

A photograph of a steep, snow-covered mountain slope. The upper part of the mountain is covered in a dense forest of evergreen trees, their branches heavily laden with snow. The lower part of the slope is more rugged, with exposed rock faces and patches of snow. A thick layer of mist or fog hangs in the air, partially obscuring the mountain's features. The overall scene is serene and wintry.

# Sustainable productivity





[www.Lightly.io](http://www.Lightly.io)



# Goal

**Sustainable** (can go on for forever)

**Productivity** (value created; output)



**Mattis Erngren.**





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, hazy white. The overall mood is mysterious and atmospheric.

**... but why  
are you here?**



# Psykisk ohälsa fortsätter öka

Psykisk ohälsa har blivit den överlägset vanligaste orsaken till sjukskrivning. Nästan fyra av tio sjukskrivna har den diagnosen och det är framförallt kvinnor mitt i livet som den psykiska ohälsan ökat krävt. Nu snabbutreda orsakerna samtidigt som socialförsäkringen. Kristersson (M) öppnar för en satsning på företagshälsa.



## Stress är vanligaste orsak till sjukskrivning

Publicerat onsdag 1 april 2015 kl 14.13



p4 kollar

## Stressen kostar sammanlagt miljarder

Publicerat onsdag 15 februari 2012 kl 07.32

## Burnout up among employees

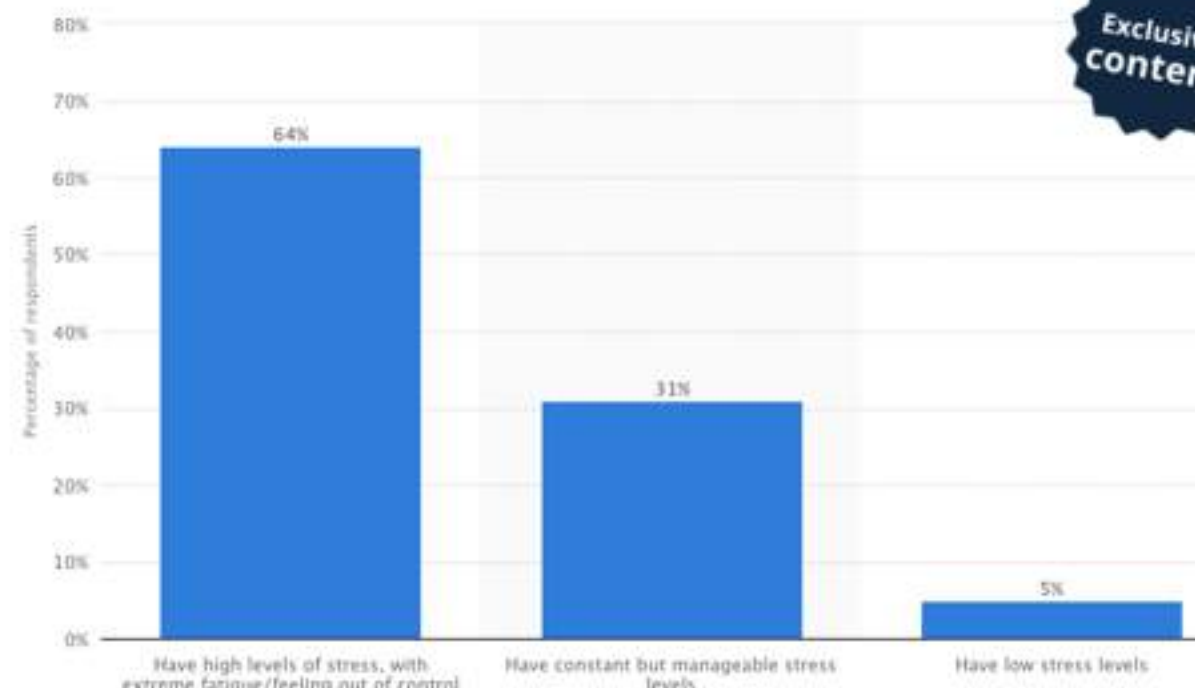
Sharon Jayson, USA TODAY 12:15 a.m. EDT October 24, 2012

BUSINESS JOURNAL JULY 14, 2015

## The German Work Burnout Problem

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.



Exclusive content

TECH & WORK

## Tech companies have highest turnover rate





**You are not going to eat this.**



**Productivity**

Goal

**Stress**

Sustainable (can go on for foreve)

Productivity (value created; output)


