

**Lightly workshop:
Sustainable productivity.**

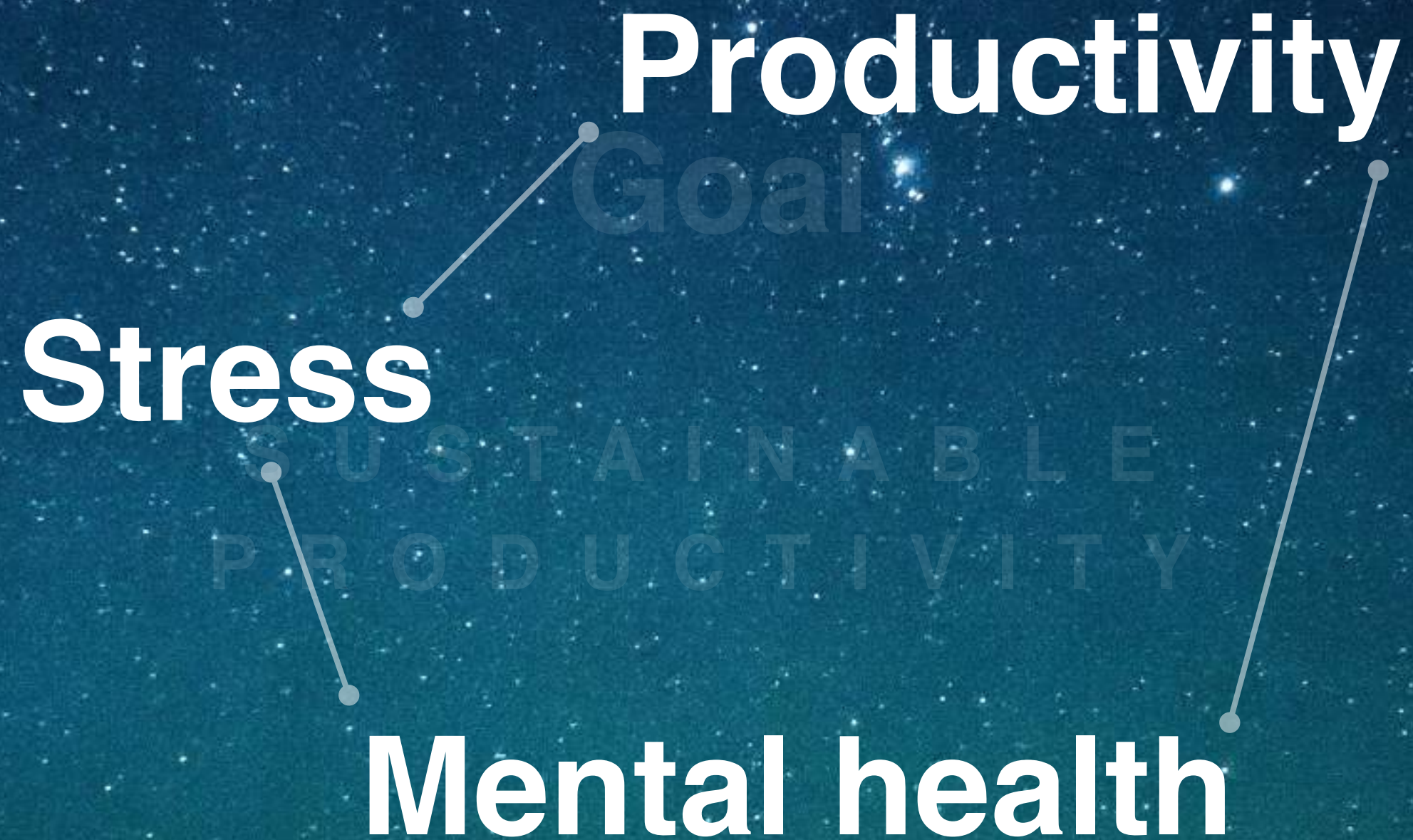


Slides & notes
www.lightly.io/resources



Goal

S U S T A I N A B L E
P R O D U C T I V I T Y







... 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

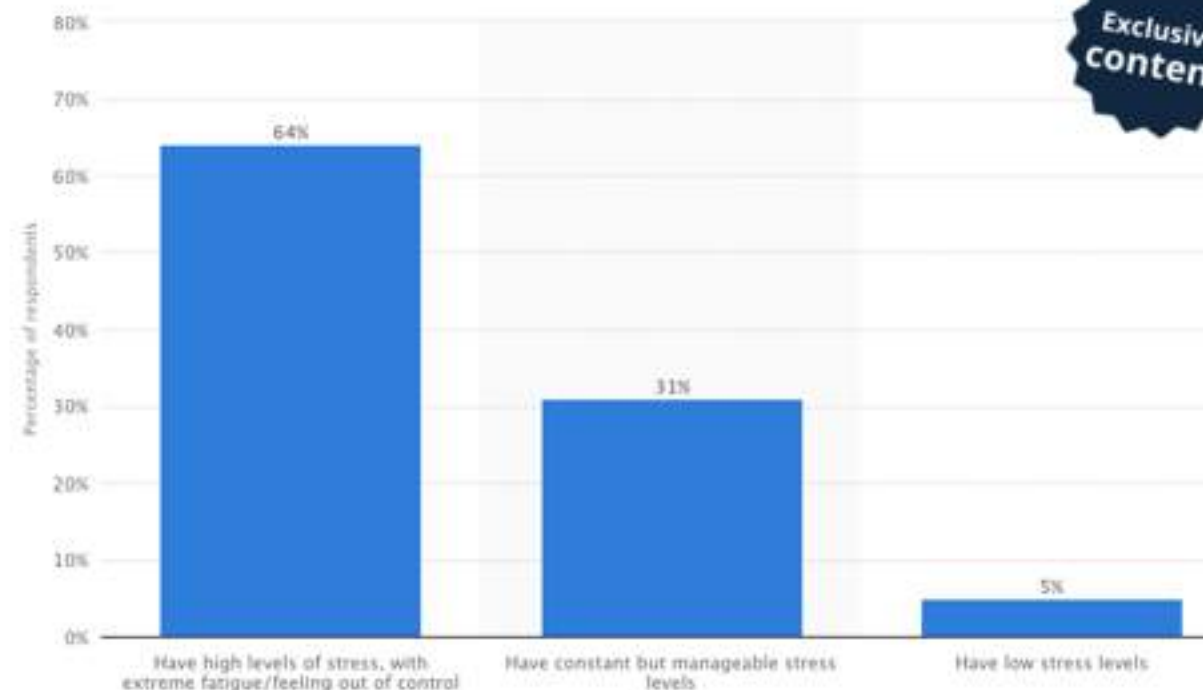
