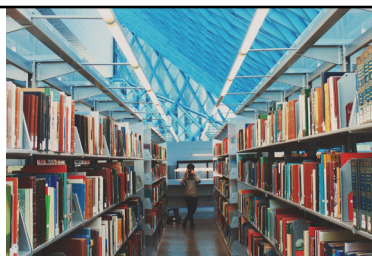


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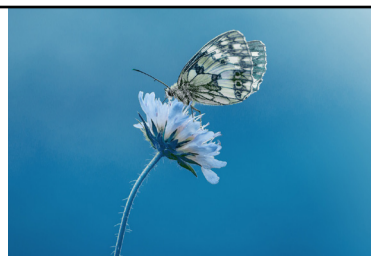
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RAISED IN OVERLAPPING CULTURES

AMINATA DISCOVERED EARLY ON THAT IDENTITY IS POWER - BOTH ON STAGE AND IN BUSINESS.

EQUALITY IN PROGRESS

International Women's Day is both a milestone and a reminder: advancement is real, but equality is not yet complete.



DEAR READERS,

MARCH ARRIVES WITH that special Nordic light: the days are a little longer, the air gets a little warmer, and Denmark begins to shrug off winter's grip. And right in the middle of it - on the 8th of March - comes International Women's Day, a date that always makes me take stock of two timelines at once: the wide, complicated arc of women's progress globally, and the more intimate story of how women's lives change from one generation to the next.

This year, I've been thinking about that shift through the eyes of an international in Denmark. There is a lot to admire here: the everyday practicality of equality, the assumption that women belong in public life. This visible infrastructure makes parenting and working compatible for many families. But there is also a very Danish honesty I've come to appreciate - an ability to hold two truths at the same time: we have come far, and we are not there yet.

THEN AND NOW: HOW WOMEN'S ROLES HAVE SHIFTED

If you zoom out across the past century, the transformation in women's roles is interesting. In many parts of the world, women were once legally excluded from voting, from owning property independently, from accessing higher education, and from opening bank accounts without a male guardian. Leadership was not simply unlikely - it was structurally blocked.

Today, women lead governments, build global companies, dominate university graduation statistics in many countries, and occupy spaces our grandmothers could not even enter. In much of Europe, including Denmark, it is normal to see fathers pushing prams, women in parliament, and shared parental leave policies that attempt to rebalance caregiving.

Globally, the gender gap has narrowed significantly over the past decades. Recent data shows that roughly two-thirds of the overall global gender gap has been closed. In areas such as education and health, the balance is close in many regions. But the pace of change tells a more sobering story. At current rates, full global gender equality is estimated to be more than a century away.

The sticking points are consistent: economic participation and political empowerment. Women are educated, but they are still less likely to convert that education into senior leadership positions. They work, but they are more likely to work part-time. They start businesses but receive only a fraction of available venture capital. And globally, women remain underrepresented in decision-making roles that shape laws, budgets, and priorities.

Pay remains one of the most visible markers of inequality. Across developed economies, women working full-time still earn on average around 10–12% less than men. In Denmark, often considered a model of equality, a measurable pay gap persists. Some of it can be explained by sector choices and working hours. Some of it cannot. And it is in that unexplained remainder - where bias, negotiation dynamics, promotion patterns, and cultural expectations live - that the real work still is not done. So yes, women's roles have changed dramatically. But they have not changed evenly or completely.

THE DOUBLE STANDARD: HAS IT REALLY DISAPPEARED?

My earliest lesson in gender and leadership did not come from a policy report. It came from my mother.

In the 1980s, she ran a predominantly female-led company. At that time, being a woman entrepreneur meant navigating a landscape that was not designed

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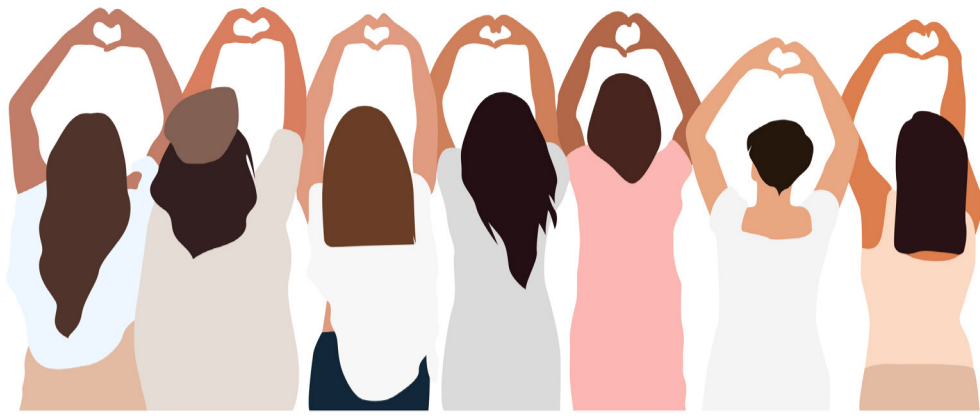
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with you in mind. The archetype of a leader was male. Authority looked and sounded a certain way. And if you did not fit that mould, you were judged through a different lens.

I remember the tightrope she walked, and now I fully appreciate it as an adult woman. If she were warm and accommodating, she risked not being taken seriously. If she were decisive and firm, she could be labelled “difficult.” If she negotiated hard, she might be called a “hard bitch.” That phrase, casually thrown around, carried a powerful message: ambition in a woman required social punishment.

What strikes me now is not only how blatant it was, but how familiar parts of it still feel.

Has it changed? Absolutely. Women today have more visible role models, stronger legal protections, and broader networks of support. Female leadership is no longer a novelty. There are industries where women dominate, and public conversations around bias are far more advanced than they were forty years ago.

And yet, the double standard has not vanished; it has simply become more subtle. The language evolves. Instead of overtly sexist labels, we hear coded phrases: “not a culture fit,” “too direct,” “not collaborative enough,” “intimidating,” “abrasive.” The underlying tension can remain the same. Lead - but not too forcefully. Be confident - but not threatening. Be ambitious - but remain likeable.

For internationals living in Denmark, there is another layer to navigate: cultural nuance. Danish communication is often direct, hierarchies are relatively flat, and consensus is valued. These are strengths. But even within progressive systems, unconscious expectations about gender can linger. Equality in policy does not automatically translate to equality in perception.

What I see now, compared to my mother’s generation, is not a finished revolution but an ongoing recalibration. The leash is longer. The room is bigger. But women are still sometimes asked to modulate themselves in ways men are not.

WE’VE COME FAR. WE’RE NOT THERE YET

International Women’s Day can feel celebratory - and it should. Progress deserves recognition. Women’s strength deserves recognition. The fact that so many of us can choose careers, move countries, start companies, or speak publicly without legal restriction is not small.

But celebration without honesty risks complacency.

Globally, women remain underrepresented in political leadership. They carry a disproportionate share of unpaid care work. In many regions, legal protections exist on paper but are weakly enforced. Fewer than a handful of countries have achieved something close to full gender equality across economic, legal, and social indicators.

Even in societies that rank highly on equality indexes, questions remain: Who holds the highest-paid roles? Who is funded? Who is interrupted? Who steps back when children are sick? Who absorbs the invisible labour?

Being an international in Denmark has sharpened my awareness of how structural support can accelerate equality. Accessible childcare, parental leave policies, and social safety nets matter. They create conditions in which women can participate more fully. But structures alone are not enough. Culture must shift alongside policy. Mindsets must evolve alongside legislation.

So what does “action” look like in 2026?

It looks like pay transparency. It looks like equal parental leave that is actually used. It looks like organisations are examining promotion patterns, not just hiring statistics. It looks like investors are backing women-led start-ups with real capital. It looks like men sharing domestic responsibility not as help, but as ownership.

And it also looks small and personal: crediting women’s ideas in meetings. Mentoring without gate-keeping. Questioning yourself when you describe a woman as “too much.” Listening when someone tells you a system is not working for them.

When I think of my mother, I think of her wanting something very simple: not special treatment, not lowered standards, but a fair shot. The freedom to be complex. To be kind and strong. Ambitious and human. Decisive without being diminished for it.

That is still the goal.

We have come far - from exclusion to participation, from silence to voice, from just being a token to tangible influence. But we are not there yet. And perhaps International Women’s Day is less about declaring victory and more about marking the distance still to travel.

Happy International Women's Day,

Lyndsay Jensen
Editor-in-Chief & Founder



CONTACT US

THE INTERNATIONAL

+45 42407624
info@the-intl.com
www.the-intl.com

EDITORIAL

EDITOR-IN-CHIEF & FOUNDER

Lyndsay Jensen - lyndsay@the-intl.com
MANAGING DIRECTOR & PARTNER
Kenneth Macalpine - kenneth@the-intl.com

DEPUTY EDITOR, CONTENT & PARTNERSHIPS

Ophelia Wu - ophelia@the-intl.com
ADVERTISING SALES
lyndsay@the-intl.com

THE INTERNATIONAL WRITERS TEAM

Ophelia Wu; Alexandra Beck; Fiona L Smith; Natasha Liviero; Leslea Petersen; Jess Hearne; Aamna Tauheed; Brooke Taylor Fossey; Diana Medrea-Mogensen; Kelly Draper Rasmussen; Maja de Silva; Makoda Gascon; Thorbern Alexander Klingert; Maja Christiansen Cawthra

CREATIVE

COVER PHOTOGRAPHER

[Christina Anaya @christinaanayaphotography](mailto:ChristinaAnaya@christinaanayaphotography)

LAYOUT

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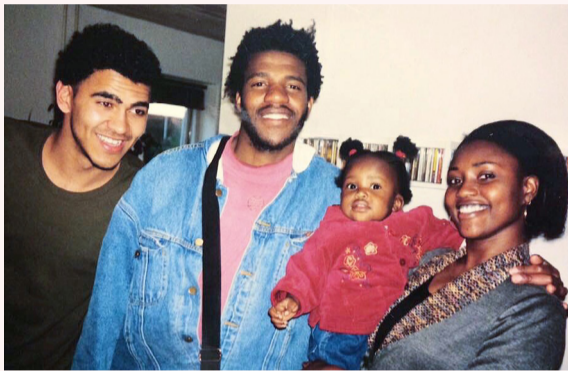
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STEPPING FORWARD ON AND OFF THE CATWALK



PICTURE COURTESY OF: [AMINATA ANDERSEN](#)



PICTURE COURTESY OF: [PETER HOECK-OLSEN](#)



PICTURE COURTESY OF: [AMINATA ANDERSEN](#)

Aminata Andersen, finalist of Miss Denmark 2025 and winner of Miss Congeniality, shares how growing up between cultures shaped her identity and values. From pageantry to global business and community-building, she transforms challenges into confidence and connection.

Writer: **Maja Cawthra** / Photography: **Various**

AMINATA, WHO DESCRIBES herself as an “Afro-Danish woman,” was born in Denmark to a Senegalese mother and a Malawian father and was later raised by her mother and her Senegalese stepfather. She grew up in a home where cultures overlapped rather than competed. Both her mother and stepfather worked in professional kitchens, so food played a central role in creating a home that was a gathering place for friends and family. Here, both West African dishes and Danish meals were enjoyed. Hospitality was not something reserved for special occasions. It was a daily practice.

“I was raised to be open and proud of my background. I never hesitated to bring friends home. In fact, my parents preferred that I invite friends over rather than spend time elsewhere. They wanted me to feel proud of where I came from and never ashamed to share my culture with my Danish friends.”

BETWEEN CULTURES: FROM DOUBT TO FREEDOM

At the same time, her upbringing highlighted small but persistent differences that set her apart from

her peers. As the eldest of three siblings, responsibility came early.

