

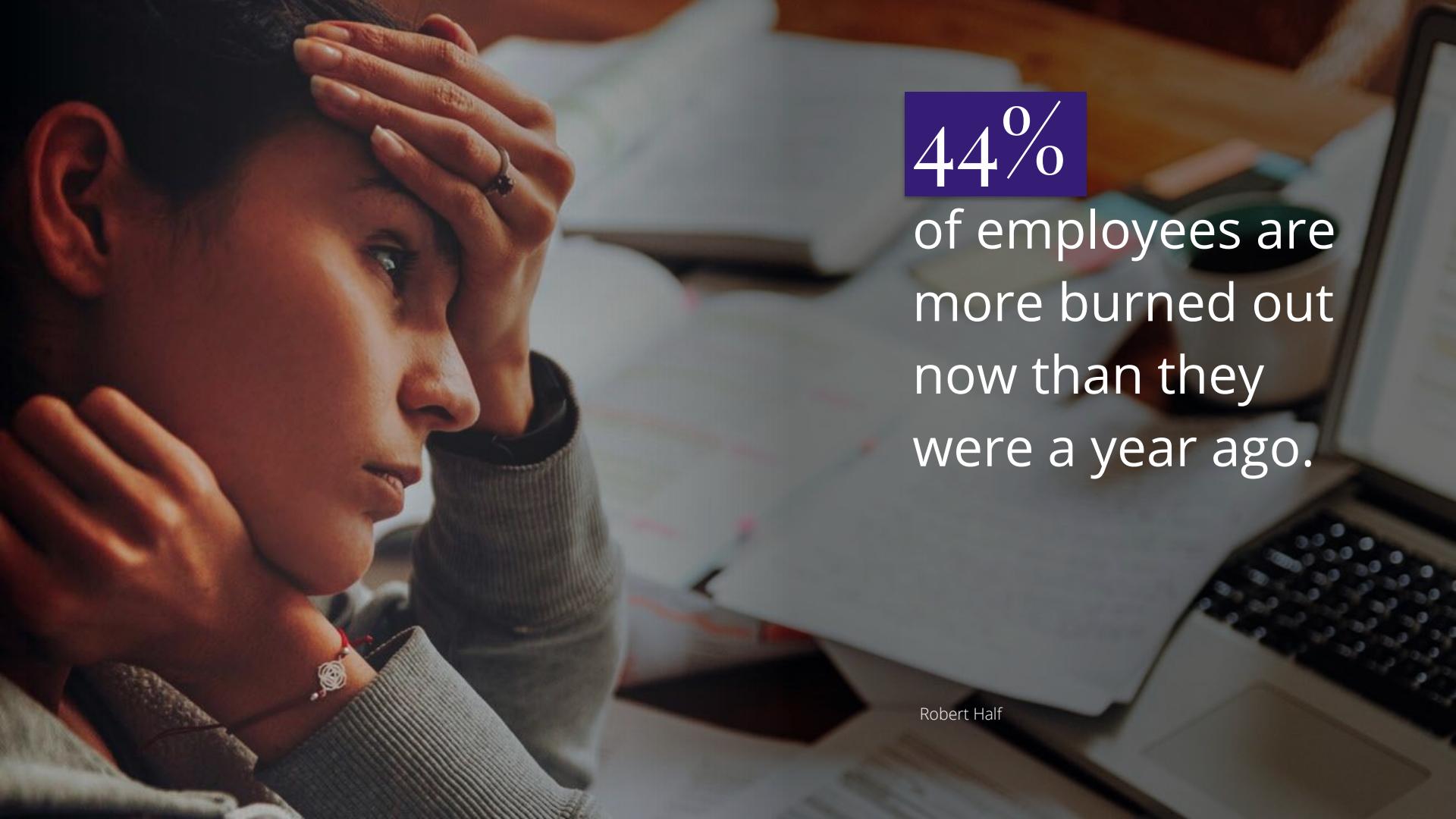


# Put Your Own Oxygen Mask On First: Healthy Choices Matter

Adobe

Dr. Aaliya Yaqub | Chief Medical Officer, Thrive



A close-up photograph of a woman's face, showing her with her hand resting on her forehead, appearing to be in stress or deep thought. She is wearing a grey ribbed sweater and a small ring on her finger. In the background, a laptop keyboard and some papers are visible on a desk.

44%

of employees are  
more burned out  
now than they  
were a year ago.

Robert Half



Employees that feel supported by their manager are about 70% less likely to experience burnout on a regular basis.

Gallup

# The importance of wellbeing in an “always on” culture

When we’re able to say  
goodbye to our workday  
and get adequate **sleep**

When we’re  
**not “on”**  
24/7

When we’re able to  
take short **breaks**  
between meetings

When we’re able to  
find moments to  
pause to **think**,  
follow our **passions**  
and experience **joy**

When we’re  
able to  
**connect**  
with our  
colleagues

When we don’t feel like we  
have to choose between  
being **successful** in our jobs  
and **happy** in our lives



Thrive, 2022

## FUNDAMENTALS OF NEUROSCIENCE

Our default mode  
is our ability to freely  
reflect and think  
about ourselves and  
our world.



# Mindsets

What we tell ourselves about ourselves and our circumstances is our filter for the world.  
Our beliefs drive who we are.

## LIMITING PARADIGMS

I don't have time to help others with their challenges.

I don't have time to get involved.

I have to say the right thing.

I have to fix the problem.

## POSITIVE PARADIGMS

I am more productive and help my team as a whole when I support my colleagues.

This is a valuable investment of my time.

I can just listen.

I can help just by being present.

# Mindset Shift

"There are small practices I can adopt today that will make a difference."

"I can focus on what I can control."

"I can take care of myself, which helps me to take care of my team and my company."

