

A photograph of a vast, dense forest of evergreen trees covering a mountain slope. The trees are dark green and densely packed. In the foreground, there is a body of water that reflects the forest and the sky. The sky is a pale, hazy blue. The overall scene is serene and natural.

Sustainable productivity.







A dramatic mountain landscape. In the foreground, a dense, dark green forest covers a steep slope. Above the forest, thick white mist and clouds billow upwards, partially obscuring the mountain's features. In the background, a prominent, rocky mountain peak rises, its upper sections shrouded in a thick layer of white mist or low-hanging clouds. The sky is a pale, overcast grey. The overall mood is mysterious and atmospheric.

... but why?

Mattis Erngren.





Psykisk ohälsa fortsätter öka

BUSINESS JOURNAL JULY 14, 2015

The German W
Burnout Proble

Psykisk ohälsa har blivit den överlägset vanligaste orsaken till sjukskrivning. Nästan fyra av tio sjukskrivna har den diagnosen och kvinnor mitt i livet som den psykiska ohälsan ökat kr nu snabbtreda orsakerna samtidigt som socialförsä Kristersson (M) öppnar för en satsning på företagshä



Stress är vanligaste orsak sjukskrivning

Publicerat onsdag 1 april 2015 kl 14.13



p4 kollar

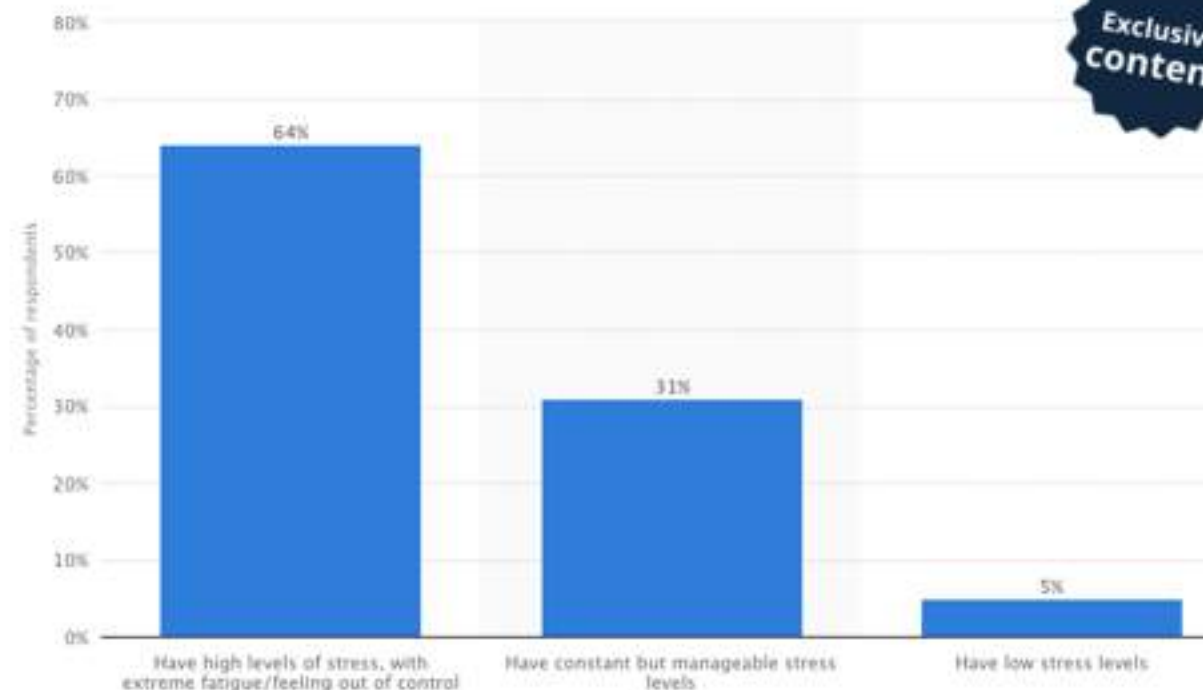
Stressen kostar samhället miljarder

Burnout up among employees

Sharon Jayson, USA TODAY 12:15 a.m. EDT October 24, 2012

Level of stress reported by employees in North America in 2014

This statistic displays the stress levels reported by employees in North America in 2014. Of those surveyed, 31 percent reported having constant but manageable levels of stress. High levels of stress sustained for a long period can lead to burnout, which impacts on both physical and mental health. Work is a one of the most commonly reported sources of stress in adults.



Exclusiv content

32

TECH & WORK

Tech companies have highest turnover rate

Psykisk ohälsa

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Business as usual is not sustainable.