**Mental health**











# **How can we make this workshop great?**

- Togetherness**
- Sincerity**
- Exploration**





**Challenge time!**

**Find out what 2-3  
others want to get out  
of this. (5 mins)**

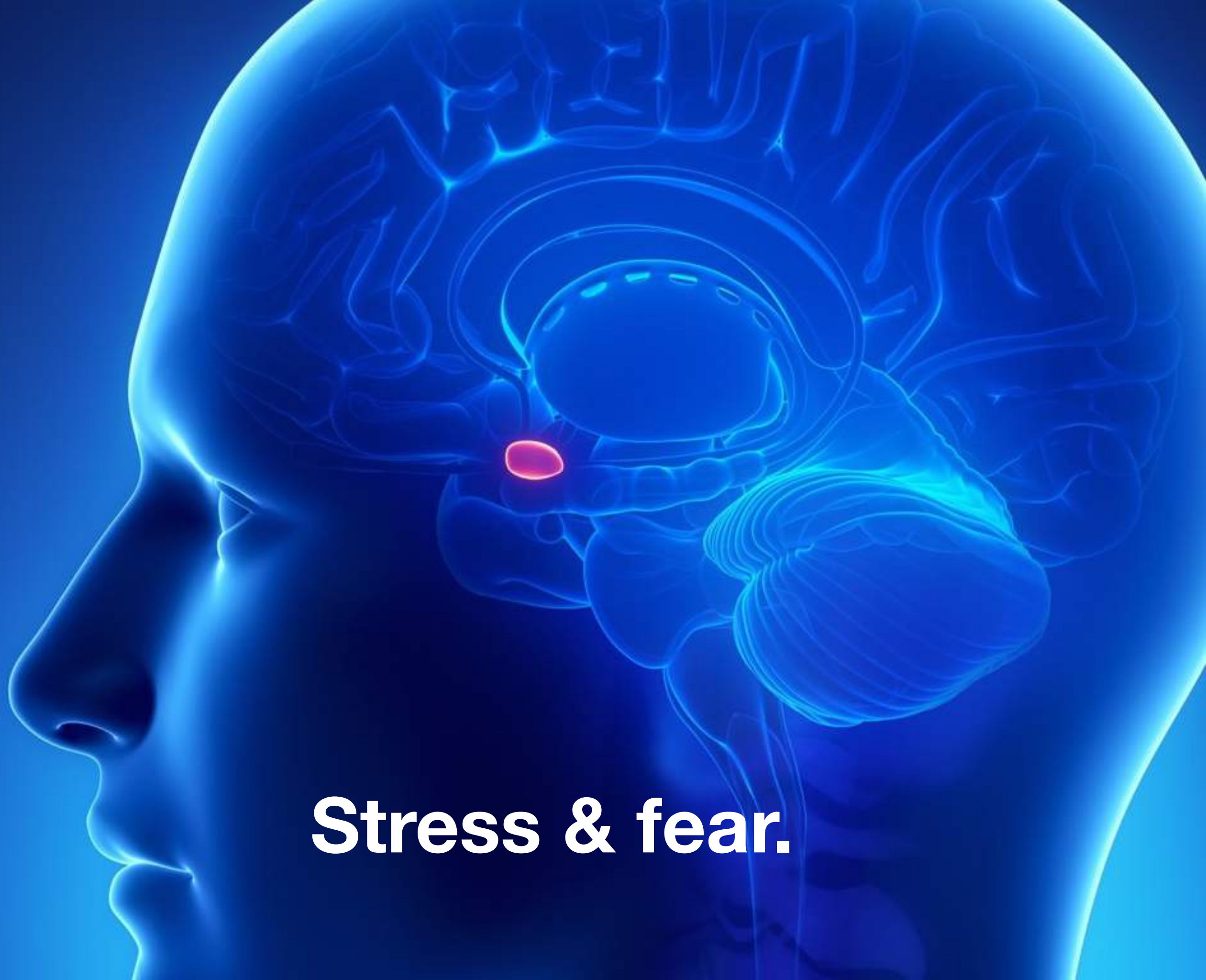




**Sharing time!**

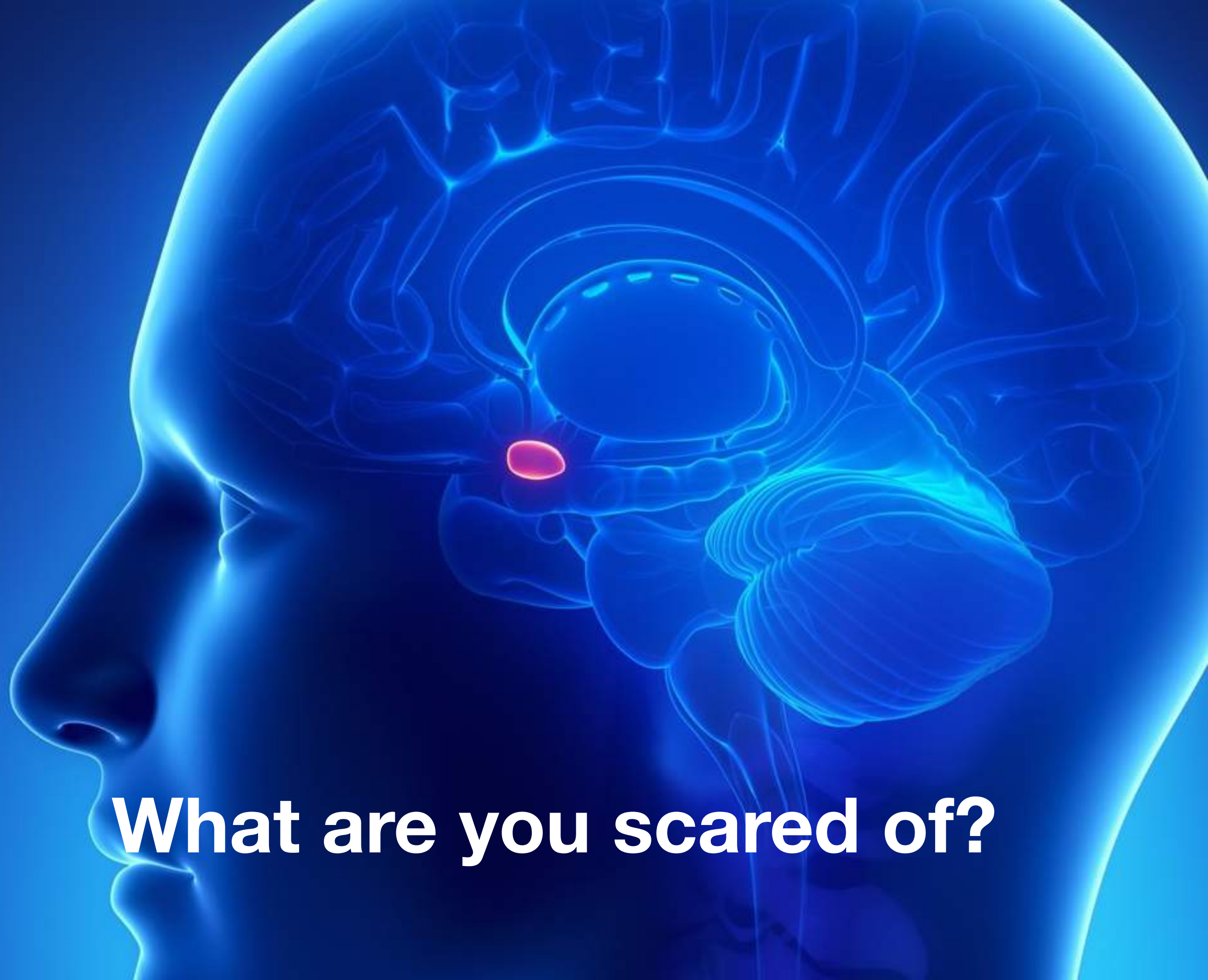
**What do the others  
want to learn today?**