Stressen kostar samhället miljarder

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



Why are we exhausting ourselves?



Basic idea 1:

You are not going to eat this.



The bell curve of everything.



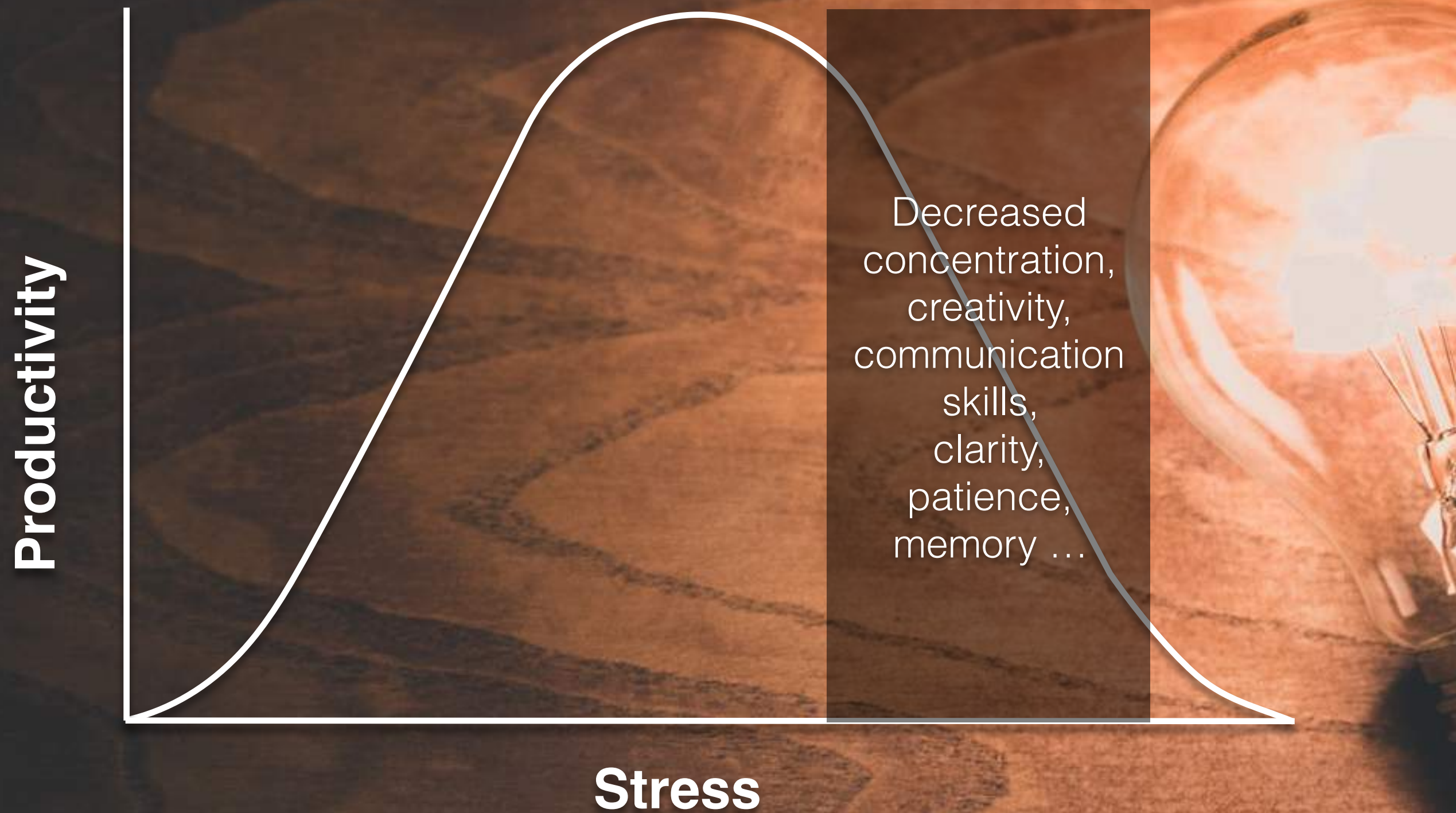
The bell curve of everything.

