

**Hvordan skape**  
**LA DOLCE VITA**  
**på en mangfoldig &**  
**multikulturell arbeidsplass**

reality

*minus*

expectations

---

*equals*

**HAPPINESS**



**TED**  
Talks

**WHAT MAKES A GOOD LIFE?**

**75-YEAR STUDY**

*close, meaningful  
relationships*

**ROBERT WALDINGER**

Harvard psychiatrist, Zen priest, and psychoanalyst



**The quality of your life  
is the quality  
of your relationships**

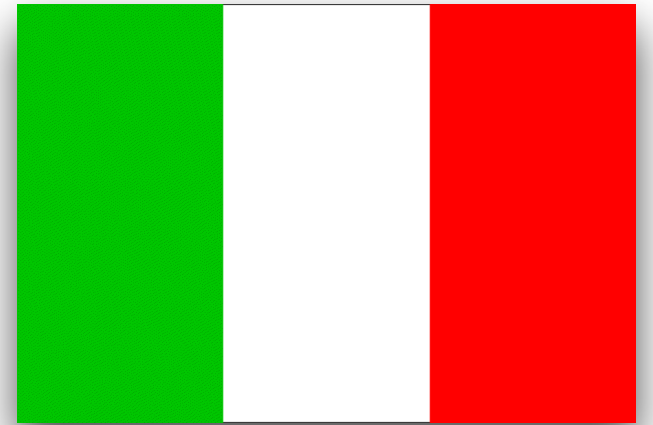
A glowing blue brain is the central focus, surrounded by various molecular structures. The background is a deep blue with a bright light source behind the brain, creating a lens flare effect. The molecular structures are composed of small spheres connected by lines, representing atoms and bonds. The overall aesthetic is scientific and futuristic.

**the brain**

**is lazy**



“you can trust me”



The background of the image is a blue-tinted scene featuring a human brain in the center. The brain is rendered with a glowing, ethereal quality. Surrounding the brain are numerous molecular models, consisting of small spheres connected by lines, representing chemical structures. The overall aesthetic is scientific and futuristic.

**The BRAIN**

**is a party-pooper**

Our **brains** are programmed to  
look for the **negatives**  
**before** the positives

**seeing negatives  
is the **DEFAULT****

**seeing positives  
is a **CHOICE****



# Snoring

A man with a beard and dark hair is lying in bed, snoring. He is wearing a dark blue t-shirt and is covered up to his chest with a white blanket. His eyes are closed, and his mouth is slightly open. The bed has white pillows and a white sheet. The background is a plain, light-colored wall.

seeing negatives  
is the **DEFAULT**

seeing positives  
is a **CHOICE**



# CULTURE

The way we do things  
around **here**

here




here



here





You are the passenger in a car which is  
being driven by your best friend.

Would you lie in court  
to help your friend?



# **CORRUPTION PERCEPTIONS INDEX 2021**

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**The perceived levels of public sector  
corruption in 180 countries/territories  
around the world.**



SCORE COUNTRY/TERRITORY

88	Denmark
88	Finland
88	New Zealand
85	<b>NORWAY</b>
85	Singapore
85	Sweden
84	Switzerland
82	Netherlands
81	Luxembourg
80	Germany
78	<b>UK</b>
76	Hong Kong
74	Canada
74	Iceland
74	Ireland
74	Estonia
74	Austria
73	Australia
73	Belgium
73	Japan
73	Uruguay
71	France
70	Seychelles

69	United Arab Emirates
68	Bhutan
68	Taiwan
67	Chile
67	United States of America
65	Barbados
64	Bahamas
63	Qatar
62	Korea, South
62	Portugal
61	Lithuania
61	Spain
59	Israel
59	Latvia
59	Saint Vincent and the Grenadines
58	Cabo Verde
58	Costa Rica
57	China
57	Poland
56	Saint Lucia
55	Botswana

**ITALY**  
**POLAND**

55	Dominica
55	Fiji
55	Georgia
54	Czechia
54	Malta
54	Mauritius
53	Grenada
53	Cyprus
53	Rwanda
53	Saudi Arabia
52	Oman
52	Slovakia
49	Armenia
49	Greece
49	Jordan
49	Namibia
48	Malaysia
47	Croatia
46	Cuba
46	Montenegro
45	Sao Tome and Principe

