Sustainable productivity workshop

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Part 1: Overview of workshop & topic   *09:05-0945*

Title	**Phones** off or on? Experiment.
Website	Website resources. **Email**. **Open source**: I'm not an expert: This is what I've got. Here to learn and discuss.
	Write down, however sloppily, anything that **resonates** with you. We'll come back to those notes.
Goal	Goal: create sustainble productivity by reflecting on **relationship** stress, productivity, mental health.
Make this great	Make sure everyone has the time to **ask** questions. **Include** in group. Don't start working during our short breaks – it won't be **effective**.
Mattis	Manager in tech, hospital visit because of too much stress... twice. Learned and want to help.
Data	Data in Sweden: most common reason sick leave. +14% of all emergencies "acute stress reaction"
	Why are we exhausting ourselves? Most common **females** 30-40. Nurses, **teachers**, social workers. What can we learn from that data?
Why	… but **why** are you here? (If you don't have trouble with sustainability, you can **help others** out!)
Information	Looking at experts, it's all "common knowledge." But **why** are we not doing what we should?
System think	Instead: 1. **systems thinking**. Consider big picture. 2. Be specific: **what** is making your situation unsustainable?
	Why not focus more on **productivity** hacks? Because most people who want to work at startups *are already ambitious and productive.* North star + alignment + remove obstacle = you don't need much else.
Bell curve	**Not binary**. Not two different **kinds** of stress. Compare to exercise / coffee.
Productivity	We want to be **challenged,** engaged **=** stress**.** Not too much, not too little.
Yerkes-Dodson	**Net stress.** Life outside of work. **Percieved** situation. Reported: **workload** … true?
	How do we know? Mental (listed) + physical + long term (cynicism, exhaustion)
	Where are you? Hand raise. If on far far right: ask doctor for diagnose & help.
Task complexity	**Surgeon** example.
	Many companies still have **industrial** view of work. Be at the desk for X hours.
Challenge	Grab coffee, visit bathroom. But don't start work! This is a part of workshop. *Prepare a glass and something to "clink" with. Clink glass after 5 minutes*

<u>Why are we not fixing it?</u>	Industrial thinking
	Culture of awesome keeps us from asking for help. (Or add stress!)
	Enough already! Let's start fixing it!
<u>How to reduce burnout</u>	The tool of tools. If you are to take anything away: take this!
	Might sound simplistic, but most people don't work with this strategy.
<u>Symptoms</u>	Already covered: mental, physical. Short- & long term.
<u>Examine underlying causes</u>	Locate problem before you try to fix it. Some always see problem with themselves our in outside world: both wrong.
<u>Stress equation</u>	It means that adding control (like, support) decreases stress, right?
	Can you be stressed if you're in control? Or if you don't care?
<u>Stress & fear</u>	Amygdala(s) part of limbic system. **~225 m years old** (shrews have them!) = iterated and QA:d.
	Quick fast-and-up system. **Overrides** thinking part of brain – the prefrontal cortex. Self-talk hard.
	Subconscious identification of danger, not rational. What do you need to be afraid of in 2017? Reflection = understanding patterns. Need distance from self.
	Imagining problem in future enough to react. What happens if we always worry about future?
	Fight or flight or **freeze**. (Opposite is rest & digest.)
<u>Fear?</u>	Ask relevant questions to get to **root cause. T**his is **super-subjective.**
<u>Cave people</u>	Homo sapiens sapiens not changed for **~50 000 years**. Not built for this environment. **Bugs**.
	What made us more successful than other species: ability to **plan** & **cooperate**. Feature.
	Not able to survive alone = social part of stress often most important. But not talked about.
	Ask the real questions. (Slack is not the problem, just like trains and telegrams were not the problem.)
<u>HSP</u>	We're built **differently**. Some have larger / more active amygdalas and thus stressed out more.
	Different environments shape us. Dangerous situations causes amygdala to grow, PTSD.
	Good news that brain is **plastic**. 8 weeks of meditation shrinks amygdala. (but fighting 225m years!)
<u>Organizational issues</u>	Research sick leave. Patterns of organization & management. Don't put all of the responsibility on the individual.
	Standard method of management: increase stress. Makes sense?

