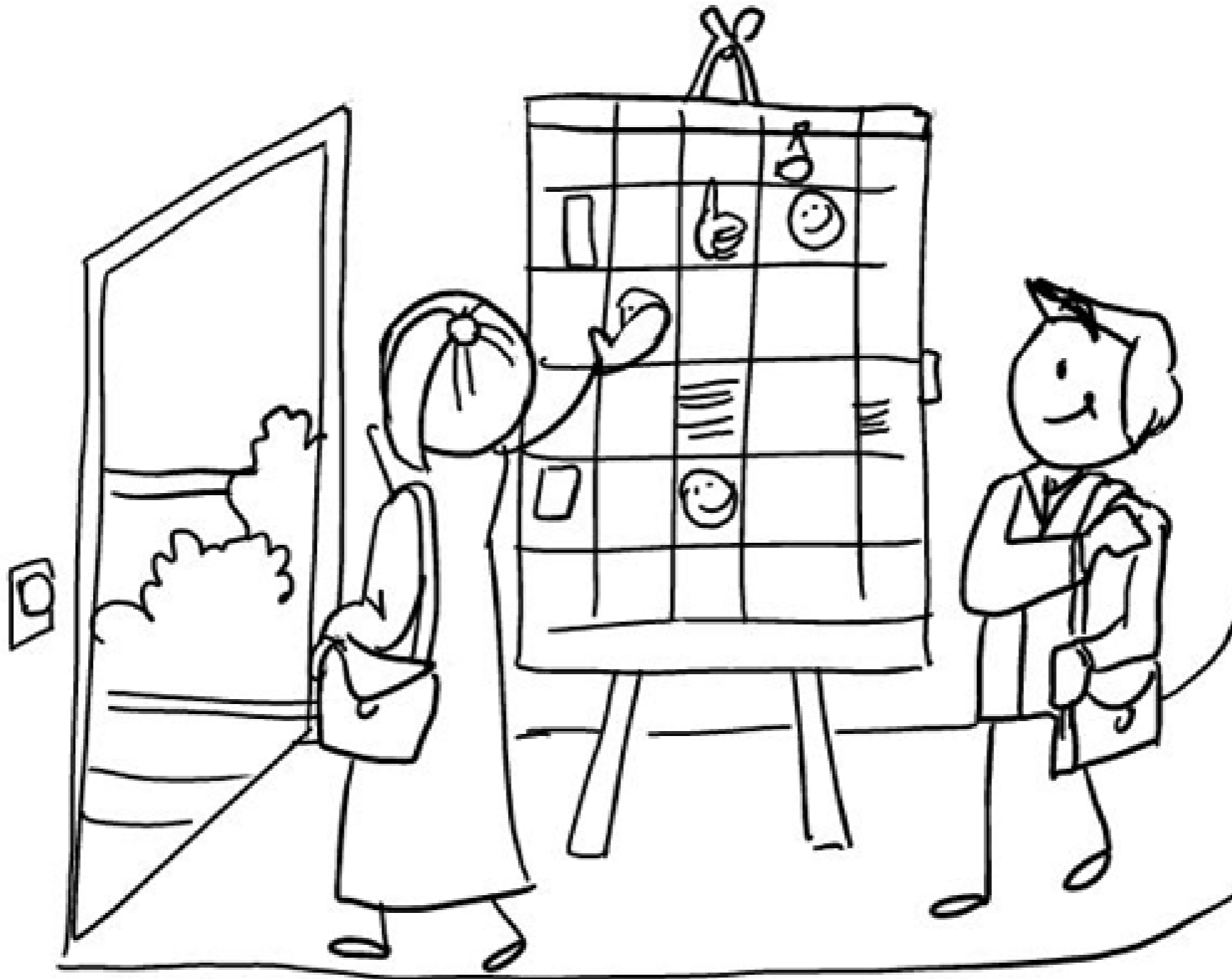


Apps:

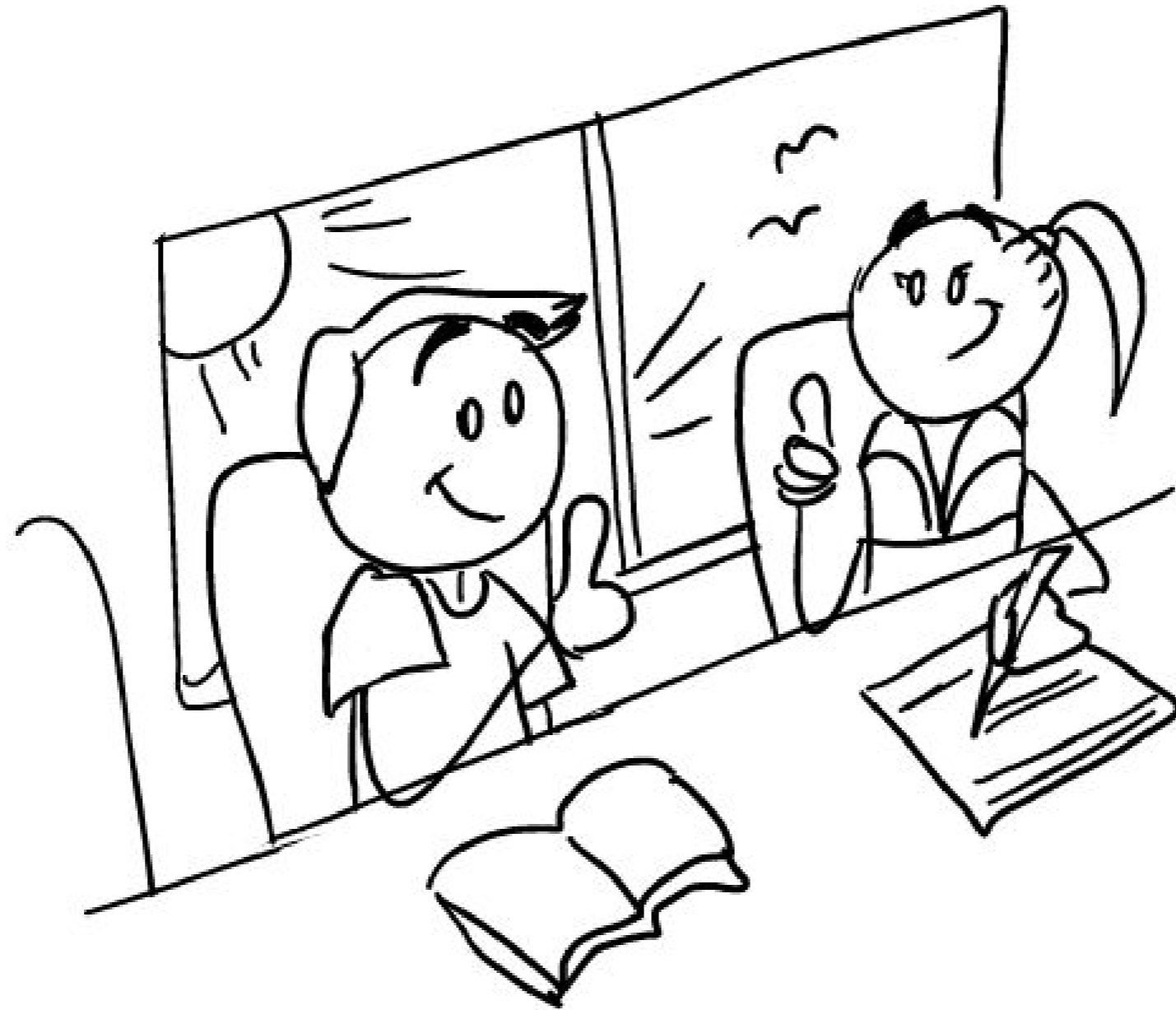
- Five minute journal
- Gratitude Journal