# Putting your own oxygen mask on first

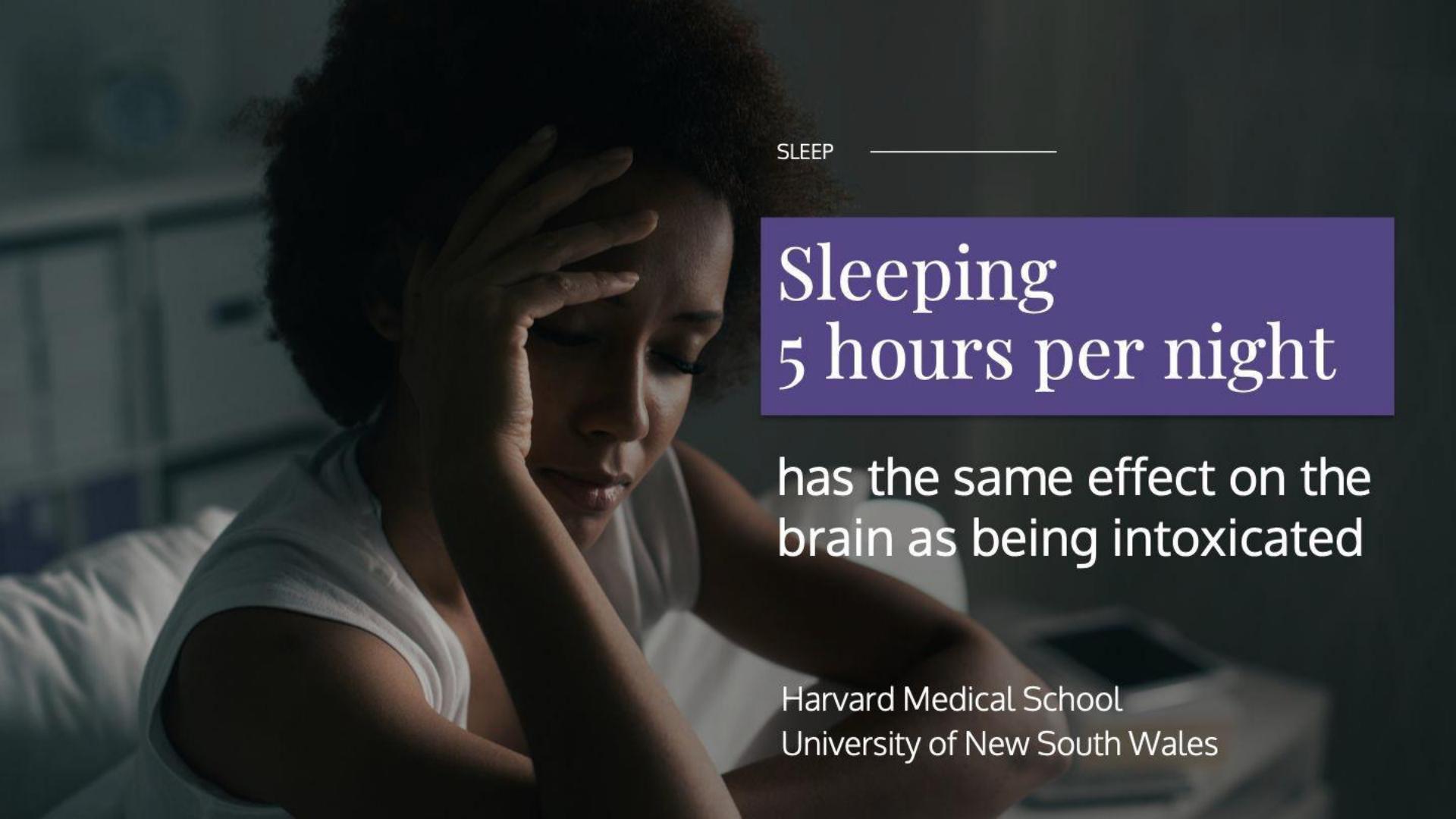
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A close-up photograph of a person sleeping peacefully in bed. The person's head is resting on a white pillow, and their face is partially hidden under a white sheet. The background shows more of the bed and some vertical blinds on a window.

*Recharge*

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SLEEP

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# Sleeping 5 hours per night

has the same effect on the  
brain as being intoxicated

Harvard Medical School  
University of New South Wales

# Sleep is “like a dishwasher.”

During sleep, the brain clears out the harmful waste proteins that build up during the day.

UNIVERSITY OF ROCHESTER



### MICROSTEP

Declare an end to the day,  
even if you haven't  
completed your to-do list.

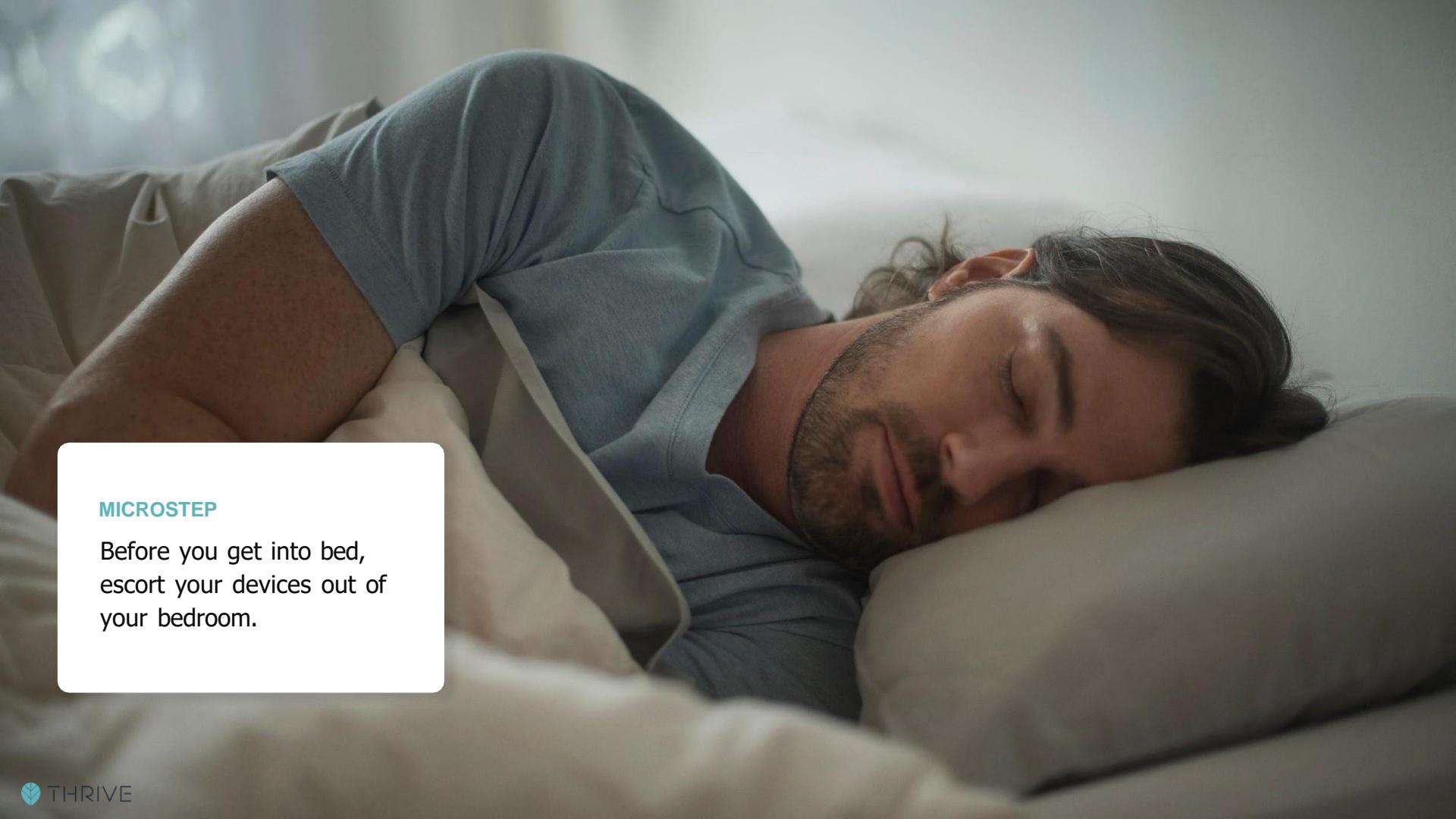
A close-up photograph of a man's torso and hands. He is wearing a dark blue t-shirt and dark pants. He is holding two remote controls, one in each hand, pointing them towards a television or screen that is out of frame. The background shows a wooden interior, possibly a living room.

