

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.





Goal

**Sustainable
Productivity**

Goal

Sustainable (can go on for forever)

Productivity (value created; output)

Productivity
Goal

Stress

Sustainable (can go on for 50 years)
Productivity (getting stuff done)

Mental health







You are not going to eat this.

A high-angle, aerial photograph of a mountainous landscape. The foreground is dominated by a dense, dark green forest covering a steep slope. In the background, a rugged, rocky mountain peak rises above a thick layer of white mist and clouds. The sky is overcast and grey. The overall mood is serene and majestic.

Start with 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

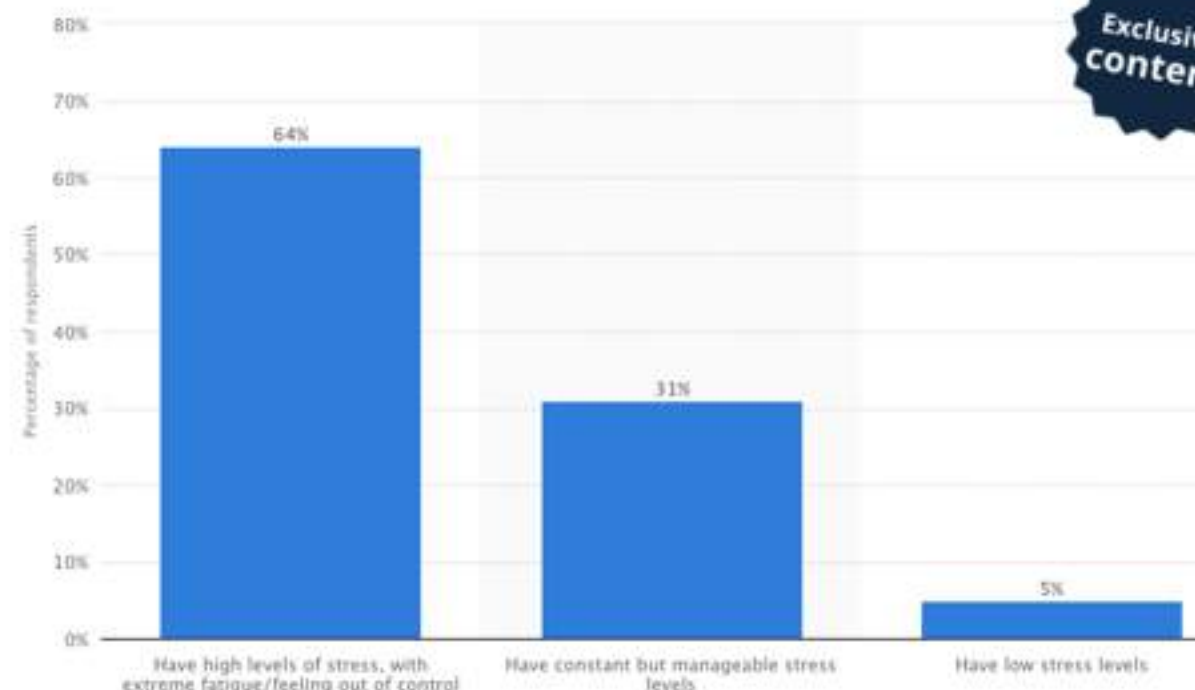
Stressen kostar samhället miljarder

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.

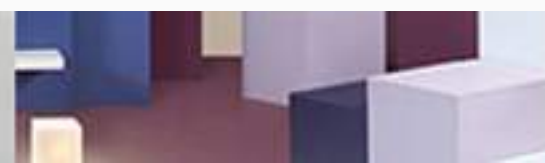


Exclusiv
content

32

TECH & WORK

Tech companies have highest turnover rate





Why are we exhausting ourselves?



The bell curve of everything.