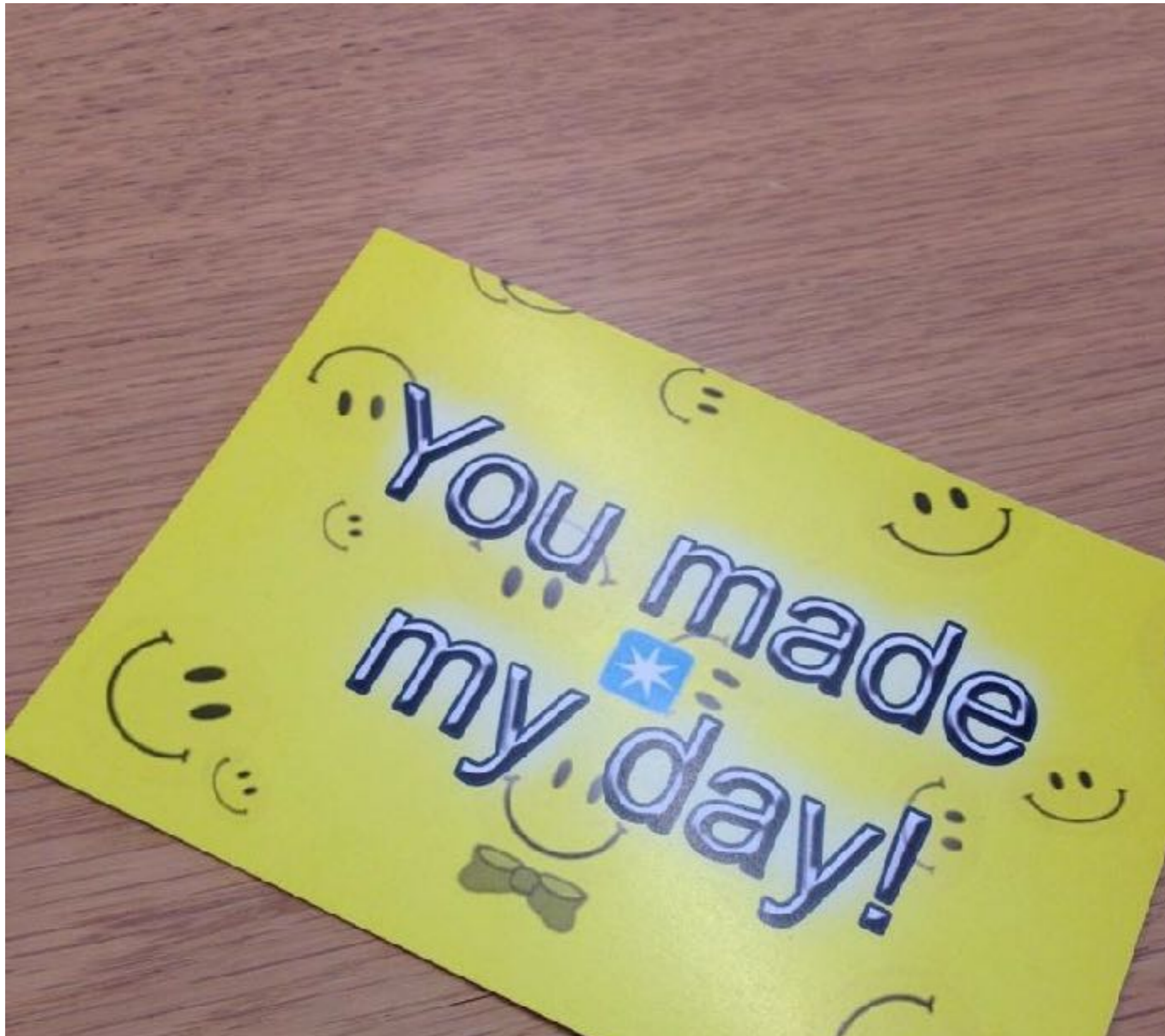
#22 The Happy Collage



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