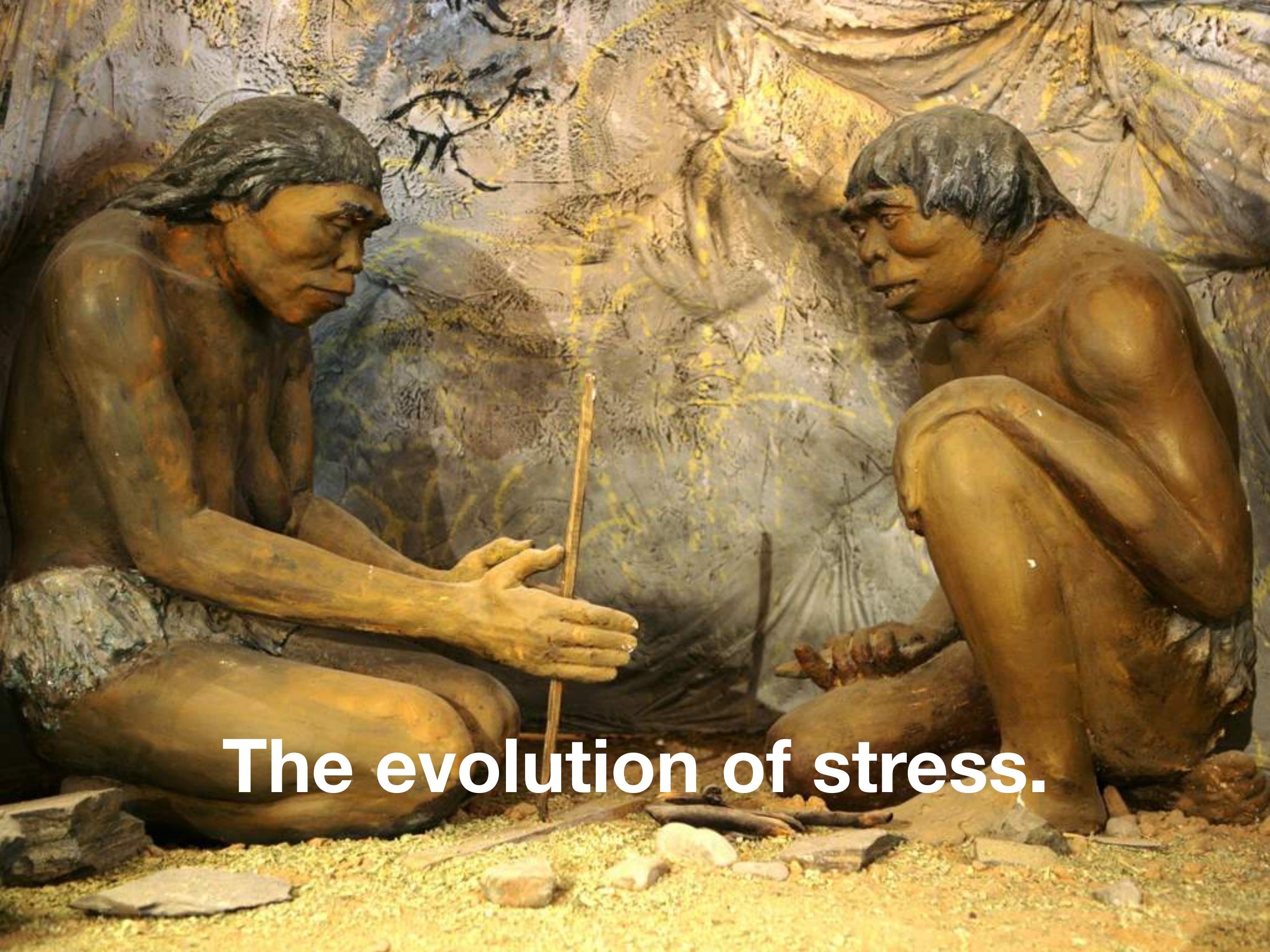
**Stress & fear.**





**What are you scared of?**





**The evolution of stress.**





**Who are you afraid of?**



**Highly sensitive  
persons.**





**What do you  
care about?**





A woman with short blonde hair, wearing a black long-sleeved top and a full, pleated white skirt, is captured in a joyful spin in a vibrant green field filled with yellow wildflowers. Her arms are outstretched, and she has a wide smile. The background features majestic, steep mountains with patches of snow under a clear blue sky. A small cluster of evergreen trees is visible on the right horizon.

**Look at all the  
fucks**

**I'm giving**



A man with a mustache, wearing a brown sweater, is sitting at a desk. He is looking directly at the camera with a serious expression. In the background, there is a framed picture of a sailboat on the wall. On the desk, there is a black printer, a pen holder with several pens, and a small figurine of a person. The man is holding a pen in his hands.

**Challenge time!**

**Find out what someone  
else is stressed out  
about – and why (5 mins)**



A man with a mustache and brown hair, wearing a red plaid sweater, is sitting in a chair. He is looking towards the camera with a slight smile. His right hand is raised to his chin, holding a small object. The background is a green wall with a lamp and some furniture.