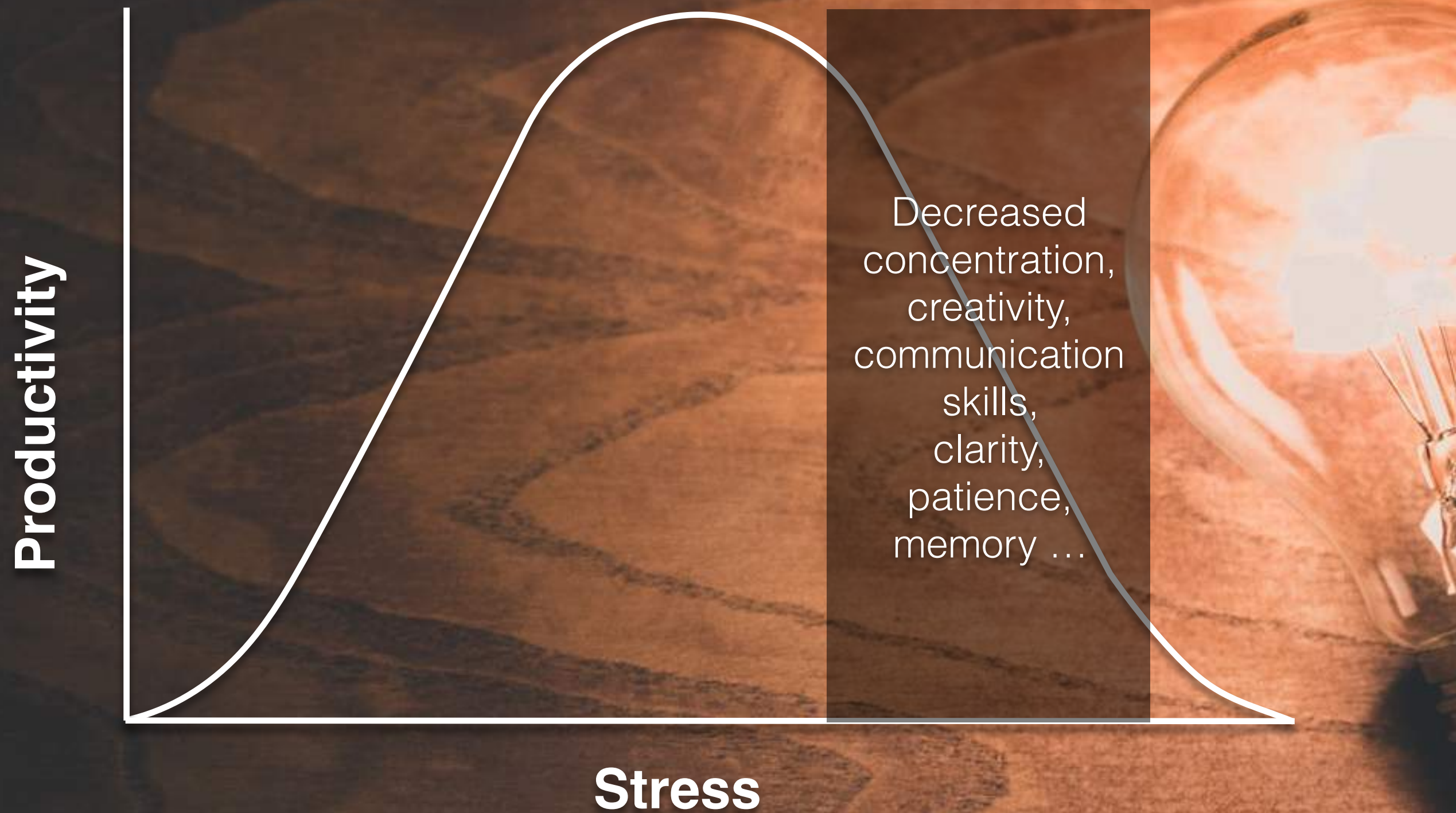
The bell curve of everything.