“From first grade, I would shop for groceries, prepare my own lunch, pick up my younger siblings, and help clean before going out to play. Today, I am deeply grateful for that independence and responsibility. At the time, however, it was not something I felt proud to share, because most children in my neighbourhood did not have those same duties.”

This also led to moments where Aminata would question whether she was ‘Danish’ enough. She does not look like a ‘typical’ Dane, and for a while she wondered how much that mattered. Over time, she was able to let that go. She couldn’t change it, nor should she. Rather than trying to fit into one culture, Aminata sees her sense of existing between cultures as a strength.

“I have learned to see it not as confusion, but as freedom.”

From this found freedom, her appreciation for Danish culture deepened. For Aminata, being Danish is not about appearance, but about attitude. She values the cultural tendency not to take oneself too seriously, and she feels that both Danish humour

and music capture this understated honesty.

“Danish may not be considered the richest language in the world, but in my opinion, that very simplicity calls for creativity and the ability to say a lot with fewer words. Many Danish songs succeed beautifully in doing that.”

BURNOUT AND AN UNEXPECTED OPPORTUNITY

Learning to see that in-between space as freedom did not mean the path forward was easy.

After finishing business school, Aminata threw herself into work with the same sense of responsibility that shaped her childhood. She joined a residential community project that she cared so deeply about, “you would think I had founded it myself.” Gradually, that commitment became too much to bear. She was giving more than she had. Concentration slipped. Sleep disappeared. She had to stop.

It was in those moments of quiet recovery, where her body began to settle, and her thoughts cleared, that she came across a Facebook advertisement for Miss Denmark. Miss Denmark has been Denmark’s



PICTURE COURTESY OF: KARIM CHAFURI



PICTURE COURTESY OF: MALENE KJÆR SIGGAARD



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national beauty pageant since 1926. It was not until Aminata received an email inviting her to participate that she remembered having received the same invitation at 18. Still unable to pay the casting fee, she let the opportunity go. This time, she didn't.

MORE THAN BEAUTY: THE WORK BEHIND PAGEANTRY

Many people have a shallow understanding of the world of pageantry. Sure, looks play a big role, but there is more to it beneath the surface.

“Pageantry requires meaningful engagement with societal issues or personal projects. I reconnected with the mother of a school friend to support her organisation, helping set up tables for free community dinners and distribute groceries at Christmas. If you multiply that kind of effort by 29 finalists each year, the collective impact becomes significant.”

Not only are these women engaged in their communities, but it is also, quite simply, a lot of work.

“The final show is only the visible result. Before that, there were countless makeup tests to refine our skills, catwalk training, dance classes, early mornings starting at 4 or 5 AM for glam, and evenings spent preparing outfits for the next day.”

Aminata often described pageantry as a sport, a comparison that was very intentional on her part, as she wanted people to see the discipline and physical training that go into pageantry alongside the community service it supports. She believes that how you communicate your passions shapes how they are received, and this reinterpretation was met positively by those around her.

“Pageantry is often seen as superficial. But it is one of the most confronting mirrors I have ever stood in front of. It magnifies everything.”

A PLEASANT SURPRISE OF RECOGNITION

As an Afro-Dane, Aminata did have some worries about whether she would be accepted or treated differently as a Black woman in a predominantly white society. Her experience exceeded her expectations.

“I received thoughtful advice on how to style my braids, and at the finale, we had professional hairstylists, including a stylist of colour who understood textured hair. It may sound small, but for many African women living in Western countries, hair is a sensitive and meaningful topic. Our hair responds differ-

ently to products and styles, and it requires both skill and understanding — especially given the historical perceptions of Black hair.”

She acknowledges that while her participation does not erase larger structural racism, she views the experience as a meaningful signal of change and cultural understanding. And allowed her to recognise and appreciate qualities in herself that she had not fully acknowledged before.

“Even on days when I do not feel my best, I can remind myself of my worth. Perhaps it took someone seeing me as eligible for a beauty pageant to spark that shift, but I am not ashamed of that. I know that my personality played a role in being chosen, and that realisation strengthened my confidence.”

MISS CONGENIALITY AND COMMUNITY

While Aminata did not win the overall competition, she did win Miss Congeniality. This award is given to contestants who demonstrate friendliness, kindness, and a positive attitude and is voted for by the other contestants - a high honour.

Winning Miss Congeniality moved Aminata more than any title could have. It felt personal and earned. The pageant had awakened something familiar — the life she had built around gathering people, from her childhood through her professional life, creating spaces and holding conversations that mattered.

This inspired Aminata to create a community of her own, forming Momentum Community, a space centred on growth, strength, and connection and living ‘consciously’.

FROM PAGEANTRY TO GLOBAL BUSINESS

The lessons Aminata learnt through pageantry carried into her professional life as a businesswoman. Currently working as an Office & Community Coordinator at Bjarke Ingels Group, Aminata operates in a global environment shaped by cultural nuance and collaboration, where her perceived differences are once assets, shaping how she communicates, negotiates, and leads.

“My mother moved to Denmark at a young age, learned the language, and completed her education while raising me. Watching her navigate a new system shaped my understanding of resilience and adaptation. That compassion translates directly into my work, especially when collaborating with expats and international colleagues.”

In many ways, pageantry mimicked the business world, but in a way that



PICTURE COURTESY OF: AMINATA ANDERSEN

“I WAS RAISED TO BE OPEN AND PROUD OF MY BACKGROUND... THEY WANTED ME TO FEEL PROUD OF WHERE I CAME FROM AND NEVER ASHAMED TO SHARE MY CULTURE WITH MY DANISH FRIENDS.”

made Aminata and other women visible and at the forefront.

“I learned that the pageant world is full of ambitious students and businesswomen, which does not surprise me after having gone through the process. You have to show that you are passionate and driven about something. It is also necessary to be able to promote yourself, find sponsors, and balance the budget for participation, clothing, and travel. In that aspect, it makes sense that most pageants are supportive of business-minded women.”

Working in business taught Aminata that you only receive what you are willing to ask for. Goals do not move on their own. You have to define them. Build a plan. Communicate clearly. In business, initiative is not optional.

Pageantry taught her something different but perhaps even more crucial in life: to trust her voice. To project her dreams into the world without constantly second-guessing herself. Not in a naïve or magical way, but through believing in herself, and taking courage and action.

Together, these two (seemingly) different worlds shaped a strong, quieter confidence. The kind that does not need to be loud to be heard, but one that allows her to move between cultures, industries, and expectations without shrinking.

A CONSISTENT THREAD

Aminata’s story, from a culturally rich childhood to beauty pageants and work in global business environments, is hard to define, but it reflects a consistent thread of discipline and community. While many people see pageantry as a competition of vanity, Aminata saw the resilience and female solidarity. The women she met were ambitious, hardworking, and passionate, qualities that continue to drive her personal and professional life.

“If you had asked me whether I wanted to walk on a big stage in front of hundreds of people, with even more watching online, I would have said no. It did not sound like me. But I trusted that the Miss Denmark process would challenge me and reveal undiscovered sides of myself. Those few moments on the catwalk became some of the most powerful experiences of my life. Putting yourself out there is scary. But if you trust yourself and allow yourself to enjoy the process, you will not regret it.”

Find Aminata on Instagram: <https://www.instagram.com/amichikondi/>

ABOUT THE WRITER

Maja Cawthra is a Denmark-based recent graduate in Language and International Studies with a passion for exploring cultural differences and international relations. Focused on connecting people through words and ideas, she aims to build a career in journalism and communications.



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HIGHLY SKILLED, STILL INVISIBLE

Through the story of Vendula Pokorna, Aamna Tauheed explores the silent professional struggles many internationals encounter in Sweden after graduation.

THE JANUARY EDITION of International Denmark featured an [article](#) about the expansion of #TheForgottenGold Movement from Denmark to the rest of Scandinavia. This month, we aim to address the challenges faced by internationals living in Sweden by sharing the story of Vendula Pokorna. Originally from the Czech Republic and a master's graduate of Lund University, Vendula lives in Skåne, Sweden. Her story mirrors the professional struggles of so many internationals living in different cities in Sweden.

According to the [published report \(2025\)](#) by the Organisation for Economic Co-operation and Development (OECD), Sweden received 76,000 international migrants in 2024 on a long-term or permanent basis. Approximately 12,000 permits were issued to international students in the same year, and 2,800 permits were issued to temporary and seasonal labour immigrants, but most of them are still struggling professionally.

The promise of an inclusive society and a diverse work culture often clash with the reality experienced by internationals living in Sweden. Educational institutions in Malmö and Lund attract thousands of international students every year, yet the transition from graduation to permanent employment remains unexpectedly challenging. Despite learning the language and making efforts to integrate into Swedish society, many internationals are still seeking jobs in the Swedish market.

In Vendula's words: "Many internationals, especially those living in Southern Sweden, tried their luck in the job market by crossing the Øresund Bridge to Copenhagen because they feel the job market appears more open in Denmark than in Sweden. I got my first job in Copenhagen after I graduated from Lund University. Although it was a small data-entry job that was somewhat relevant to my field of data analysis, I found one in Denmark. Malmö is not far from Copenhagen, so now I am trying to find a professional job in both Denmark and Sweden."

Regardless of what Vendula shared about her first job in Copenhagen, many international professionals are seeking field-related jobs in both Denmark and Sweden. The previously published stories of participants from Denmark in #TheForgottenGold section of The International Denmark were clear enough to highlight the challenges faced by internationals living in Denmark.

A JOURNEY SHAPED BY ACADEMIC CULTURE

Vendula is originally from the Czech Republic and holds a bachelor's degree in Anthropology and Economics. She also holds a master's degree in data



VENDULA POKORNA

analysis from Lund University and has spent the past few years studying and working across Sweden and Denmark. During her bachelor's, she spent two semesters in Finland as an Erasmus exchange student.

"The difference in academic culture between the Czech Republic and Finland was significant. It showed me that the experience I had at home wasn't common everywhere, and didn't have to be that way. Inspired by Scandinavian culture, I decided to pursue my master's degree there. I was so glad to

be accepted into the Social Scientific Data Analysis Program at Lund University in Sweden, which combined quantitative and qualitative approaches to the social sciences," she shared when I asked about her decision to move to Sweden.

"The master's degree programme aligned well with my expectations. Now I can do the statistics and some programming, but I still understand the social aspect of things. After studying research methods, I understand why looking only at numbers is insufficient. One must see the people behind



VENDULA POKORNA

them.” She excitedly shared her learning experience at Lund University.

Her time at Lund University was positive both academically and socially. She enjoyed the international environment and the collaborative teaching approach.

THE STRUGGLE TO FIND A STUDENT JOB

Despite a positive academic experience, Vendula quickly noticed how difficult it was to find a job in southern Sweden as an international student.

“When I tried to search for jobs around Malmö, it was very hard to find something that didn’t require fluent Swedish,” she said while talking about her job-seeking period during and after studies.

While some classmates took part-time jobs in cafés or service roles, she wanted to find something more relevant to her field. After struggling to find opportunities locally, she broadened her search to Copenhagen.

“In my opinion and research, Copenhagen has so many international companies, and there are more professional opportunities there for internationals without language restrictions, so I decided to apply there for student positions as well.”

Vendula eventually secured a student assistant role in Copenhagen, working as a data entry assistant for an economic consultancy. The job was mostly remote with occasional trips to the office, making it manageable alongside her studies.

A PROMISING START SEEMS TO BE A HOAX

Vendula secured a project-based research assistant position at the University of Copenhagen after graduation. It was a paid position directly relevant to her field of study.

“I thought I had won the game and was very happy. Although the position was tied to a project with limited funding, I felt relieved that I was not jobless and could thrive in my field. I also believed that new doors would open after this temporary position, but I got so many surprises after that,” she said with a smile.