Productivity



Stress

The bell curve of everything.

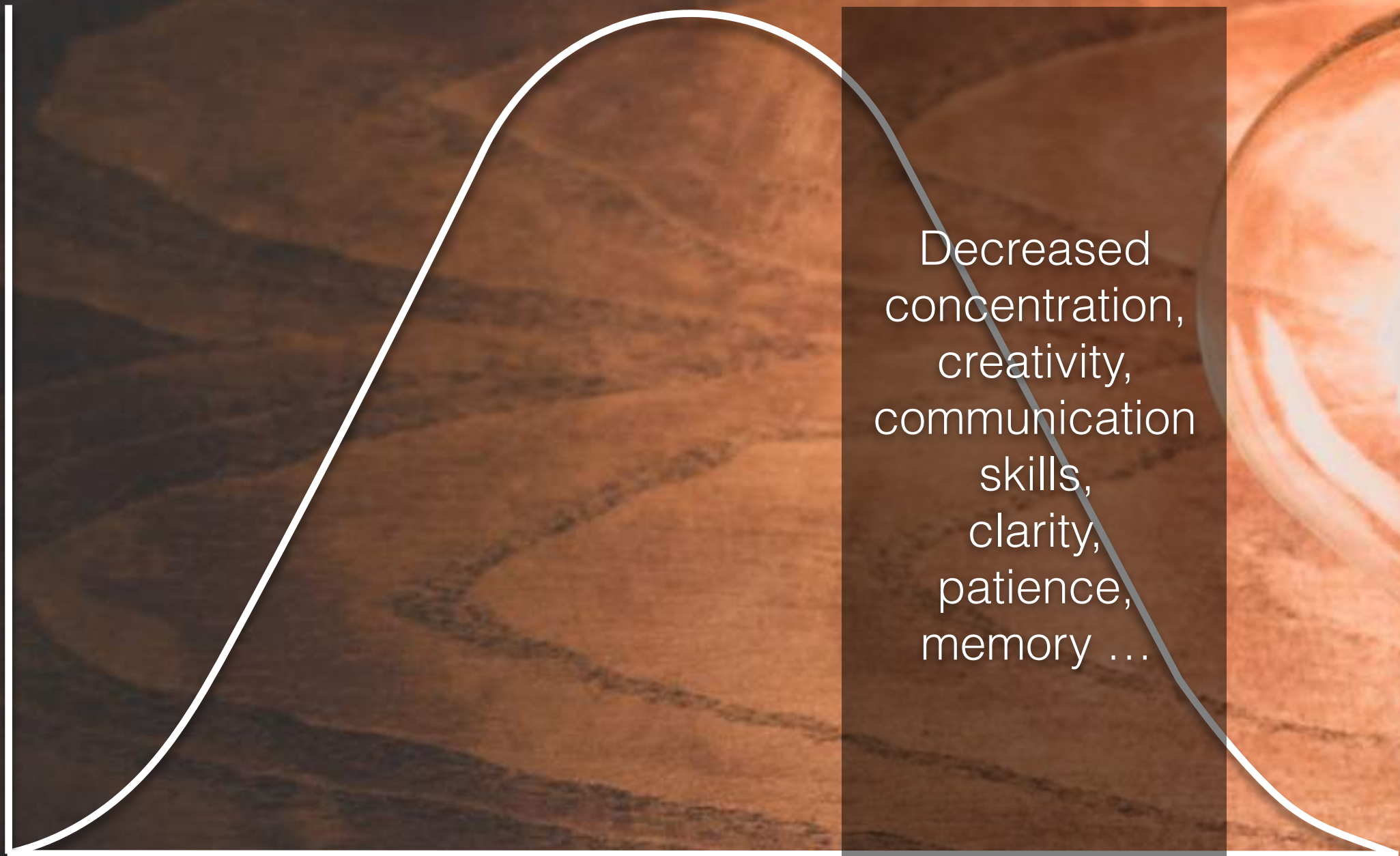


The bell curve of everything.



Basic idea 2:
This is not what you want.

