

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.**





**[Lightly.io/Resources](https://lightly.io/Resources)**

















**... 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

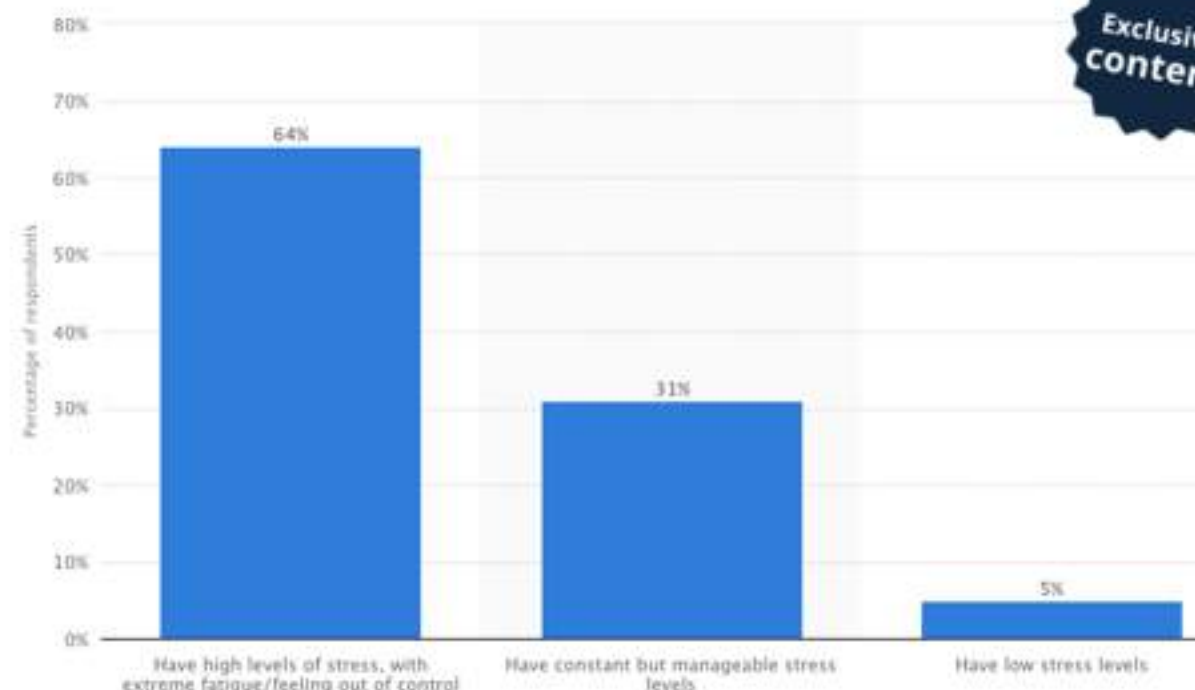
## Stressen kostar samhället miljarder

## 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 impacts on both physical and mental health. Work is a one of the most commonly reported sources of stress in adult



Exclusiv  
content

32

TECH & WORK

## Tech companies have highest turnover rate



# Psykisk ohälsa

Psykisk ohälsa har blivit den överlägsnaste diagnosen och nästan fyra av tio sjukskrivna har den. Kvinnor mitt i livet som den psykiska ohälsan ökat krävs nu snabbtreda orsakerna samtidigt som socialförsäkringen. Kristersson (M) öppnar för en satsning på företagshälsa.



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132

STATISTICA

Tech companies have highest turnover rate



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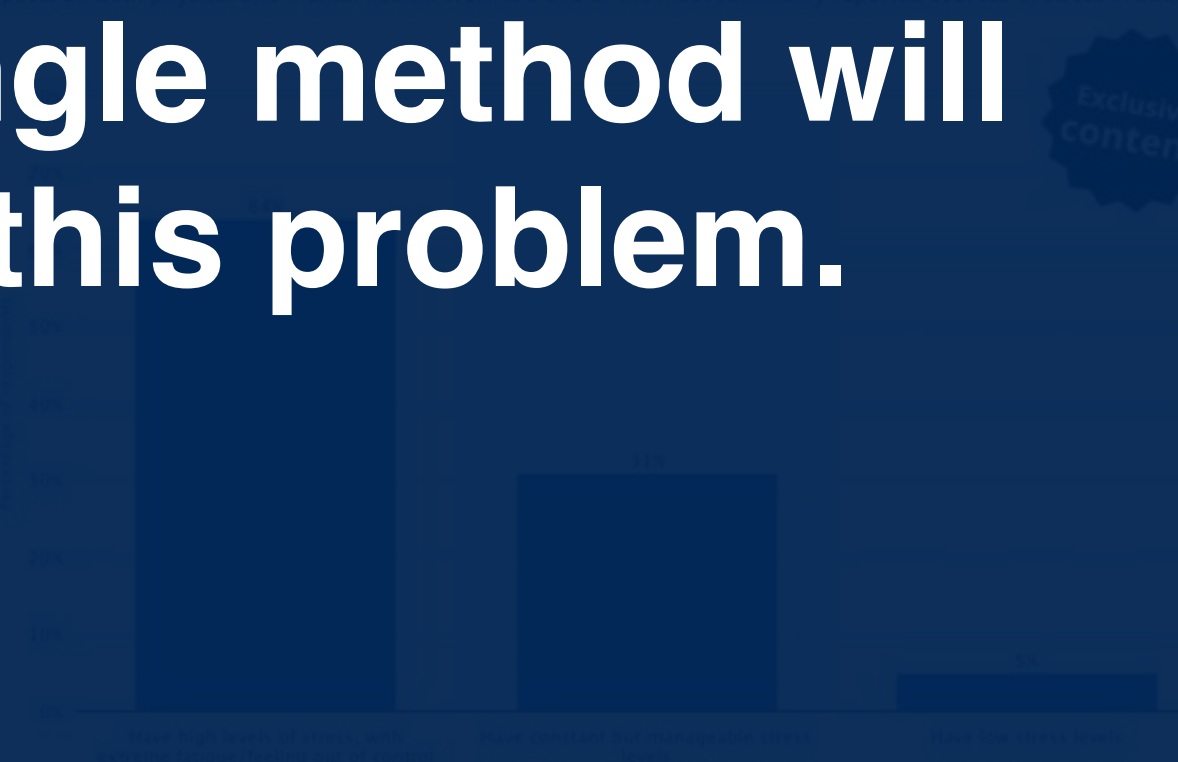
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Stressen kostar samhället miljarder