Level of stress reported by employees in North America in 2014

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STATISTICA

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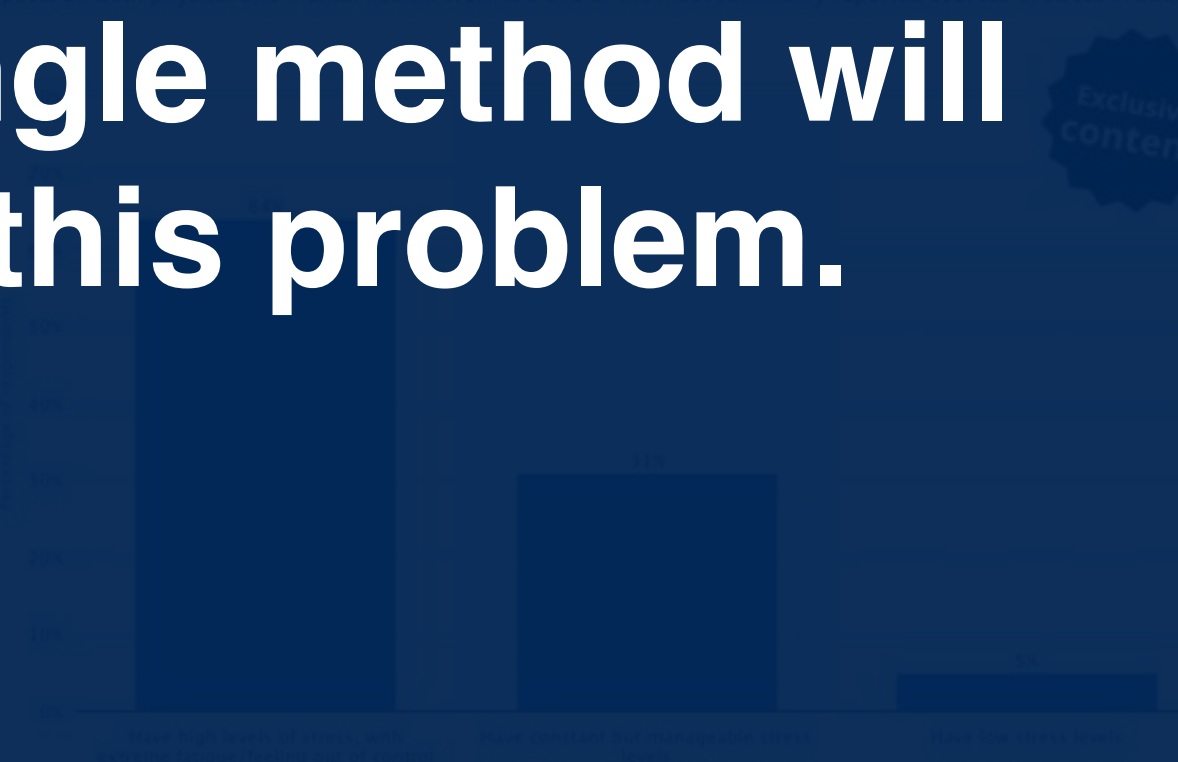
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No single method will
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Don't re-arrange the
deck chairs on Titanic.



Why is this happening?

- **Increasing ambitions.**

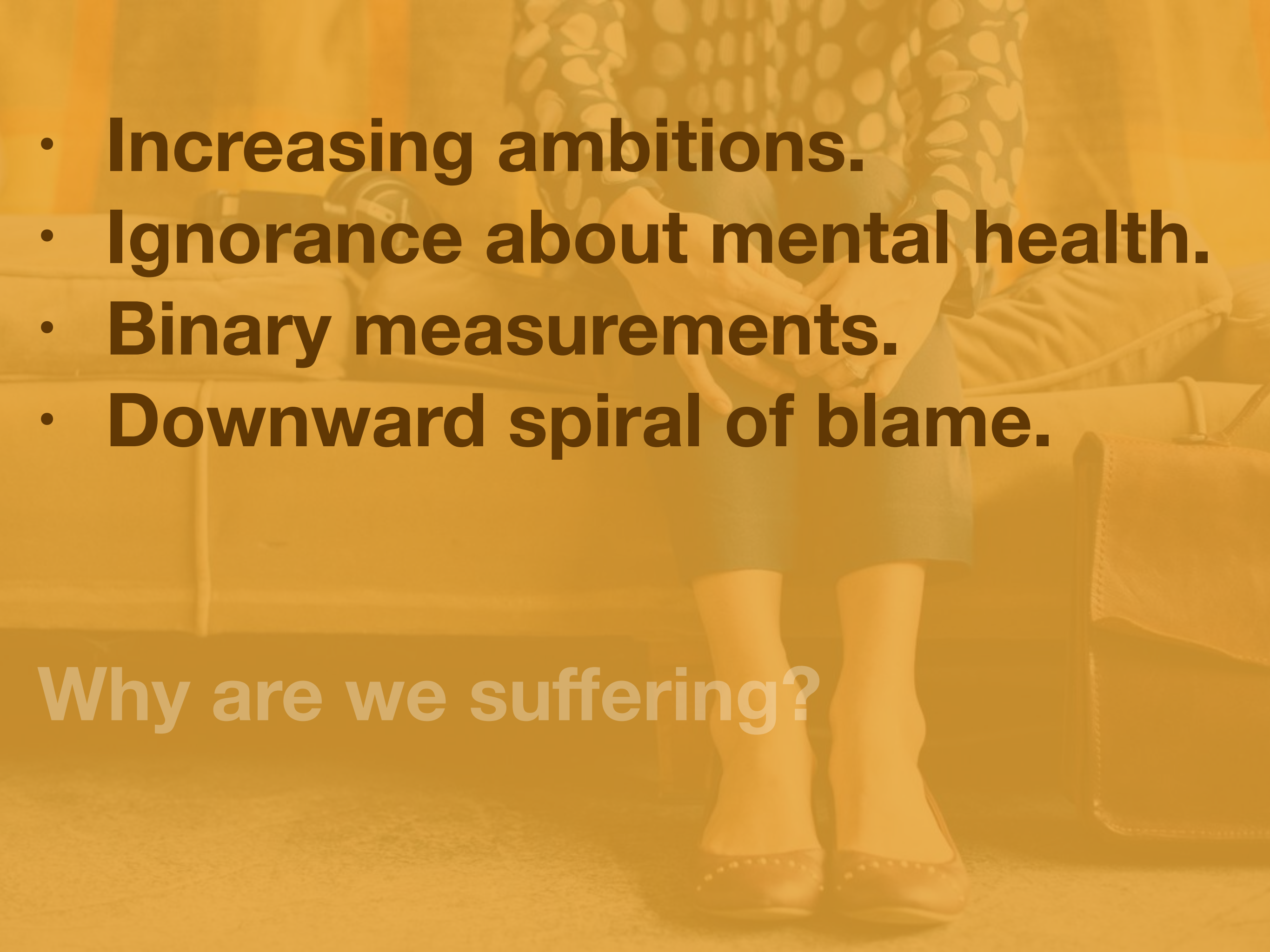
Why are we suffering?