LOWERED EXPECTATIONS AND A JOB FOR SURVIVAL

While searching for a new job, Vendula also registered with Sweden’s unemployment agency for guidance.

“Perhaps it’s my perception, and I may be wrong, but I felt they suggested I relocate to the North side of the country or lower my expectations,” she said



VENDULA POKORNA

“WE ARE NOT ASKING FOR SPECIAL TREATMENT, JUST A FAIR AND EQUAL CHANCE IN THE SCANDINAVIAN JOB MARKET.”

when I inquired about the advice she received from the agency.

Vendula also shared that she heard similar stories from other internationals at job fairs or networking events. “When we say we are searching for professional jobs relevant to our field of study, they just tell us to move to northern Sweden and take cleaning or hotel jobs.”

Now, Vendula feels alienated and trapped in the labyrinth of job seeking in both Sweden and Denmark. She now works a manual job at a postal package terminal to survive in Sweden.

“I am not demeaning or naming jobs like house-keeping, packing, and cleaning. I didn’t study Anthropology and Data Analysis for years in universities to do these jobs. It is my wish to establish my career in my relevant field.”

THE MENTAL TOLL OF A JOB-SEEKING PERIOD

After more than a year of applying, networking and volunteering in both Sweden and Denmark, the frustration continues to build.

“I have been trying harder to find a job relevant to my studies for more than 2 years, but it’s going nowhere,” she admitted. “Every time I find something that fits my profile and send my application, hoping for an opportunity, I get rejected. It’s hard not to lose a sense of your own value when nobody wants to work with you. This job-seeking period takes a huge toll on my mental health, but starting again after small breaks is my strategy to stay motivated during this period.”

She believes that many internationals are highly motivated and resilient despite the struggles they have faced in the job market. “A longer unemploy-

ment period does not make them unworthy or affect their skills. It might mean they’ll demonstrate their skills and perform excellently to prove they are the right choice.”

#THE FORGOTTEN GOLD

Vendula’s story reflects the experience of many qualified and highly skilled internationals who have been living in Sweden and struggling professionally. These internationals represent what #TheForgottenGold movement calls the “forgotten gold”—people with skills, knowledge, and motivation whose potential remains largely untapped.

They are often told that diversity and international talent are valued in Scandinavian countries, but the professional struggle of thousands of internationals demonstrates a different story.

In Vendula’s words, the hope is simple: “We are not asking for special treatment, just a fair and equal chance in the Scandinavian job market, and you won’t get disappointed by giving it.”

ABOUT THE WRITER

Aamna Tauheed is a Denmark-based copywriter and communications specialist with a strong background in business communications.

Passionate about storytelling, she writes compelling content that amplifies brands and drives positive change.



WHY VALUES MATTER IN YOUR JOB SEARCH

Leslea Petersen unpacks the hidden role values play in career happiness - and how using them as your compass can lead to more purposeful, energised work.



PIXELS: KABOOMPICS

PICTURE THIS: YOU'VE landed the job you thought you wanted. The title looked impressive, the salary exceeded all expectations, and your connections are congratulating you on LinkedIn. But, a few months in, something feels off. You can't quite put your finger on it, but the joy just isn't there.

That uneasy feeling often comes down to one thing: you have chosen a role or organisation that doesn't meet your values.

Your values are the invisible compass guiding you in how you want to live and work. They shape what motivates you, what drains you, and what feels meaningful. When your job aligns with your values, you feel energised and fulfilled; when it doesn't, even the most glamorous role can leave you feeling flat.

Just as companies spend millions defining their brand values to attract the right audience, you need to understand your own. Knowing what you stand for isn't just a nice exercise; it's the foundation for long-term career satisfaction.

WHAT 'VALUES' MEAN AT WORK

Work values go beyond vague ideas like 'success' or 'doing a good job.' They show up in how a workplace operates, what it rewards and what it overlooks! For example:

- Do you value stability or risk-taking?
- Is work-life balance non-negotiable, or do you thrive in a high-energy, all-hours workplace?
- Do you care deeply about social impact, or are you driven by innovation, status, or financial growth?
- Do you prefer structure or creative freedom?
- Do you thrive in a team, or do you do your best work independently?

There's no right or wrong answer. The key is recognising what feels right for you. Problems start when your daily work life doesn't meet your values, you become dissatisfied and stressed.

WHY IGNORING VALUES LEADS TO DISSATISFACTION

Many people accept jobs based mainly on salary, status, or the commute! It might work for a while because it pays the bills, right? But, if your daily work goes against those things that you hold dear, stress and frustration will build (been there, got the t-shirt).

When your job supports your values, challenges still exist, but they feel purposeful. You're more resilient because your work reflects what you enjoy and what gives you purpose.

VALUES ACT LIKE A CAREER COMPASS

Without clear values, every job choice feels hard. You might be swayed by what others think or what seems like the 'smart' choice. But your values act as a filter, helping you make choices that fit.

If learning and growth are top priorities, you might choose a role that stretches you rather than one that feels safe. If stability matters most, you might focus on established organisations over startups, even if the latter sound exciting.

VALUES SHAPE HOW YOU SHOW UP

When your work aligns with your values, motivation is easy. You're not just working for a salary but genuinely enjoying what you do. That alignment often leads to better performance, stronger relationships, and greater resilience when things get tough.

FINDING YOUR CORE WORK VALUES

As a starter, try reflecting on these questions:

1. When have you felt most fulfilled or energised at work? Flexibility, teamwork, and helping others?
2. When have you felt most drained or frustrated? Often, that's when a key value like fairness, respect, or balance wasn't met.
3. What are you unwilling to sacrifice long-term, even for a higher salary?
4. Whose career do you admire, and why? Their path often reflects shared values.

From there, narrow your list to three to five core values that matter most to you right now.

BRINGING VALUES INTO YOUR JOB SEARCH

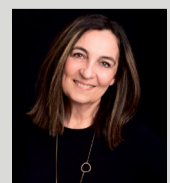
Once you're clear on your values, use them as a compass:

- Research companies: Look at their mission, vision, and values. Do they reflect what you care about?
- Ask better interview questions: Go beyond what the job offers. Ask how feedback is handled, how success is measured, or how teams operate when the challenges come.
- Evaluate every part of the offer: Look at culture, leadership, flexibility, and growth opportunities, not just the salary.

Your career is a huge part of your life. Choosing roles that align with your values isn't a nice-to-have list sitting on your desk - it's strategic. When you find a job that feels as good on the inside as it looks on the outside, that's when real career satisfaction begins.

ABOUT THE WRITER

Leslea Petersen is the CEO of English Job Denmark, helping professionals and businesses retain international talent. With 20+ years in communications, she is passionate about diversity, recruitment, and supporting inclusive workplaces.



WHY CEREBRAL PALSY AWARENESS MATTERS

For many Danish families, Cerebral Palsy is part of everyday life - yet misunderstanding persists. **Lyndsay Jensen** shares why awareness is deeply personal.

EVERY MARCH, COMMUNITIES around the world observe Cerebral Palsy Awareness Month, and in Denmark, too, this month holds deep meaning for many families. Within this month, the 25th of March is often recognised as a key day of celebration and awareness - a designated moment to reflect on the lives of those touched by cerebral palsy (CP), to educate, and to challenge misconceptions.

For us, this month is deeply personal. It's not just awareness for a condition; it's recognition of our son - his daily experiences, his strength, and the reality that life with CP is complex and misunderstood more often than not.

UNDERSTANDING CEREBRAL PALSY BEYOND THE LABEL

Cerebral palsy refers to a group of lifelong neurological conditions that affect movement, posture, balance, and muscle coordination. It results from atypical brain development or damage to the developing brain before, during, or shortly after birth. CP is permanent, but it is not progressive - the brain injury itself does not worsen over time, though the physical effects and needs can change throughout life.

CP is not one single "level" of disability. The effects vary widely: some individuals walk and speak independently, while others require lifelong support with mobility, communication, and daily tasks. What cerebral palsy looks like can be as unique as each person who lives with it.

Many people don't realise just how common CP is here in Denmark. About 2 to 2.5 per 1,000 live births result in a diagnosis of cerebral palsy, which translates to roughly 120-150 new cases each year. In total, around 10,000 people in Denmark live with CP, of whom approximately 3,000 are children and young people. That means thousands of Danish families, across municipalities large and small, are navigating therapies, schools, hospital visits, and long-term planning.

These figures are far from abstract. Each number represents a child learning to move in their own way, a teenager navigating identity and independence, or an adult building a life that may require adaptation but not limitation.

CHALLENGING COMMON MISUNDERSTANDINGS

Even with these numbers, misunderstandings about CP remain common.

One of the most persistent misconceptions is that cerebral palsy is a single, uniform condition. While the name sounds singular, it is actually an umbrella



BJØRN JENSEN

“CEREBRAL PALSY SHAPES BJØRN’S JOURNEY, BUT IT DOES NOT DEFINE HIS WORTH, HIS PERSONALITY, OR HIS FUTURE.”

term covering a wide range of motor challenges, and associated conditions. Some people with CP walk independently, perhaps with a slightly different gait. Others use walkers or wheelchairs. Some have additional challenges such as epilepsy, vision impairment, or learning differences; others do not. The variability is immense.

Another misconception is that physical disability automatically means cognitive disability. Many individuals with CP have a full understanding of the world around them. Some may communicate verbally, while others use assistive communication devices, eye gaze systems, or sign language. When society assumes inability rather than taking time to understand, it creates barriers that are often more disabling than CP itself.

There is also a fear that CP inevitably gets worse. Cerebral palsy is lifelong, but it is not degenerative. The brain injury does not spread or progressively damage new areas. What changes are the demands of the body and the environment. With physiotherapy, occupational therapy, adaptive equipment, and inclusive education, individuals with CP can develop strength, skills, and independence in ways that may surprise those who underestimate them.

WHY AWARENESS MUST LEAD TO ACTION

For our family, Cerebral Palsy Awareness Month is both a celebration and an education. It is a celebration of who our son is: curious, determined, joyful,

and full of personality. CP shapes his experiences, but it does not define his worth or his future. It is also a reminder that awareness must lead to understanding.

We experience the practical realities - appointments, therapies, advocacy meetings, adaptations at school - but we also experience extraordinary milestones that might seem small to others. A new movement mastered. A task completed independently. A friendship formed without hesitation. These moments are victories built on persistence and courage.

Awareness matters because attitudes shape opportunities. When teachers understand CP, classrooms become more inclusive. When communities understand CP, public spaces become more accessible. When peers understand CP, relationships grow out of respect rather than pity.

For those in Denmark who want to learn more or seek support, organisations such as [Spastikerforeningen](#) and the Danish Cerebral Palsy Registry (*Det Danske Cerebral Parese Register*) provide information, advocacy, and connections for families and professionals. These groups work to improve treatment, promote research, and strengthen inclusion for the thousands of Danes living with CP.

On the 25th of March, when green ribbons appear and awareness posts are shared, I hope the conversation goes deeper than symbols. I hope we think about the children in our schools, the young people planning their futures, and the adults building careers and families - all while navigating a world that is not always designed with them in mind.

My son does not need sympathy. He needs understanding. He needs a society that assumes competence before limitation and designs inclusion from the beginning rather than as an afterthought.

Cerebral Palsy Awareness Month is not about defining people by a diagnosis. It is about recognising that disability is part of our shared human experience. It is about listening, learning, and moving beyond assumptions.

ABOUT THE WRITER

Lyndsay Jensen is the Project Lead at Changing Places Danmark, an NGO advocating for disability inclusion in public bathrooms. Inspired by her son's disability, she is passionate about creating accessible environments that enable dignity, independence, and full participation.