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# Psykisk ohälsa

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p4 kolla

Stress

## Burnout up among employees

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**Business as usual  
is not sustainable.**

**No single method will  
solve this problem.**

**Don't re-arrange the  
deck chairs on Titanic.**





**Why is this happening?**



- **Increasing ambitions.**


**Why are we suffering?**



- 
- A person is sitting on a light-colored couch, their hands clasped together in their lap. They are wearing a dark top with a light-colored pattern and dark pants. A handbag is visible to the right. The entire image has a warm, orange-yellow overlay.
- **Increasing ambitions.**
  - **Ignorance about mental health.**

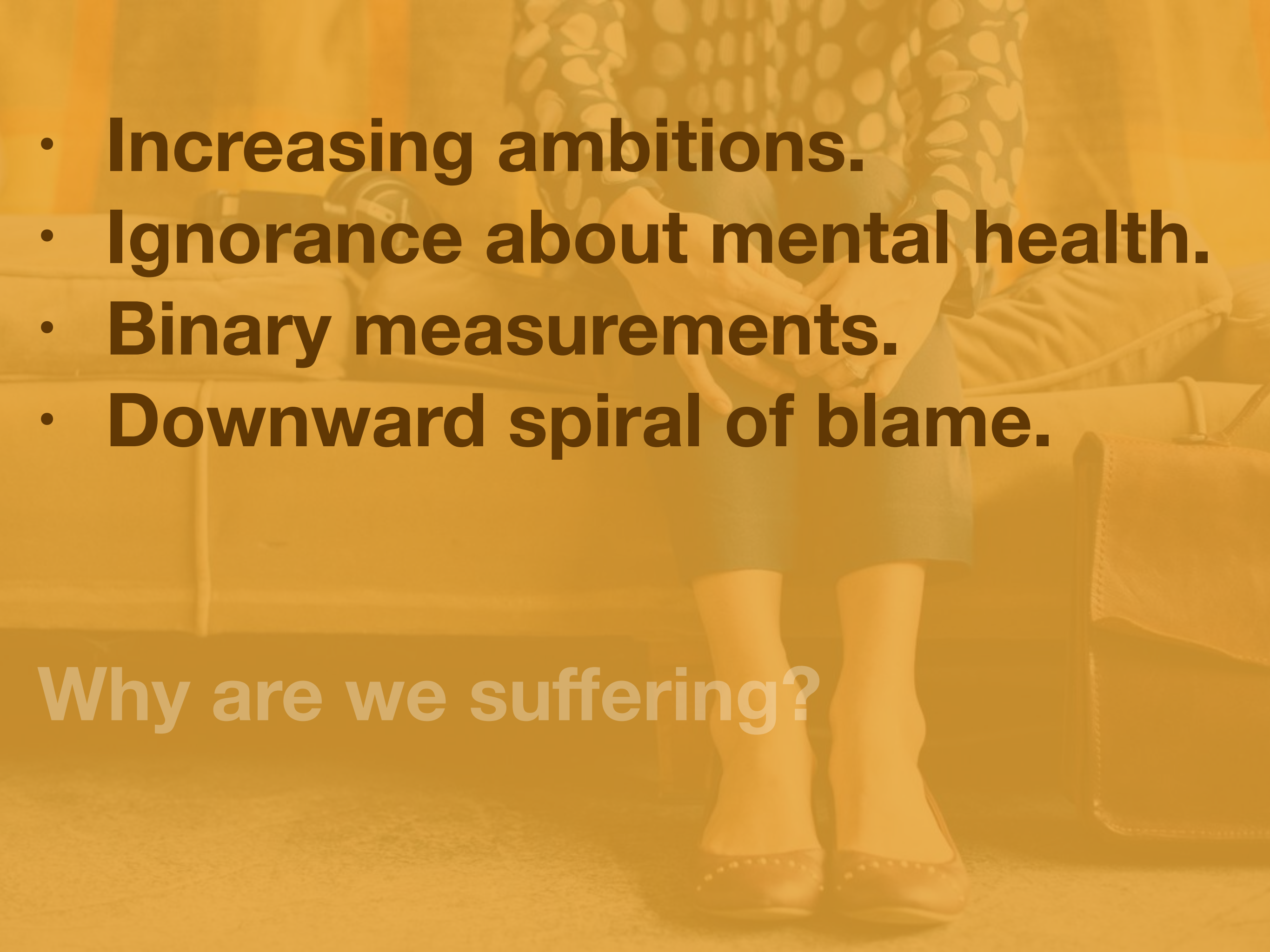
**Why are we suffering?**



- 
- 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.**

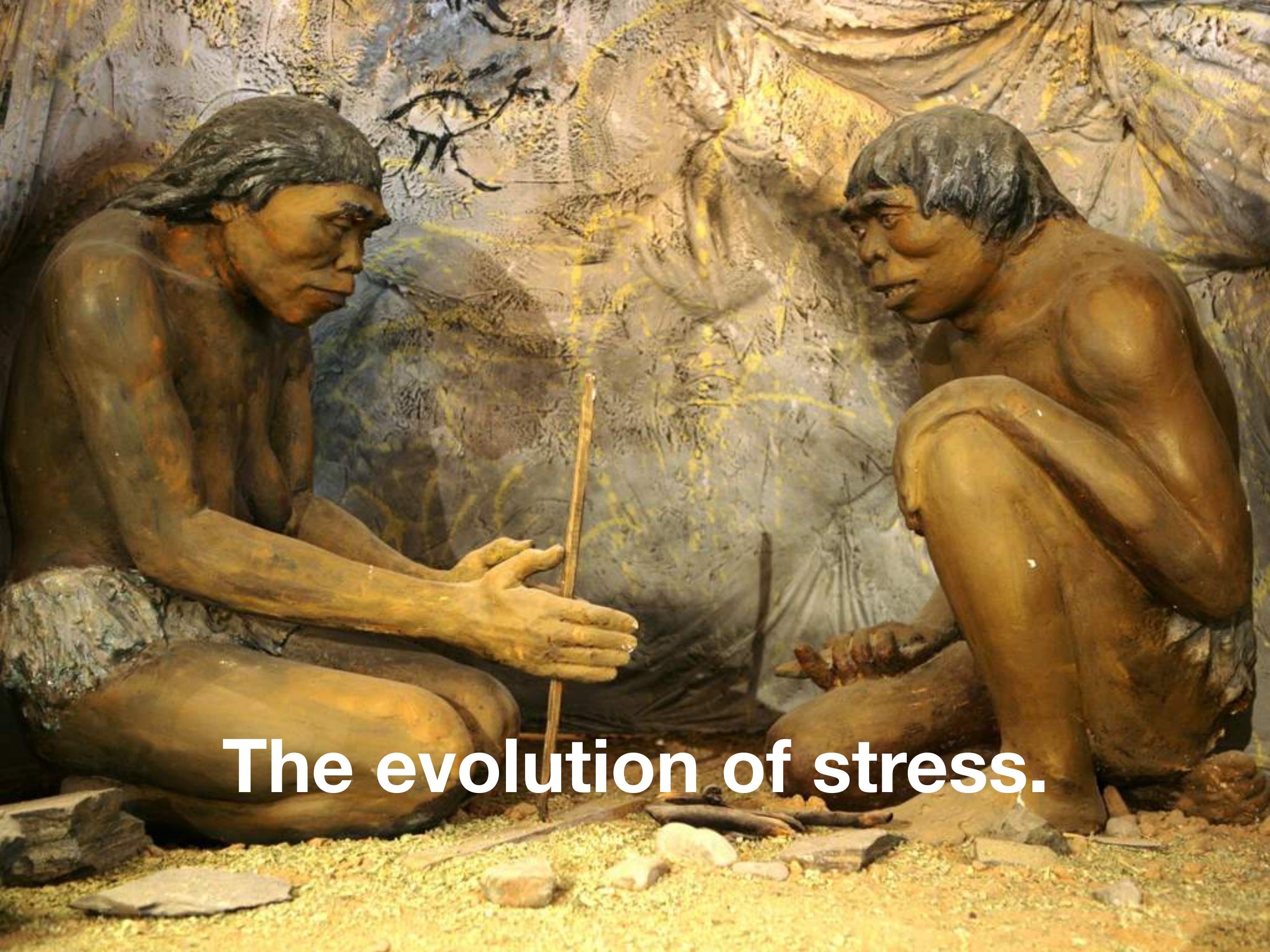