- 
- **Increasing ambitions.**
 - **Ignorance about mental health.**

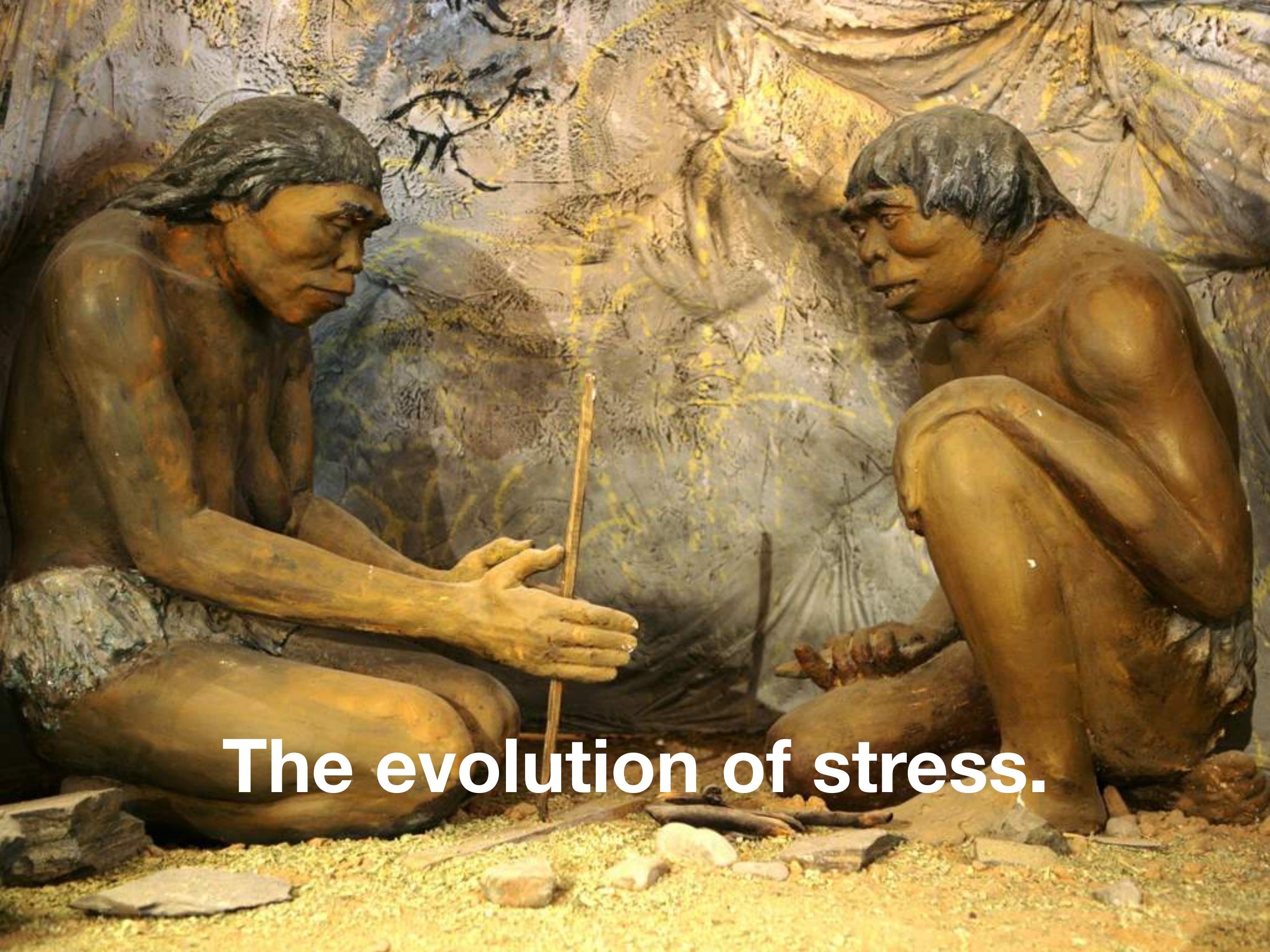
Why are we suffering?

- 
- A woman is sitting on a light-colored couch. She is wearing a dark top with a light-colored floral pattern and a blue skirt. Her hands are clasped together in her lap. To her right, a brown leather bag is resting on the couch. The background is a plain wall.
- **Increasing ambitions.**
 - **Ignorance about mental health.**
 - **Binary measurements.**