Culture





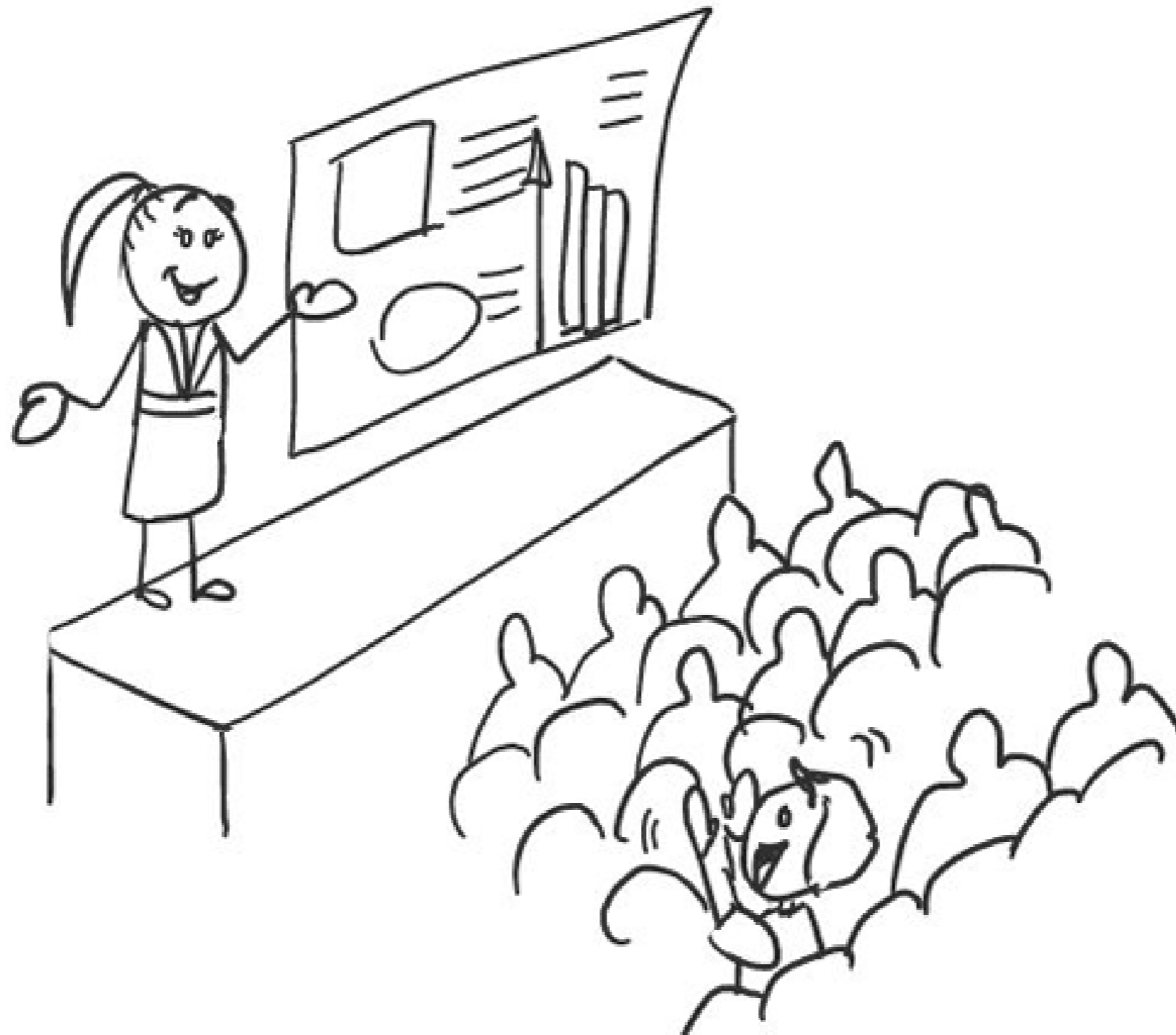
**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