Productivity



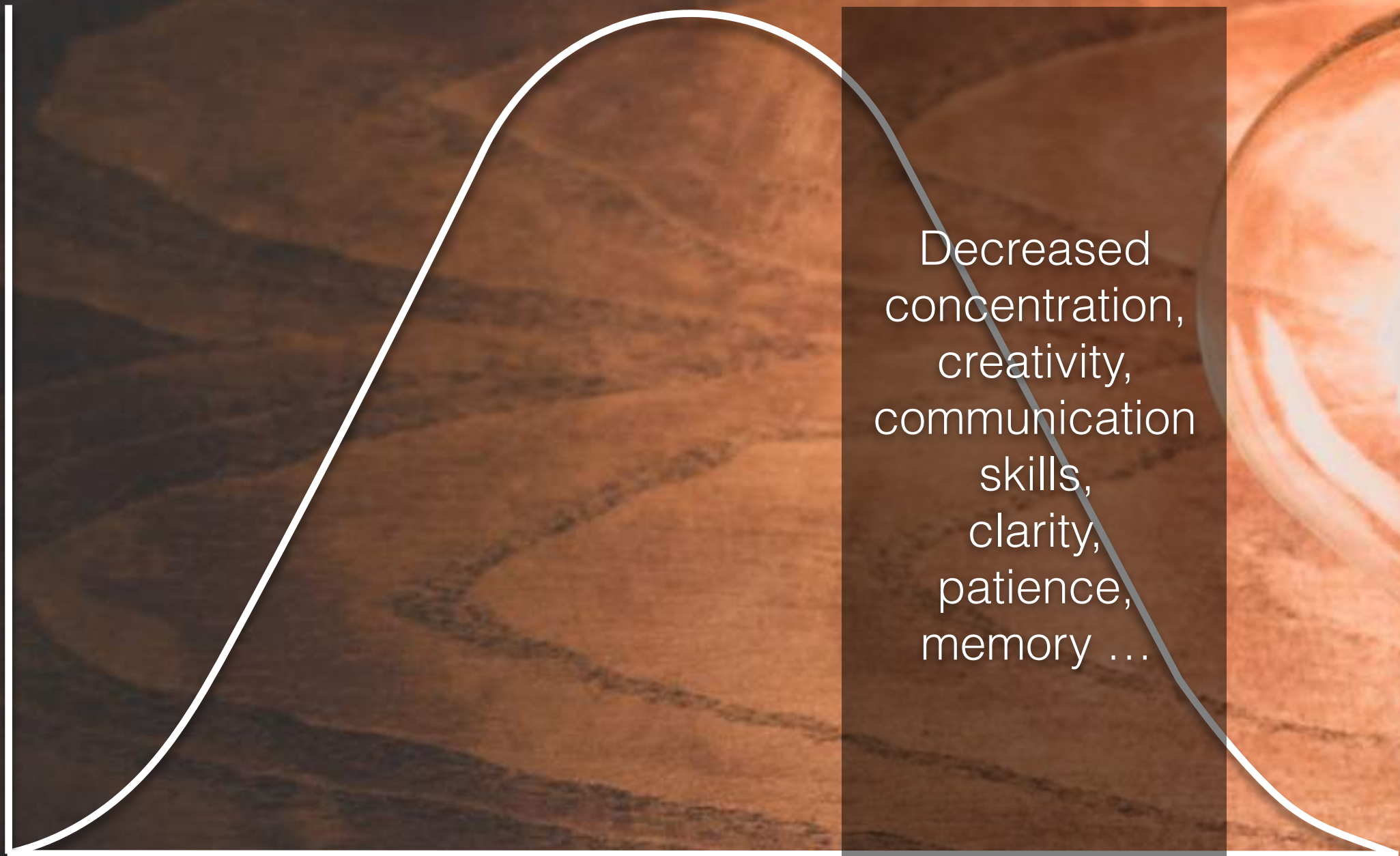
Stress

The bell curve of everything.



The bell curve of everything.

Productivity



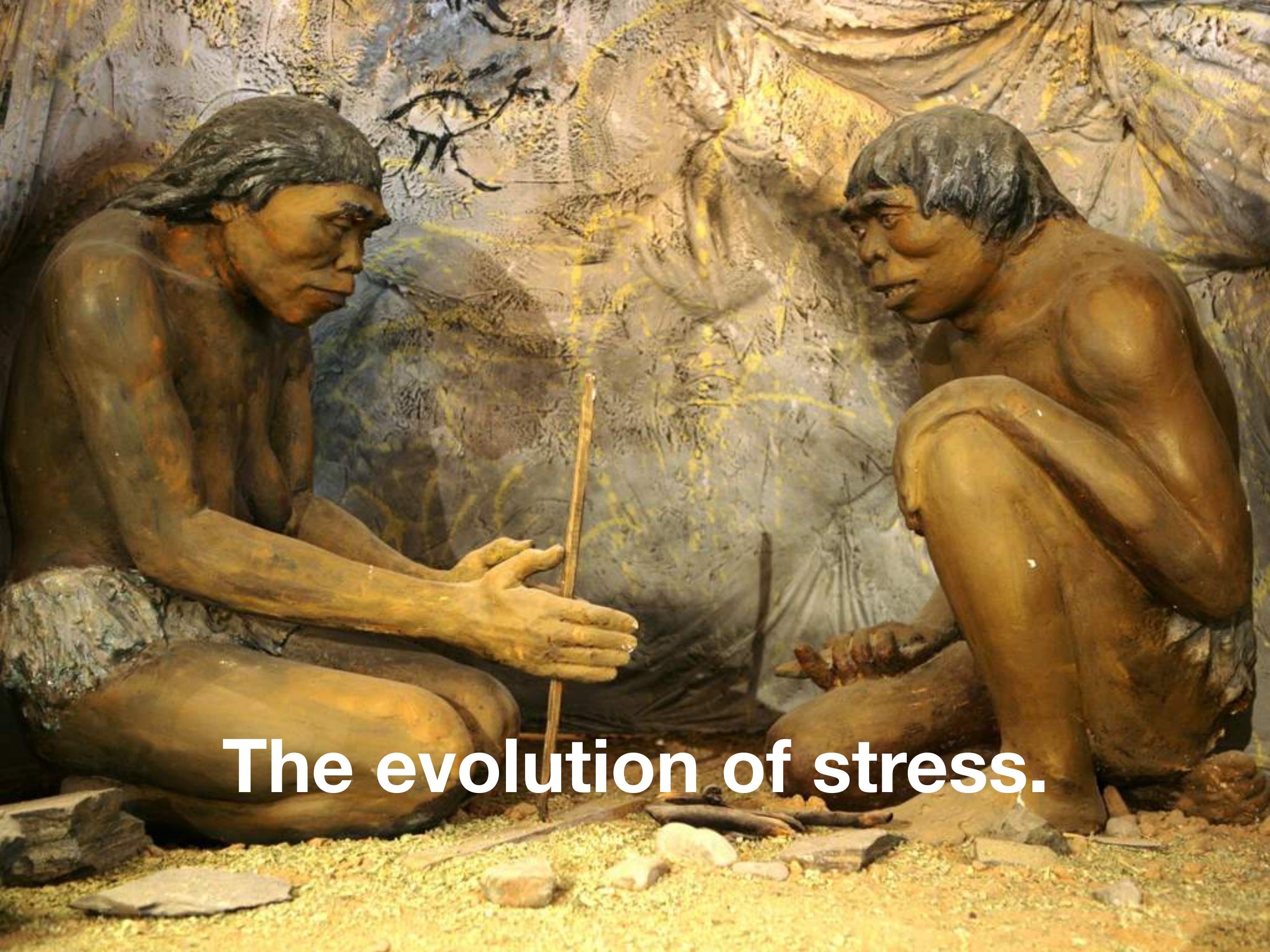
Decreased
concentration,
creativity,
communication
skills,
clarity,
patience,
memory ...