GLOBAL FAMILIES, LOCAL SCHOOLS

As debates about integration continue, **Kelly Draper Rasmussen** analyses the quiet shift of international families into local Danish schools.

WHEN DANISH INDUSTRY and municipalities discuss attracting international workers, they often assume that such families need international schools with instruction in English. However, international families are increasingly choosing schools with Danish as the language of instruction, and the preference is growing amongst families from Western backgrounds. In fact, among children with Western backgrounds, three-quarters attend their local *folkeskole*, while the remainder attend other types of school, of which international schools are a small subset.

THE CHALLENGE OF MEASURING “INTERNATIONAL” IN DANISH DATA

Researching the topic of ‘international children’ using publicly available data is complicated by some fairly large data gaps. In Sweden, their open-source data notes whether a person has one or two foreign parents and whether they were born in Sweden or abroad. The Danish data sources are more binary. Someone is either Danish or international (immigrant or descendant), so the trends among mixed families are undetectable in the available data.

THE STRUCTURE OF THE DANISH SCHOOL SYSTEM

Denmark has two main phases of school: primary (6-15 years old) and secondary (15-18 years old). Within the primary phase, there are a few options. There is the local school (*folkeskole*), private school (*friskole*), boarding school for teenagers (*efterskole*), and a variety of special schools.

RISING NUMBERS AND SHIFTING PATTERNS

Using those definitions, around 106,000 international pupils attend Danish primary schools today (26,000 Western, 80,000 non-Western). Both groups predominantly choose *folkeskole*. But the patterns are shifting and converging. Tracking the data since 2007, we can see not only that the population of primary school-aged international students is increasing, but also that *folkeskole* is becoming much more popular.

INTERNATIONAL SCHOOLS

In the past two decades, many new international schools have opened (of which only three are international *folkeskoler*). Copenhagen and its satellite *kommuner* have around a dozen international schools. Nevertheless, the trend is for Western families increasingly to send their children to *folkeskole*.



PIXABAY, STOCKSNAP

This could be for many reasons, and it is not clear from the data what they are. There might not be any choice, perhaps there is no space at the international school or none available locally. They could also be hoping to boost their children’s Danish skills and local community links. Or it could be because it is free.

The share of Western children attending *folkeskole*, as opposed to any other school, has increased from 70% to 75%, but in absolute terms, the number of students has quadrupled from 5,000 to nearly 20,000.

A PLANNING BLIND SPOT

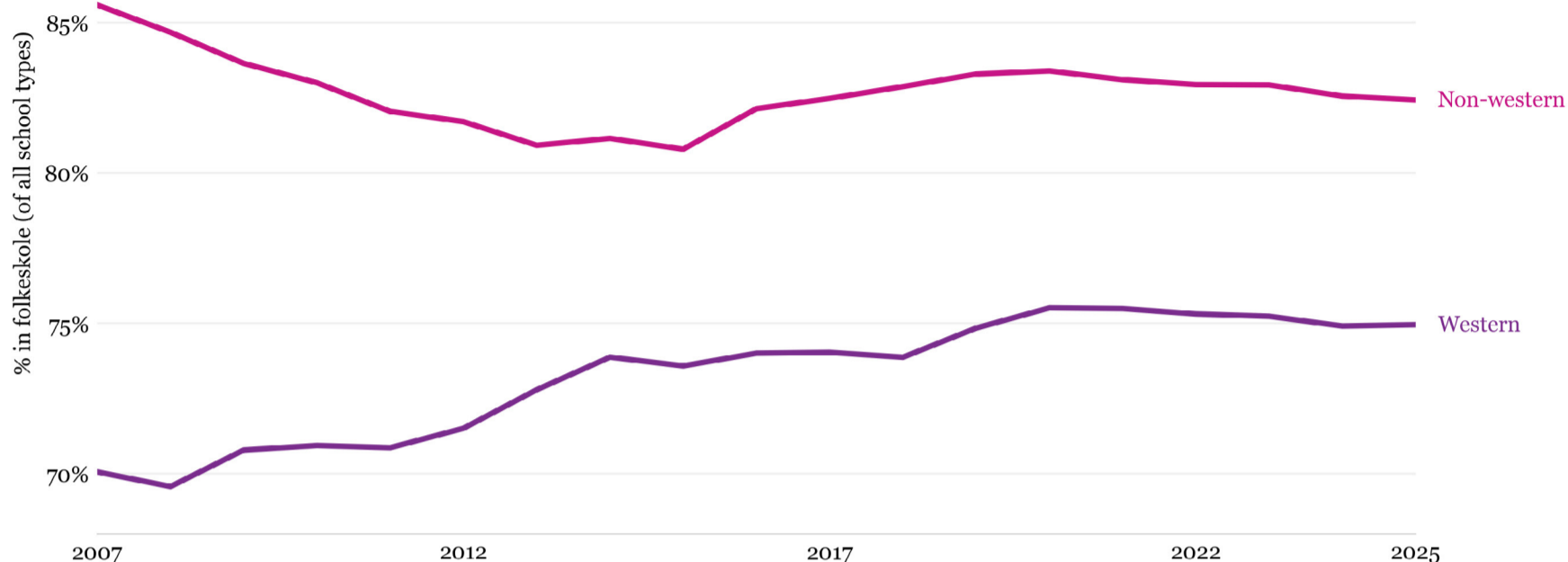
This tendency is fascinating, not least because it is not discussed at the planning level when Danish or-

ganisations dream of attracting and retaining more international workers. The assumption is that these children will be siloed in international schools. Still, of course, if families are choosing the local alternative, then those schools must plan to invest in resources to help children with different mother tongues master Danish.

NON-WESTERN FAMILIES AND THE RISE OF FRISKOLER

In terms of non-Western families (these are somewhat arbitrary groups; this one includes all of Asia, Africa, South America, some of North America and the non-EU European nations), the vast majority of children with these backgrounds attend *folkeskole*; only one in five attended an alternative to *folkeskole*

International pupils choosing folkeskoler



Source: UDDAKT20, statbank.dk

“THREE-QUARTERS OF WESTERN CHILDREN NOW ATTEND THEIR LOCAL FOLKESKOLE - NOT AN INTERNATIONAL SCHOOL.”

in 2025. However, this is down from 86% in 2007, and the shift is explained by non-Western families increasingly choosing *friskoler*.

There is also a trend of more children attending special schools. Still, this trend is largely the same for international children of all backgrounds, since 2007, diagnosis and identification have improved significantly for many special educational needs. Interestingly, international children are slightly more likely to attend special schools than Danish children. That could be an interesting study into the mechanisms at play.

The reason for non-Western families increasingly choosing *friskoler* is also fascinating. Is it a trend of long-term international families moving their children to private schools, or are we seeing that many more middle-class Indian and Chinese families are settling here and that international schools are their preference?

CHALLENGING THE PUBLIC NARRATIVE ON BILINGUAL CHILDREN

For international families weighing up the options, you would not be the only ones sending your child to the local school. What could be interesting is discussing the nuances of the situation in the public sphere. Most of the discussion about *tosprogede* (bilingual) children assumes they are all from the Middle East. The discussion misses the point, since we literally do not have figures on how many Danish children have one international parent, and that, increasingly, children from many other continents and diverse backgrounds are attending their local schools.

DIVERSITY AS A CLASSROOM RESOURCE

From my own experience as a teacher, having a diverse linguistic and cultural background to draw from in the classroom is no barrier to learning. Quite the opposite, it is a resource. You can use children's home languages to make learning more relevant and sticky; for example, when teaching science, some vocabulary based on Greek or Latin can be inscrutable until a classmate explains that it is the same as in their language. Having different cultures in the room is also help-

ful when teaching perspective-taking and critical thinking.

But to use these educational techniques, you need to know they exist. If the political assumption is that all classrooms are homogenously Danish outside the ghetto and homogenously Middle Eastern inside, then schools might not be able to access resources and training to include all types of learners in their classrooms.

THE DEBATE MUST CATCH UP WITH REALITY

One thing is clear. The change has already occurred, and the debate must move on in order to cater for these learners.



PIXABAY: RAWPIXEL

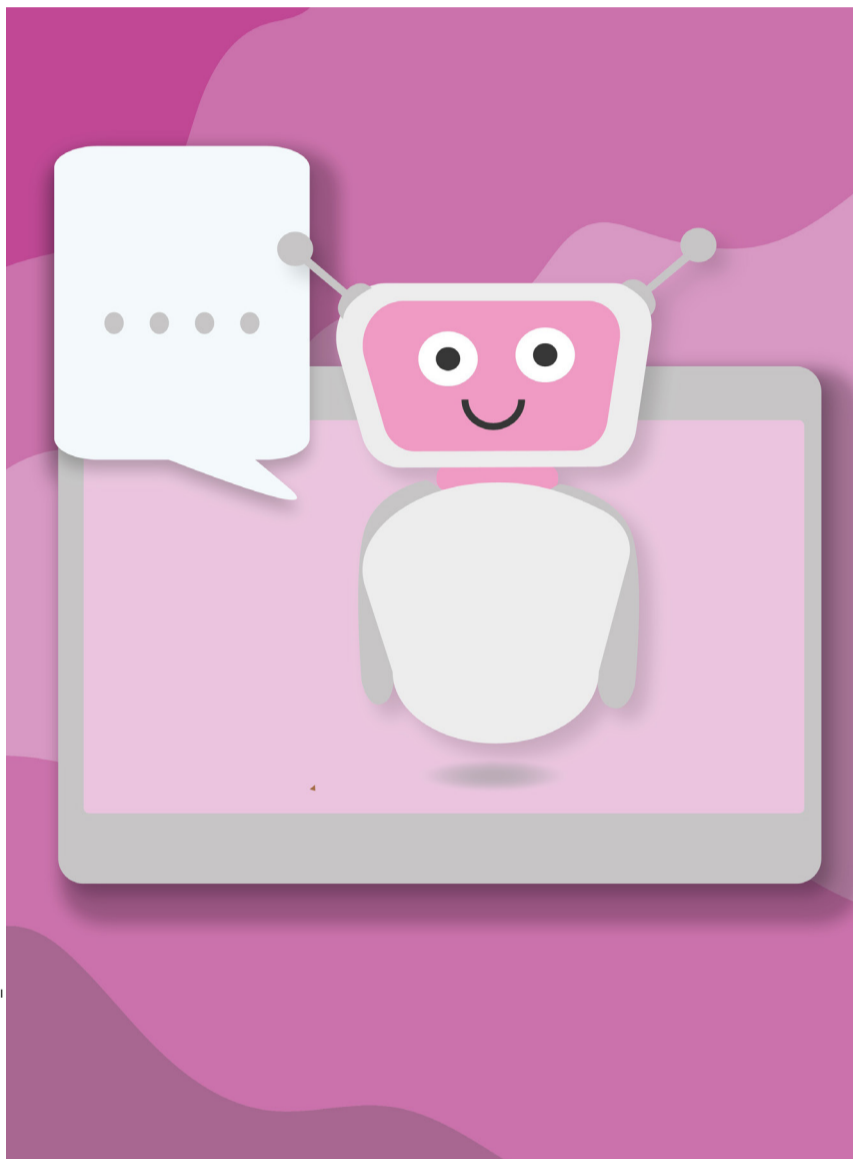
ABOUT THE WRITER

Kelly Draper Rasmussen is a Denmark-based data analyst who makes complex immigration and labour data accessible through her Data in Denmark newsletter. Her research has informed national policies and supports international communities.



AI IN EDUCATION: HOW TEACHERS ADAPT

As technology transforms the way students learn, **Makoda Gascon** shares insights into how educators can respond to AI with awareness, intention, and balance.