**CHINA**  
**ROMANIA**

45	Vanuatu
44	Jamaica
44	South Africa
44	Tunisia
43	Ghana
43	<b>HUNGARY</b>
43	Kuwait
43	Senegal
43	Solomon Islands
42	Bahrain
42	Benin
42	Burkina Faso
42	Bulgaria
41	Timor-Leste
41	Belarus
41	Trinidad and Tobago
40	<b>INDIA</b>
40	Maldives
39	Kosovo
39	Colombia
39	Ethiopia
39	Guyana
39	Morocco

39	North Macedonia
39	Suriname
39	Tanzania
39	Vietnam
38	Argentina
38	Brazil
38	Indonesia

**SERBIA**

38	Turkey
37	Gambia
37	Kazakhstan
37	Sri Lanka
36	Cote d'Ivoire
36	Ecuador
36	Moldova
36	Panama
36	Peru
35	Albania
35	Bosnia and Herzegovina
35	Malawi
35	Mongolia
35	Thailand

34	El Salvador
34	Sierra Leone
33	Egypt
33	Nepal
33	Zambia

**PHILIPPINES**

33	Algeria
32	Eswatini
32	Ukraine
31	Gabon
31	Mexico
31	Niger
31	Papua New Guinea
30	Azerbaijan
30	Bolivia
30	Djibouti
30	Dominican Republic
30	Laos
30	Paraguay
30	Togo
30	Kenya
29	Angola

29	Liberia
29	Mali
28	Madagascar

**RUSSIA**

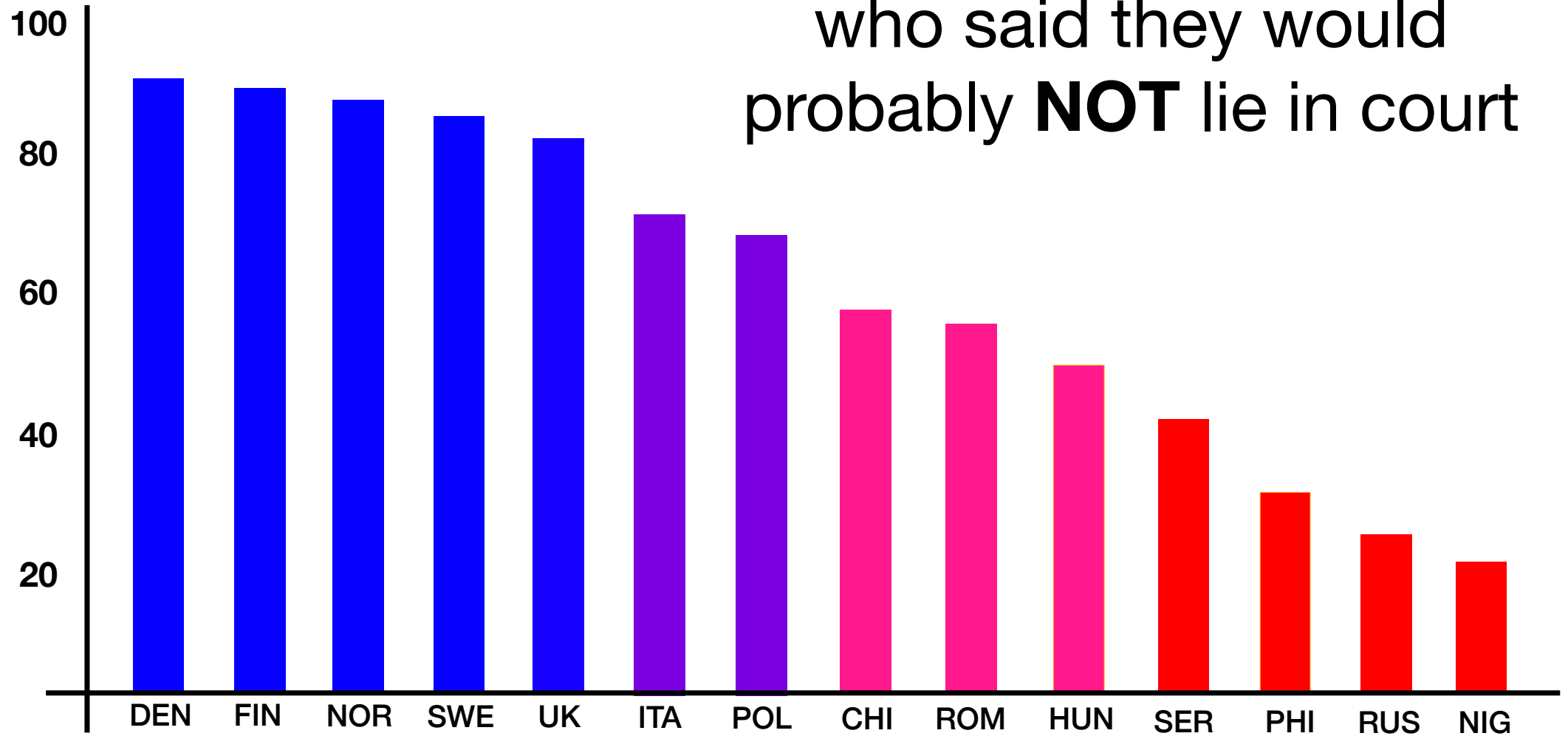
28	Myanmar
28	Pakistan
28	Uzbekistan
27	Cameroon
27	Kyrgyzstan
27	Uganda
26	Bangladesh
26	Madagascar
26	Mozambique
25	Guatemala
25	Guinea
25	Iran
25	Tajikistan
24	Lebanon