Stress

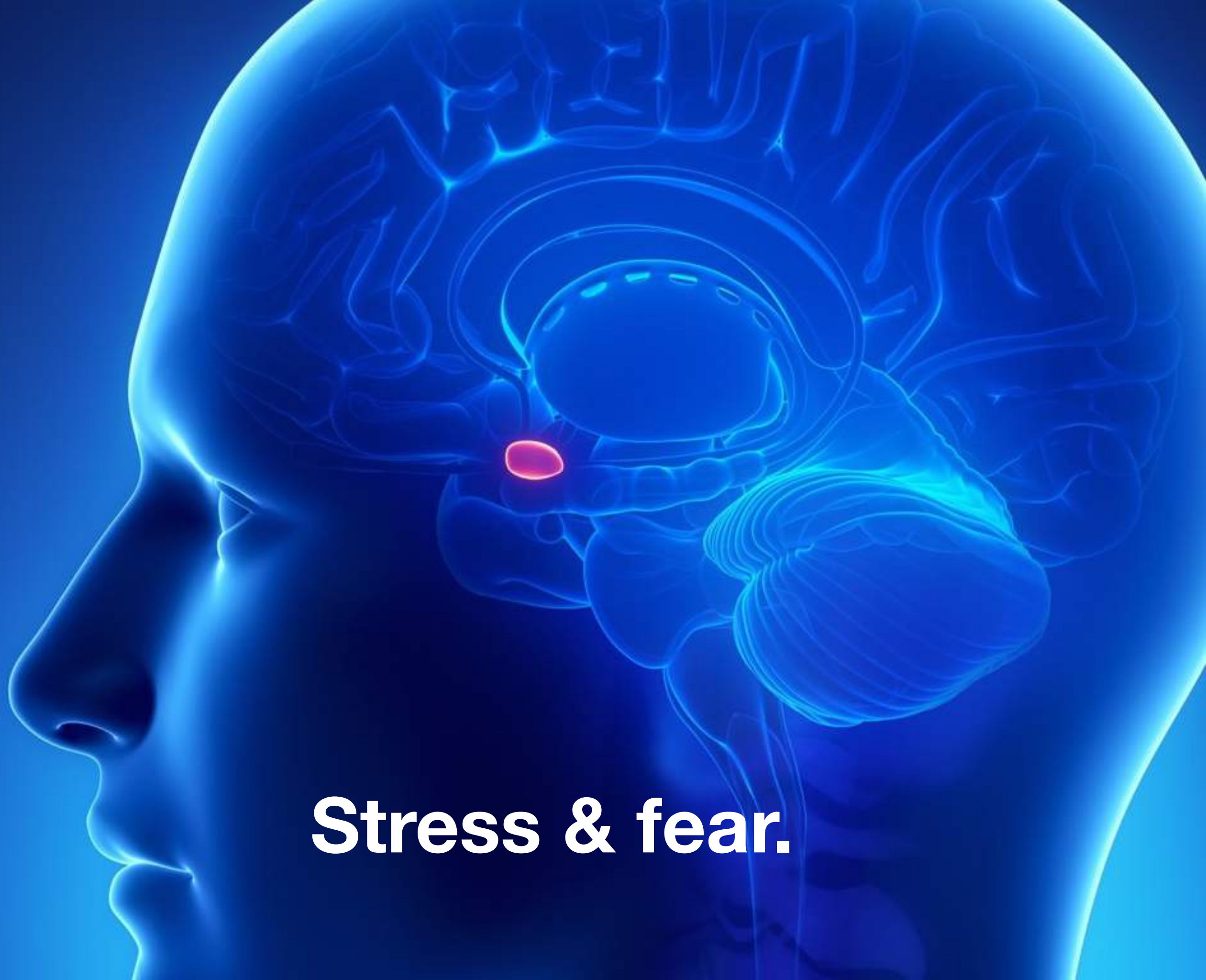
Where you at?