**Why are we suffering?**



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

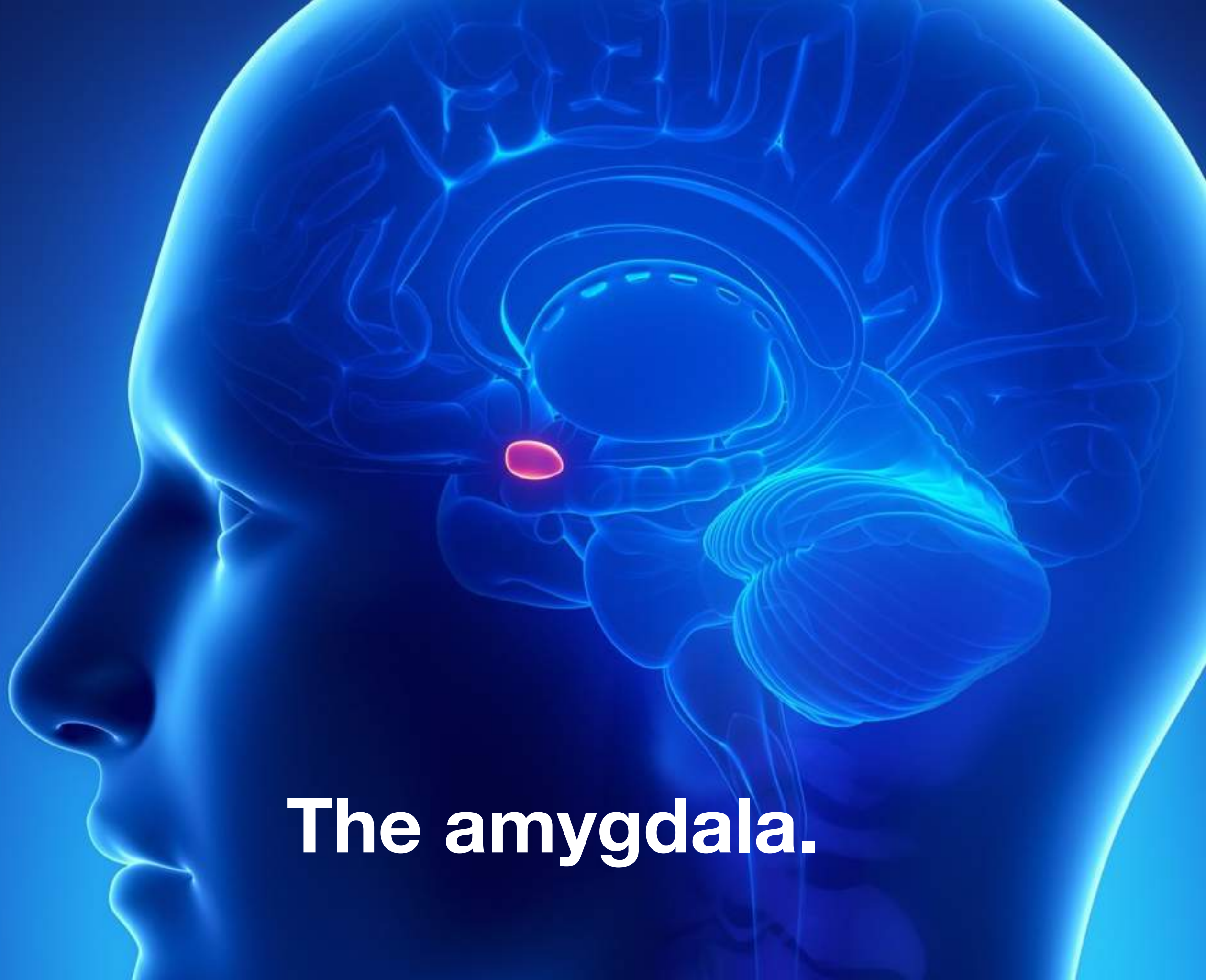
**Why are we suffering?**





**The evolution of stress.**





**The amygdala.**



**Challenge or threat?**





A man with a mustache, wearing a brown sweater, is sitting at a desk. He is holding a pen in his hands. On the desk, there is a typewriter and a pen holder with several pens. 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