**NIGERIA**

24	Central African Republic
23	Cambodia
23	Honduras
23	Iraq

23	Zimbabwe
22	Eritrea
21	Congo
21	Guinea Bissau
20	Chad
20	Comoros
20	Haiti
20	Nicaragua
20	Sudan
19	Burundi
19	Democratic Republic of the Congo
19	Turkmenistan
17	Equatorial Guinea
17	Libya
16	Afghanistan
16	Korea, North
16	Yemen
14	Venezuela
13	Somalia
13	Syria
11	South Sudan

Percentage of respondents  
who said they would  
probably **NOT** lie in court





Behind the behaviour

there is usually a

**POSITIVE INTENTION**

**RE+SPECT**

*from Latin*

***“TO LOOK AGAIN”***

The background of the image is the flag of Norway, featuring a red field with a white Scandinavian cross outlined in blue. The flag is shown with a slight texture and folds.

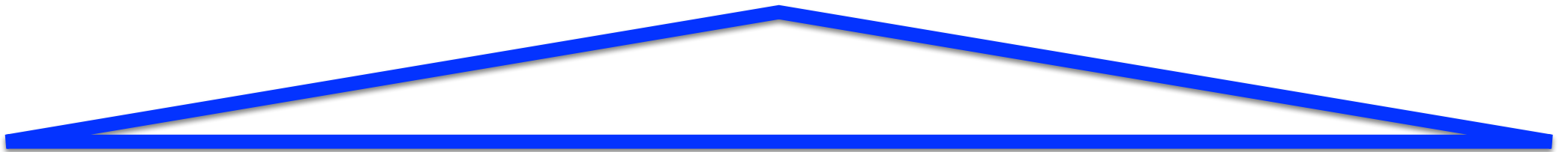
**hierarchy**

**space**

**emotions**

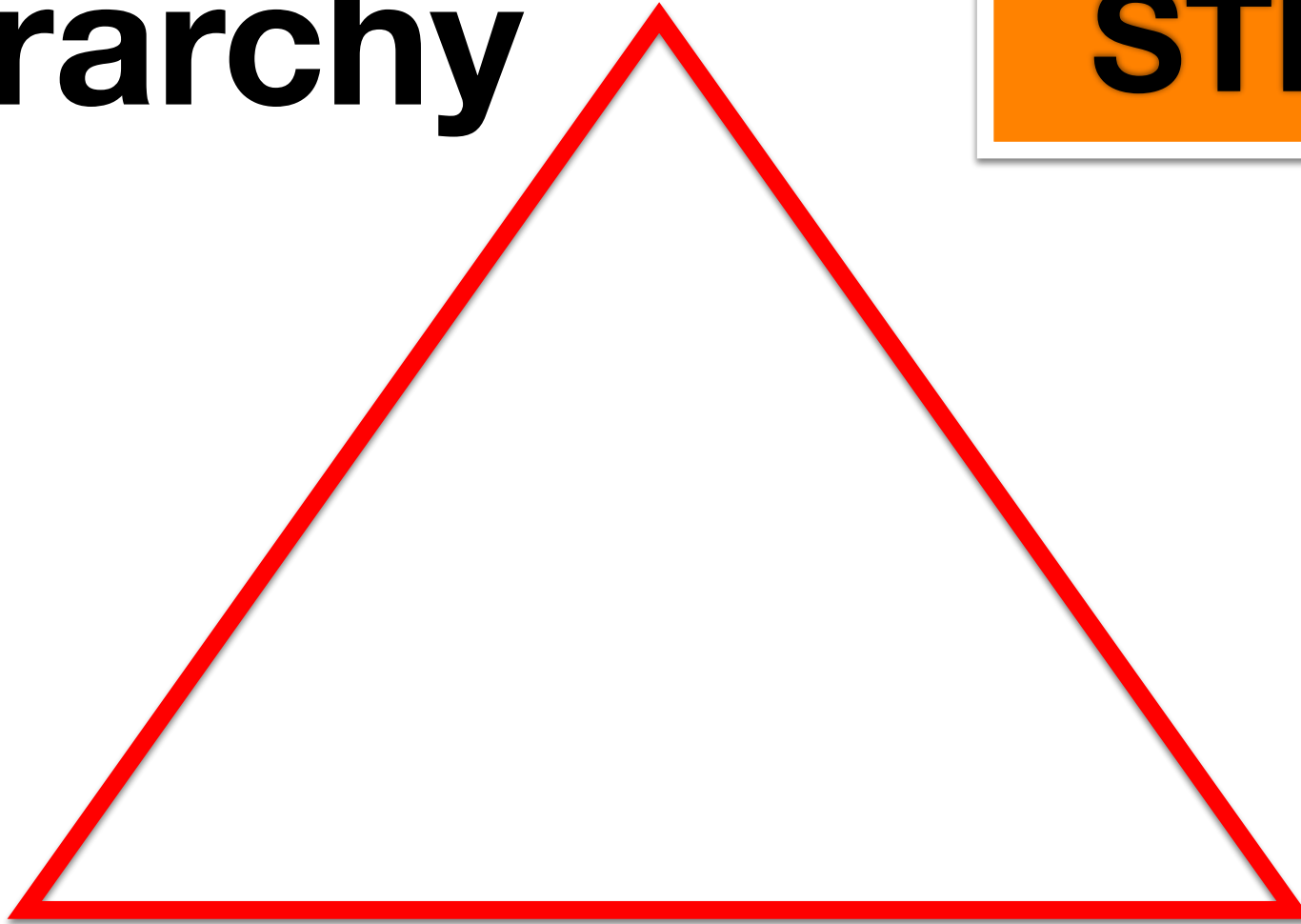
# hierarchy

**FLAT**



**hierarchy**

**STEEP**







**EQUALITY**





**“one of us”**



The background of the image is the flag of Norway, featuring a red field with a white Scandinavian cross outlined in blue. The flag is divided into four quadrants by the cross.