### MICROSTEP

Set a daily caffeine cut-off.

### MICROSTEP

Set a news cut-off time at  
the end of the day.

A close-up photograph of a man with a beard and long hair sleeping peacefully in bed. He is wearing a light blue t-shirt and is nestled under light-colored bedding. The scene is softly lit, creating a calm and restful atmosphere.

### MICROSTEP

Before you get into bed,  
escort your devices out of  
your bedroom.

A woman with long dark hair tied back is performing a plank exercise on a green yoga mat in a bright living room. She is looking down at a laptop screen which is open on the floor in front of her. The room has a large window, a sofa, and a patterned rug.

*Fuel*

---

MOVE

People who are physically active remain calmer in the face of stressful events.

JOURNAL OF HEALTH PSYCHOLOGY, 2017



MOVE  
**70%**

improvement in  
ability to make  
complex decisions over  
sedentary peers.

AMERICAN COUNCIL OF EXERCISE



A photograph of three donuts with colorful sprinkles on a dark wooden surface. One donut is pink, one is blue, and one is chocolate. A purple rectangular overlay contains the text.

66%

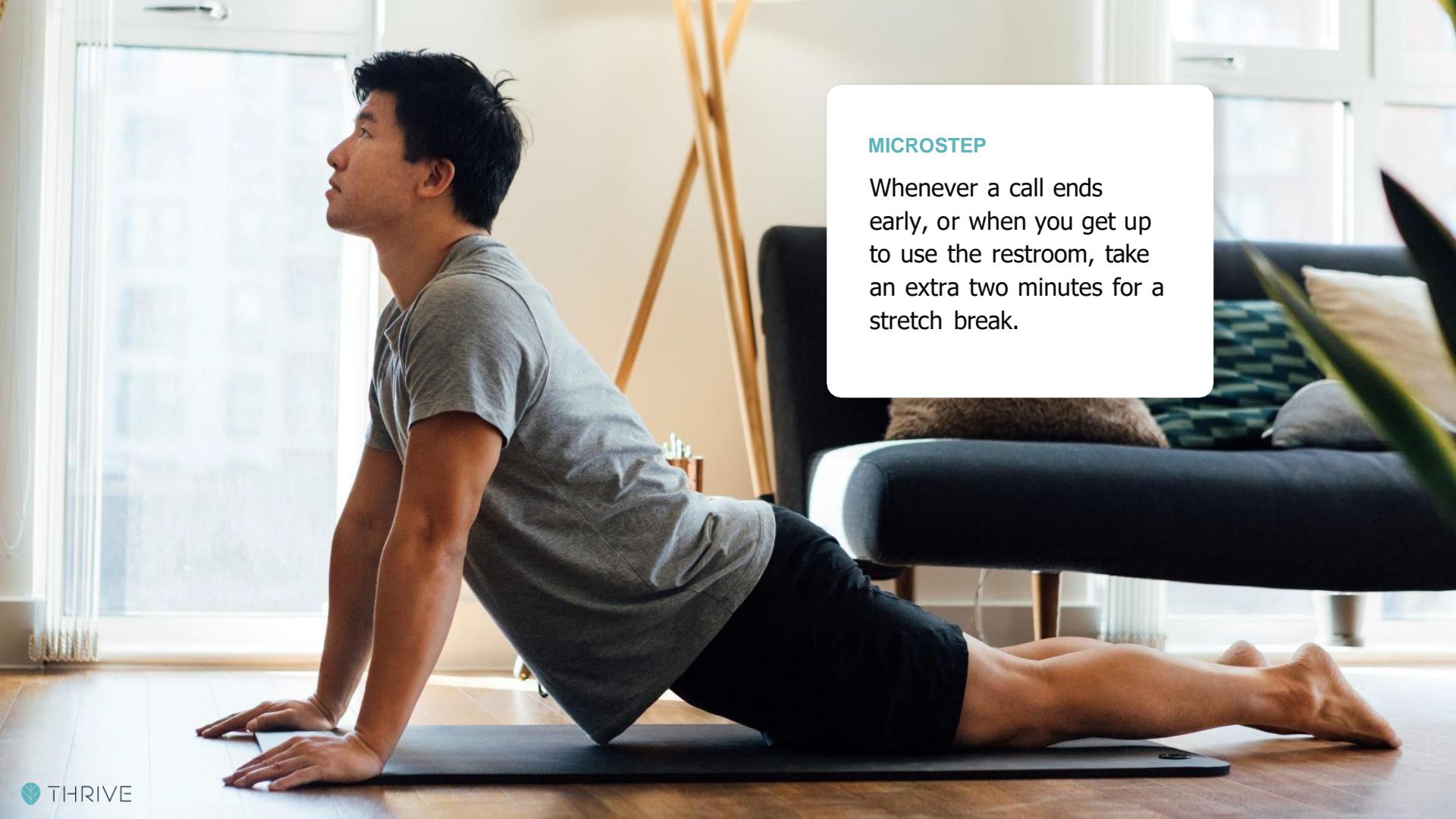
increased risk of  
productivity loss due  
to eating an unhealthy  
diet

FOOD

Reducing sugar helps us reduce our body's inflammation level, which is a core risk factor for viral infections.

HARVARD T. H. CHAN SCHOOL OF PUBLIC HEALTH





### MICROSTEP

Whenever a call ends early, or when you get up to use the restroom, take an extra two minutes for a stretch break.