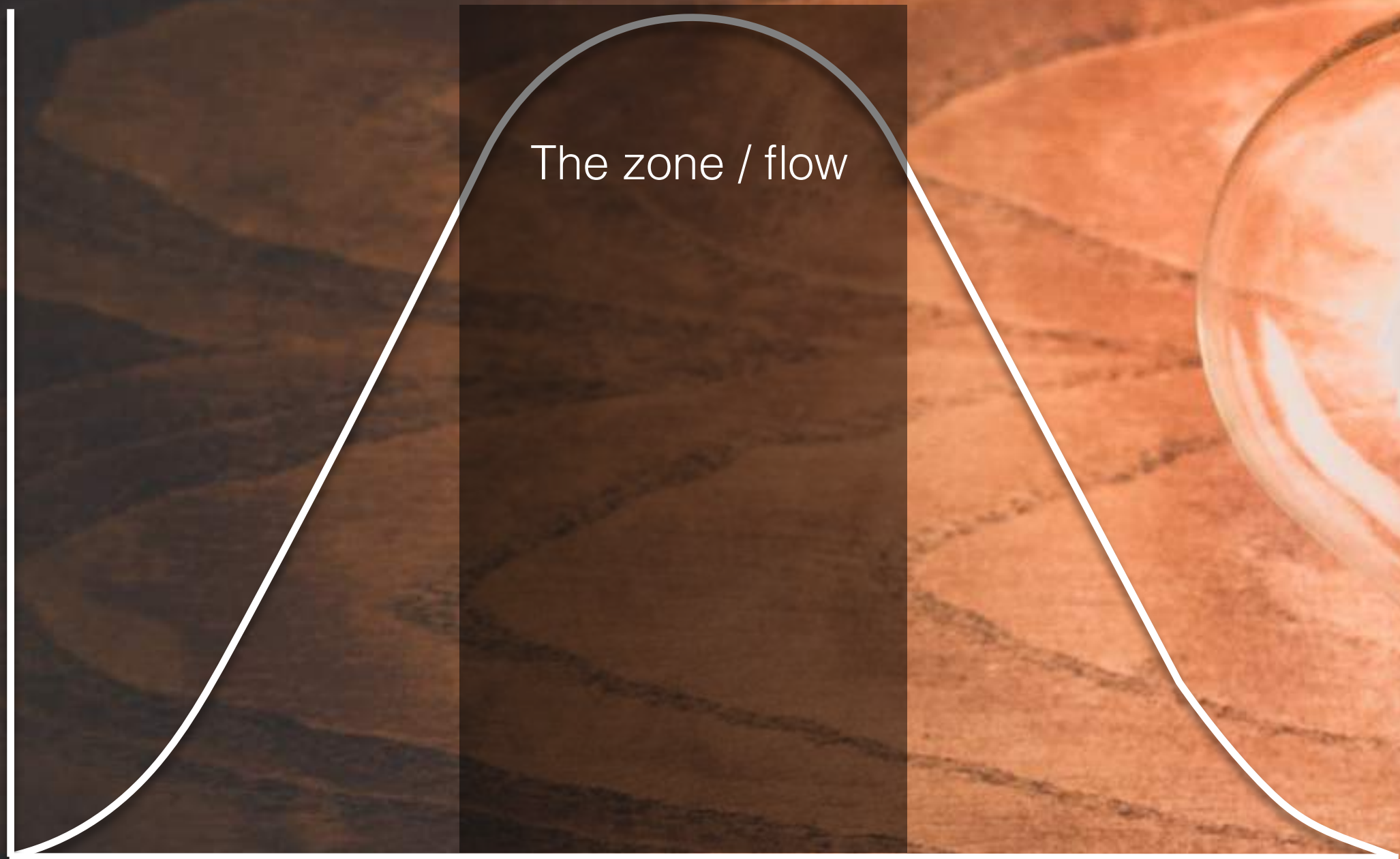
**Stress**

**The Yerkes-Dodson law.**





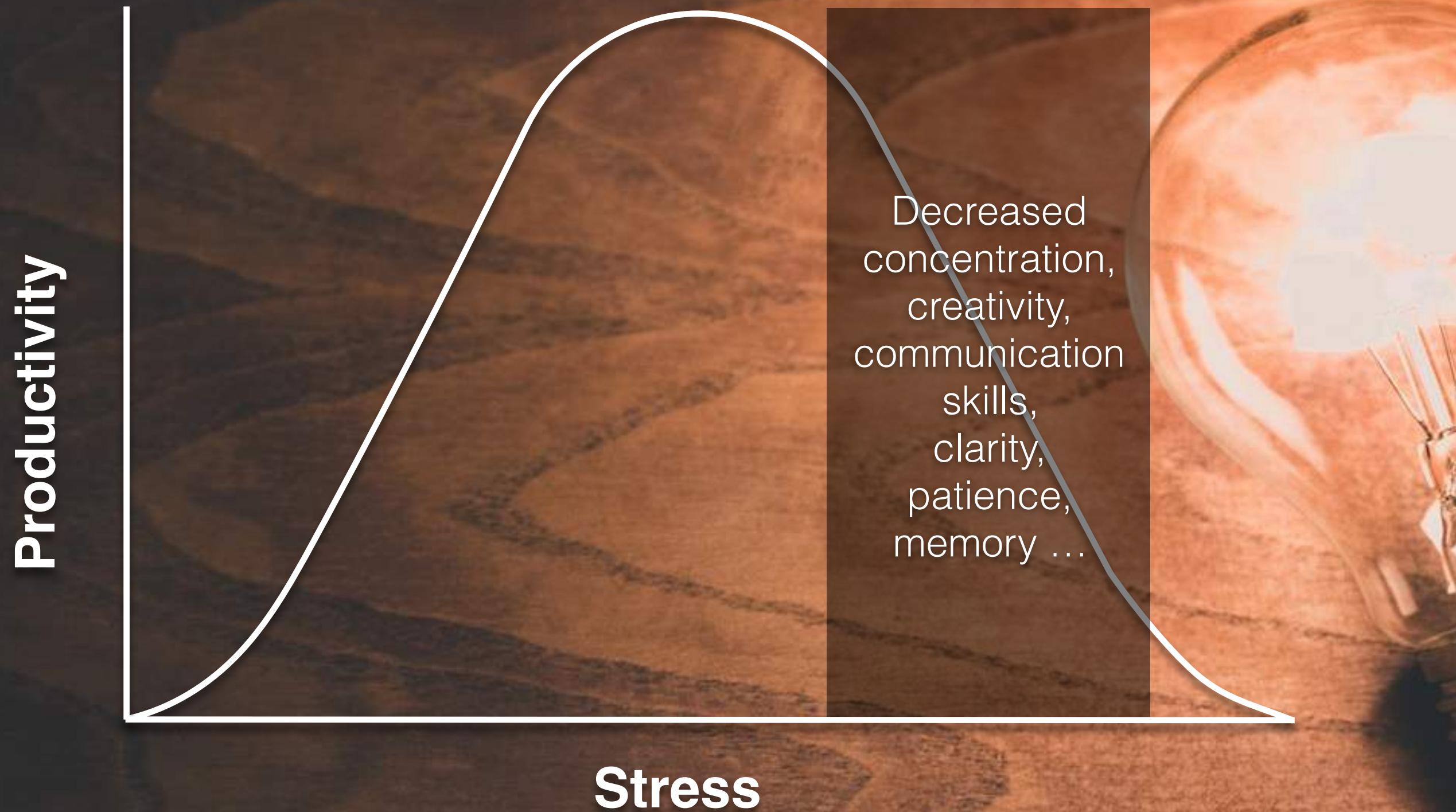
Productivity



Stress

**The Yerkes-Dodson law.**





**The Yerkes-Dodson law.