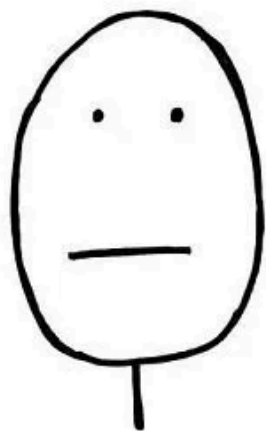
***NOT***

**showing**

**emotions**



# NORWEGIANS HAVE FEELINGS TOO



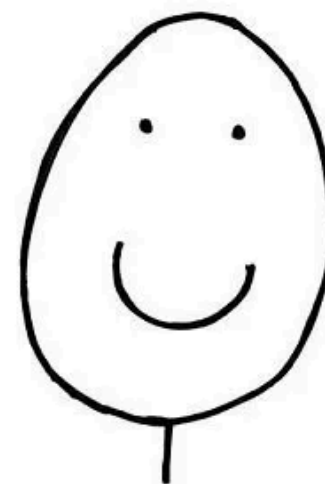
HAPPY



SAD



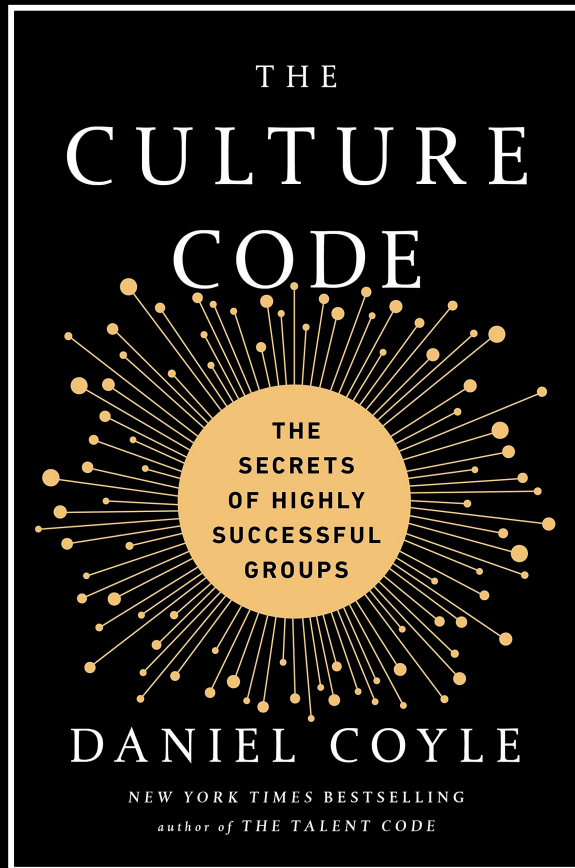
ANGRY



DRUNK

Hvordan skape  
**LA DOLCE VITA**  
på arbeidsplassen?