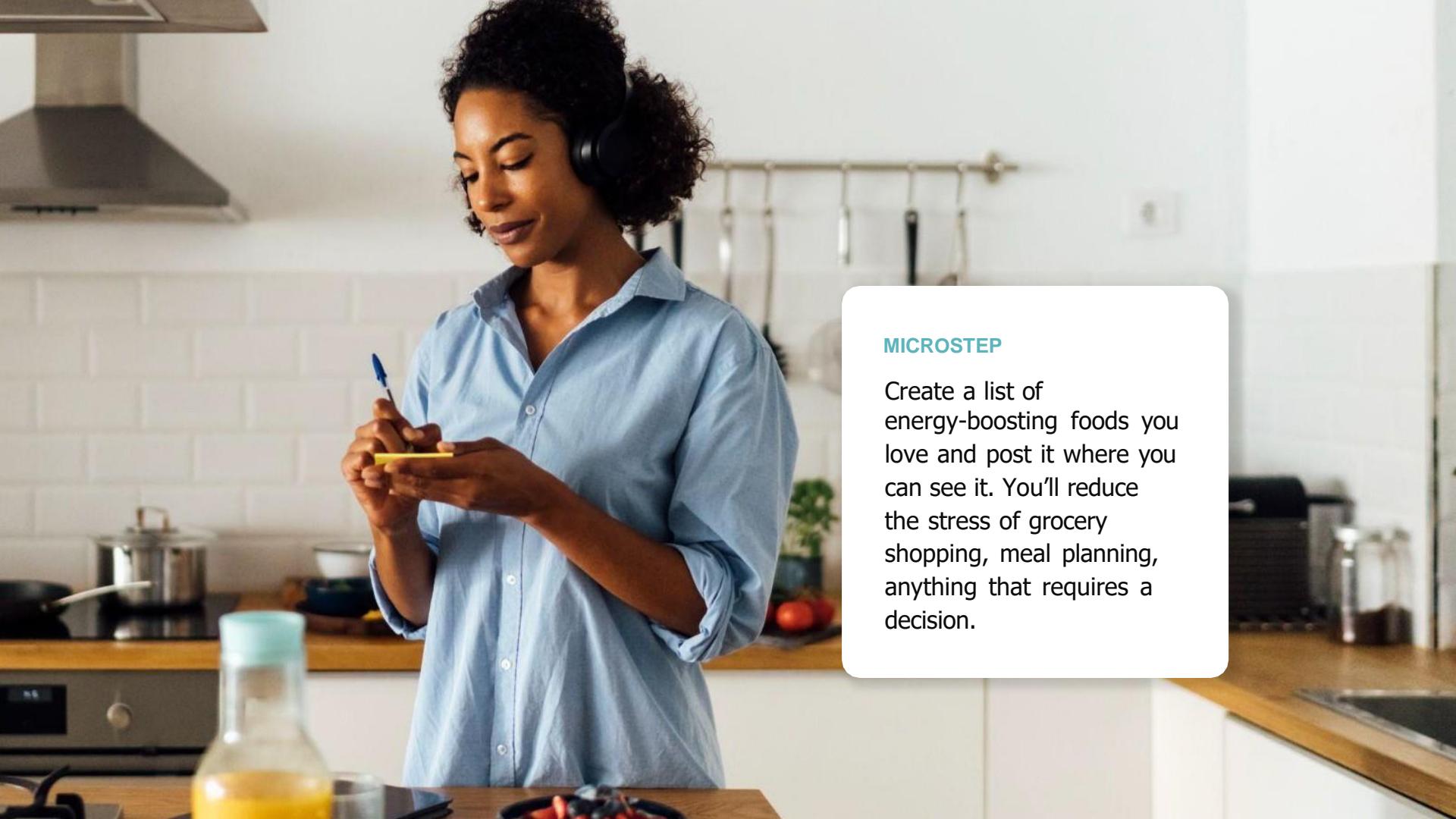
### MICROSTEP

Schedule breaks for movement throughout the day.

**MICROSTEP**

Swap a healthy treat for your go-to sugary comfort food.





### MICROSTEP

Create a list of energy-boosting foods you love and post it where you can see it. You'll reduce the stress of grocery shopping, meal planning, anything that requires a decision.

A photograph of a woman with dark hair tied back, wearing a grey sweater, sitting at a desk and working on a silver laptop. She is looking down at the screen. On the desk in front of her is a white mug and some papers. To her left, a window looks out onto a garden with green plants and yellow flowers. On the windowsill, there is a large pinecone, a white pillar candle, and some dried leaves. A small potted plant sits on the windowsill to the right of the candle.