**Sharing time!**

**What were they stressed  
about – and why?**





**The bell curve of everything.**



**Productivity**

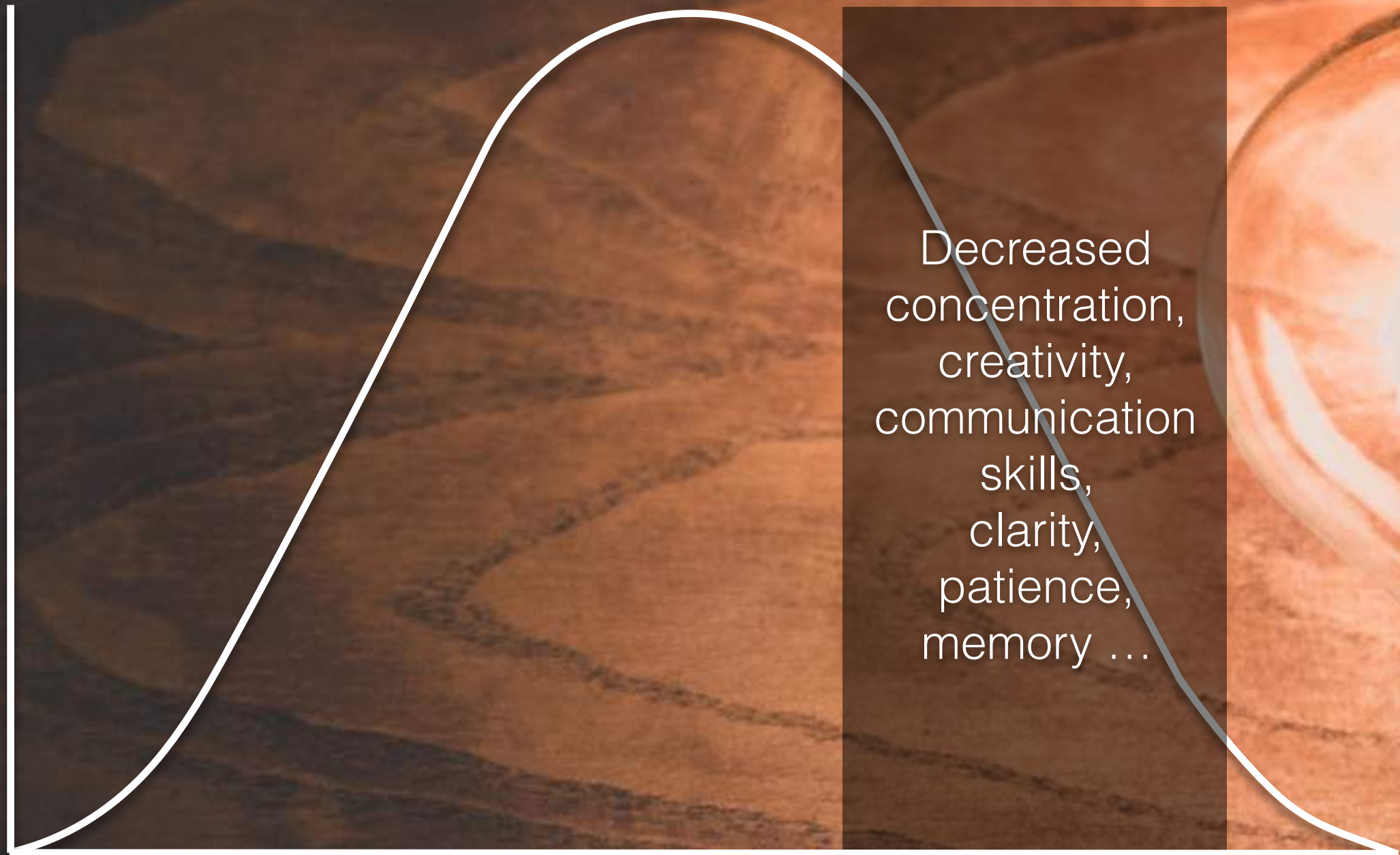


**Stress**

**The Yerkes-Dodson law.**



**Productivity**



Decreased  
concentration,  
creativity,  
communication  
skills,  
clarity,  
patience,  
memory ...