# Daniel Coyle



**THREE**  
**RELATIONSHIP**  
**QUESTIONS**

**Are we safe?**

**Are we connected?**

**Do we share a  
future together?**





**Are we safe?**

**fear**

# psychological safety

A place where  
you can be yourself



psychological safety

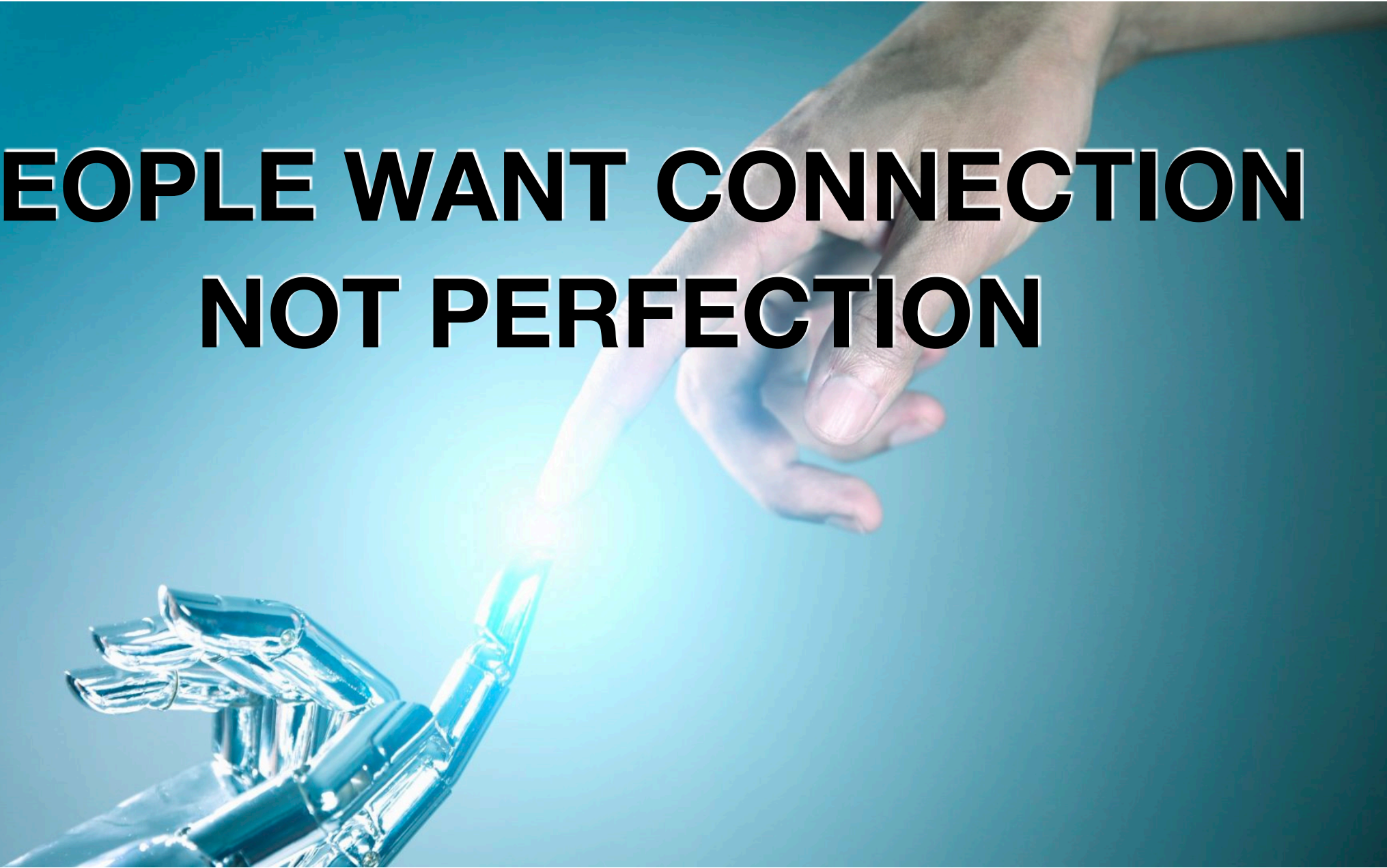
**AUTHENTIC**

# Petter Solberg



It is not the **fart** that  
will kill you,  
but the **smell**

**PEOPLE WANT CONNECTION  
NOT PERFECTION**



**Are we safe?**

**Are we connected?**

**Do we share a  
future together?**

**Are we connected?**



Our brains are wired for **connection**





The image shows a close-up of the Norwegian flag, which consists of a red field with a white Scandinavian cross outlined in blue. The flag is slightly wrinkled, giving it a textured appearance. The word "space" is overlaid on the right side of the flag in a white, bold, sans-serif font with a thin black outline.