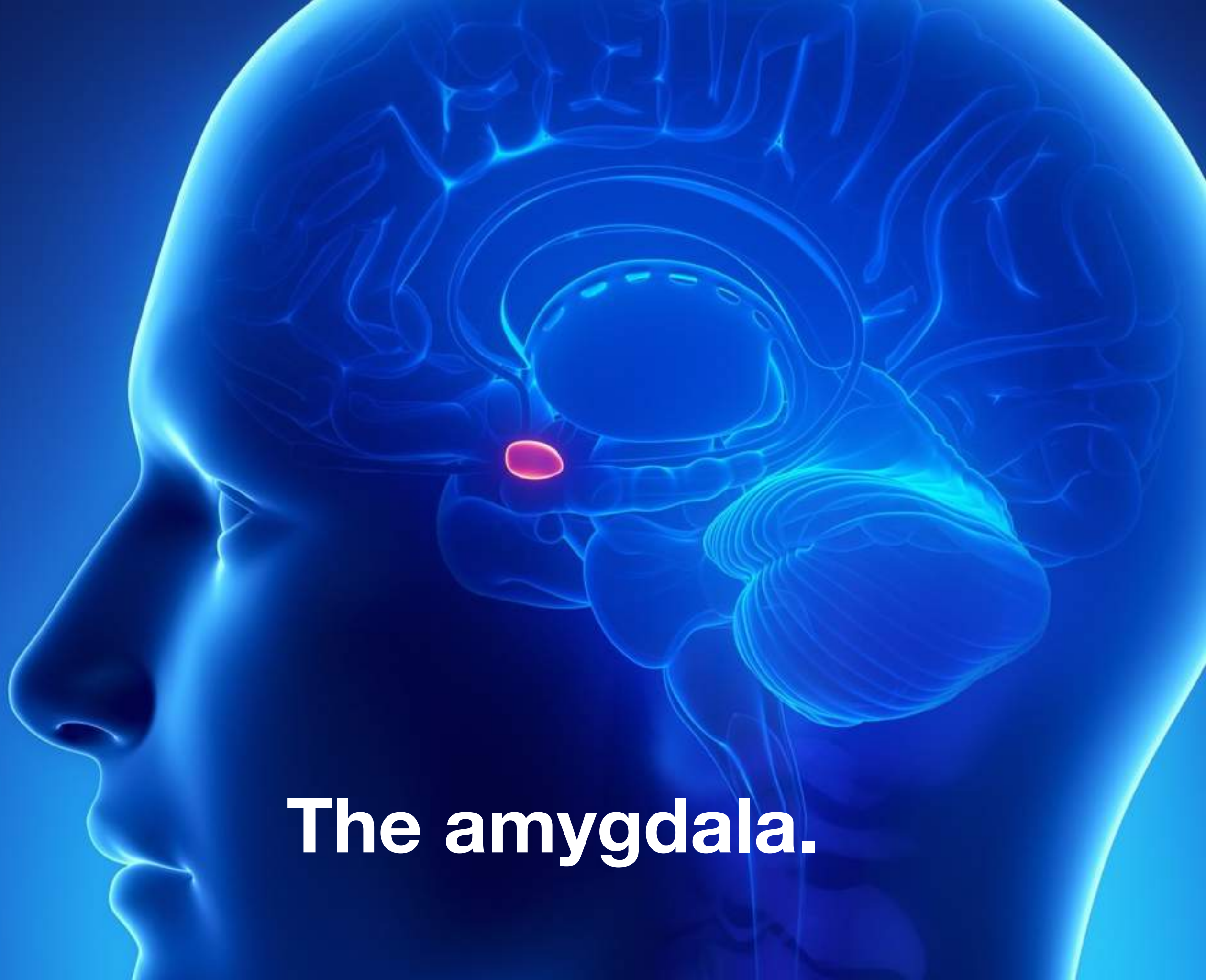
Why are we suffering?

- 
- **Increasing ambitions.**
 - **Ignorance about mental health.**
 - **Binary measurements.**
 - **Downward spiral of blame.**

Why are we suffering?



The evolution of stress.



The amygdala.

Challenge or threat?



A man with a mustache and dark hair, wearing a brown sweater, is sitting at a desk. He is holding a pen in his hands. On the desk in front of him is a black typewriter. To the right of the typewriter is a wooden pen holder containing several pens and pencils. In the background, there is a framed picture of a ship on the wall and a small statue of a person on a shelf.

Break time!
(Be back in 5 mins pls.)

Productivity



Stress

The Yerkes-Dodson law.