*Focus*

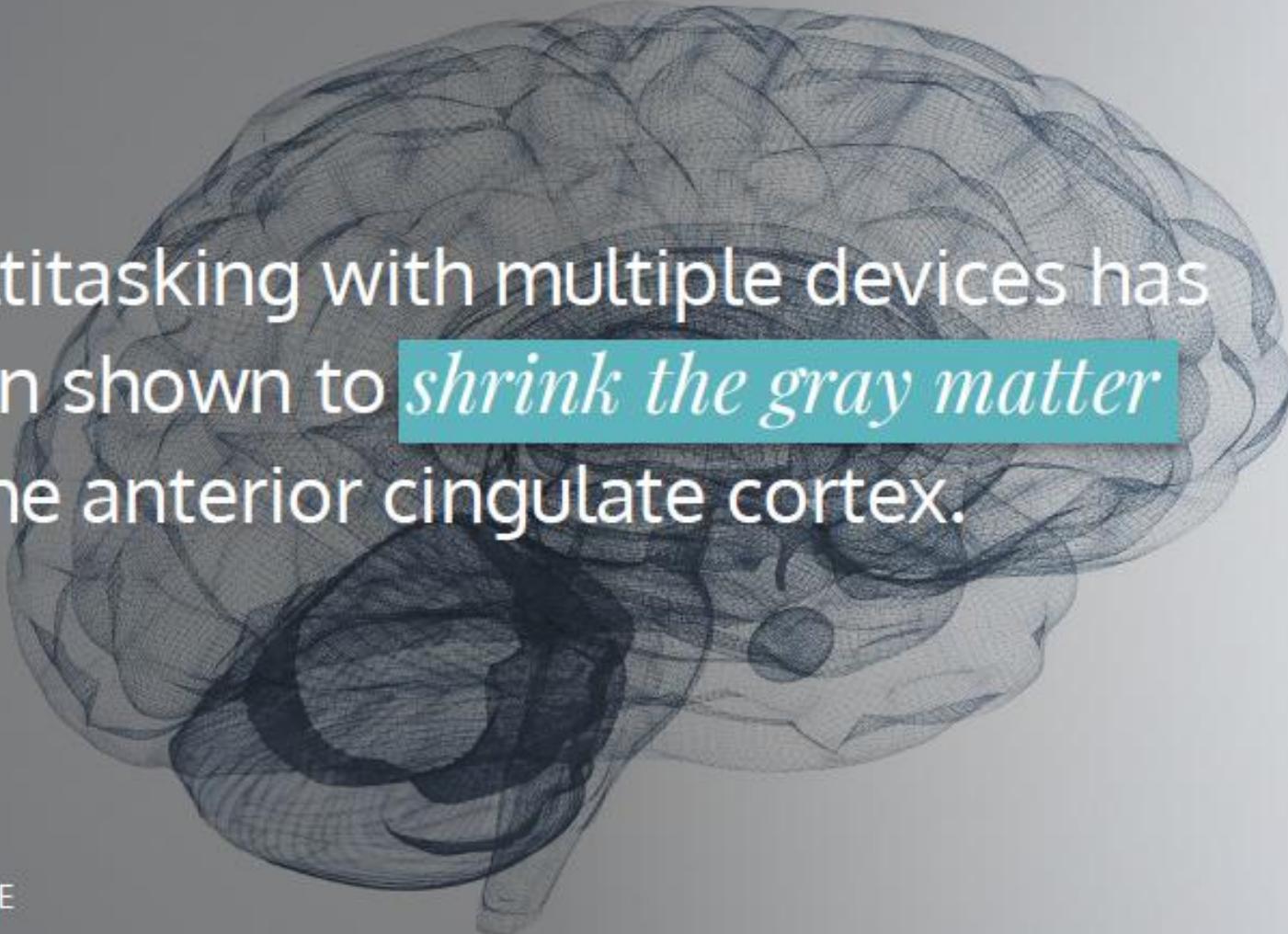
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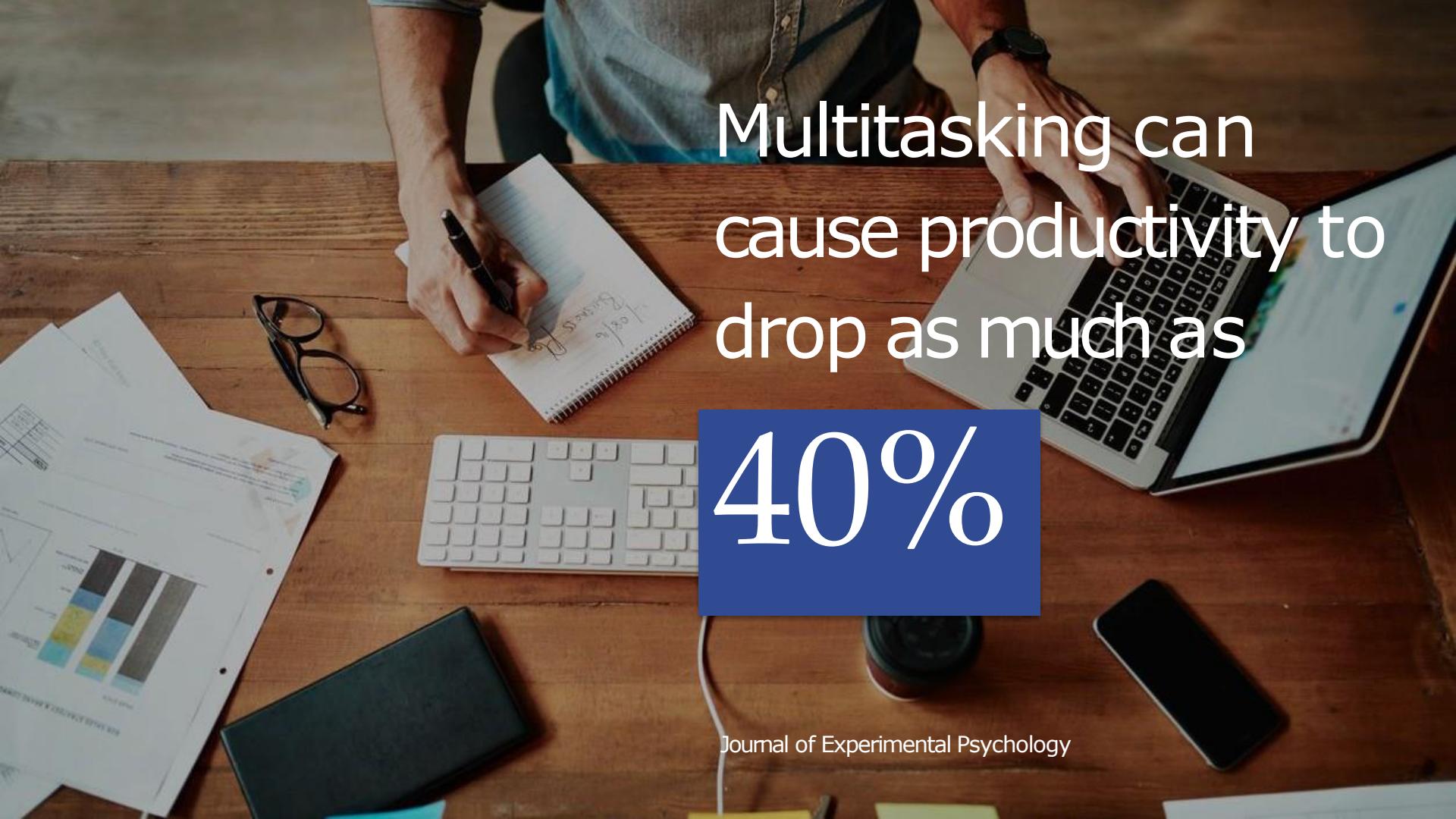
28%

of the average work day is  
consumed by  
interruptions and the  
requisite recovery time