**



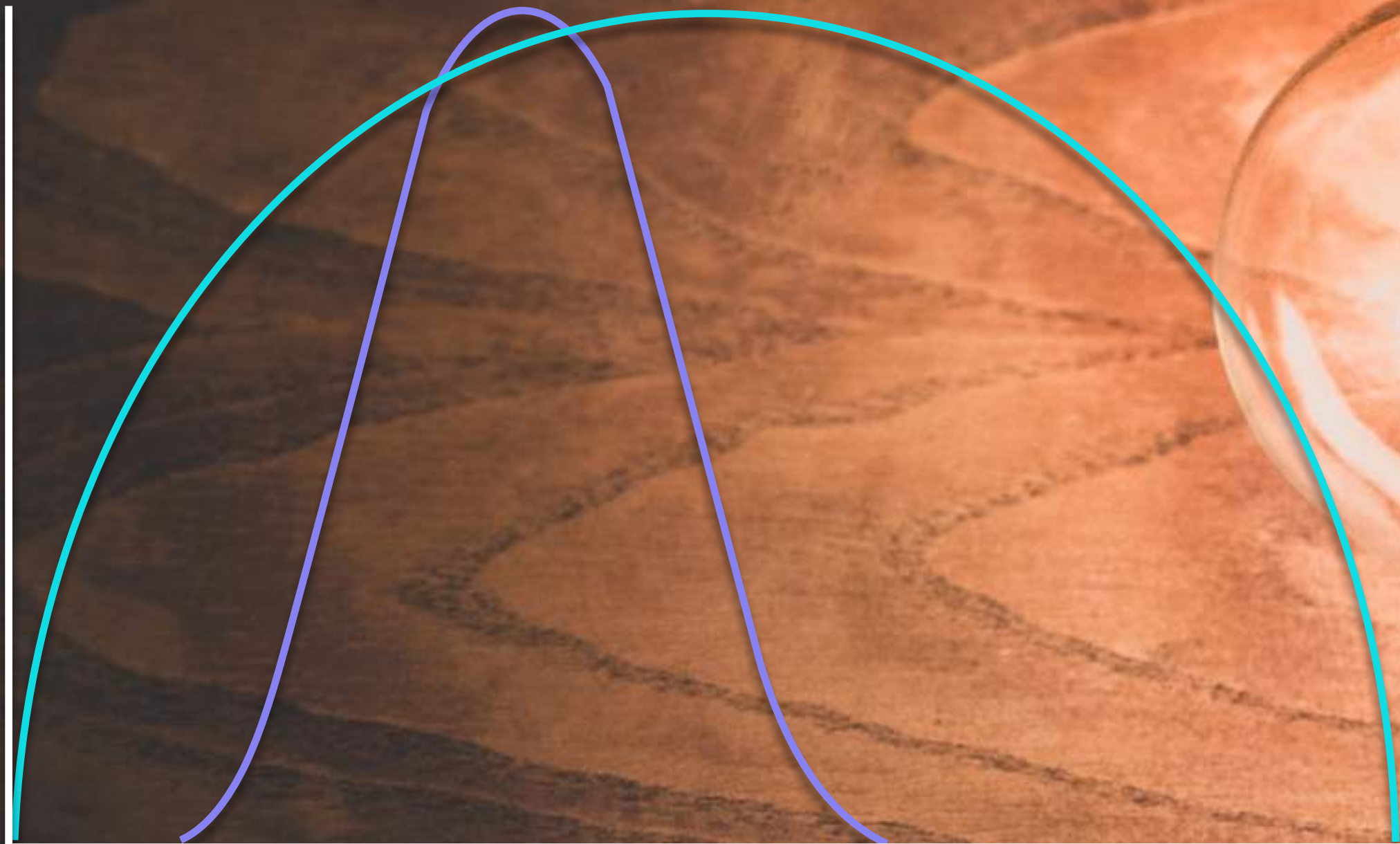


**The Yerkes-Dodson law.**



Complex task Simple task

Productivity

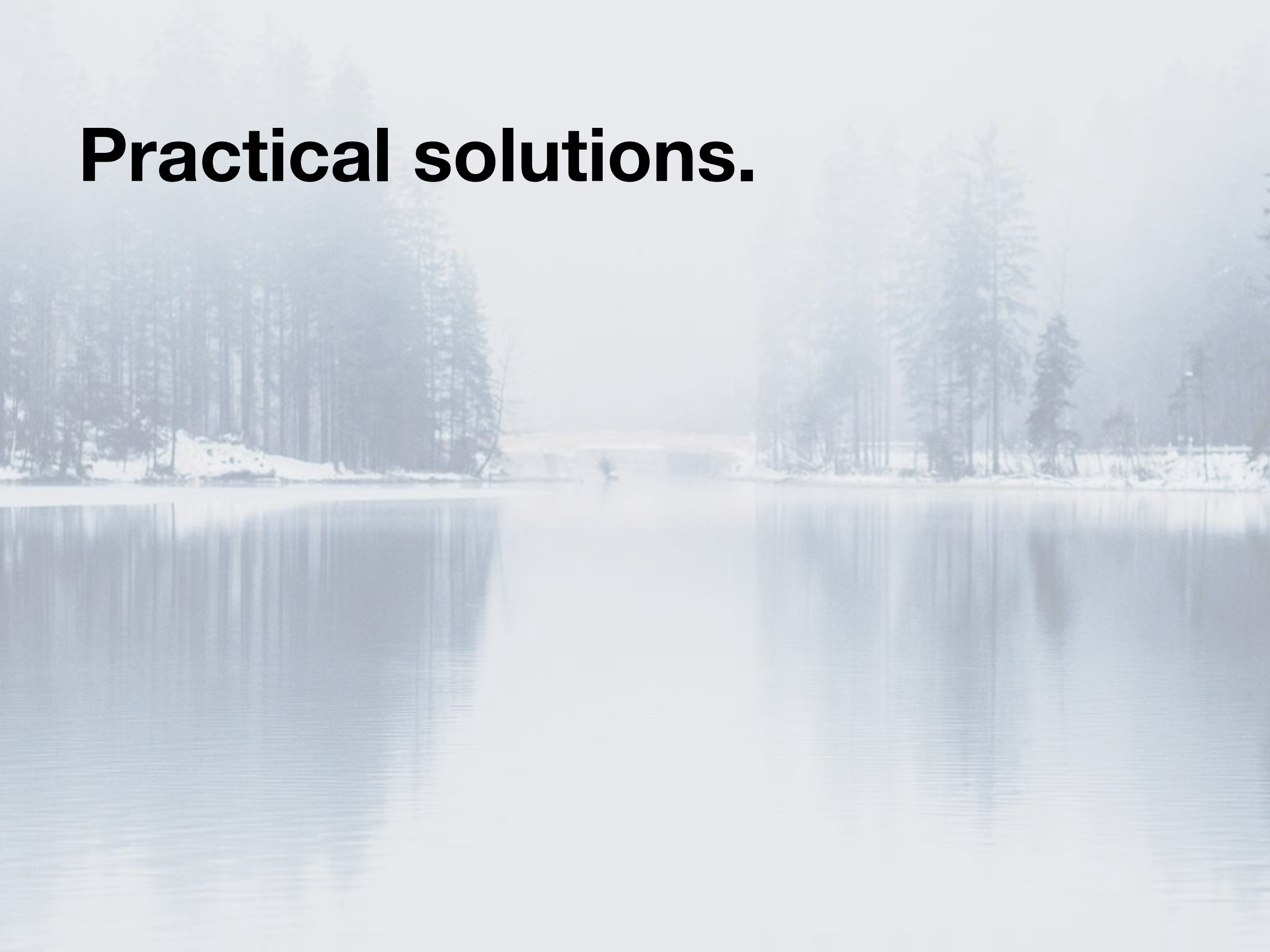


Stress

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**

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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**

**Internal**

**External**

**Individual**

Overreacting  
to “danger”