PIXABAY: ALEXANDRA KOCH

ARTIFICIAL INTELLIGENCE (AI) is getting increasingly popular across all aspects of life. As education reaches a crossroads with AI, there is a vital discussion to be had about how teachers must adapt.

WHAT IS ARTIFICIAL INTELLIGENCE?

AI can be described as a branch of computer science that has developed advanced systems capable of performing human-like cognitive tasks. When these systems are fed information, they can build a complex knowledge database based on the experiences they have been given. In essence, it is the process by which computers mimic human learning by recognising patterns and data they are fed.

AI IN EDUCATION

The impact of AI on education varies by context. For some teachers, they may welcome the idea of implementing AI in their classrooms, perhaps to the point of overusing it and losing sight of its purpose. On the other hand, there may be teachers who are frightened by it and will never want to understand it. Though some educators may not realise it, AI is slowly slipping into many aspects of education, with the impression it leaves determined by the teacher, grade level, access to electronics, and/or subject matter. When faced with this reality, each teacher must make the conscious choice to adapt to the changing times.

HOW TEACHERS CAN ADAPT

Teachers need to be aware of how education is changing with the use of AI. Even if they themselves do not use it in their classrooms, it can be much harder to stop each of their students, or a school as a whole, from using AI in a manner of ways. As a result, teachers must learn to adapt to AI to stay alert to its impact on their profession. The most important aspect of adapting is to be knowledgeable about AI and what it is doing for education; from there, each teacher can use their own judgment of how they would like to implement, or not implement, its usage in their own classrooms. Follow along as we go over some ways teachers can use AI in their classrooms to adapt to an ever-changing profession.

FAST INFORMATION

Using AI to look up answers to questions quickly can be a great, non-invasive way to incorporate AI into the classroom. Many search engines now offer AI-enhanced answers to questions, which can help a teacher get faster answers. Usually, this feature draws on many different websites to provide a culminating answer based on the information originally given to it. This, however, does not replace fact-checking and actual research. Still, it can be used in a pinch when the information you are looking up is based on common knowledge or even subject-specific questions with a simple answer.

CREATING LEARNING MATERIALS

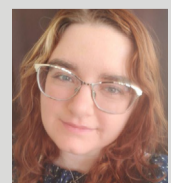
As an educator, there may be parts of teaching that need an extra boost. One of the biggest ways teachers can use AI is to create learning materials for further instruction, from small tasks like quizzes to full lesson plans. With many generative AI websites, placing a prompt can result in a whole new product. If you want to create a quiz or classroom activity, AI can use information students have already learned and generate suggestions or even full materials for use in the classroom. If students don't know the information, AI can instead recommend ways to create meaningful lessons that support each student's growing knowledge. As much as AI can aid in this scenario, it cannot fully replace the unique knowledge a teacher has of their students; a big part of being a teacher is ensuring that every student grasps a concept to the best of their abilities through constant adjustments throughout the teaching process.

MAKING PEACE

Looking to the future, it does not seem that AI will be leaving our world anytime soon. Rather than being completely against it and fighting it, learning to understand it and how it can aid teachers and students can be a step in the right direction toward striking a balance. No matter how AI may impact an individual, it is important to understand that AI does not need to be the centre of education; it can provide tools and tricks to help teachers become even more effective educators.

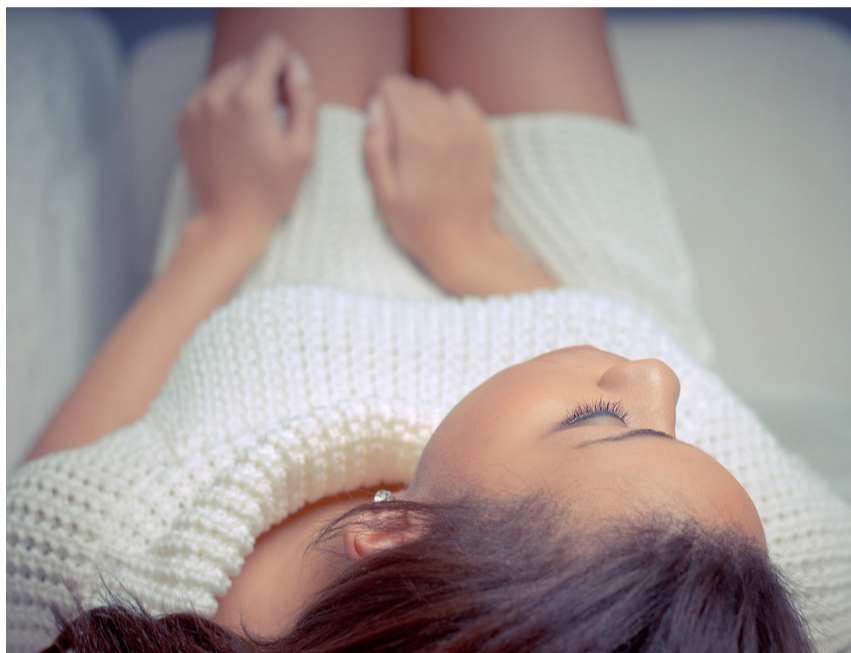
ABOUT THE WRITER

Makoda Gascon is a Canadian-American educator who will be relocating to Denmark. She has a strong background in writing and education, and loves to share her passion for knowledge to better connect people from all over the world.



STRESS AND THE FEMALE BODY

Fiona L Smith explores why stress often shows up differently for women, and how sharing the mental load can help the nervous system finally stand down.



PIXABAY: HOLDOSI

AT SOME POINT in the evening, you finally sit down. Nothing dramatic happened today; there was no crisis, no particular conflict and no emergencies. But your body is still alert; you feel restless and tired, yet wired, are already planning tomorrow, and feel guilty about not getting more done. You know you should go to bed now, but you just need to switch your mind off, so you reach for the remote.

THE WEIGHT OF THE MENTAL LOAD

This kind of wired busyness is incredibly familiar to many women. It doesn't come from singular stressful events; it comes from continuous awareness of the 'big picture' and holding the mental load. You are your family's memory bank: holding information about schedules, holidays, birthdays, meetings and playdates. Your unspoken role is to anticipate needs and keep things running smoothly for everyone around you.

We often think of stress as something caused by pressure or urgency. But your nervous system doesn't only respond to danger; it also responds to responsibility.

Biologically, humans regulate through connection, and that's even more true for women. Our brains constantly track whether we are safe and included. For most of history, exclusion has carried real danger for women. Those who didn't fit in or conform risked ostracism, institutionalisation, or even being branded as witches. Our nervous systems still carry that legacy; maintaining connection has long been tied to survival.

This means a woman's body doesn't relax just because nothing bad happened; we relax when nothing and no one needs managing, and we feel connected and safe.

So much of daily life requires invisible coordination – remembering appointments, attuning to moods, rehearsing conversations, smoothing misunderstandings and anticipating needs. Your mind holds multiple threads at once.

THE EXTRA LOAD OF LIVING BETWEEN CULTURES

When we live in a culture and language that aren't our own, everyday tasks require extra energy – talking to teachers, understanding healthcare and taxes, advocating for ourselves with doctors, or finding menopause support in an unfamiliar system all adds to the load.

In Denmark, responsibility is often shared, but social expectations are often left unsaid. Social ambiguity increases scanning, and without automatic cultural

belonging, the brain works harder to predict outcomes. When talking to teachers, other parents or navigating workplace culture, Danes recognise cues automatically, while internationals are constantly interpreting signals. Understanding when to insist, when to wait, or how direct to be takes enormous energy when it isn't your first language. The nervous system processes far more information for the same task.

And the mental load isn't only cognitive – it's biological.

The body registers this vigilance physically – breathing shifts into the chest, the jaw tightens, and sleep gets lighter (every mother knows this). Digestion becomes erratic, and energy is low, but the system stays switched on, ready for the next input or question.

Over time, many women develop a strategy of maintaining connection at all costs; it's also culturally expected. People pleasing is often described as a personality trait, but is better understood as a nervous system adaptation: stable relationships lower perceived threat and avoiding confrontation keeps the system steady.

THE COST OF NO BOUNDARIES

The difficulty is that without healthy boundaries, the monitoring never stops. If your body is continually adjusting or pre-empting reactions, it cannot stand down from duty. This constant readiness can lead to chronic stress and burnout.

Boundaries aren't only about communication skills. Being able to say 'that's enough', 'no, thank you' or 'I don't have the capacity right now' is essential to well-being. A healthy boundary is a biological stop sign that allows the nervous system to come out of readiness.

Burnout doesn't always look dramatic – many women experience foggy thinking, numbness, emotional sensitivity, decision fatigue, and overwhelm from small tasks. This is prolonged relational vigilance without recovery.

This is why local international networks matter so much. School communities, neighbours, online groups and informal circles are not only practical sources of support; they also reduce individual load. Shared understanding means your body doesn't carry everything alone.

This year's International Women's Day theme, Give to Gain, invites us to support one another. When responsibility and awareness are shared, regulation and well-being increase for everyone. Support doesn't only feel good – it stabilises us and creates safety.

REAL REST COMES FROM SHARED LOAD

Real relaxation occurs when we regularly have moments when we are not organising our environment, predicting reactions, or holding the emotional temperature of a room.

Nothing about your schedule may change. But something important shifts when the mental load is shared rather than carried alone. Why not find out how you can support and be supported within our international community and create more connections this Spring?

ABOUT THE WRITER

Fiona L Smith is a Somatic Therapist, Coach & Nervous System expert who supports women to heal from burnout & anxiety and reclaim ease and confidence. UK born, she lives in Rødovre with her family and loves walking, winter dips, and sunshine.



WHEN CLOTHING CEASES TO FIT

With standardisation reshaping the body and image overtaking object, **Ophelia Wu** examines why alignment - not trend - defines true fit.



KATE MOSS, FASHION; SARAH BURTON FOR ALEXANDER MCQUEEN; VAN CLEEF & ARPELS, AND JULIAN D'YS, THE RITZ PARIS, 2012 FOR VOGUE US APRIL 2012 ISSUE. CREDIT: TIM WALKER

IN CHINESE, THERE is a saying, 「衣不稱身」. Literally translated, it means "the clothes do not fit the body". It can refer to something ill-fitting, or, metaphorically, to a situation akin to a square peg in a round hole. The phrase is understated as it does not moralise. It simply observes a misalignment. That restraint feels particularly relevant today.

The word fashion originates from the French *à la mode* — in trend. Historically, what was deemed fashionable emerged from the most affluent circles. Royalty and aristocracy dictated silhouette, fabrication and ornamentation. Think of figures such as Marie Antoinette: not influencers in the contemporary sense, but individuals whose visibility and power defined aesthetic direction. Fashion operated as a flaunting of wealth, an articulation of access to rare textiles, specialised craftsmanship, complex dyeing techniques and global trade networks. The scarcity of a material was inseparable from its desirability. Laws were even made to forbid commoners from using or wearing certain colours due to the significance of the rarity and cost behind obtaining that coloured fabric.

Yet these garments, however extravagant, shared one fundamental quality: they were made for specific bodies. There was no standardised sizing, no mass

replication. Tailors and seamstresses constructed clothing in dialogue with the individual wearer. Even when styles trickled down through social hierarchies and were interpreted in simplified forms, they were still tailored for a person, not for an abstract average.

WHEN THE BODY BECAME THE PROBLEM

Industrialisation altered that relationship irreversibly. The way we dress today is drastically different from how it was historically — the layers, the style, and the representation have all evolved. With the rise of factory production came standardised pattern blocks, grading systems and numerical sizing. Bodies were reduced to statistical ranges. Efficiency required uniformity. With wars, urban and cultural development, the garment was no longer conceived around an individual form; it was designed to accommodate a market, a new lifestyle. Only the few who could afford it still had their clothing tailor-made.

