

Happy!

during changing times

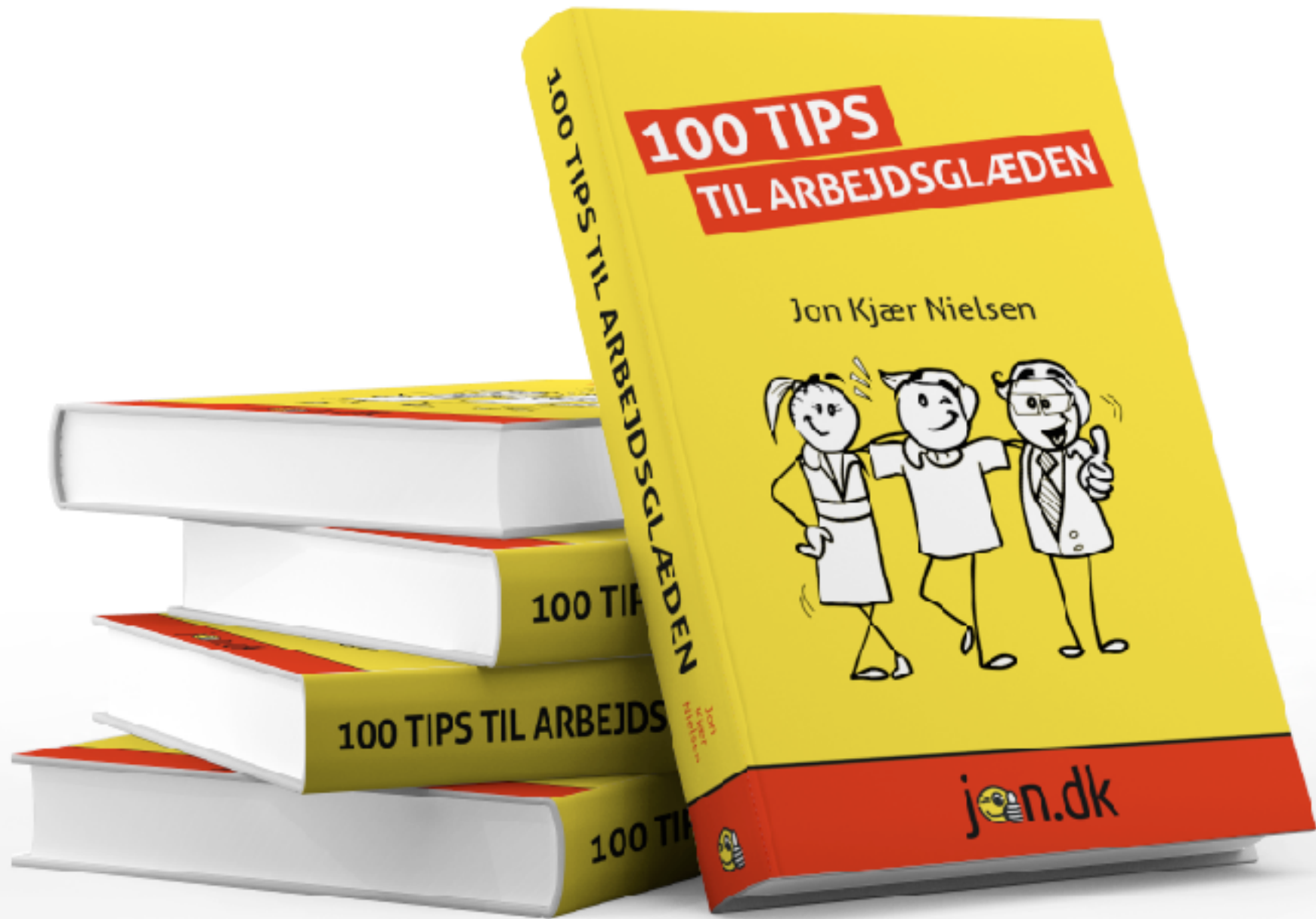
HappyWays 🤗

Take action

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







Materials after today: HappyWays.com/siemens

Email with:

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



jon.dk

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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M.Sc. in engineering,
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Independent
consultant since 2006.

