

Staying happy during changing times

Jon Kjær Nielsen

HappyWays 

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





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Materials after today:

HappyWays.com/KU

Get email with:

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

Subscribe on  iTunes



jon.dk

HappyWays 

Question:

Is a happy 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

186 **Life's Work**

Kareem Abdul-Jabbar

PLUS Audacious Ideas 2012

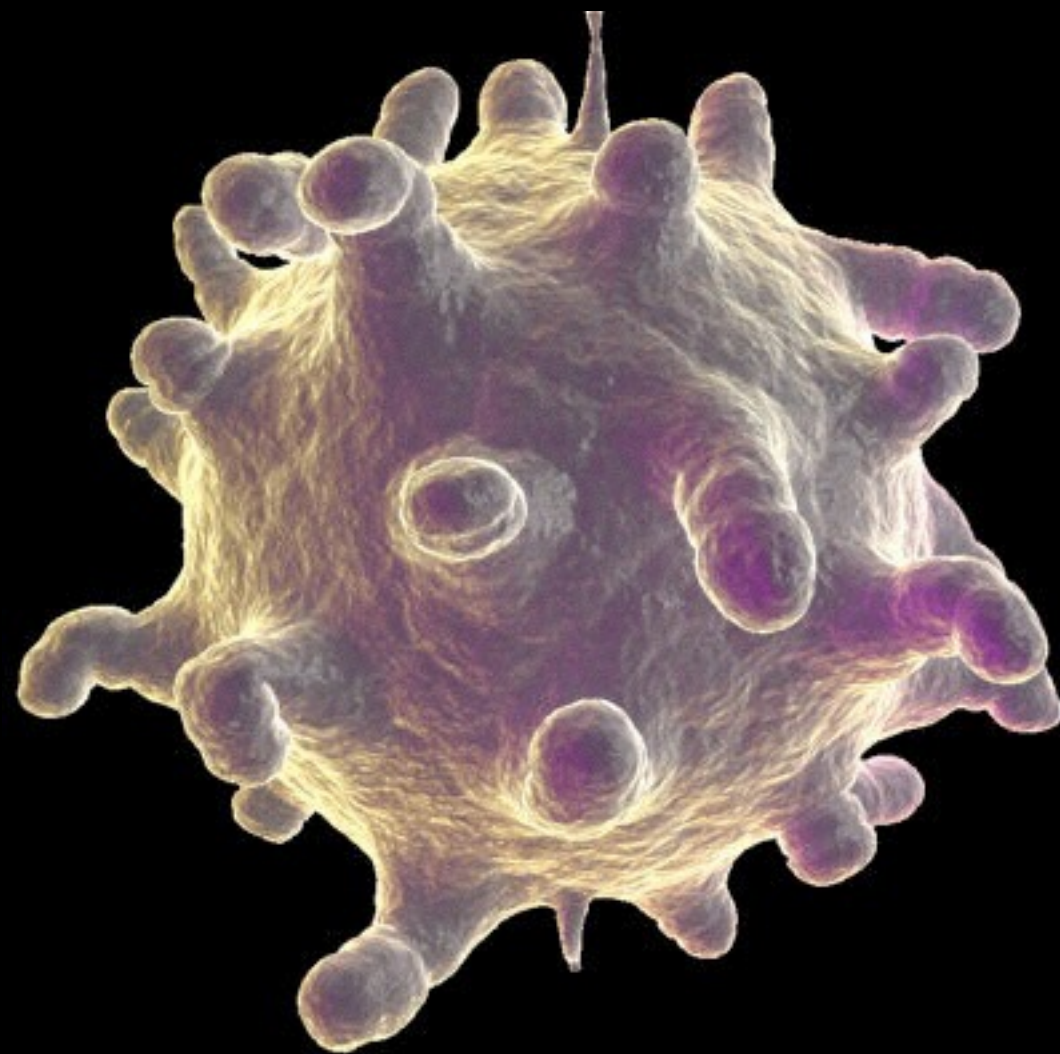
SPECIAL DOUBLE ISSUE

THE VALUE OF HAPPINESS

HOW EMPLOYEE
WELL-BEING
DRIVES PROFITS







Productivity:

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



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

Task:

Think about a really
good day at work



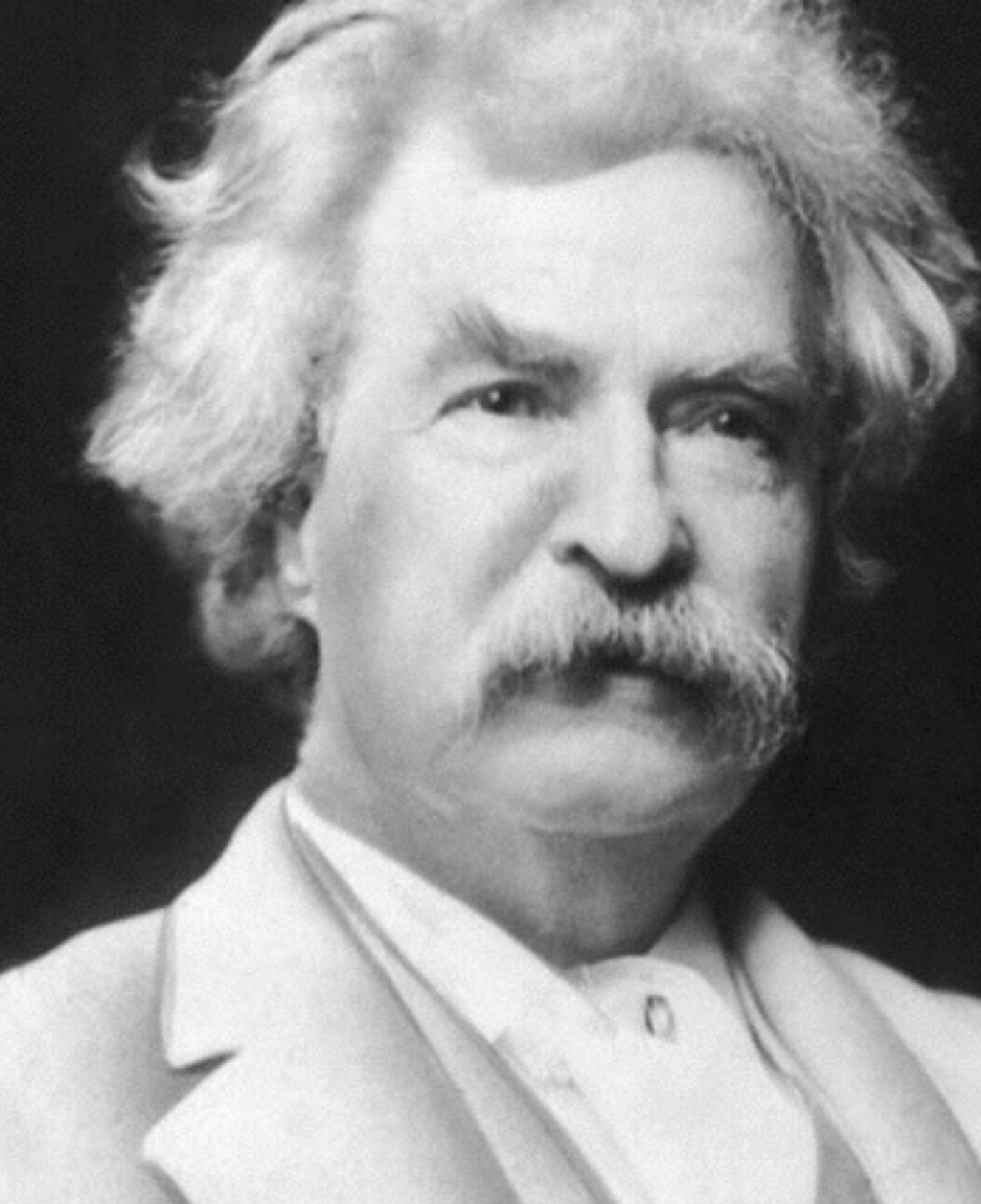
Negative impact

- Problems with the Hygiene Factors



The Victim Shirt





“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

- Problems with the Hygiene Factors
- Whining and complaining
- Lack of recognition