Productivity



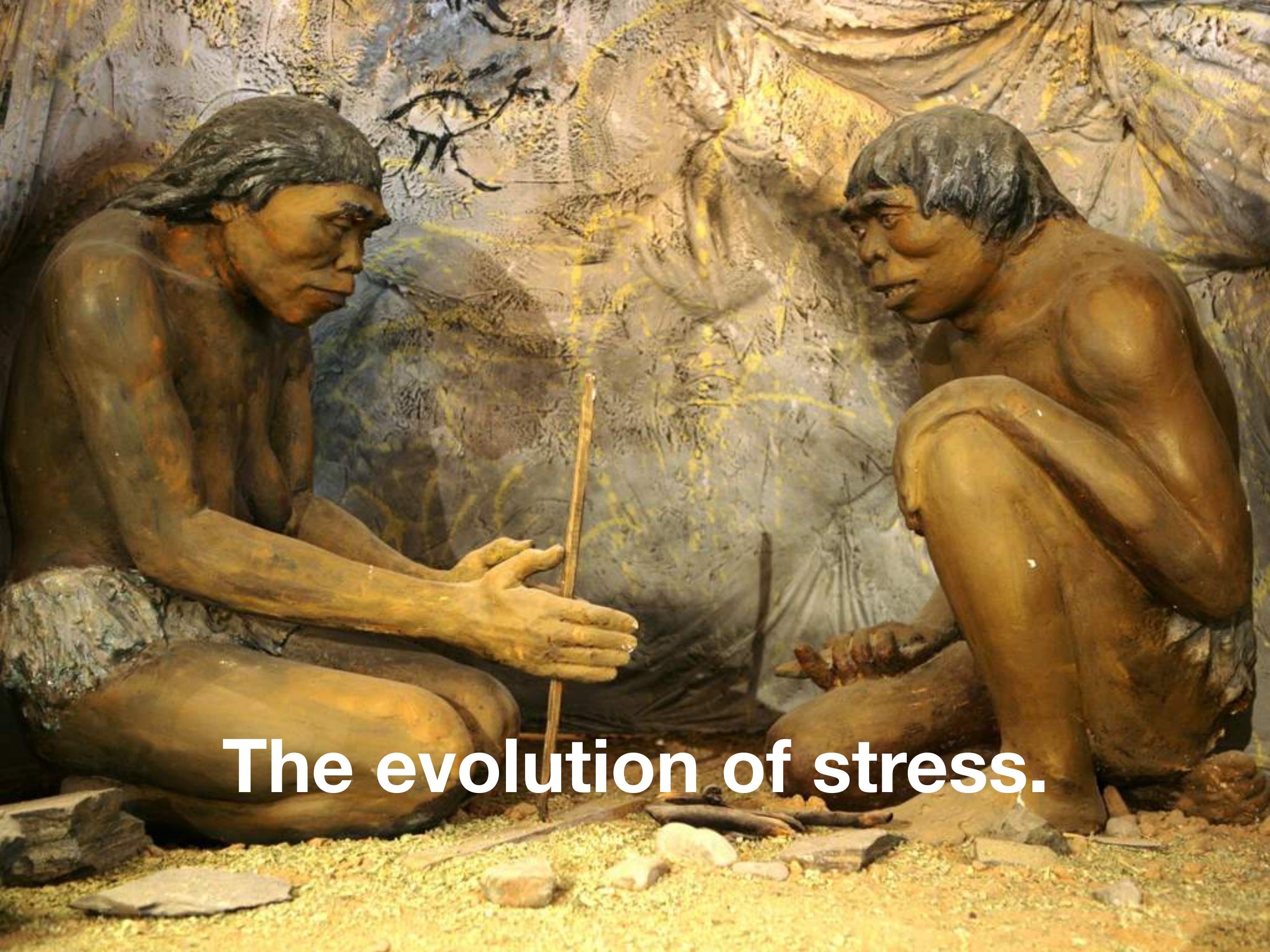
Decreased
concentration,
creativity,
communication
skills,
clarity,
patience,
memory ...