space



# A BUS STOP IN OSLO

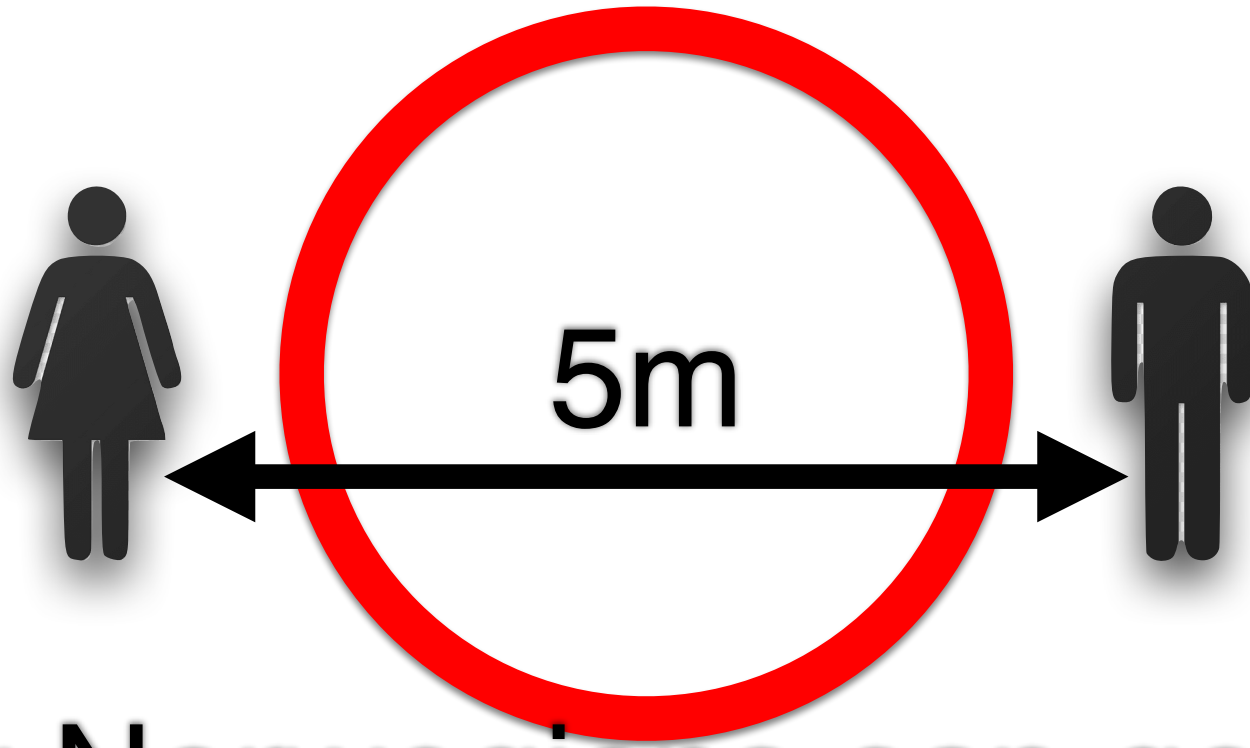




# MIND THE GAP



Finally the horrible 2 meter distance is over



Now Norwegians can go back  
to the normal **5 meters**



The background of the image is the flag of Norway, featuring a red field with a white Scandinavian cross outlined in blue. The flag is shown with a slight texture and folds, suggesting it is a physical fabric.