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.

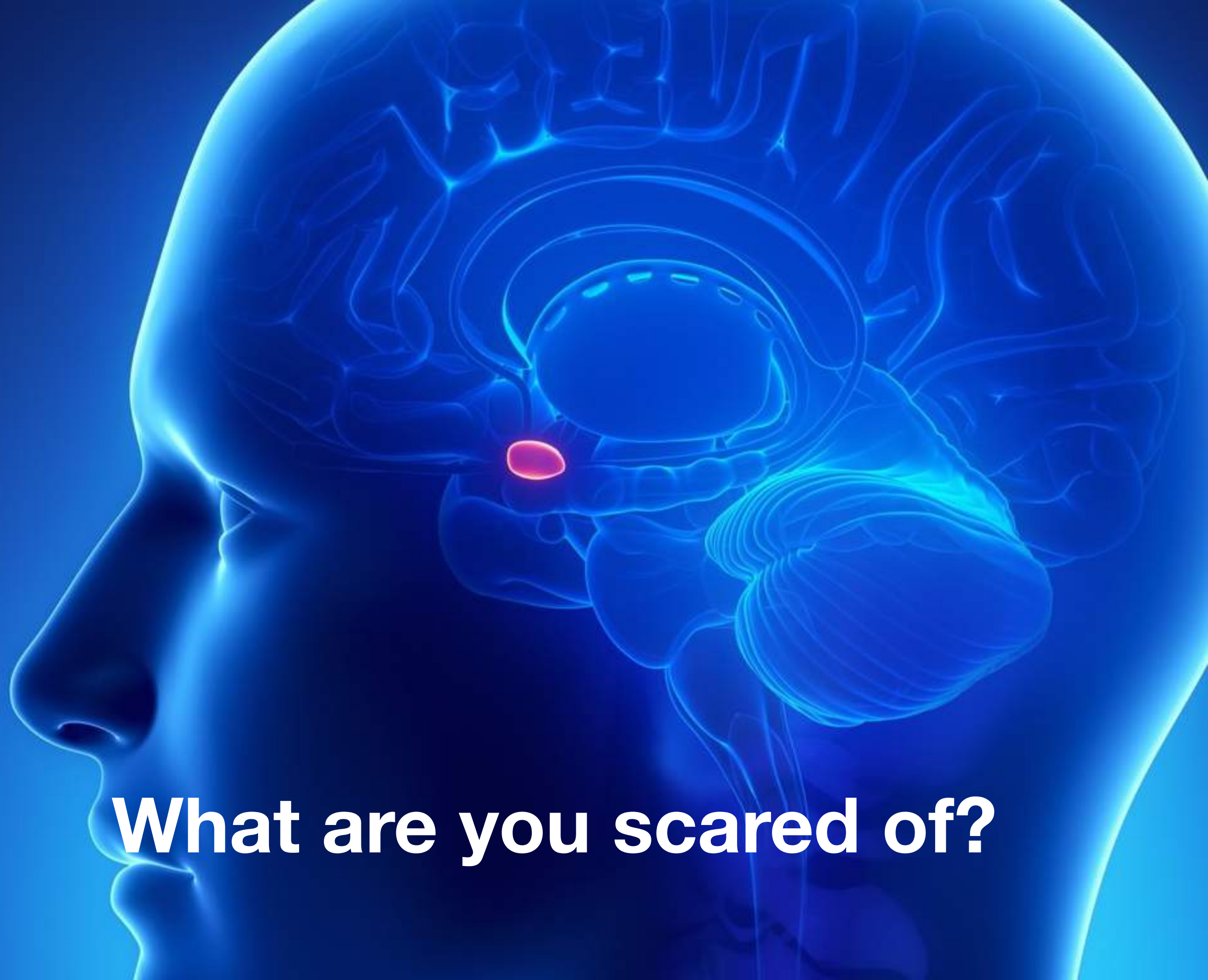
Break time!
(Be back in 5 mins pls.)