Productivity

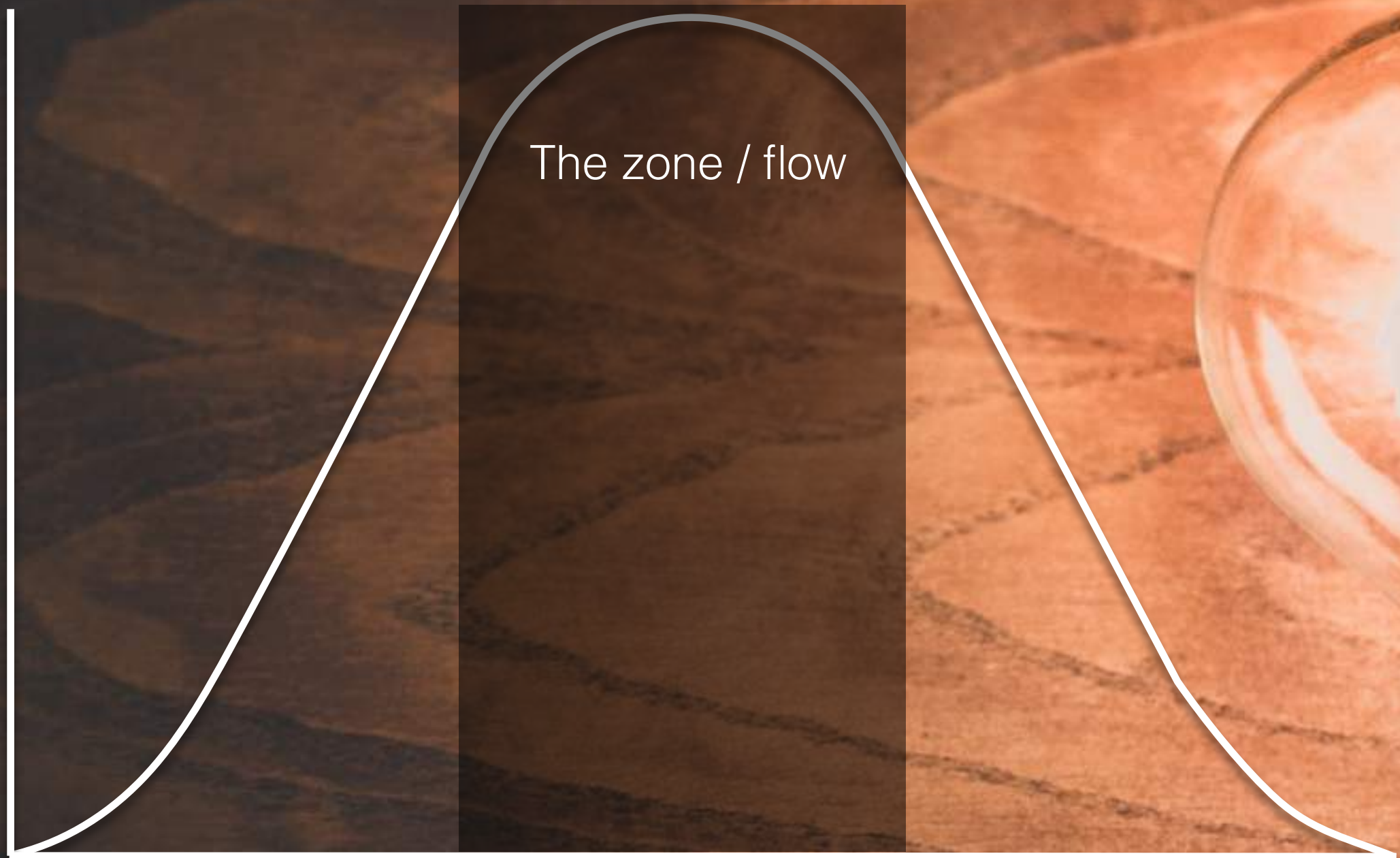
Not engaged

Stress

The Yerkes-Dodson law.

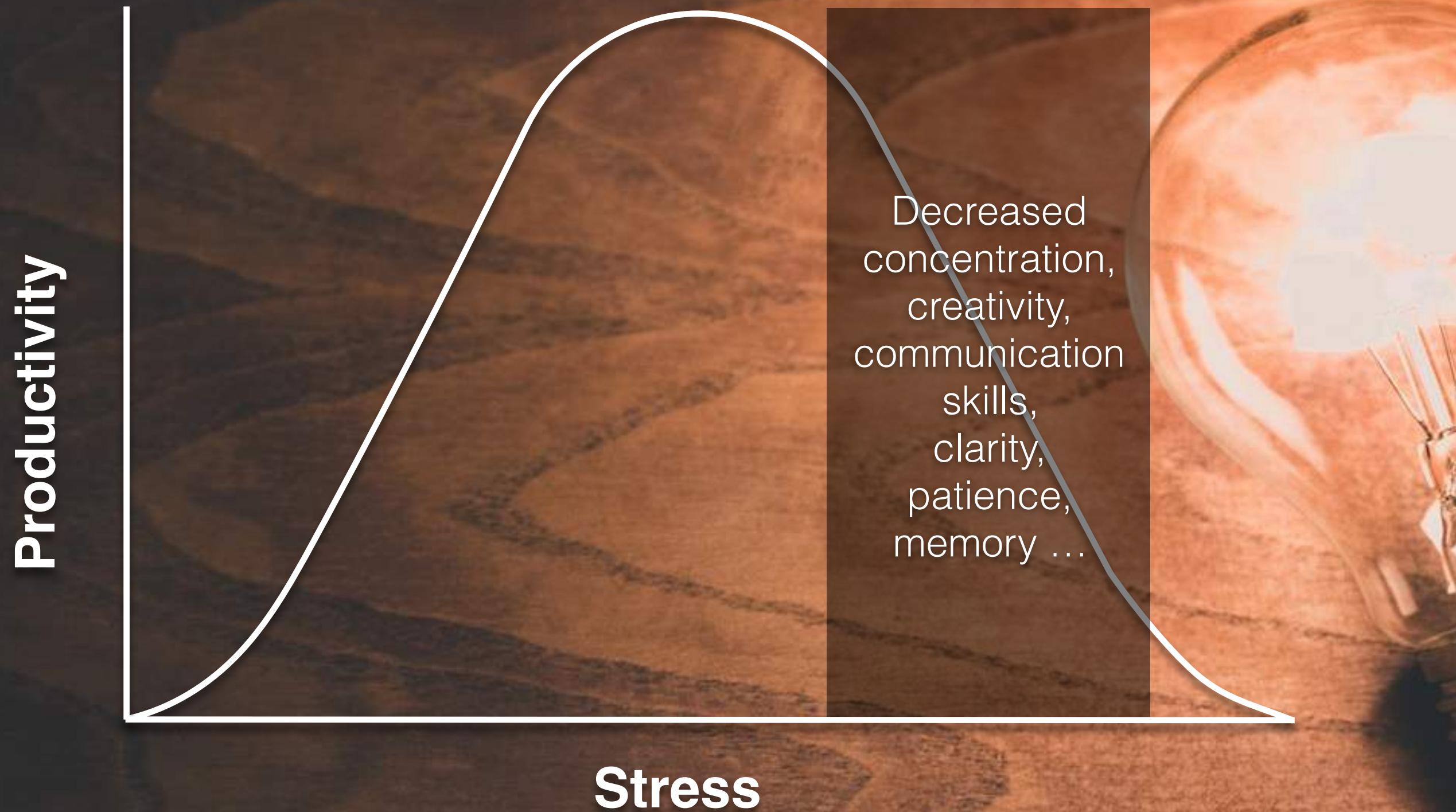


Productivity



Stress

The Yerkes-Dodson law.