re+spect

# DON'T PUT PEOPLE IN BOXES



<https://www.youtube.com/watch?v=zRwt25M5nGw&t=103s>



**Are we safe?**

**Are we connected?**

**Do we share a  
future together?**

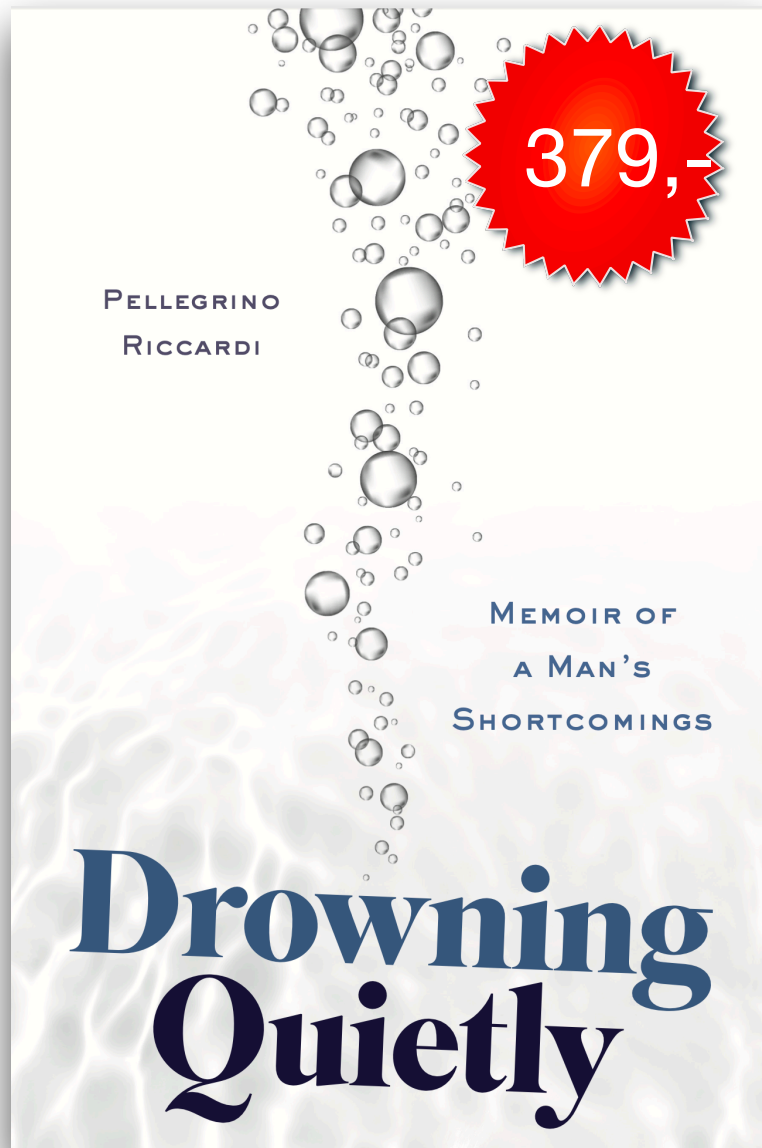


Norway's Speaker of the Year 2020