Basex Productivity Study

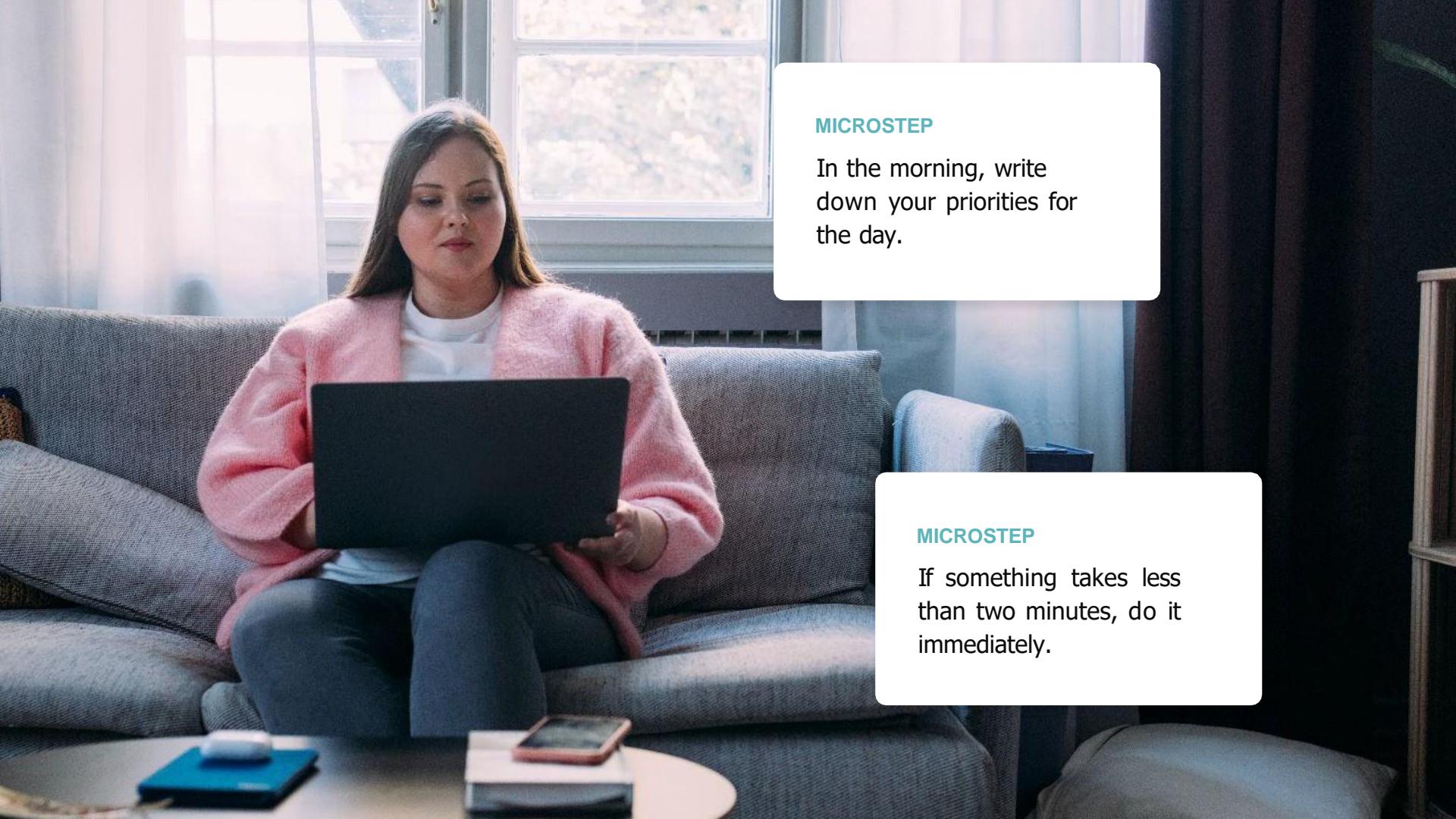


Multitasking with multiple devices has been shown to *shrink the gray matter* in the anterior cingulate cortex.

A photograph of a person's hands multitasking at a wooden desk. One hand is writing in a spiral notebook, while the other is typing on a laptop keyboard. A pair of glasses lies on the desk next to a white keyboard. A smartphone and a small notepad are also visible. The background shows a person wearing a blue shirt and a lanyard.

Multitasking can  
cause productivity to  
drop as much as

40%



**MICROSTEP**

In the morning, write down your priorities for the day.

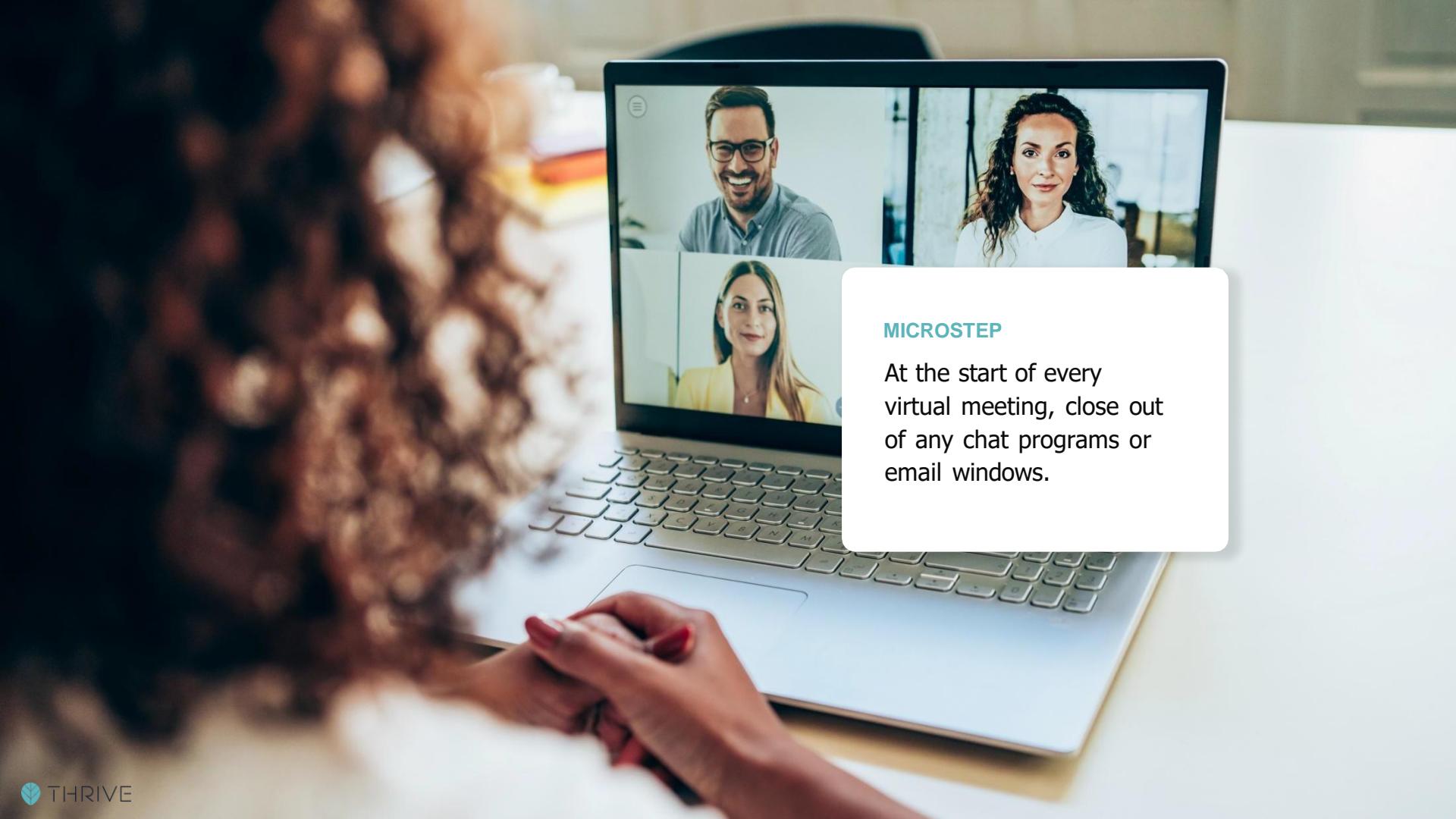
**MICROSTEP**

If something takes less than two minutes, do it immediately.