The psychological shift was subtle but significant. When clothing failed to fit, the body became the problem.

This inversion continues to shape contemporary fashion culture. Much of what



UNSPLASH: EUROPEANA

is described as a "style issue" is, at its core, a structural misunderstanding. Fit is often reduced to the number on a label, when in reality it concerns proportion, balance and construction. The placement of a shoulder seam alters perception of authority. The rise of trousers changes the visual architecture of the frame. The interaction between fabric weight and cut determines whether a silhouette appears deliberate or accidental. These are technical considerations, not aesthetic whims. To speak of fit merely in terms of size is to oversimplify an architectural question.

The digital era has further complicated this terrain. Fashion is increasingly experienced as an image rather than an object. Garments circulate as curated visuals — cropped, filtered, optimised for screens, 3D becomes 2D. The body in motion becomes secondary to the composition within the frame. A silhouette that commands attention online may lose coherence in physical space. AI now accelerates this abstraction. It can analyse purchasing data, generate outfit permutations and forecast trends with remarkable efficiency. It recognises patterns at scale. What it cannot replicate is judgment informed by lived experience and trained perception. Style is not a data set; it's also something money cannot buy. Technology can assist distribution and discovery. It does not replace discernment.

BACK TO THE ROOTS

Interestingly, the industry itself appears to recognise the limits of perpetual novelty. In recent seasons, many established houses have returned to their archives. Historic tailoring lines, signature motifs and foundational silhouettes have resurfaced under new creative leadership. This movement is less about nostalgia than about structural coherence. When a brand drifts too far from its foundational codes, the shift is perceptible. Design language loses specificity. Silhouettes become interchangeable. What once felt distinct begins to resemble everything else. Consumers may not articulate the technical cause, but they recognise dilution. An archive functions as institutional memory — a repository of proportion, fabrication and aesthetic philosophy. Revisiting it restores clarity.

The parallel with individual dress is difficult to ignore. Clothing has always functioned as social language. It communicates affiliation, ambition, restraint or defiance. It can project aspiration or signal belonging. Yet when the external signal overtakes internal alignment, dissonance emerges. The result is not necessarily dramatic; it is simply incoherent. This is where the "ill-fitting" extends beyond tailoring. It becomes a question of alignment.

In a market saturated with choice and accelerated by algorithmic influence, it is easy to confuse visibility with validity. Trend cycles compress. Micro-aesthetics proliferate. Entire identities can be assembled from references and Pinterest within minutes. Authority in dress has never been about excess. Historically, it has been about precision - the relationship between cut and body, between fabric and intention and between image and context.

Fashion will continue to evolve. Innovation, digitalisation and global exchange will reshape production and distribution. Brands will reinterpret heritage to maintain relevance. Consumers will navigate increasingly complex aesthetic landscapes. Beneath these movements, however, one principle remains constant: clothing either aligns with the body it inhabits, or it does not.

The difference is rarely theatrical. It is structural. When fit, style, and identity converge, the garment ceases to compete for attention. It holds its place and makes sense. And in that coherence, one recognises something far more enduring than trend.



UNSPLASH: MCGILL LIBRARY



UNSPLASH: CHARLOTTA BLUNAROVA

ABOUT THE WRITER

Ophelia Wu is a Copenhagen-based fashion consultant, journalist, with a career spanning Hong Kong, London, and beyond. She brings her passion for fashion, beauty, and interiors to brands worldwide while embracing the Scandinavian lifestyle.



BUSYNESS BURNOUT: TRAIN SMARTER

Alexandra Beck examines the hidden cost of decision fatigue on modern training.



PIXABAY: HAPPYVEGANFIT

COPENHAGEN IS A very efficient city. We optimise routes, stack meetings, multitask dinners, and answer messages while brushing our teeth. Our calendars look like abstract art, and our step counts look impressive. And yet people are tired. Not “I stayed up late watching Netflix” tired - the deeper one. The kind where motivation disappears, sleep stops working, workouts feel heavier than they should, and suddenly a normal Tuesday feels oddly overwhelming. This is the burnout of busyness. Essentially caused by doing everything.

The human brain is not designed for continuous decision-making. Every choice costs mental energy - what to eat, when to train, when to reply, whether you should have done more, why you didn't. By the time many people arrive at a workout, they have already made hundreds of decisions. And then we expect the body to perform.

Physiologically, your nervous system does not distinguish well between types of stress. Deadlines, notifications, emotional pressure, and high-intensity workouts all activate the same stress response: elevated heart rate, increased alertness, and rising stress hormones. Useful in short bursts, exhausting when constant. The body cannot tell the difference between a difficult meeting and an aggressive workout at 21:30. Stress is stress. So when someone says, “I just don't have the energy to train”, it is rarely a fitness problem. It is a cognitive load problem.

WHEN EXERCISE ADDS TO THE STRESS

Here is the modern paradox: the more over-

“ENERGY IS NOT CREATED BY SQUEEZING MORE INTO THE DAY. IT IS CREATED BY REMOVING UNNECESSARY LOAD.”

whelmed people feel, the more chaotic their exercise becomes. A bootcamp here, HIIT there, a run to compensate for guilt, a class because they “should”. We try to out-train mental fatigue with physical intensity. From a physiological standpoint, unpredictability increases stress because the brain must constantly prepare for the unknown. The body performs best when it can anticipate demand. Consistent patterns allow the nervous system to adapt and become efficient. Random intensity keeps it in a perpetual state of alert. That doesn't build fitness - it builds fatigue. This is why many busy adults plateau despite training a lot. Their recovery capacity is already consumed by life, so the workout becomes the final straw rather than the solution.

Exercise is supposed to regulate the nervous system, not overwhelm it. Structured strength training improves energy stability and resilience over time. Moderate cardiovascular work improves sleep quality and mood regulation. Repeated movement patterns reduce cognitive load because the brain no longer has to learn something new every session. In simple terms, your body relaxes when it knows what is coming. This is why consistency beats intensity, not philosophically but biologically.

STRUCTURE CREATES ENERGY

People often think motivation creates routine. In reality, routine creates motivation. When you remove decision-making, adherence rises dramatically because the brain spends less energy negotiating and more energy executing. You no longer ask yourself whether you feel like training. You simply arrive and begin.

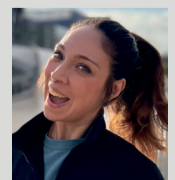
I see it every week. People arrive mentally scattered and physically tired. Shoulders high, thoughts racing, still half in their inbox. Half an hour later, they are calmer, not just sweaty. Not because they pushed harder, but because they didn't have to think. Follow, adjust, repeat. Predictability lowers cognitive load, lower cognitive load frees mental energy, and free mental energy restores motivation. The workout becomes recovery from life rather than another demand on it. Often, the biggest relief is not the exercise itself but the absence of decisions.

Fitness culture often sells intensity, but for busy adults, the real performance metric is sustainability. Can your training still work when work is stressful, kids are sick, sleep is short, and winter is dark? If not, it is not a fitness plan - it is a temporary hobby. Smart training respects biology: clear structure, progressive load, adequate recovery, minimal decision fatigue. It should feel challenging, but also reassuringly familiar. The body adapts to repeated signals, not constant novelty. Not sexy, very effective.

Busyness will not disappear. Copenhagen will remain efficient, and we will probably still answer messages at traffic lights. But energy is not created by squeezing more into the day. It is created by removing unnecessary load. The right workout does not drain your energy. It gives your brain a place to rest, and sometimes that is exactly why people keep coming back.

ABOUT THE WRITER

Alexandra Beck is a Swiss/Brit personal trainer and nutrition coach in Copenhagen, helping people of all ages find fun and consistency in fitness. A former communications professional, she now brings energy, and community magic to every workout.



THE MAKING OF CHRISTIAN DENMARK

Jess Hearne charts the church's central role in shaping governance, community and culture across five centuries.



UNSPLASH: NASTIA PETRUK

WHEN WE LOOK at Denmark today – a modern, largely secular nation with a famously high standard of living – it is easy to overlook the historical roots of religion in the shaping of the country's identity. However, for over 500 years, the Christian Church had a profound effect on Denmark's politics, culture and society. Medieval Denmark was a society deeply intertwined with the Church, where religious authority shaped governance, daily life and the emerging sense of a shared national identity.

THE BIRTH OF CHRISTIAN DENMARK

Long before official conversion, Christianity had entered Danish society through trade and travel. Denmark's journey of transformation from a land of Norse gods to a Christian kingdom wasn't completed overnight. Still, written evidence shows that missionaries were active in Danish towns as early as the 800s.

The mid-10th century marked a turning point. On the great runic stones raised at Jelling, King Harald Bluetooth proudly declared that he had united the clans of Denmark and converted them to Christianity. Though the religion was already spreading throughout Viking society, Harald's proclamation marked an official alignment of his kingdom with the Christian world of medieval Europe.

With Christianity established, Danish society began to shape itself around the Church. Dioceses were established, parishes grew, and land, law, and politics came under the influence of religious leaders.

POWER AND COMMUNITY

A cross-continental system, the Roman Catholic Church was one of the most powerful institutions in Danish society for much of the Middle Ages. Almost 2000 stone churches were built across the country as more durable replacements to their older wooden counterparts. These new structures served as the focal points of communities, shaping the social and spiritual lives of Medieval Danes.

Churches provided structure to their congregations from cradle to grave: the rites of baptism, marriage and funerals offered a sense of meaning and belonging

to all classes of society. For ordinary folk, their faith infused daily life with rituals and festivals, visually expressed through art and design in an age where literacy was uncommon.

But Christianity's role wasn't just in spirituality. The Church also played a pivotal role in governance, with many bishops sitting alongside the nobility as advisors to the king. Over time, monastic institutions and abbeys, such as those at Ringsted and Odense, accumulated significant wealth and land, developing into hubs of education, agriculture, charity and economics.

Literacy and written records also became important pillars of the Church during this time, with monks and clerics becoming known as custodians of knowledge. Their efforts in recording events, keeping legal texts and maintaining archives laid the early foundations for the development of law and governance that would shape Danish society.

FAITH AND SOCIETY

The medieval Church had a profound effect on shaping ordinary life. Its values and views formed the backbone of society: a moral order with God at the pinnacle, the importance of charity and forgiveness and a vision of life after death that gave comfort in uncertain times.

Monastic communities farmed land, provided medical care and were hospitable to travellers, offering sanctuaries of refuge and learning. Some abbeys became important pilgrimage sites, contributing to the surrounding towns' economies through tourism and trade.

The calendar was structured around religious festivals. Saints' days, Easter and Christmas created rhythms that brought communities together. Danish society was largely agrarian, so these shared experiences helped forge a common identity that extended beyond local villages.

The Church also had a major influence on art and education. In a time without widespread literacy, visual storytelling through frescoes, carvings and stained glass was essential in bringing biblical stories to life for their congregations. These forms of artistic expression helped shape the cultural heritage that still lingers in Denmark's landscapes today.

LEGACY AND TRANSFORMATION

By the late Middle Ages, the power of the Church was lessening. Kings and nobles had begun to challenge clerical authority, and new forms of devotion were emerging. These tensions contributed to the Protestant Reformation in 1536, when Denmark officially broke with the Roman Catholic Church and adopted Lutheranism as its state religion.

Yet, even after this dramatic shift, the legacy of the medieval Church remained. Many of the societal structures, morals and community rhythms endured. Today, medieval churches are still at the heart of towns and villages across Denmark, serving as reminders of an institution that once shaped almost every aspect of Danish life.