The Yerkes-Dodson law.

Productivity

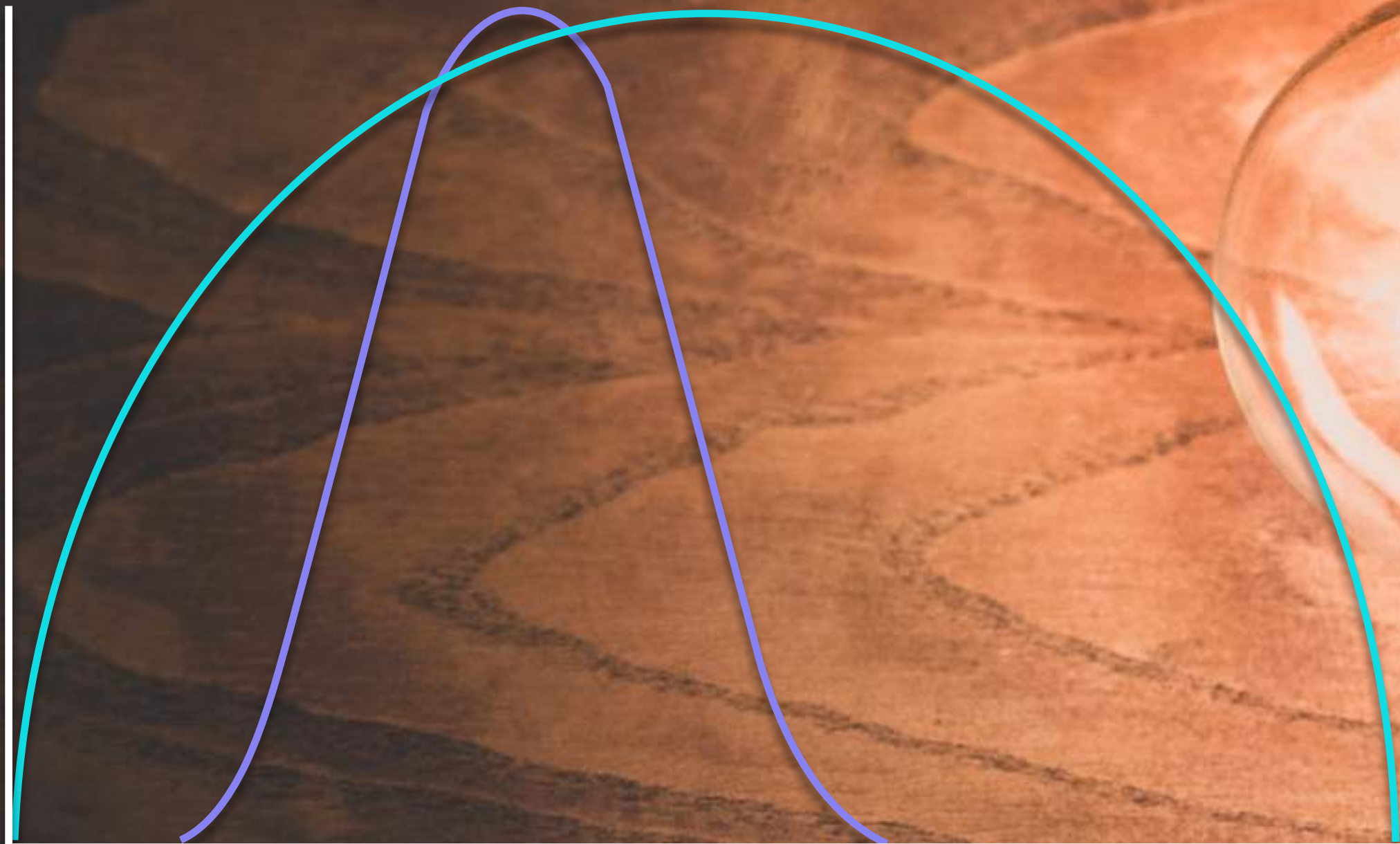


Stress

The Yerkes-Dodson law.