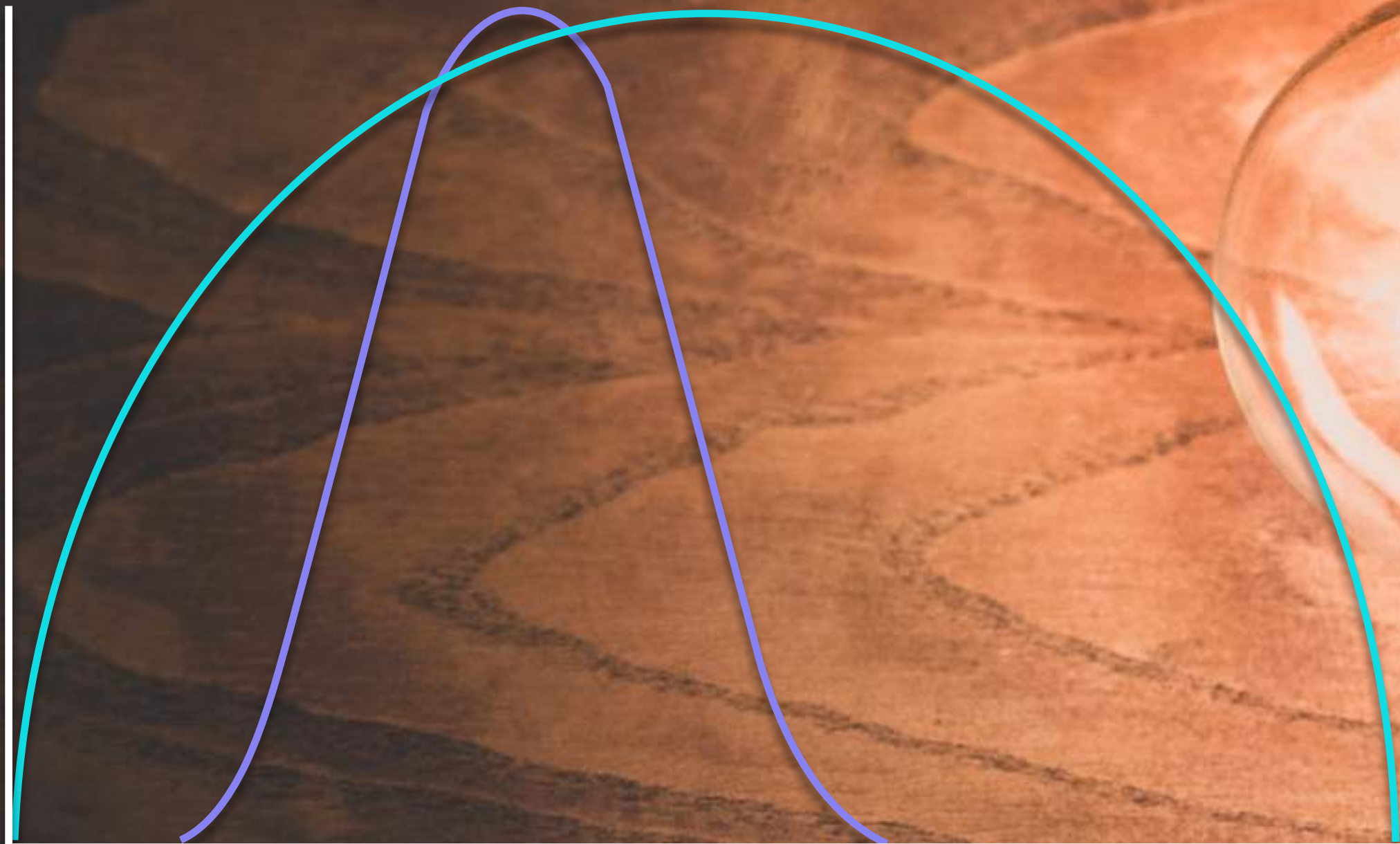
**Stress**

**Objective measurements**



Complex task Simple task

Productivity



Stress

Task complexity



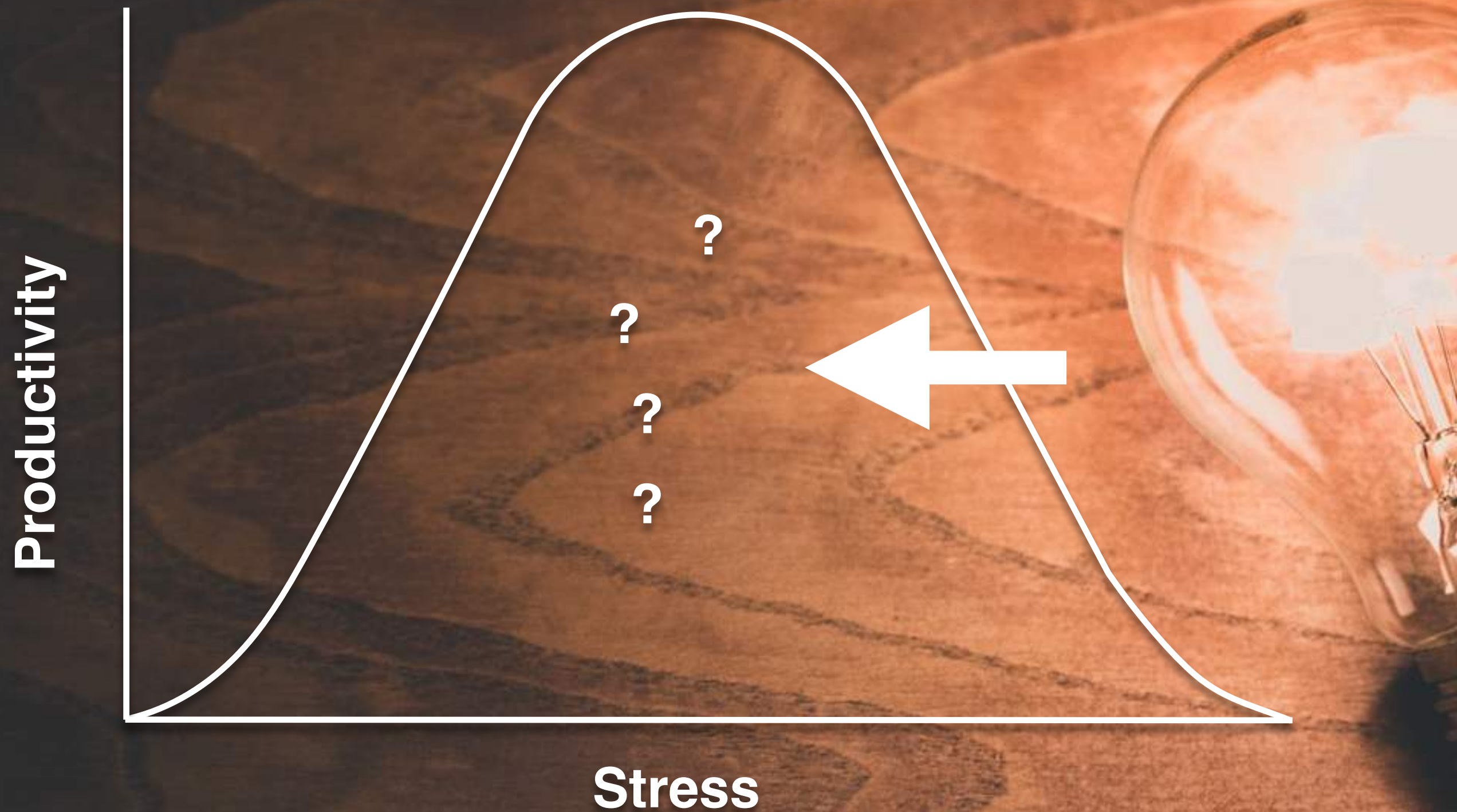
**Productivity**



**Stress**

**Sense of urgency**





**But how can we calm down?**





**Challenge time!**

**Learn one new  
method for  
dealing with stress  
(5 mins)**



A man with a mustache, wearing a red plaid sweater, is sitting in a chair. He has a thoughtful or slightly skeptical expression, with his hand near his chin. The background is a dimly lit room with a desk, a lamp, and some objects. The text "Great job!" is overlaid on the image in a white, bold font on a black rectangular background.