Stress

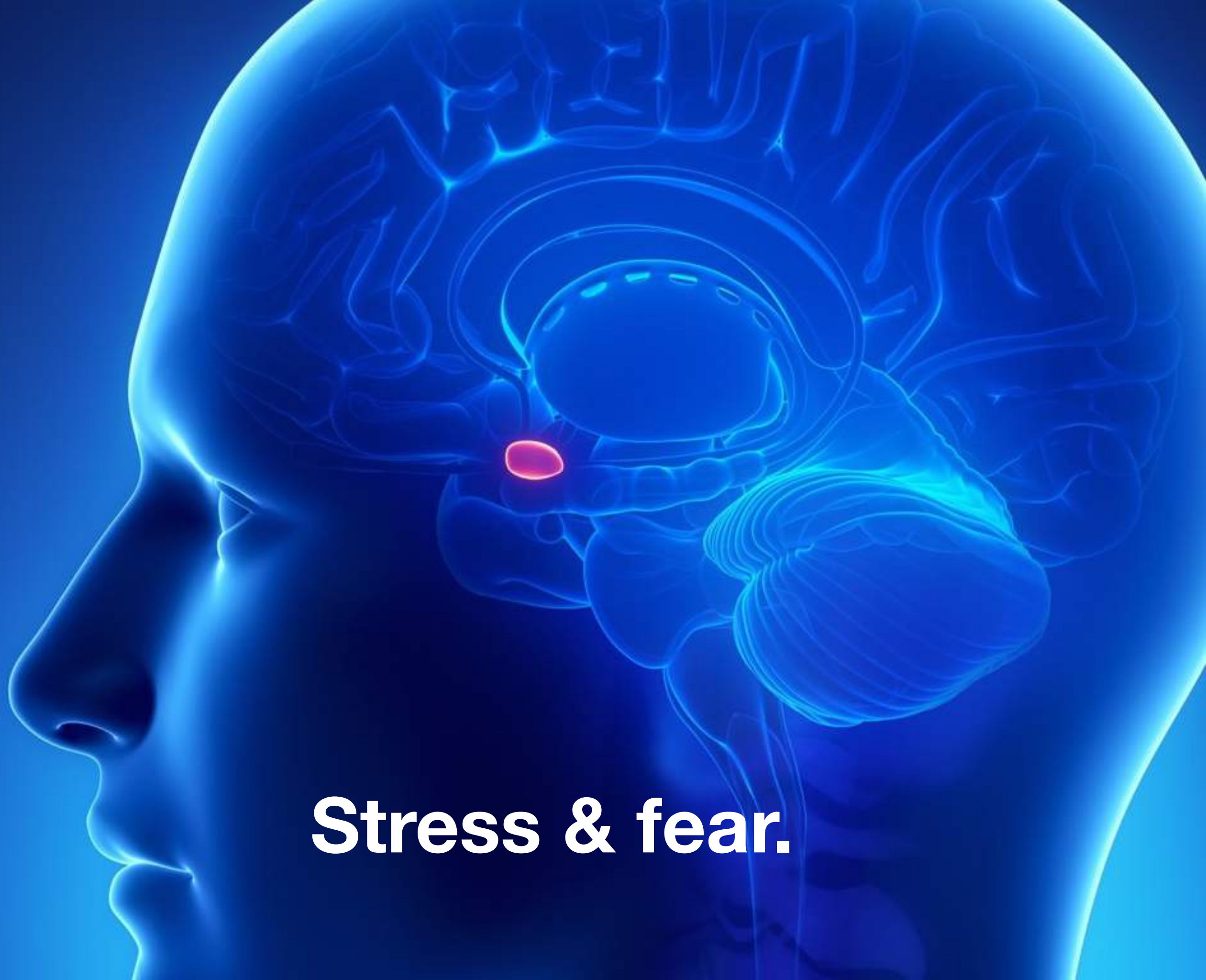
Where you at?