Complex task Simple task

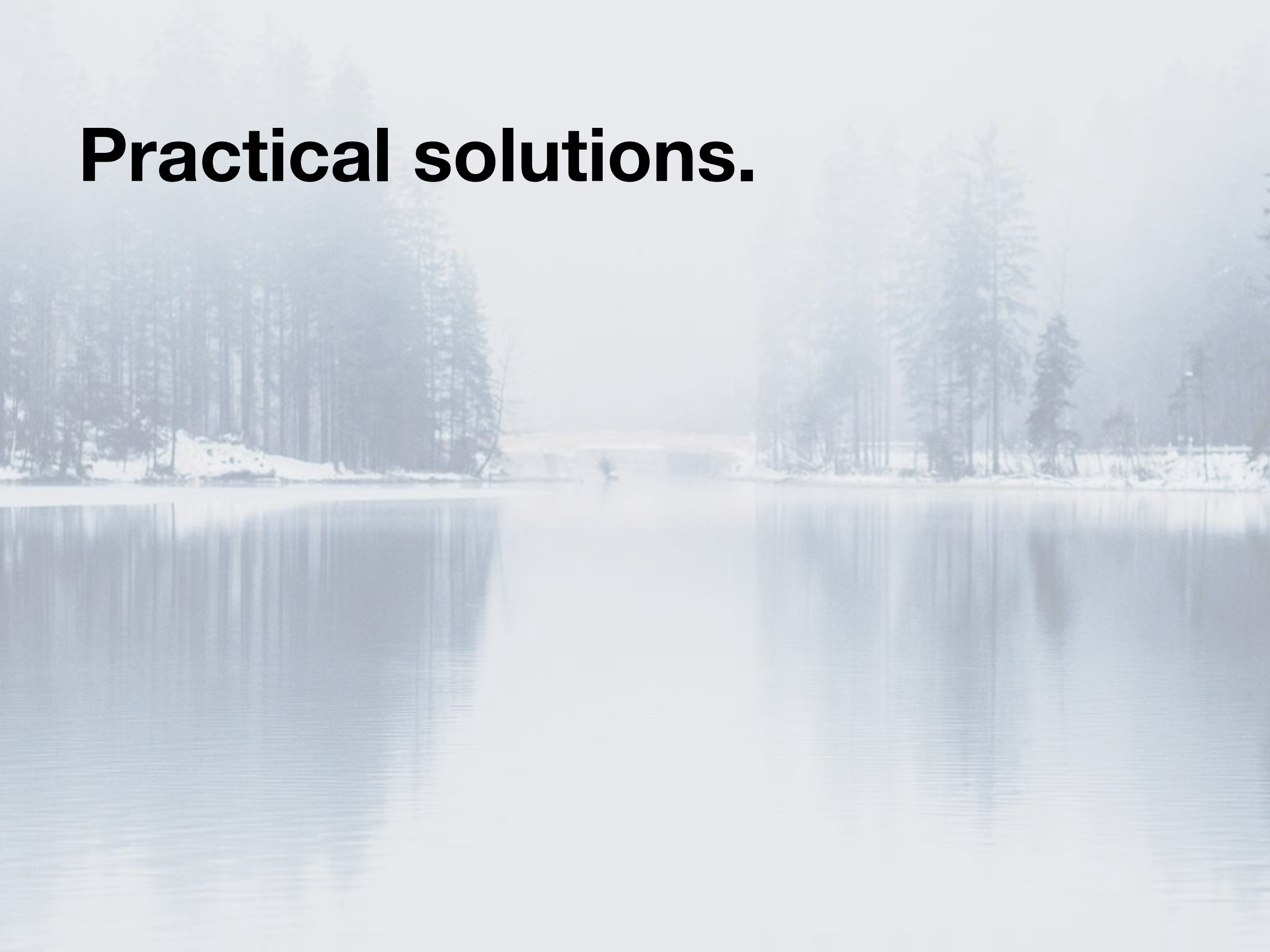
Productivity



Stress

Task complexity

Practical solutions.



Practical solutions.

Root cause

Internal

External

Individual

Team

Practical solutions.

Root cause

Internal

External

Individual

Overreacting
to “danger”

Team

Practical solutions.

Root cause

Internal

External

Individual

Overreacting
to “danger”

Team

Unclear priorities

Practical solutions.

Root cause

Internal

External

Individual

Overreacting
to “danger”

Relationship
issues

Team

Unclear priorities

Practical solutions.

Root cause

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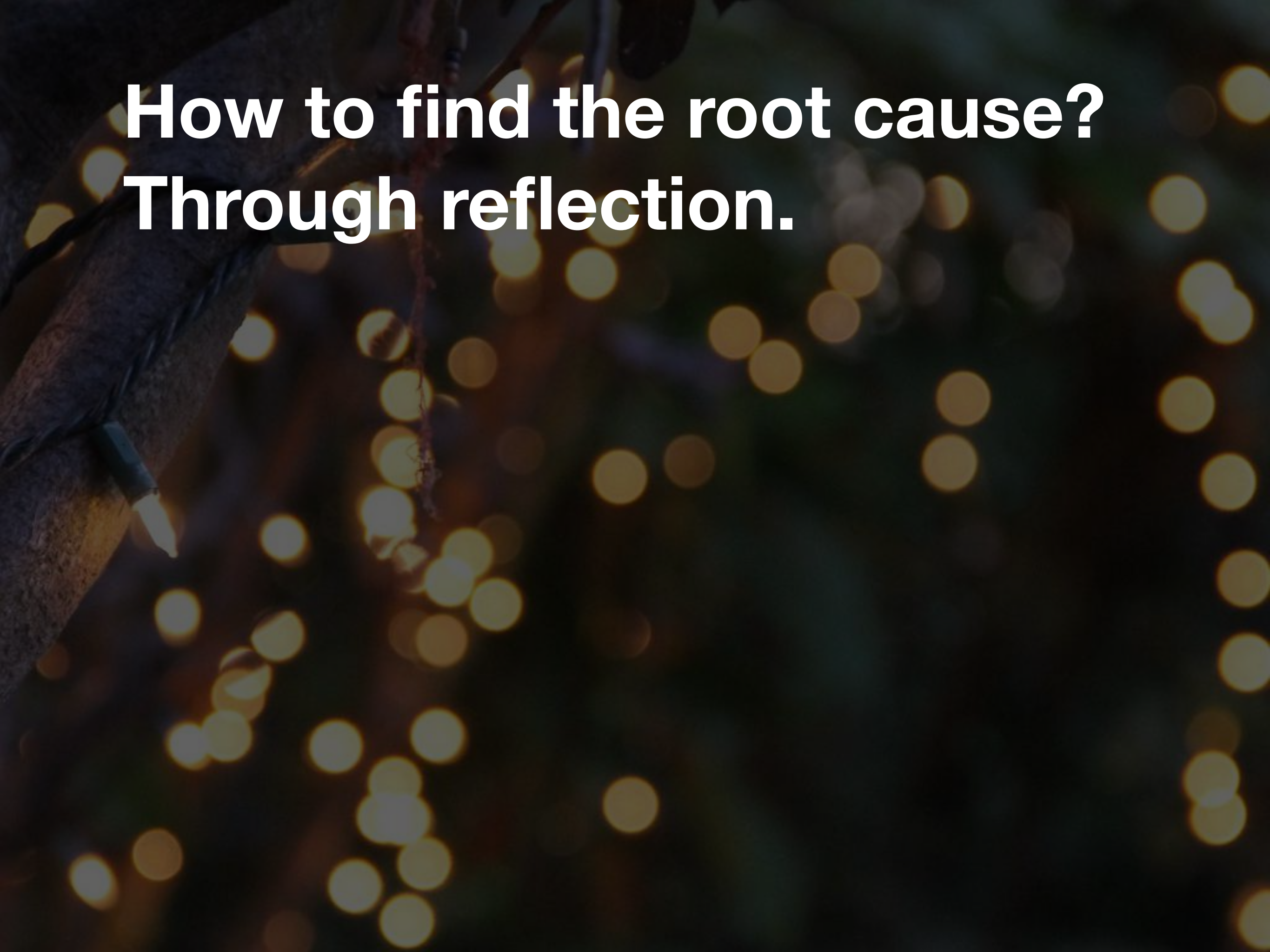
Team