**Great job!**



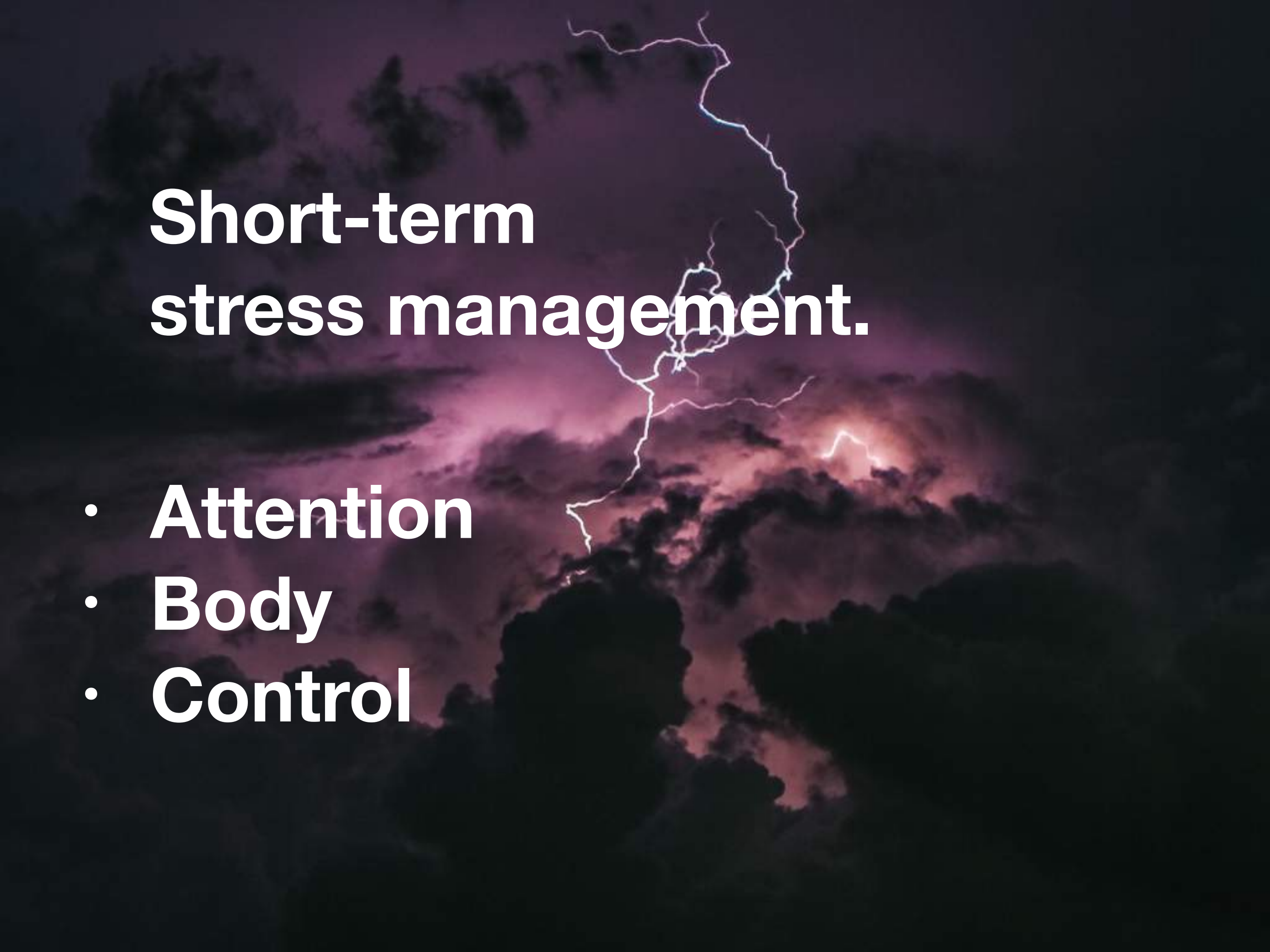


# **Stress management**

**Short term: symptoms**

**Long term: root cause**



A dramatic, high-contrast image of a stormy night sky. Dark, heavy clouds are illuminated from within by bright, jagged lightning bolts. The overall color palette is dominated by deep purples, blues, and blacks, with the lightning providing sharp white and yellow highlights. The lightning bolts are particularly prominent, with one large bolt running vertically down the center-right of the frame and several smaller ones branching out.

# **Short-term stress management.**

- **Attention**
- **Body**
- **Control**



A dramatic, high-contrast image of a stormy night sky. Dark, heavy clouds are illuminated from within by bright, jagged lightning bolts. The light from the lightning creates a purple and pinkish glow in the surrounding clouds. The overall mood is intense and powerful.

**Attention**

**Video games**

**Hang out with friends**

**Hobbies**



A dramatic night sky filled with dark, heavy clouds. Several bright, jagged lightning bolts are visible, illuminating the clouds with a purple and white glow. The overall atmosphere is intense and powerful.

**Body**

**Deep breathing**

**Hit the gym**

**Green tea**



A dramatic, high-contrast photograph of a stormy night sky. Dark, heavy clouds are illuminated from within by bright, jagged lightning bolts. The light from the lightning creates a strong purple and magenta glow throughout the scene. The overall mood is intense and powerful.

**Control**

**Ask for help**

**Create lists**

**Take action**



# 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.**





Practice.