### MICROSTEP

Once a day, schedule time for deep work and let your team know you need to focus.



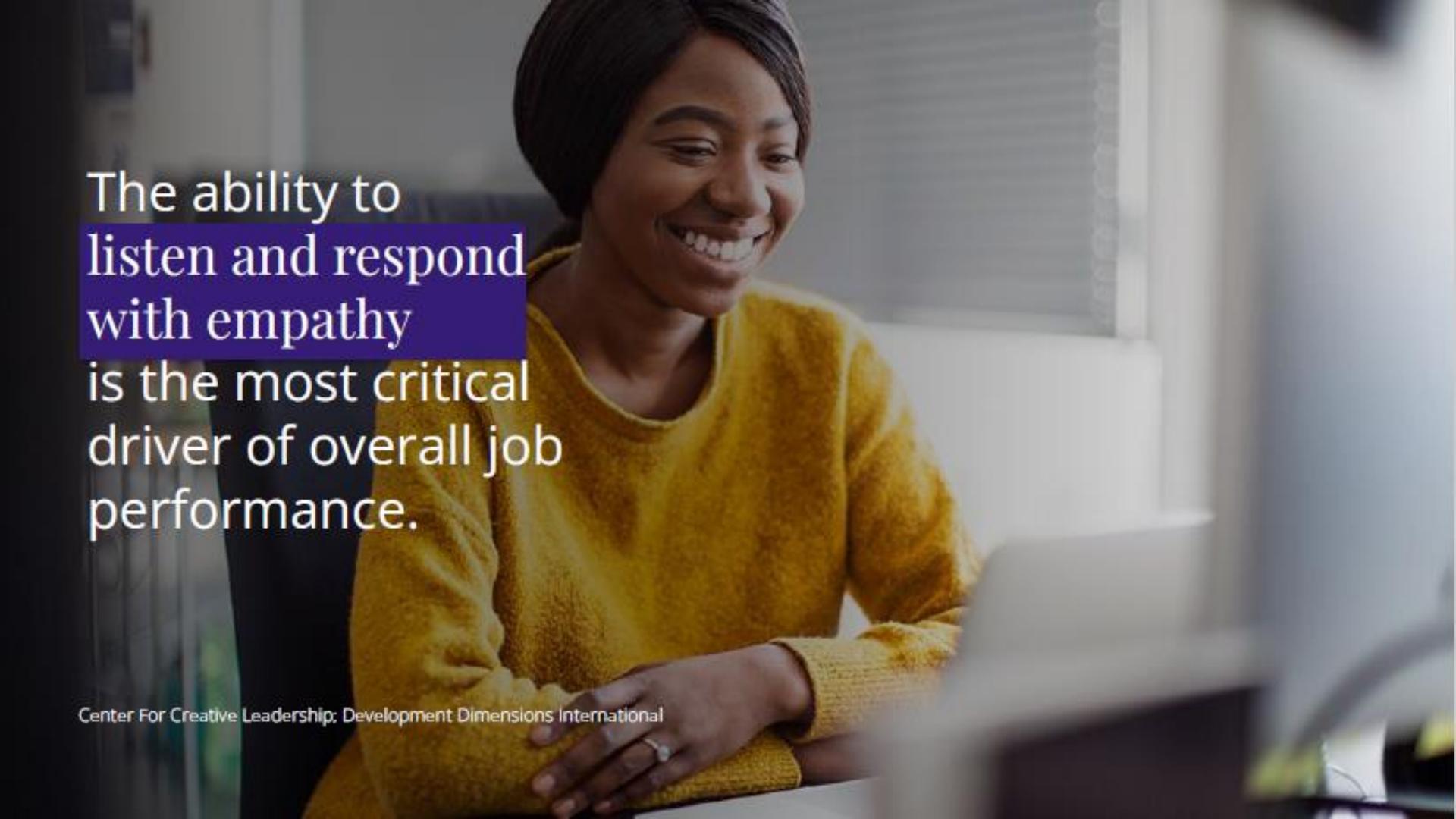
### MICROSTEP

At the start of every virtual meeting, close out of any chat programs or email windows.

A photograph of a man and a woman in what appears to be a bar or restaurant. The man is in the background, slightly out of focus, wearing a light-colored t-shirt. The woman is in the foreground, seen from behind, wearing a dark green jacket. A glass with a red straw is on the table to the right. The lighting is warm and moody.

*Connect*

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A photograph of a young woman with dark hair, smiling warmly at the camera. She is wearing a bright yellow, textured sweater. The background is slightly blurred, showing what appears to be an office or study environment with a window and some furniture.

The ability to  
listen and respond  
with empathy  
is the most critical  
driver of overall job  
performance.

Connect

One study found that belonging was linked to a **56% increase in job performance** and a **50% reduction in turnover risk.**

HARVARD BUSINESS REVIEW





### MICROSTEP

Invite a coworker you don't often connect with out to lunch or coffee, even virtually.

### MICROSTEP

The next time you connect with a colleague, swap "how are you?" for a deeper question.

Connect

Regularly expressing gratitude **changes the molecular structure of the brain**, keeps the gray matter functioning, and makes us healthier and happier.