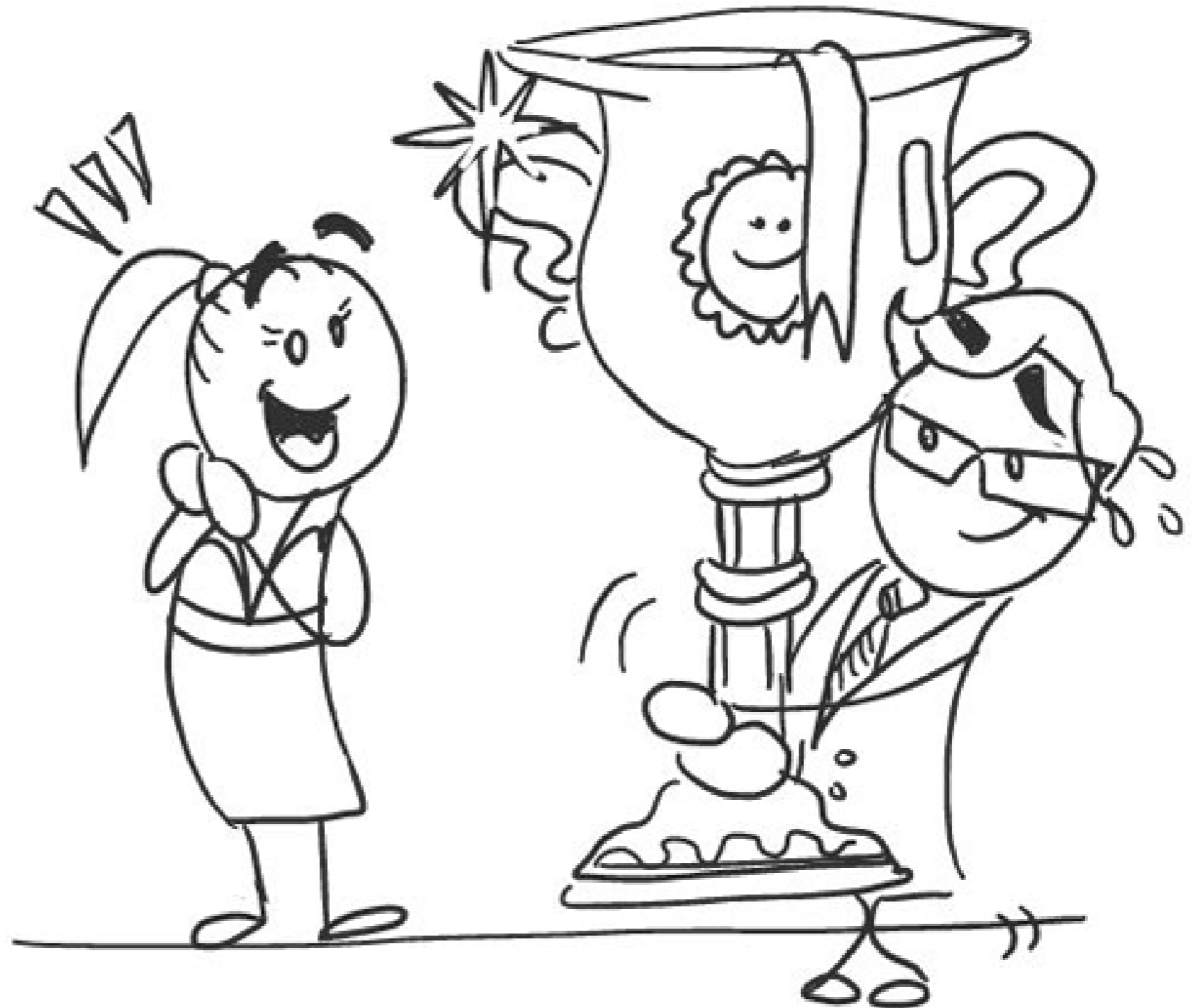
Culture

Beliefs
+ Systems

#58 Ambassadors



Celebrate success





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THANKS !