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.

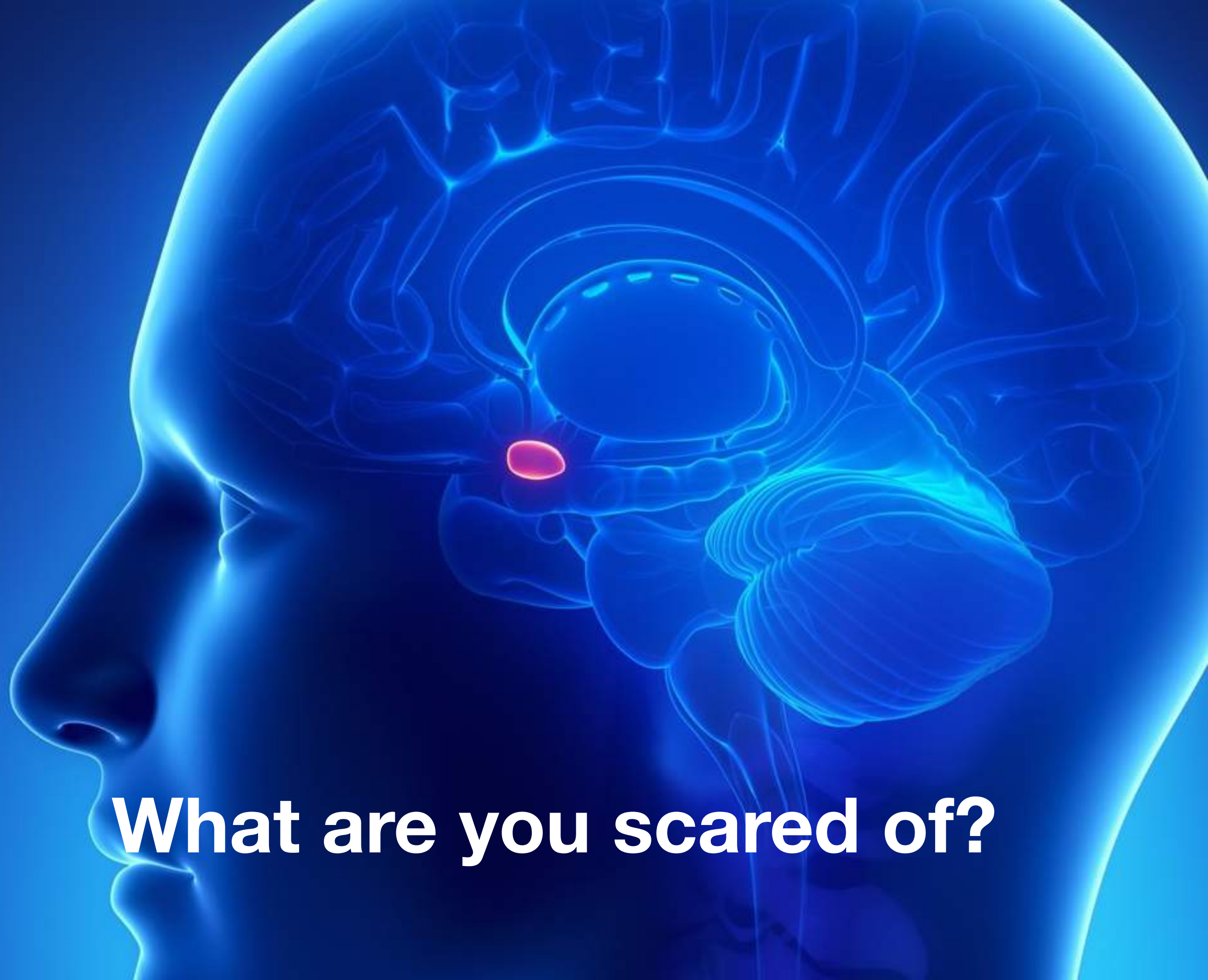
Break time!
(Be back in 5 mins pls.)