UCLA





### MICROSTEP

Write down three things  
you're grateful for before  
bed

# Thrive x Adobe 2022-2023 Partnership

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- April: **Our Wellbeing Matters** (Mindsets & Beliefs)
- August: **Healthy Choices Matter** (Put Your Own Oxygen Mask On First)
- October: **Mental Health Matters** (Thriving Mind Biotype Series w/ Pre-Biotypes Quiz)
- Early 2023: **Appreciate What Matters** (Thriving Together)

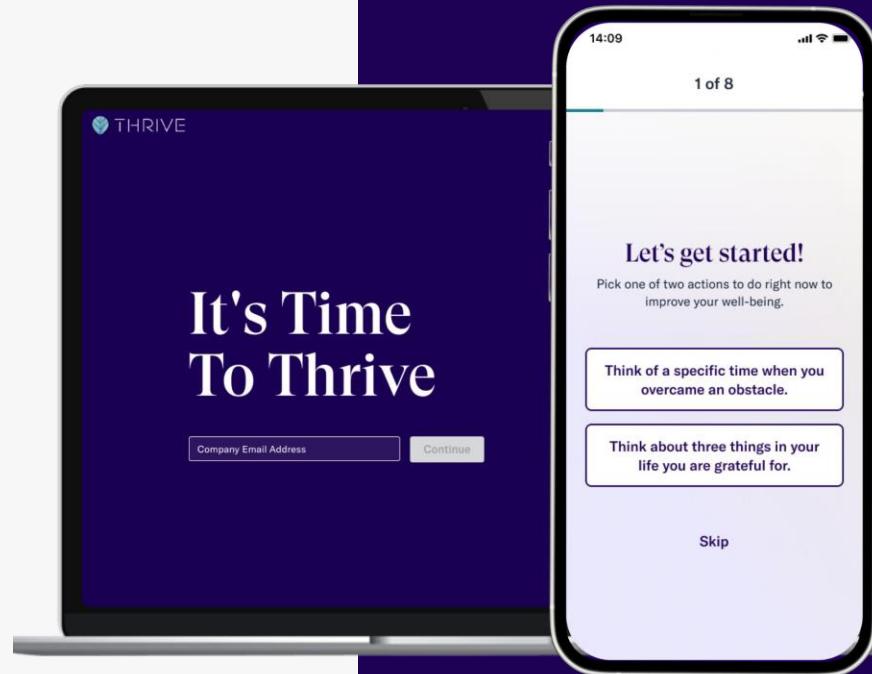
# Download the Thrive app today!

Scan the QR code below to download the Thrive mobile app or go to [app.thriveglobal.com](https://app.thriveglobal.com) to access Thrive on web.

Enter your Adobe email address when prompted and sign in with SSO.

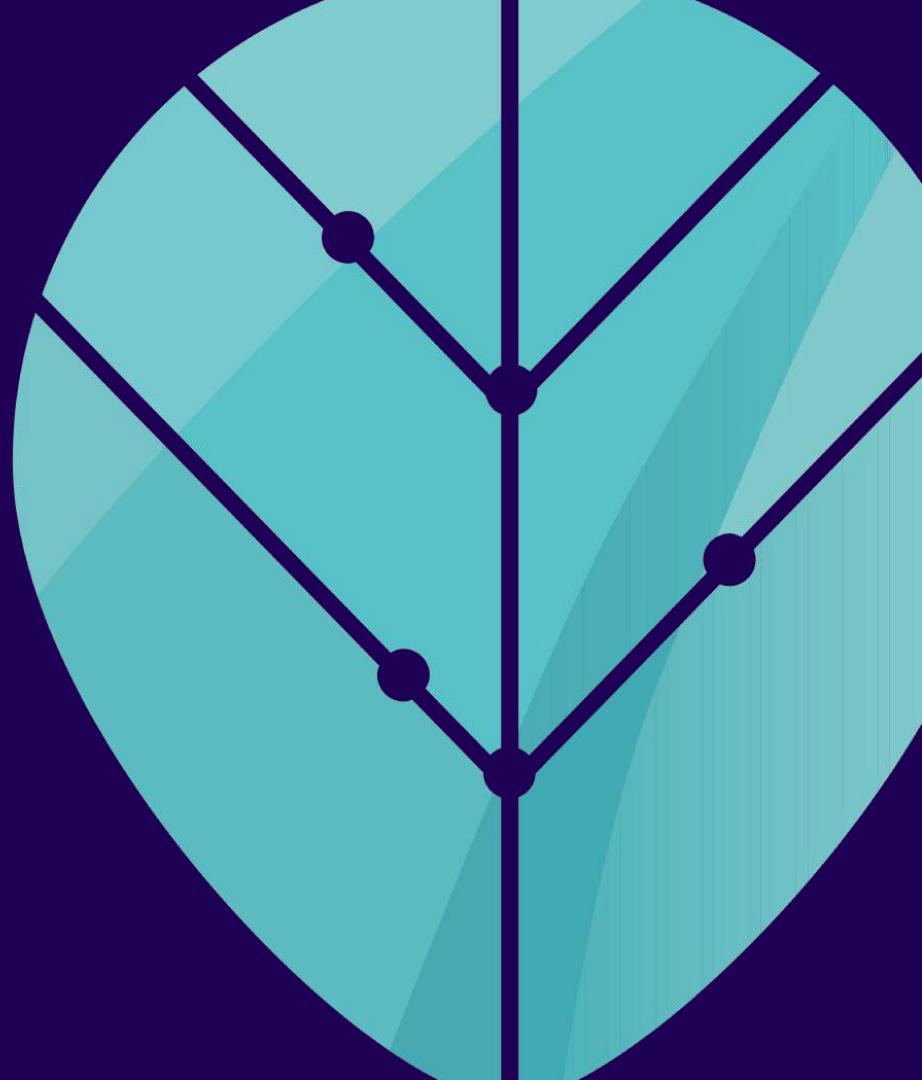


Point your mobile phone camera here



# Questions?

Onward.  
Upward. Inward.



# Need Support? Where to go when

Prevention	Support	Crisis
<p>Check out the <b>Emotional &amp; Mental Wellbeing Programs Page</b> on Inside Adobe for education, events and resources.</p>	<p>Need help with an employee issue?</p> <p><b>Employee Resource Center:</b> For help with Employee Experience processes, policies and tools:</p> <p><b><u><a href="#">Submit a Case</a></u></b></p> <p><b>Call:</b> 408-536-4357, 800-866-8006 or ext. 6-4357</p>	<p>Round-the-clock assistance for your most urgent needs.</p> <p><b>Safety &amp; Security Concerns:</b> Contact Adobe's Global Security Operations Center (GSOC) 24/7</p> <p><b><u><a href="mailto:security@adobe.com">security@adobe.com</a></u></b></p> <p><b>Crisis Counseling:</b> Speak to an EAP counselor 24/7 – Inside Adobe &gt; Search EAP</p>

Visit the new People Manager Wellbeing page on Inside Adobe to learn more about Adobe's wellbeing resources.

*Inside Adobe > Benefits & Compensation > Benefits & Wellbeing > People Manager Wellbeing*

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