The evolution of stress.



Stress & fear.



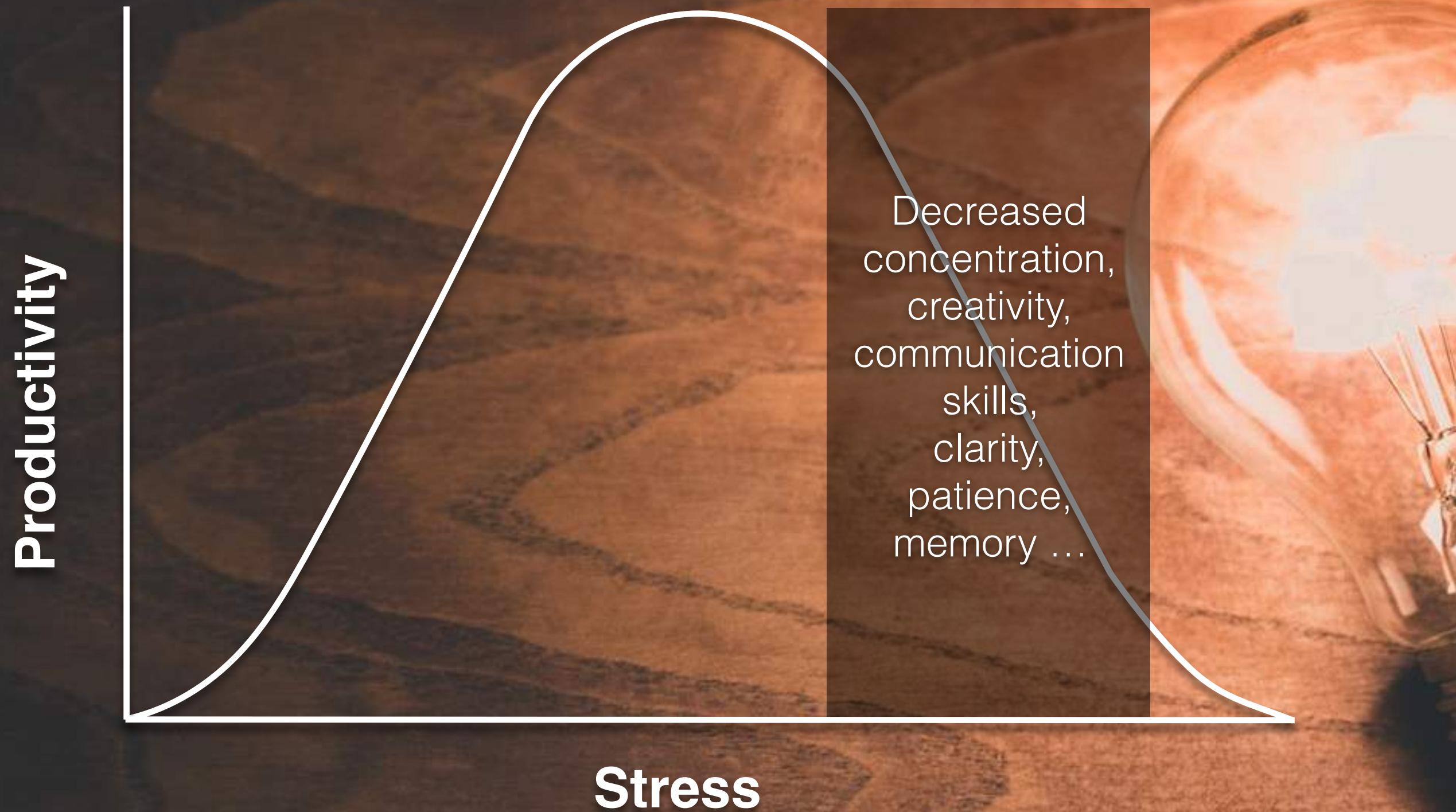
What are you scared of?