The evolution of stress.



Stress & fear.



What are you scared of?

Challenge or threat?





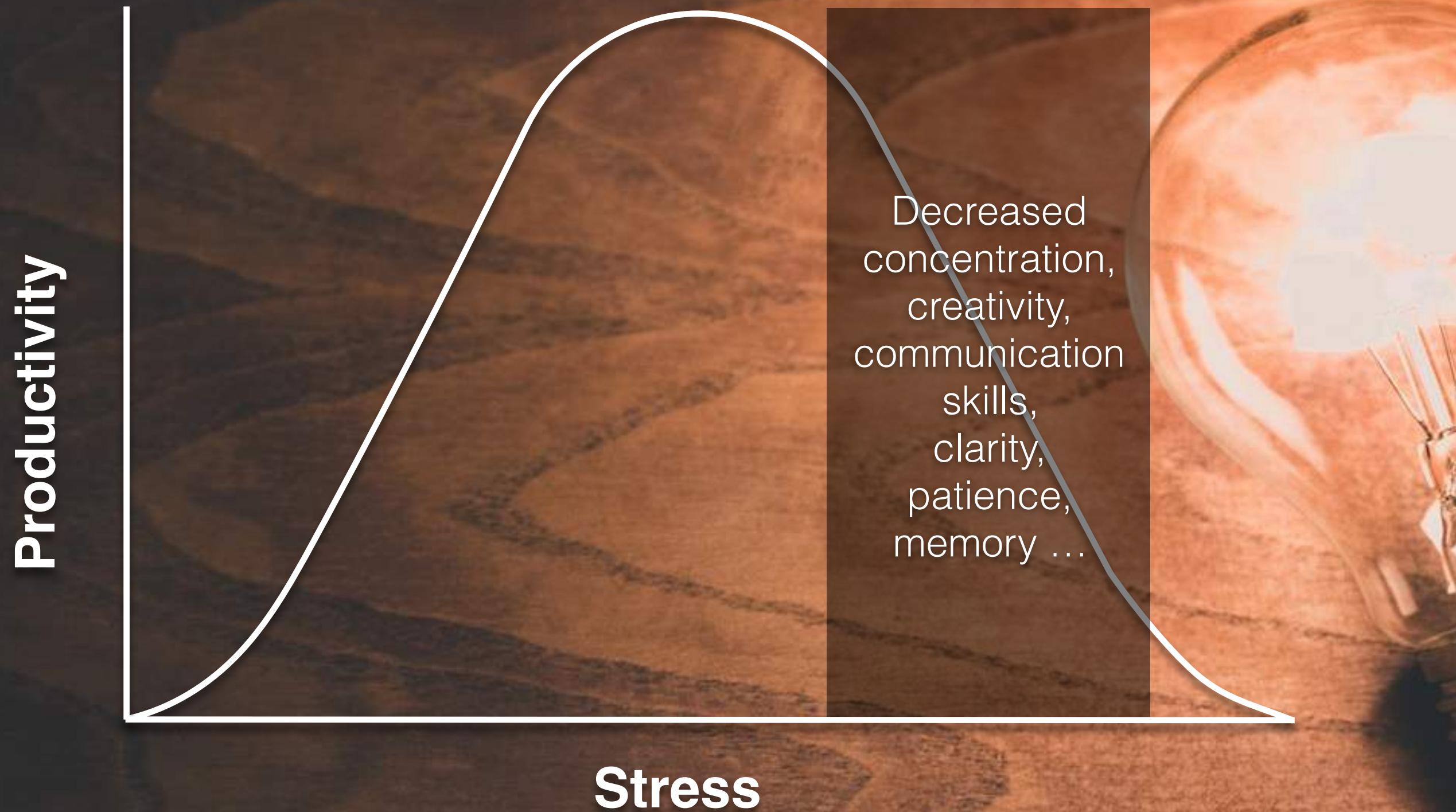
**Worst case?
Can I make it?
Is it meaningful?**