ABOUT THE WRITER

Jess Hearne is an Irish Content & Communications Specialist

based in Copenhagen. With a background in history and socio-political studies, she works with clients across many areas, while pursuing passion projects in feminist history and film psychology.



DESIGNING A HOME ON A BUDGET

With budget and beauty working hand in hand, **Maja de Silva** demonstrates how smart choices create homes that feel personal, balanced, and enduring.



DESIGNER/PHOTOGRAPHER: MAJA DE SILVA / LOCATION: PRIVATE HOME, CPH, DK

“DESIGNING YOUR SPACE DOESN’T MEAN BUYING THE MOST EXPENSIVE FURNITURE TO REPLICATE A SHOWROOM.”

MANY PEOPLE BELIEVE that creating a beautiful home costs a fortune. They flip through glossy magazines, scroll endlessly online, and dream about stunning interiors that feel forever out of reach. There’s also a common belief that hiring an interior designer costs “an arm and a leg,” that such services are reserved only for those with unlimited budgets. As a professional in this field, I understand where these assumptions come from—but they are outdated.

Today, many people have stable careers and can afford the right guidance. Yes, setting up your space requires an investment, but thoughtful planning of your layout and budget helps you avoid costly mistakes and unnecessary disappointments. You’re going to spend money on your home anyway—so why not have someone by your side who understands the “how” and the “where,” saving you precious time and energy?

Designing your home is not an expense; it’s an investment in your everyday life. It’s your nest—the place where you live, rest, recharge, and connect with family and friends. Your surroundings influence your mood and energy daily. In fact, we now spend more than 60% of our waking hours at home, thanks to remote work, home education, and the shift of dining and entertainment into our own spaces.

“There’s no place like home.” It’s where we feel safest and most ourselves. We bring back souvenirs from our travels to decorate them. We recreate favourite restaurant recipes in our kitchens. We all have that special “corner” we gravitate toward. We long for slow Sundays and the comfort of returning home after a busy day.

CREATE A HOME THAT REFLECTS YOU, NOT THE SHOWROOM

Designing your space doesn’t mean buying the most expensive furniture to replicate a showroom. With over 20 years of experience in interior architecture, I’ve learned that true beauty lies in understanding your style, preferred colours, and proportions. Good proportions are everything. A lamp, for example, can transform a console table—if balanced thoughtfully with books, art, texture, and colour. Work with composition. Make it personal. Have fun creating a home that truly reflects you.

Today’s home market is bigger than ever. You can buy brand-new or secondhand, shop in-store or online, and discover vintage treasures or modern designs with a single click. The possibilities truly are endless. And yet, with so many options available, it’s easy to feel overwhelmed and unsure how to make it all come together beautifully.

My advice? Follow your own style. Choose pieces you genuinely love instead of buying something simply because it’s on sale or trending. Be intentional and conscious with your decisions. Thoughtful choices are not only better for your home and your budget—they’re also kinder to

the environment. When you invest in items that truly resonate with you, you're less likely to replace them a year later.

RENOVATION WITHOUT THE OVERWHELM: SMALL CHANGES, BIG IMPACT

But what about larger projects, like renovating a bathroom? How can you stay within budget without sacrificing style? Start by being realistic about what you can afford right now. Perhaps tearing down walls or replacing all the tiles isn't an option—and that's perfectly fine. If the tiles feel outdated, paint them. Yes, even shower and floor tiles can be painted today with the right products. It's a game-changer.

Prioritise what truly matters. Invest in quality water fixtures that won't need replacing next year. Upgrade elements that make an impact without costing a fortune—like a beautiful mirror, a stylish lamp, or elegant cabinet handles. Small details can completely refresh a space. Add baskets to organise everyday items, consider practical storage solutions, and bring warmth with a soft rug underfoot instead of an old towel. A few plants and candles can instantly elevate the atmosphere.

The same principles apply to an old kitchen. Paint cabinets, tiles, and walls in colours you love. Replace the countertop if the budget allows, and update hardware for a fresh look. Most importantly, rethink your lighting—good lighting is essential, especially in the kitchen.

Renovation doesn't have to be overwhelming or expensive. It's about smart ideas, confident decisions, and taking the first step toward creating a home that truly feels like yours.

**“DESIGNING YOUR HOME IS NOT AN EXPENSE;
IT'S AN INVESTMENT IN YOUR EVERYDAY LIFE.”**



DESIGNER/PHOTOGRAPHER: MAJA DE SILVA / LOCATION: PRIVATE HOME, HELLERUP, DK



DESIGNER/PHOTOGRAPHER: MAJA DE SILVA / LOCATION: PRIVATE HOME, CPH, DK



DESIGNER/PHOTOGRAPHER: MAJA DE SILVA / LOCATION: PRIVATE HOME, CPH, DK

ABOUT THE WRITER

Maja de Silva is a Copenhagen-based interior architect and photographer with an international background spanning Switzerland, the US, and Poland. She blends design expertise and visual storytelling to create intimate, thoughtful interiors while embracing a modern Scandinavian lifestyle.



GÆKKEBREV: A DANISH EASTER RIDDLE TRADITION

Brooke Taylor Fossey's look at Denmark's playful Easter riddle tradition.



GEOGRAFISKHAVE.DK



PIXABAY: PAT_PHOTOGRAPHIES



PIXABAY: SILVIARITA

IN EARLY SPRING in Denmark, an unusual kind of letter begins to appear. The paper is carefully cut into lace-like patterns, and inside is a short rhyme: teasing, rhythmic, and unsigned. Instead of a name, you'll find a row of dots, each one representing a letter in the sender's name.

This is a *gækkebrev*: a traditional, whimsical letter most often sent by Danish children in the weeks leading up to Easter. There's also a prize involved. If the recipient guesses who sent it, the sender owes them a *påskeæg* (Easter egg). If not, the chocolate changes hands the other way.

LANGUAGE LESSON: BREV = LETTER, BUT WHAT IS GÆKKE?

The tradition of sending *gækkebreve* is tied to Easter, but its roots run deeper - into the Danish language, nature, and sense of humour.

The verb *gække* doesn't have a neat English equivalent. It means teasing, tricking, or fooling someone — but gently. It's playful rather than sharp, affectionate rather than embarrassing, a wink rather than a prank. This prank-letter is a handmade note sent before Easter. While it was once a tradition among adults to have romantic interests, today it is most common among Danish children.

The letter is folded and decorated with paper cut-outs, then opened to reveal a short rhyme. The sender stays anonymous by signing with dots instead of a name. The recipient's task is simple: guess who sent it before Easter.

VINTERGÆKKE: A FLOWER WITH A CLUE

Another key inspiration for the tradition is taken from nature. The *vintergæk*, or snowdrop, is one of the first flowers to bloom after winter in Denmark. Its name is no coincidence. Like the verb *gække*, the flower is said to 'fool' winter by blooming while frost still lingers – or perhaps to 'fool' us into thinking spring has truly arrived.

Historically, *vintergækker* were often pressed and tucked into *gækkebreve* or drawn on them, as symbols of early spring, renewal, and optimism.

HOW TO WRITE A GÆKKEBREV

Gækkebreve are traditionally sent sometime before Easter, often in late February or March.

THE PAPER: Fold and cut the paper like a snowflake so that unfolding it reveals a symmetrical pattern. You can find elaborate patterns online, including HC An-

dersen's famously intricate *gækkebreve*.

THE SIGNATURE: Replace your name with dots, one for each letter.

THE RHYME: Keep it short and playful. Many mention spring, guessing, Easter, or eggs. Make up your own or borrow one from online.

Here's a classic:

*En vintergæk,
en sommernar,
en fugl foruden vinger,
en lille ven som har dig kær
en kærlig hilsen bringer.
Mit navn det står med prikker,
pas på, det ikke stikker.*

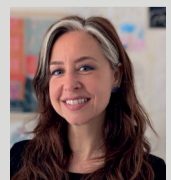
Roughly translated:

*A winter trickster,
a summer fool,
a bird without wings,
a little friend who holds you dear
and brings a loving greeting.
My name is written in dots —
take care, it doesn't prick you.*

You don't need to grow up with the tradition to take part. All you need is paper, a pen, and someone with a good sense of humour on the receiving end. If you end up owing a chocolate egg, consider it a small price for a bit of Danish fun.

ABOUT THE WRITER

Brooke Taylor Fossey is a Danish language coach and content creator based in Copenhagen. With a background spanning city planning, craft beer, and bagel-making, she now helps learners explore Danish language and culture on [@nearlydanishdame](https://www.instagram.com/nearlydanishdame)



FACING THE HARD QUESTIONS: CONTINUE, PAUSE, OR PIVOT?

Diana-Medrea Mogensen reframes survival as a strategic condition rather than a failure. The focus shifts from ambition to stabilising income, reducing exposure, and buying time.

AT THE CORE of creation, whether that is a business, a new product, a process, or even a way of living, decisions are being made constantly. Not only about new ideas, but about timing, direction, pace, and limits. You decide when to move forward, when to adjust, when to pause, and when something has reached its natural end.

This is not a skill you can learn from a checklist. It requires a deep understanding of your situation, your resources, your patterns, and the context you are operating in.

From time to time, especially amid uncertainty or pressure, one question rises to the surface. Should I continue, pause, or pivot?

It rarely appears in calm conditions. More often, it emerges when something feels unstable, when numbers shift, when energy drops, or when the plan no longer delivers on its promise. In those moments, the question can feel heavy, almost existential, as if the entire direction depends on the next move.

Most crossroads fall into one of three conditions.

SURVIVAL

The first is survival. Cash flow is tight, work has slowed, and uncertainty feels immediate. In this state, the goal is not optimisation or reinvention, but preservation. Decisions focus on stabilising income, reducing costs, and buying time. Continuing might mean holding the line until conditions improve. Pivoting might mean adjusting your offer quickly to meet demand. Pausing might mean cutting activity to conserve resources. None of these choices is a failure. They are strategic responses to constraint. What matters is recognising that you are deciding for survival, not from ambition or long-term vision.

EXHAUSTION

The second condition is exhaustion. The business generates revenue, yet your energy is depleted. You meet your obligations, but something feels heavier than it should. Here, the question is less about viability and more about sustainability. Continuing without adjustment risks resentment. Pivoting from this state may simply be an attempt to escape fatigue rather than address structure. Sometimes what is required is not a new direction, but a redesigned rhythm, fewer commitments, clearer boundaries, or different pricing. When exhaustion drives the question, look first at how you are working before deciding whether to change what you are working on.

STRATEGIC GROWTH

The third condition is strategic growth. The business is stable, finances are manageable, and you feel restless rather than desperate. This is the healthiest place to pivot because you see a better opportunity or a clearer alignment. Decisions made from this state tend to be thoughtful rather than reactive. They are driven by evidence and experience rather than fear.

The difficulty is that these states can blur into one another. A slow quarter can trigger survival anxiety even when reserves are adequate. Temporary fatigue can masquerade as a sign that the entire business is wrong. This is why awareness becomes essential. Before deciding, ask yourself simple, direct questions:

1. Is this a short-term fluctuation or a pattern?
2. Am I reacting to one difficult month or to a sustained shift? Is the tension financial, operational, or personal?
3. What evidence supports the change I am considering?



PIXABAY: PEZIBEAR

THE KEY: CLARITY

Clarity does not remove pressure, but it changes the quality of your decision. You may still choose to pivot quickly because survival requires it. You may still pause even if the timing feels inconvenient. The difference is that you name the reason. You acknowledge, “I am deciding from scarcity,” or “I am adjusting because my current structure is unsustainable,” rather than telling yourself that you have failed or that the business was always a mistake.