Productivity



Stress

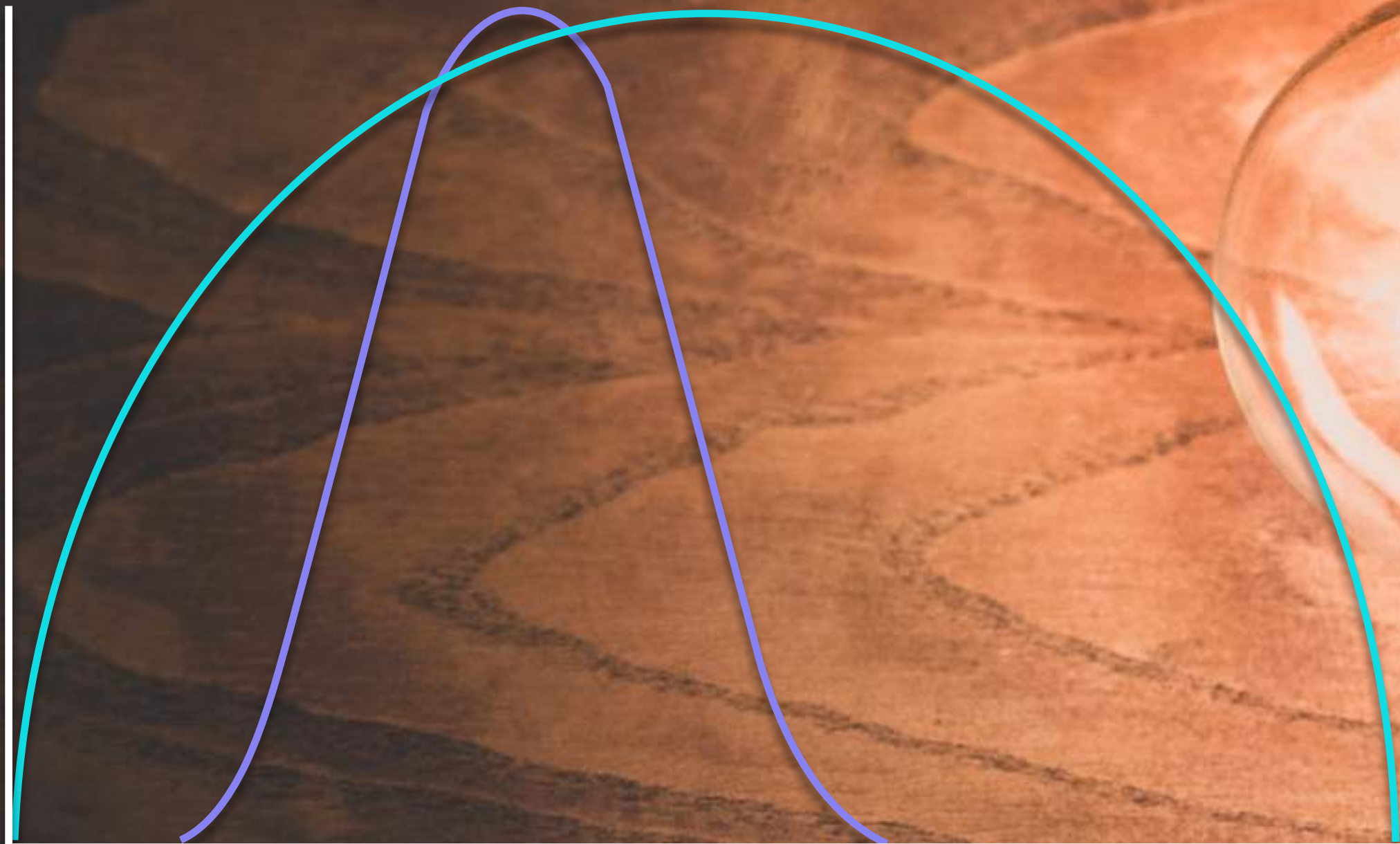
The Yerkes-Dodson law.



The Yerkes-Dodson law.

Complex task Simple task

Productivity



Stress


Task complexity

Productivity



Stress

Sense of urgency

A man with a mustache, wearing a red sweater, is sitting in a chair. He has a thoughtful expression, with his hand near his chin. The background is a green wall with a lamp and a statue.

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



Stress management

Short term: symptoms

Long term: root cause

A dramatic, high-contrast photograph of a stormy night sky. Dark, heavy clouds are illuminated from within by bright, jagged lightning bolts. The lightning is a brilliant white-yellow, creating sharp, branching patterns against the dark, textured clouds. The overall color palette is dominated by deep blacks and greys, with the intense light of the lightning providing a stark contrast.

Managing overwhelm.

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

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 purple and pinkish glow in the surrounding clouds. The overall mood is intense and powerful.

Attention

Video games

Hang out with friends

Painting

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 lightning is a brilliant white-yellow, creating sharp, branching patterns against the dark, textured clouds. The overall color palette is dominated by deep blacks and greys, with vibrant highlights of white and yellow from the lightning strikes. The lighting is dramatic and atmospheric, suggesting a powerful natural force.