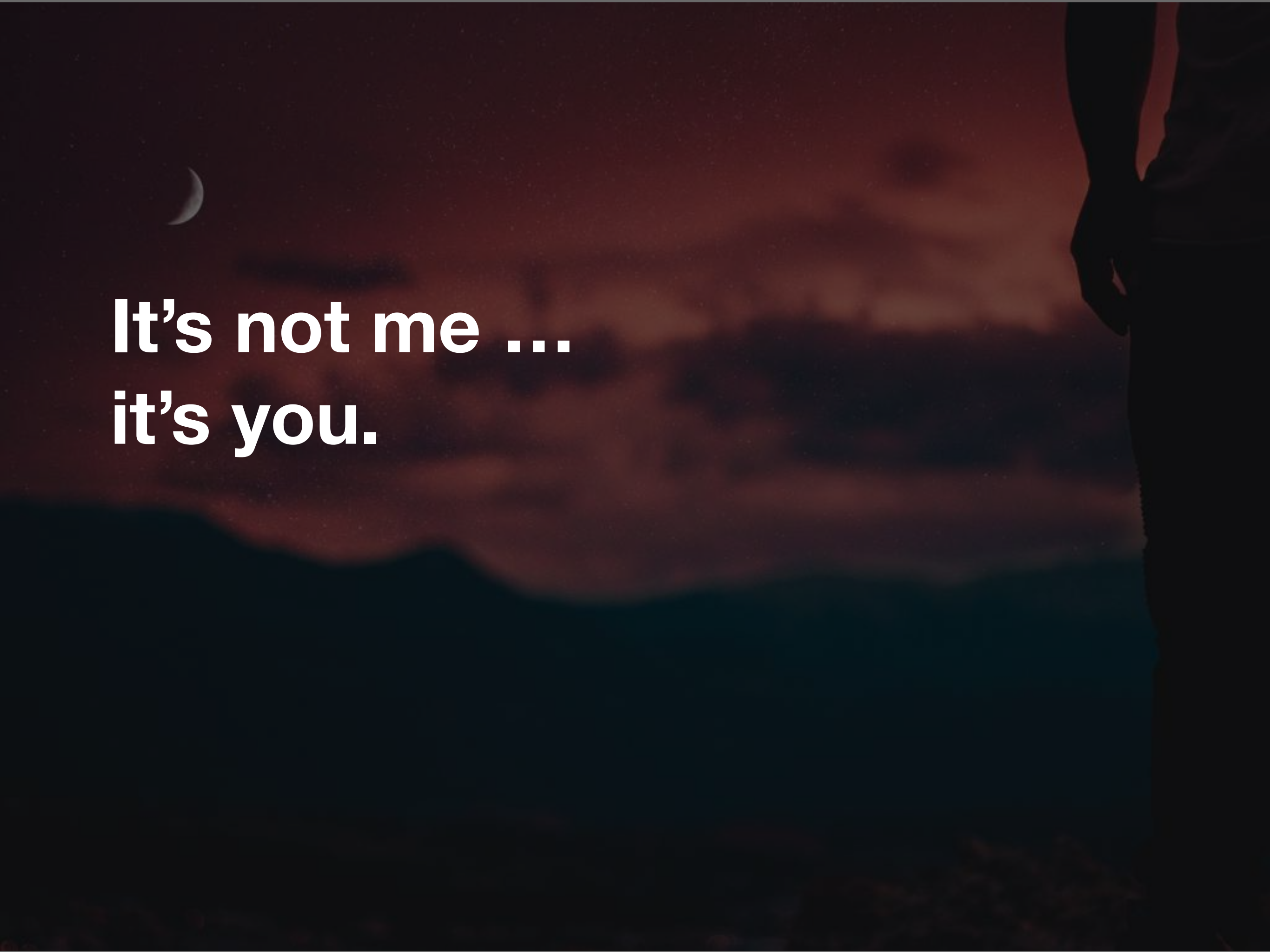
**The benefits  
of not being mindful**



**Idleness.**





A person's silhouette is visible on the right side of the frame, looking out over a body of water under a dramatic sunset sky. A crescent moon is visible in the upper left. The text is overlaid on the left side of the image.

**It's not me ...  
it's you.**



# **What we need from work:**

- **Belong to a group**
- **Sense of contribution**
- **Self-realisation**
- **+ Hygiene factors**
- **+ Motivation factors**





**Challenge or threat?**







**Worst case?  
Can I make it?  
Is it meaningful?**





**Troubleshooting  
long-term stress.**





**What should  
we also discuss?**





**One thing.**





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[www.Lightly.io](http://www.Lightly.io)



A photograph of a steep mountain slope covered in dense evergreen forests. The upper part of the mountain is shrouded in thick mist or low clouds, creating a hazy atmosphere. Patches of snow are visible on the upper slopes and clinging to the branches of the trees. The overall scene is serene and evokes a sense of nature's resilience.

**Sustainable productivity**



# Greatest hits





**Individual:  
Whenever you add a goal,  
remove another.**





# **Team: Affirmation**







**Management:  
Allow individual to  
choose work setup**