Phones! Stick around Contact information Q&A Summary and thanks 11.50	No phone experiment Put them somewhere Good idea? afterwards 2 breaks
Don't ignore! Root cause/fixes Mental health Ask them Key takeaways 11.45	"This is what I got." Iterated since
What changes to make <u>Discussion 11.30</u>	09.05 Setup  Website  Disagreement good  Active participation  Questions anytime  Staying after
Tribe Cave person "childish" Feedback	Overview  Goal: increase sustainability without  No need to fix what's not broken.  "Practical"
Schedule Set hard date Recovery time planned	losing productivity. Broad strokes. Look @ team/org instead.
PostIts Google Form OfficeVibe Measure <u>Practical changes 11.20</u>	Their reasons to be here My story (never only work) Relationship *to* work
Slack: perpetual meeting Schedule it, room 1-2h distraction-free work	Did you know this? Why (not)?  Data from Sweden & US
Looks non-productive Same tools to find Contemplation	What is unsustainable? Sick  because of stress.  Cost for company  Unsustainable prod.
Standard setup Knowing is half battle We can not do all today	<u>09.15 but why?</u>
Not phone/email Coffee/BR	Categories Female 30-40 Nurses/teachers Why?
Pick method  Mix OK? Raise hands  Pick method  10 minute reflection  Let's try ut out! 10.55	Work as quick fix Stress correlated cancer, not cause.  Healthy / "unhealthy" methods
Suggest experiment Our job: understand	Theme: good/bad? Depends+dose
Try it out! Free, quick, "easy", science	Stress + body Stress + productivity Causes  Ignorance Mental health
Reflect upon situation, perspective Root word Contemplation	Different view of mental health? Why?
Don't force happiness Restlessness Simple, but not easy Sustainable productivity	moreasing acmands / goals:
Science (placebo) Technique Practice through meditation Mindfulness practice 10.35	But is it workload? Look at CEO. Uncertainty, expectations, goals  problem?  Ind heritage: nature/purture -> different reactions to stress -> Treat all same
Or get stressed Some don't need it. It's just a tool.	ind heritage. Hature/Hurture => different reactions to stress freat all same
Too much? Creativity, planning, learning Daydreaming as default	"Everyone's stressed" Re-arranging deck chairs on Titanic Companies don't talk about it
"Presence" Friggin hard to define Sold as n1 tool today	Afraid to loose momentum Sense of urgency
Toyota principle It's all about reflection Simple & free methods	Blaming individual (others + self) Taboo Fix self Wait until too late Spiral
Is mindfulness what you need?  Like diets  Don't start out with solutions  Finding root cause 1020	Trying to solve problem. Makes  Same reaction today, but what's the  Thinking about problem in the  sense body reacts.  problem?  future is enough for reaction now
Less stress, more productivity Win/win available:	09.45 Cause I'm a cave man.  Social stress. Not part of tribe.  What is really upsetting you?
7 hours of peak or 8 of stressed? Counter-intuitive management: less	Were their stress sustainable or Less time to recover? Practical
The math of taking time off.  engagement leads to better results	not? Difference from us?  It's natural to feel overwhelmed  Built for different environment
Why do we do it? Industrial work.  We encourage each other (culture)  to be stressed. Is that good or not?  Non-binary stress 10.05	Brain is malleable.
Main work tool stops functioning	Amygdala reacts to danger.  Can make smaller with practice  Fighting 1m yrs evo
Note that more stress can be good  "Are you stressed" is not a good enough question. Be specific.	09.55 Neurobiology "Don't worry" is not enough. Talking cure, diary. Not solve Pre-frontal cortex Social fix
lask complexity. Surgeon example	Different biological responses to Can I make it? Can I recharge afterward? Meaning
Irrational Sense of control Not workload: stress	threats and challenges