Part 3: Fix you   *11.00-11.30*

The f*cks I'm giving	Caring as pre-requisite of stress. What if you didn't give a f-? **Can you?**
	Again we're different: different qualities appraised differently based on gender (i.e. aggressivess).
	+ Life outside of work is completely different!
Challenge response	Different reactions to challenge (psyched!) and danger (scared!). **Dopamine** in addition to fear.
	Examine the worst case. Realize it's not that bad. Now it's a challenge. We can lower/raise bar (remove a challenge we've chosen)
	Mindset: Out mental image of the world shapes how we react. Jury still out on the science.
Reduce symptoms	Offline is better – but it's most important that you find something that works for **you**.
	Lose yourself: don't ruminate. Too much: escapism.
	Try to get endorphins in there, too. Things that might look stressful. BJJ.
	Social or not? Research: non-ambivalen friends = relaxing.
Mindfulness	Are you sick of it or want to learn more? Lots of hype, but what the h*ck is it?
Definition	*Usually* we mean something like this. Unclear in many studies. Also: placebo?
Religion	Mindfulness comes with **religious** connotations … even when they say it doesn't.
Pragmatic	Method has helped me and others to fight anxiety. Why? Look at **ABCs.** + **PNS**
The benefits of not being mindful	Thinking about past: **learning**. Thinking about future: **planning. + creativity**
	Judging things as good and bad is obviously helpful ..
	Alternative cost: is there something better we could spend time/energy on that?
	… and some people just don't like it. Trauma, breathing … Do something else!
Practice	*Usually* we call this meditation. But it's just focusing on breath. Try for 1 min.
Prevent	What is your pattern, and why? What is a good preventive strategy?
Challenge	Grab coffee, visit bathroom. But don't start fixing other problems! See this as a part of workshop. 5 minutes!

Part 4: Finish   *11.40-12.00*

Q&A	Is there something we haven't talked about that we should pick up?
Contact	Please contact me with questions / feedback / thoughts / book recommendations. Add me on **LinkedIn** too.
Site	I will email you this site where you will find everything.
Thank you!	**Thank** you!!! Turn on **phones** now! (Was it a good idea or not?)

Bonus

Greatest hits

Individual: lower / raise ambition based on life situation. (instead of assume ambition / non-agile)

Team: psychologically safe environment: honest, affirming.

Organization: allow individual to decide best work situation – (example w/ sick family)

On burnout and work environment

- Prevent sick leave: noticing and acknowledging the symptoms, examining the underlying causes, developing preventive strategies to counteract your particular pattern of burnout.

- Increasing emphasis within many companies on short-term, tangible and measurable goals. When these goals can no longer be meaningfully linked to overall and more long-term goals, then motivating power disappears and they are transformed instead into stressors.

- Some researchers say that as few as 7% of professionals have been seriously impacted by burnout. But others have documented rates as high as 50% among medical residents and 85% among financial professionals. A 2013 ComPsych survey of more than 5,100 North American workers found that 62% felt high levels of stress, and extreme fatigue.

- Stress correlated, but not causing cancer. Why? Unhealthy methods for managing stress?

- Burnout: "A state of physical, emotional and mental fatigue caused by long-term involvement in emotionally stressful situations."

- High workloads without opportunities for recovery. "Sprinting all the time."

- Company culture and expectations. Startups want to be cool & chill & friendly at the same time as they want to be ambitious to the point of the extreme. Better to be honest. Also: culture of awesomeness might lead to surpressing (helpful) negative emotions (anger etc.)

- The hardest thing is spending energy on the right things.

On how the brain works

- "… one of their findings was that the brain reacts in almost the same way whether we are experiencing somatic pain (our body hurts) or social pain (being rejected by person/group)."

- Novelty bias and distractions as cause for stress. Parent yourself by installing Freedom.

- Dualism: "How can I use my brain to my advantage?" "What if I was a dog?" etc.

- Traditionally we think of mental and physical as separate. What's the difference?

Other

- Illusion: looking for calm state in new house / vacation / hikes / clothes.

- Gratitude practice is effective. Why? Perspective.

- When should we accept something, and when should we change it?

- Support: hill slant experiment. people perceive hills to be less steep when they're with other people or when they imagine a supportive significant other alongside them.

The most frequent reported stressors in studies of work stress are

* high workloads,

* working under time pressure and continual deadlines (without recovery time)

* conflicting and unclear requirements

* continual interruptions

* relationships with managers, colleagues and customers.

* the frustration arising when personnel do not manage to live up to their own professional ambition levels

* increasing emphasis within many companies on short-term, tangible and measurable goals.

* continuous availability and not merely during working hours.

Vision for organization

Clear goals,

an appropriate structure and a democratic leadership,

staffed by good people who know their jobs,

are willing to develop both themselves and the group's work in conjunction with their colleagues

and, not least of all, have a fair amount of self-awareness and self-confidence.

Tools:

1. Meta-tool: symptoms, causes, change situation/mindset, deal with symptoms, prevent
2. Coaching/reflecting: Scared of? Care about? Who are you afraid of?
3. Leadership skills: monitor, allow self-management, reduce distractions, etc.
4. (Try) not to give a f-
5. Exploring worst case (to make subconscious conscious and not-dangerous)
6. Be grateful (to see that life will go on even if you fail at this thing)
7. Accepting the struggle (stress is a part of this challenge i chose)
8. Stress reduction tools: something that is practical, immersive, affects body, offline. (Best case)
9. Mindfulness & meditation
10. Develop preventive strategy of your own, to your particular pattern

Too stressed for too long = body's own feedback loop is broken Nj acute stress reaction / exhaustion

Trap of self-improvement	**Accepting** stress. This is the challenge I choose. It's because I want too, because **I care.**
	This is the flip side of a **positive** quality, like loyalty, caring, ambition, creativity …
	Happiness **illusion**. Stressed about being stressed, sad about being sad, etc. Purpose of *all* feelings.
	"Perpetual problem." lj the problem is probably with me.