<https://www.pellegrino-riccardi.com/>

<https://www.linkedin.com/in/pellegrino-riccardi-24425a9/>

<https://www.youtube.com/watch?v=YMyofREc5Jk&t=5s>

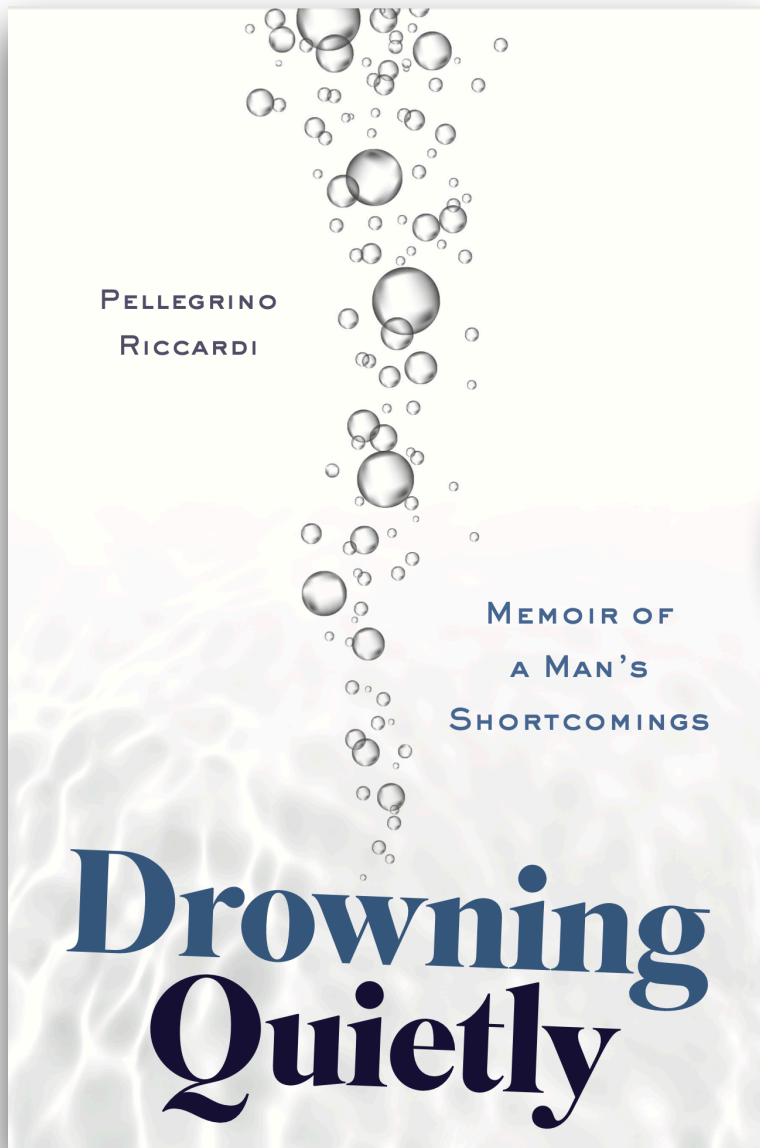


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**Rollercoaster ride of emotions**