Biker, book-worm,
chef, nomad



TEHERE
DVI
ZEGRA case
INNOVATE
AUDIOVOX
FACING INC

BMW
TEHERE



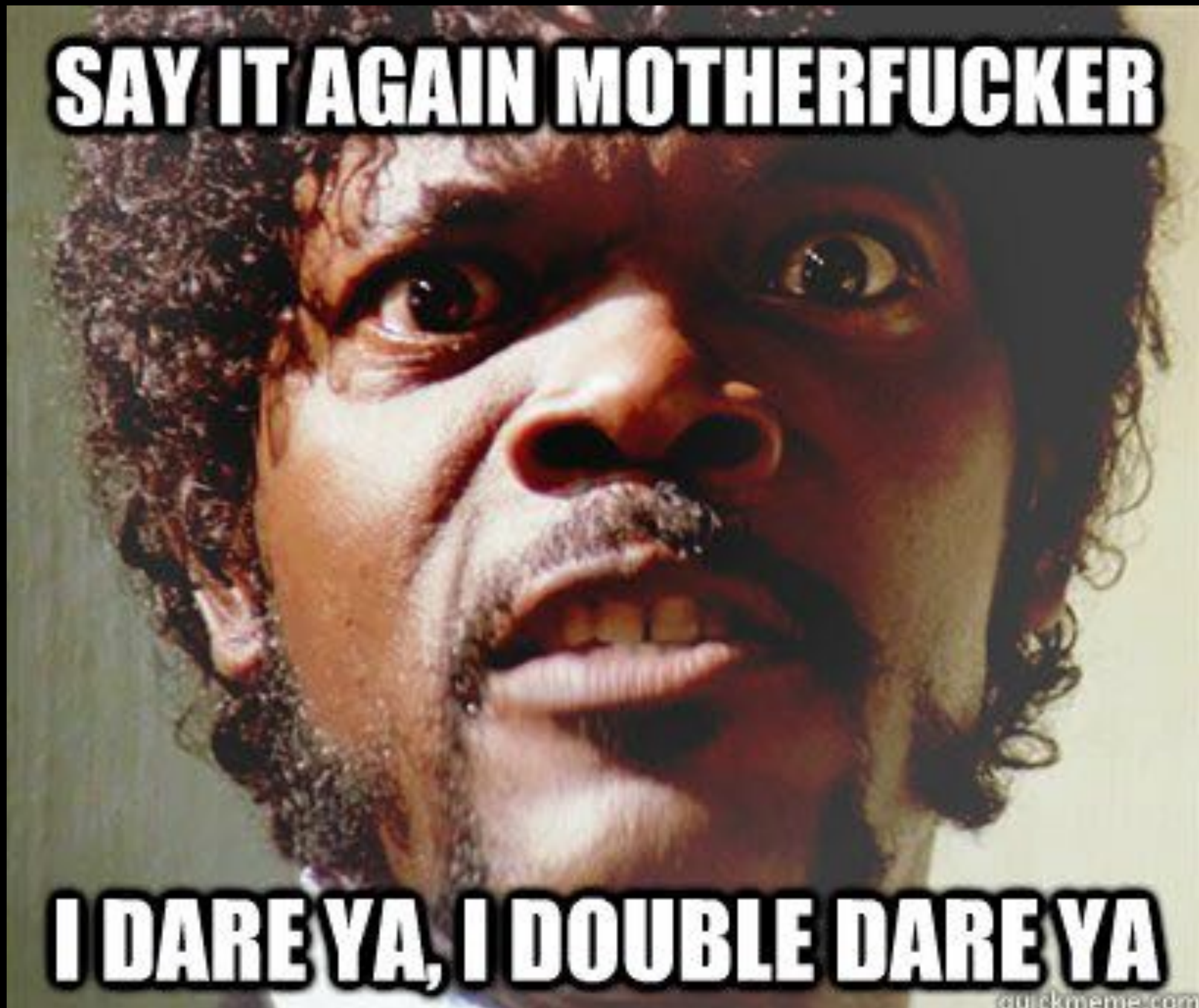
AVAR
HÄLS
STÄLL
TIDEN

Stolen....

Now what?



Anger



Play the Victim



HappyWays Podcast

Episode 03:

An end to whining
and complaining

Acceptance. Move on.



Acceptance. Move on.

- Take action
- Look forward, don't wallow
- Tools from positive psychology:
 - What am I grateful for?
 - What's the bright side?