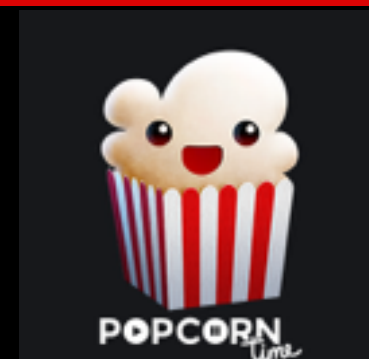
“We’ll have
to wait and
see...”







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





Myth

Resistance to change
is a bad thing

Resistance

Fear & uncertainty

Fear & uncertainty

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

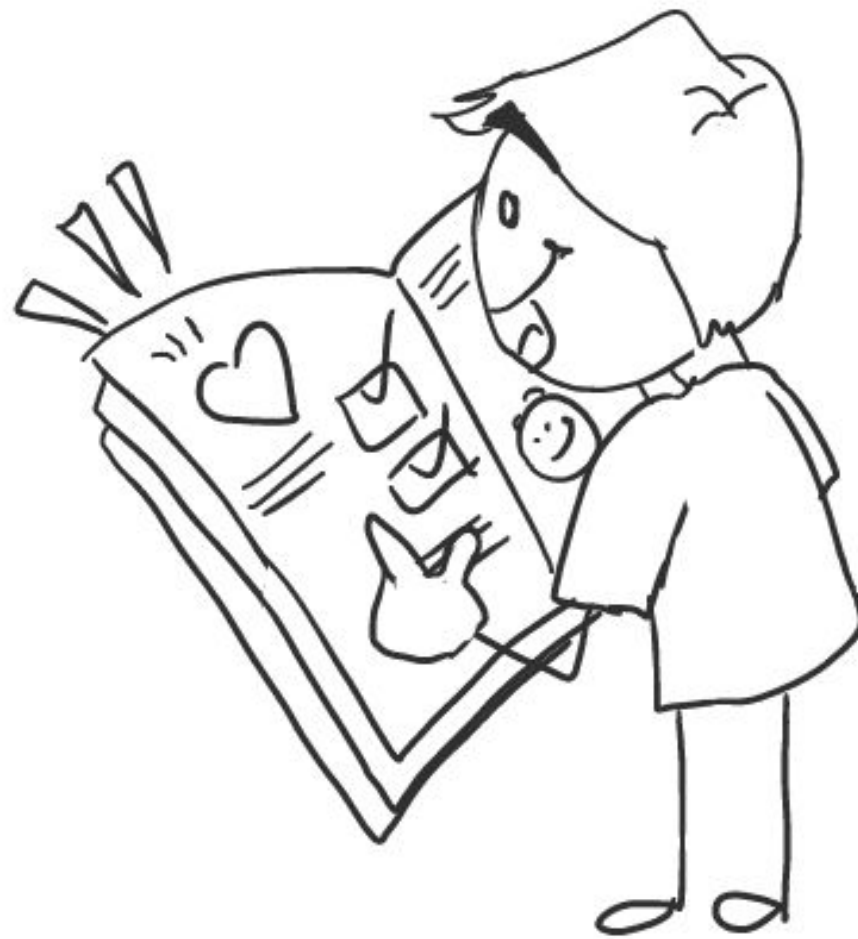
Succeeding



Optimism



What Went Well?