Control

Ask for help

Create lists

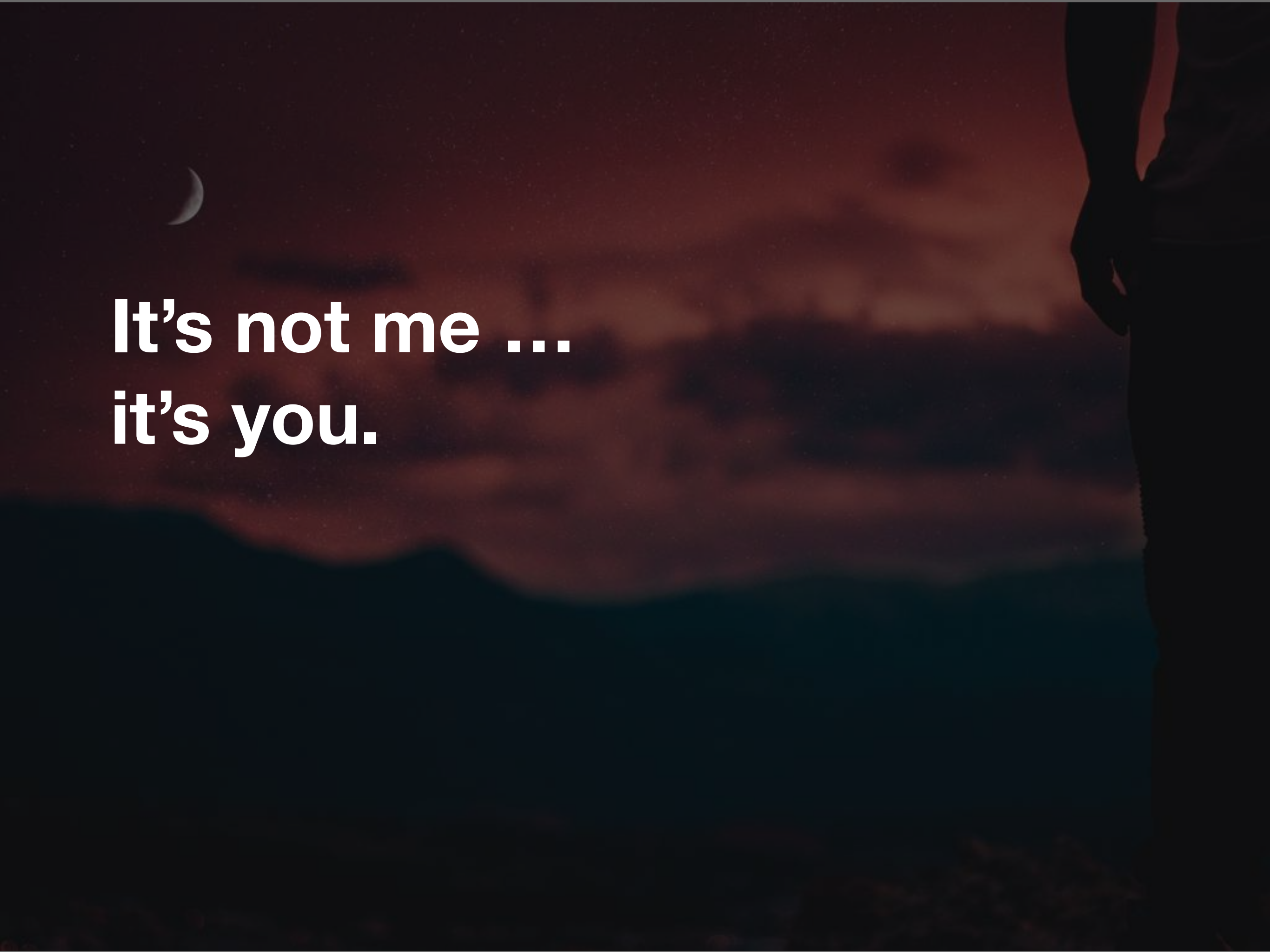
Take action

Challenge or threat?





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

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**



But how do we know?

- **Reflecting on your own
(journaling, walks, ...)**
- **Reflecting with others
(coach, therapist, friends ...)**

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.

Greatest hits



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



Team: Affirmation





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

A paved path winds through a dense forest of tall, thin trees. Sunlight filters through the canopy, creating a dappled light effect on the path and the surrounding foliage. The path is made of asphalt and has a white line down the center. The trees are mostly deciduous with green leaves, and some evergreens are visible in the background.

**What should
we also discuss?**

A close-up, artistic shot of a camera lens. The lens is dark and metallic, with several curved, overlapping elements visible. A bright, out-of-focus blue light source is visible through the aperture on the left side, creating a strong bokeh effect. On the right side, a rectangular, glowing blue light source is visible, also out of focus. The overall image has a dark, moody atmosphere with high contrast between the dark lens and the bright light sources.

One simple thing.



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