Relationship  
issues

**Team**

Impediments

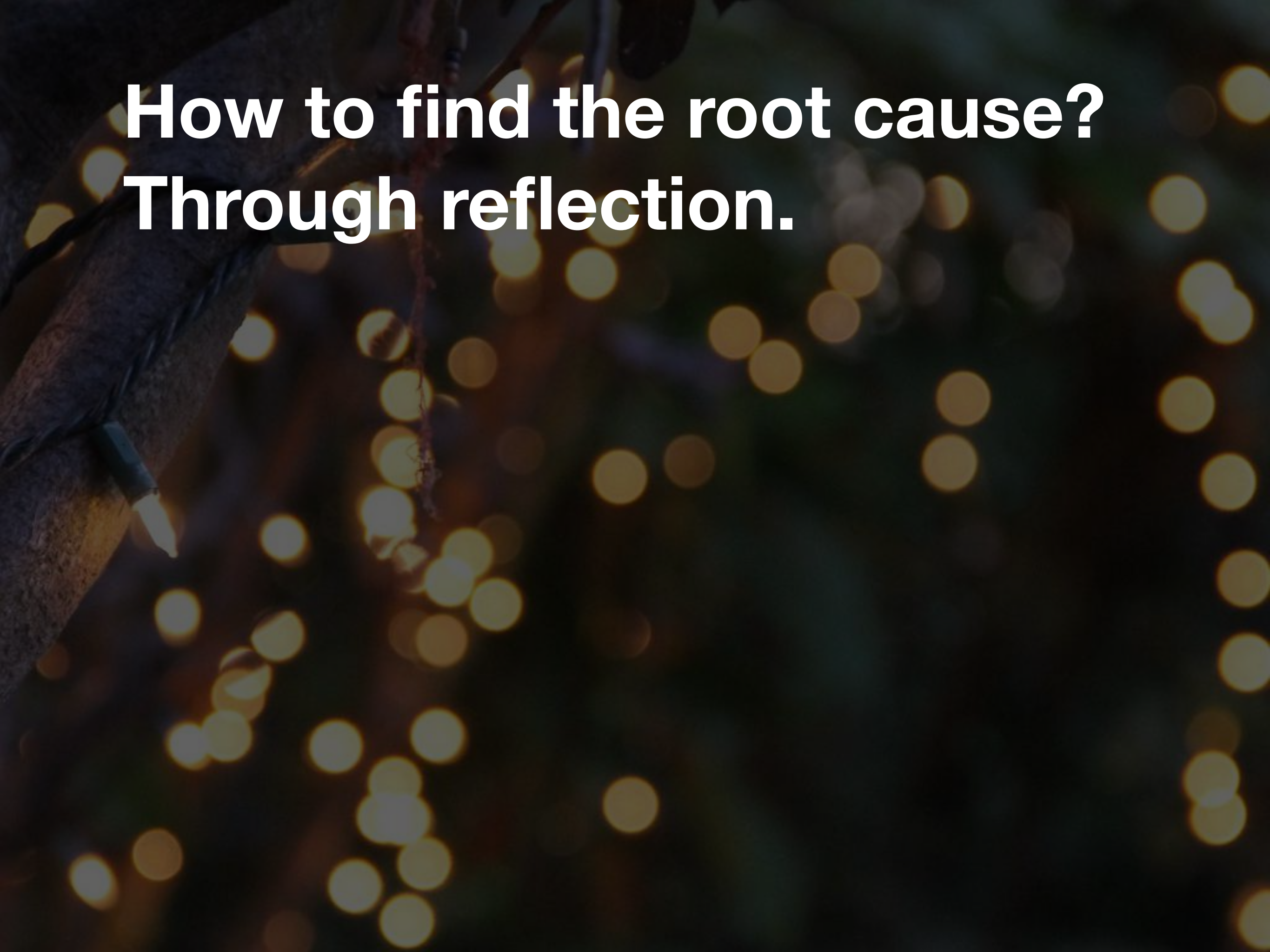
Unclear priorities



The background is a dark, moody photograph. On the left side, there is a vertical string of small, warm-toned lights, some of which are in focus while others are blurred. The rest of the image is filled with a dense field of out-of-focus bokeh lights, creating a soft, glowing effect. The overall color palette is dark with warm, golden-yellow highlights from the lights.

# How to find the root cause?



The background is a dark, moody scene featuring a string of warm-toned lights. On the left side, a portion of a light string is visible, with a single light bulb in focus. The rest of the image is filled with numerous out-of-focus light circles (bokeh) in shades of yellow and orange, creating a soft, atmospheric glow.

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





**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.<sup>[34]</sup> *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.<sup>[34]</sup> 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.**



A glowing lightbulb with a human heart inside, symbolizing ideas and reflection. The heart is illuminated with a warm, golden light, and the lightbulb is hanging from a cord. The background is dark and out of focus, with other lightbulbs visible in the distance.

# Let's try it out!

- **Pick method.**
- **Reflect on root cause.**
- **Be back in 10 minutes.**





**Sample obstacles:**

- 1. Understand**
- 2. Experiment**



# 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. Set priorities.





# **Most common solutions.**

- 1. Plan for recovery.**
- 2. Time to flow.**
- 3. Set priorities.**
- 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 blue and grey. 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**  
**[mattis@lightly.io](mailto:mattis@lightly.io)**



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