The undoing effect

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



Barbara Fredrickson

Arbejdsglæde

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



Productivity:

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



Sales:

Optimistic salespeople
make 88% more \$

See: Learned Optimism, by Seligman



Sources of happiness

Reflection:

Think about a really
good day at work



Negative impact

- Problems with the Hygiene Factors



Coca-Cola

Marque déposée

Negative impact

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

“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

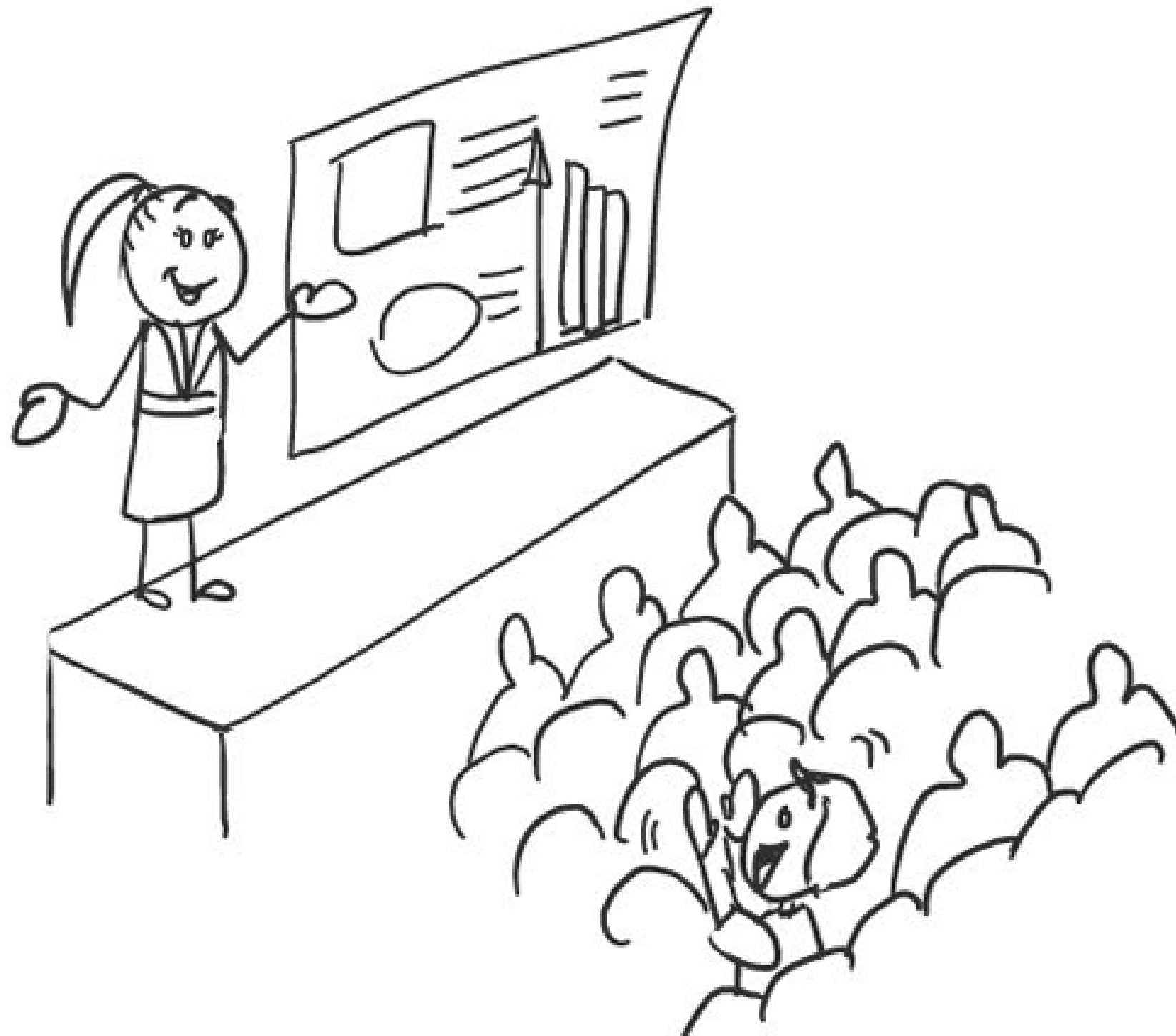
Succeeding



Optimism



#58 Ambassadors



#88 Involve the critics



Succeeding together



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THANKS !