Productivity



Stress

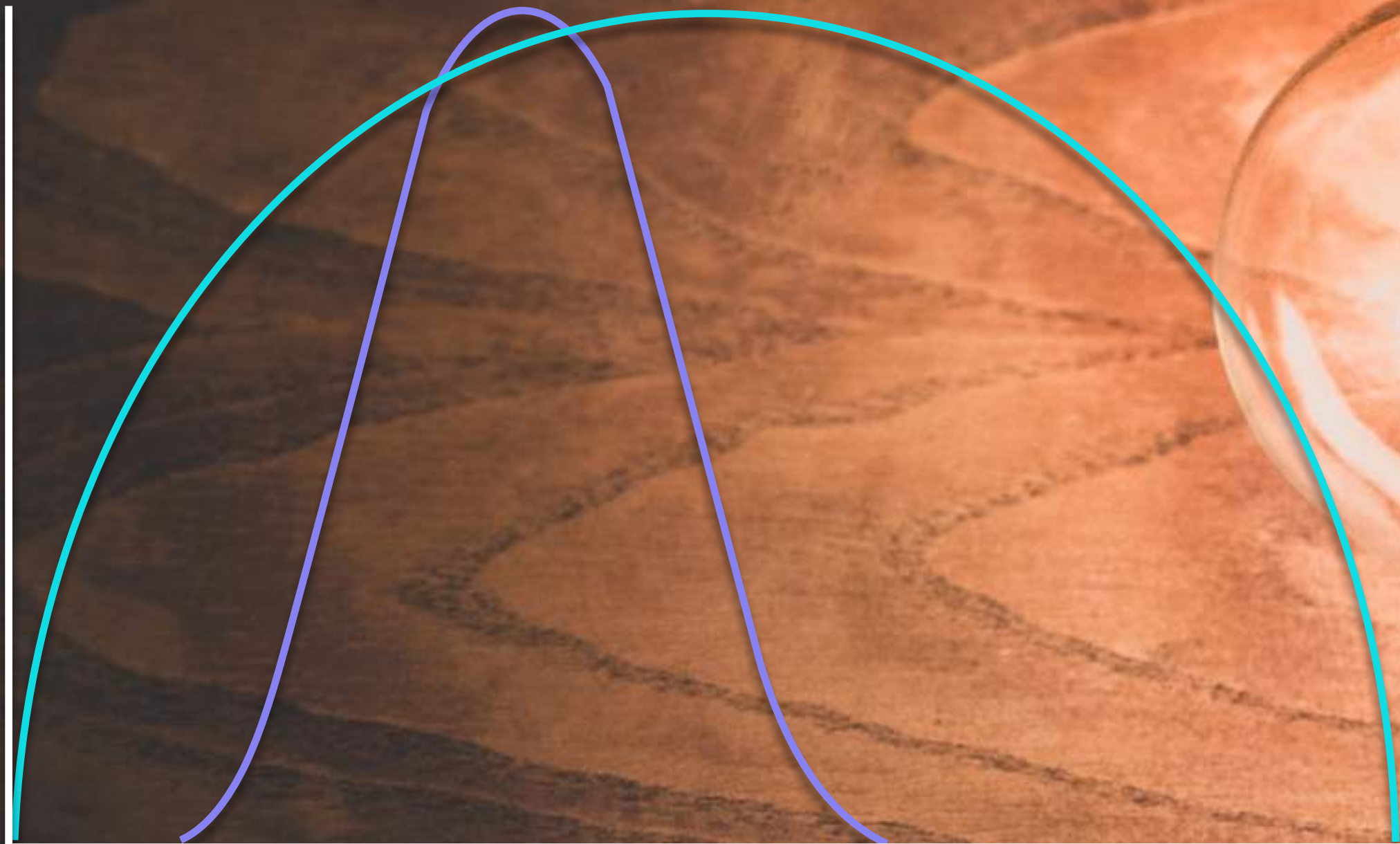
The Yerkes-Dodson law.



The Yerkes-Dodson law.

Complex task Simple task

Productivity



Stress

Task complexity

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.)

Stress management categories

- **Change outside world.**



Stress management categories

- Change outside world.
- Change mindset.



Stress management categories

- **Change outside world.**
- **Change mindset.**
- **Physiological change.**



Stress management categories

- **Change outside world.**
- **Change mindset.**
- **Physiological change.**
- **Externalise attention.**



Stress management categories

- **Change outside world.**
- **Change mindset.**
- **Physiological change.**
- **Externalise attention.**
- **Accepting or lower goals.**



Finding the right category

- **Reflecting on your own**

Finding the right category

- **Reflecting on your own**
- **Reflecting with others**

What we need from work

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



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:
Practice lower & raising
ambitions in areas**



Team: Affirmation





**Management:
Allow individual to
customize work method**

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?**

Take action.






One simple thing.



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