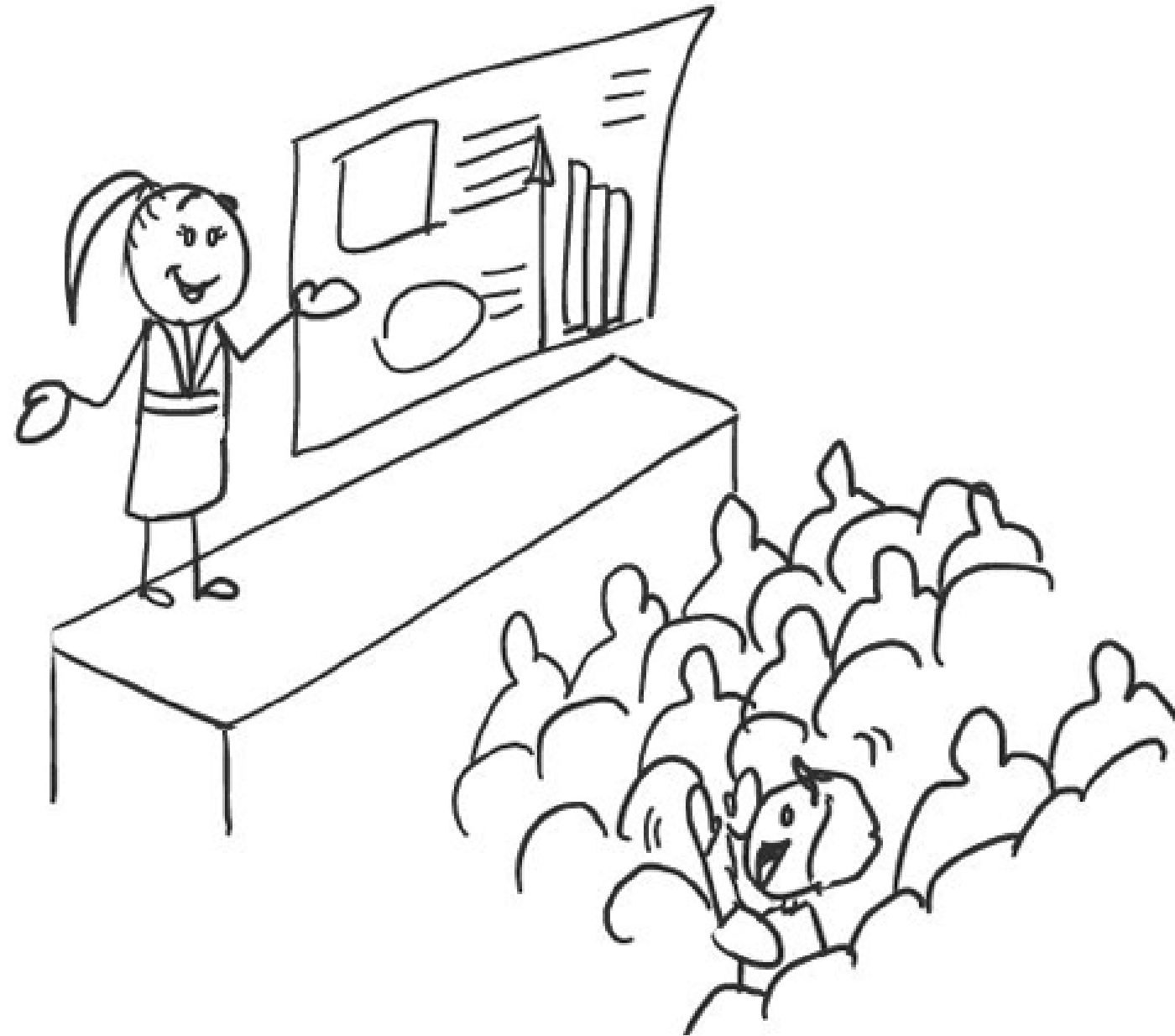
App: Five minute journal



Positive beginnings



#58 Ambassadører



#88 Tag kritikere i ed



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THANKS !