Impediments

Unclear priorities



How to find the root cause?

The background is a dark, moody scene featuring a string of warm-toned bokeh lights, likely from a Christmas tree or festive decorations. On the left side, a portion of a string of lights is visible, with a single light bulb in focus. The overall atmosphere is contemplative and serene.

**How to find the root cause?
Through reflection.**

The background of the slide features a dark, out-of-focus scene with numerous warm, yellowish-gold bokeh lights scattered across the frame. On the left side, a dark, textured branch or tree trunk is visible, with a string of small, white, cylindrical lights wrapped around it. The overall mood is contemplative and serene.

Reflecting to find root cause.

- 1. Open & honest conversations.**

Reflecting to find root cause.

- 1. Open & honest conversations.**
- 2. Journaling.**

Reflecting to find root cause.

- 1. Open & honest conversations.**
- 2. Journaling.**
- 3. Taking walks.**

Reflecting to find root cause.

- 1. Open & honest conversations.**
- 2. Journaling.**
- 3. Taking walks.**
- 4. ...**

Mindfulness

Mindfulness

**Remembering to
pay attention
to the present moment
without judgment.**

Mindfulness

Sati and smṛti [\[edit \]](#)

The Buddhist term translated into English as "mindfulness" originates in the Pali term *sati* and in its Sanskrit counterpart *smṛti*. According to Robert Sharf, the meaning of these terms has been the topic of extensive debate and discussion.^[34] *Smṛti* originally meant "to remember," "to recollect," "to bear in mind," as in the Vedic tradition of remembering the sacred texts. The term *sati* also means "to remember." In the *Satipaṭṭhāna-sutta* the term *sati* means to remember the dharma, whereby the true nature of phenomena can be seen.^[34] Sharf refers to the *Milindapañha*, which explained that the

Mindfulness

**Remembering to
pay attention
to the present moment
without judgment.**

Presence

**Remembering to
pay attention
to the present moment
without judgment.**



Meditation.

Reflecting to find root cause.

- 1. Open & honest conversations.**
- 2. Journaling.**
- 3. Taking walks.**
- 4. Meditation.**

Let's try it out!



A glowing lightbulb with a human heart inside, symbolizing reflection and productivity. The background is dark with bokeh light effects.

10 minute reflection:

**What is the greatest
obstacle sustainable
productivity for me?**



Sample obstacles.

Most common solutions.



Most common solutions.

1. Plan for recovery.



Most common solutions.

1. Plan for recovery.
2. Time to flow.
1-4 hrs/day.



Most common solutions.

- 1. Plan for recovery.**
- 2. Time to flow.**
- 3. Measure stress.**



Most common solutions.

- 1. Plan for recovery.**
- 2. Time to flow.**
- 3. Measure stress.**
- 4. Cultivate a sense of belonging.**



A paved path winds through a dense forest of tall, slender trees. Sunlight filters through the canopy, creating a warm, golden glow. The path is flanked by lush green foliage and trees, leading the eye towards a bright opening in the distance.

Thoughts.

The background is a dark, abstract composition featuring several concentric, slightly blurred circular bands in shades of dark blue and black. On the right side, there is a bright, glowing cyan rectangular shape. In the lower right quadrant, two small, distinct green dots are visible. The overall aesthetic is futuristic and high-tech.

Key takeaways.



Mattis Erngren
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A photograph of a vast, dense forest of evergreen trees covering a mountain slope. The trees are dark green and densely packed. In the foreground, there is a body of water, likely a lake or a wide river, which reflects the forest and the sky. The reflection is clear and detailed. The overall scene is serene and natural.

Sustainable productivity.