Survival decisions are not permanent decisions. They are responses to context. A pause can be temporary. A pivot can be iterative. Continuing can include adjustments that make the path more stable. In reality, a combination is more often a way forward, as situations are rarely so clear-cut.

The hard question is not whether you should continue, pause, or pivot. The harder question is whether you are willing to look honestly at what is driving the urge to change. When you understand your state, you regain agency, even if the circumstances remain imperfect.

Self-employment does not offer certainty - it demands ongoing evaluation. Doubt will appear, the task is not to remove it but to prevent it from turning into panic. Real life may not wait for perfect conditions, yet you can still choose to decide with awareness. Before you continue, pause, or pivot, take a moment to name the state you are in and the reason behind your choice. Clarity, even under pressure, is what turns reaction into direction.

ABOUT THE WRITER

Diana Medrea-Mogensen is a Denmark-based entrepreneur, funding strategist, and educator working at the intersection of self-employment, learning, and inclusion. She founded We Are Entrepreneurs to support expats and underrepresented groups in building sustainable businesses.



HUMMINGBIRD MUFFINS

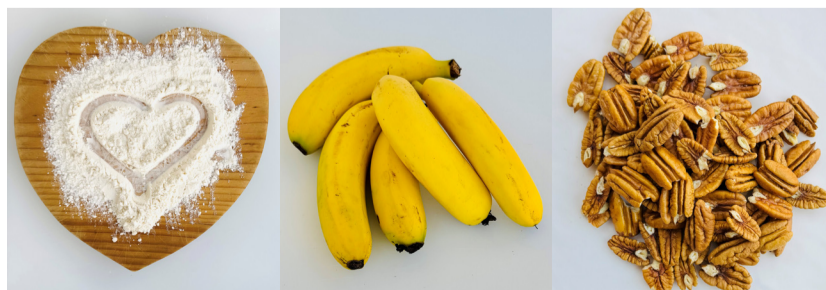
Natasha Liviero offers an ode to the ever-popular hummingbird cake with these beautifully spiced muffins - a delightful addition to the breakfast table. Warm undertones enhance the tropical pairing of pineapple and banana, creating a tender, flavourful bake that feels both comforting and irresistibly indulgent.



HUMMINGBIRD MUFFINS (Makes 12)

Ingredients:

- 110g canola oil/neutral oil
- 2 XL eggs, whisked
- 320g banana, mashed
- 100g pineapple, finely chopped
- 130g muscovado sugar
- 5g vanilla extract
- 230g flour, sieved
- 1 tsp bicarbonate of soda
- ½ tsp salt
- 2½ tsp cinnamon
- 1½ tsp mixed spice
- ½ tsp nutmeg
- 100g pecans, chopped



Method:

1. Preheat the oven to 190°C/170°C (fan) and prepare a 12-cup muffin pan with paper liners.
2. In a large bowl, add the oil, eggs, banana, pineapple, sugar and vanilla. Mix with a wooden spoon to combine.
3. Add the remaining dry ingredients, spices and half the nuts. Mix until just combined - do not overmix.
4. Spoon the batter into the muffin liners - approximately 86/88g into each.
5. Sprinkle the remaining pecan nuts evenly over each muffin, pressing down slightly so they adhere to the batter.
6. Bake for approximately 22 minutes or until a skewer inserted into the centre of a muffin comes out clean.
7. Cool for 2 minutes in the muffin pan, then remove the muffins and place them on a cooling rack to cool completely.
8. Store in an airtight container for up to three days.

NOTES:

* Make the recipe your own by adding choc-chips or sunflower/pumpkin seeds to the batter.

ABOUT THE WRITER

Natasha Liviero is a South African pastry chef with Croatian heritage and a passion for European patisserie. She spends her days crafting recipes, sparring with her cats, and sharing her pastry journey on Instagram [@natashaliviero](https://www.instagram.com/natashaliviero).



DENMARK AT THE ARCTIC CROSSROADS

Thorbern Alexander Pangilinan Klingert explores how sovereignty, alliance politics and Arctic security have moved to the centre of Denmark's political debate.



PIXABAI: KYRCHOWDARI

THE YEAR HAS begun with a reminder that geography still shapes destiny. Four years after Russia launched its full-scale invasion of Ukraine, war has returned to Europe as a brutal and enduring fact. At the same time, renewed debate in US politics about acquiring Greenland - even if framed short of military force - has underscored another reality: the Arctic is no longer peripheral. It is strategic.

For international residents in Denmark, these developments may seem distant from daily life. They are not. They go to the heart of the upcoming Danish general election and to fundamental questions about sovereignty, alliances, and the future of the Danish Realm.

GREENLAND AND THE PRINCIPLE OF SOVEREIGNTY

Greenland is not for sale. That is not a slogan but a statement of international law and democratic principle. Greenland's future belongs to the people of Greenland. Yet the renewed attention from Washington - regardless of tone - reflects a broader geopolitical shift. Melting sea ice is opening shipping routes. Critical minerals are attracting global interest. Military planners increasingly view the Arctic as a theatre of strategic competition.

DENMARK'S STRATEGIC POSITION

Denmark finds itself in a delicate but pivotal position. It is often described, not least by *The Economist*, as one of America's most reliable allies. That remains true. The transatlantic alliance has been the cornerstone of Danish security for decades. The United States is Denmark's most important security partner, and NATO remains indispensable.

But alliances evolve. American political debate has become more transactional and less instinctively internationalist. Even when military force is explicitly ruled out, proposals to "acquire" allied territory test assumptions about mutual respect. For a small state, clarity matters.

Prime Minister Mette Frederiksen has stated plainly that an attack by one NATO country on another would mark a rupture beyond repair. The remark reflects the gravity of the moment. Cooperation with the United States must remain close and pragmatic - particularly in the Arctic, where joint defence investments are increasing - but it must also rest on respect for sovereignty and for the constitutional structure of the Danish Realm.

THE STRATEGIC VALUE OF THE REALM

The Realm - Denmark, Greenland, and the Faroe Islands - is sometimes treated as a historical artefact. In fact, it is a strategic asset. Together, the three parts command vast maritime areas in the North Atlantic and Arctic. They provide one another with diplomatic weight and security depth that none would possess alone.

In recent years, Denmark has committed substantial new resources to Arctic defence: surveillance drones, radar systems, maritime patrol aircraft, and Arctic-capable naval vessels. These investments are not gestures; they reflect a sober assessment of risk. But hardware is only part of the equation. Political cohesion within the Realm is equally important.

Greenland and the Faroe Islands must be meaningfully involved in foreign and security policy decisions that directly affect them. That is not only a matter of fairness; it strengthens Denmark's credibility abroad. A Realm that consults internally speaks more confidently externally.

A STRONGER EUROPE IN A HARDER WORLD

The broader European context reinforces this logic. Russia's war against Ukraine has galvanised European defence cooperation. Nordic countries, now fully integrated into NATO, are deepening military planning and procurement coordination in the Baltic and Arctic regions. The lesson is clear: small and medium-sized democracies increase their resilience when they act together.

For Denmark, the choice in the coming election is not between loyalty to the United States and loyalty to Europe. It is about balance. A confident Denmark can be both a steadfast transatlantic ally and an active European partner. It can invest in deterrence while defending international law. It can welcome cooperation in the Arctic while rejecting any ambiguity about sovereignty.

THE RISK OF COMPLACENCY

The alternative - strategic complacency or internal fragmentation - would invite pressure from larger powers whose interests do not always align with democratic values.

Four years after Ukraine was attacked, Europeans understand that peace cannot be taken for granted. The debate about Greenland is not a curiosity of American politics; it is a reminder that even stable regions can become arenas of competition.

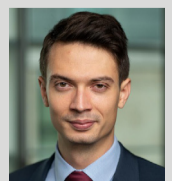
MEETING THE MOMENT

Denmark's task is therefore twofold: to strengthen its alliances and to strengthen the Realm itself. Sovereignty, solidarity, and strategic realism are not contradictory. In a more uncertain world, they are mutually reinforcing.

For international residents observing Denmark's election year, this is the larger story. The question is not whether Greenland is for sale—it is not. The question is whether Denmark will meet its geopolitical moment with unity, investment, and quiet resolve.

ABOUT THE WRITER

Thorbern Alexander Pangilinan Klingert is a professional with analytical, communication, and problem-solving skills. With a natural curiosity and a drive to master complex concepts, he engages in challenging projects and strategic proposition development, while pursuing his candidacy for parliament with Venstre.





LABORATORY TECHNICIAN - BRIGHT

You will be part of a dynamic international team where you will be supporting the on-going activities and projects. You will be reporting directly to the Head of Analytics.

Location: Kgs. Lyngby

Deadline: 18 March

Contact: Linda Ahonen, Head of Analytics
linaho@dtu.dk

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Location: Copenhagen

Deadline: 15 March

Contact: contact@3sonic.com

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Location: Hillerød

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Contact: Jonas Andersen,
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joan@foss.dk

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RECRUITMENT ANNOUNCEMENTS

GLOBAL HEAD OF IT SERVICE AND OPERATIONS

Our IT Service and Operations area is looking for a manager who puts the mission first and can involve and include global perspectives. You create engagement and foster collaboration, display openness, and curiosity, understanding and appreciation with an honest desire to deliver globally efficient support to DRC end users.

Location: Copenhagen

Deadline: 15 March

Contact: Steffen Kølbeek
steffen.koelbek@drc.ngo

PROCUREMENT FINANCE MANAGER

You will play a key role in strengthening the link between Procurement and Finance. You will support both day-to-day operational finance and a strong performance agenda, acting as a trusted business partner to Procurement.

Location: Viby

Deadline: When filled

Contact: N/A

INTERNATIONAL AFFAIRS MANAGER IN THE HEART OF THE GREEN TRANSITION

In this role, you will be building Nordic RCC positions on evolving European topics, representing us in steering groups and workstreams, and ensuring internal experts are aligned behind clear, well-argued recommendations. You will scan the horizon for trends, translate complexity into sharp management material, and help ensure Nordic RCC focuses on what matters next.

Location: Copenhagen

Deadline: 18 March

Contact: N/A

REAL ESTATE LEASE MANAGER

DSV is strengthening its global Lease Compliance & Property Audit capabilities and is looking for a skilled Real Estate Lease Manager to support and lead activities related to lease expiry, property condition assessment, and controlled handover of leased sites across our global portfolio. You will take on a global role in a fast-growing company with ample career opportunities.

Location: Hedehusene

Deadline: When filled

Contact: Nicolai Opolzer, Senior Manager
+45 25416688

SYSTEM SAFETY ENGINEER

Do you want to unfold your skills within safety engineering and play an important part in ensuring that our radars are safe to operate?

Location: Allerød

Deadline: 27 March

Contact: Christian Munthe Støttrup,
Director Systems Engineering
+45 31 49 21 67

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The position as Java engineer offers a unique opportunity to join a fresh team in charge of building a new and modern liquidity management solution for a strategically important initiative in BEC.

Location: Roskilde

Deadline: When filled

Contact: N/A

PRODUCTION OPERATOR

As a Production operator you will be a part of the Production team along with currently 8 colleagues where you will have a central role in growing the plants and processing the harvested flowers into a finished medicinal product.

Location: Holeby

Deadline: 21 April

Contact: rekruttering@lolland.dk

GLOBAL SOLUTIONS COORDINATOR (FRE/ENG)

You will play a key role in enhancing the capacity of DRC's country offices to design and implement effective solutions programming. This position is vital to ensuring that solutions remain a core component of DRC's strategic approach and operational responses.

Location: Copenhagen

Deadline: 20 March

Contact: Patrick Phillip, Head of Solutions
patrick.phillips@drc.ngo

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