



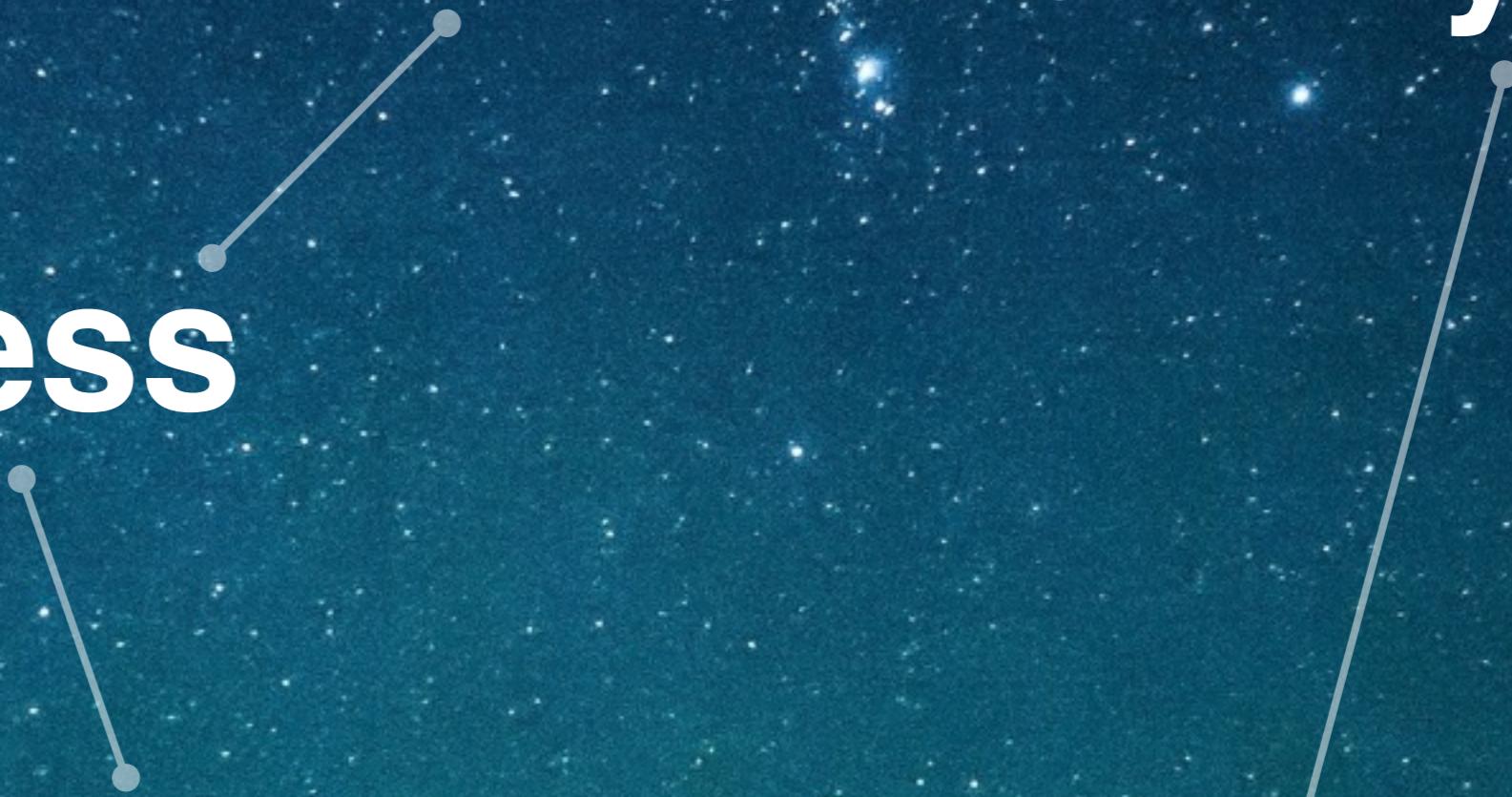
Sustainable productivity.



Productivity

Stress

Mental health



Stress

Neuroscience

Resilience

Data for well-being

Collaboration

Challenges

Focus

Burnouts

Anxiety

Productivity

Flow

Motivation

Mental health

Mindfulness & meditation

Distractions

Leadership

A wide-angle photograph of a mountainous region. In the foreground, a steep mountain face is covered in a dense forest of dark green coniferous trees. Above the treeline, the mountain becomes rocky and rugged. A thick, white mist or fog hangs in the air, obscuring the upper parts of the mountains and creating a sense of depth and atmosphere. The overall scene is serene and somewhat mysterious.

... but why?

Psykisk ohälsa fortsätter öka

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 kring nu snabbtreda 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 samhället miljarder

Burnout up among employees

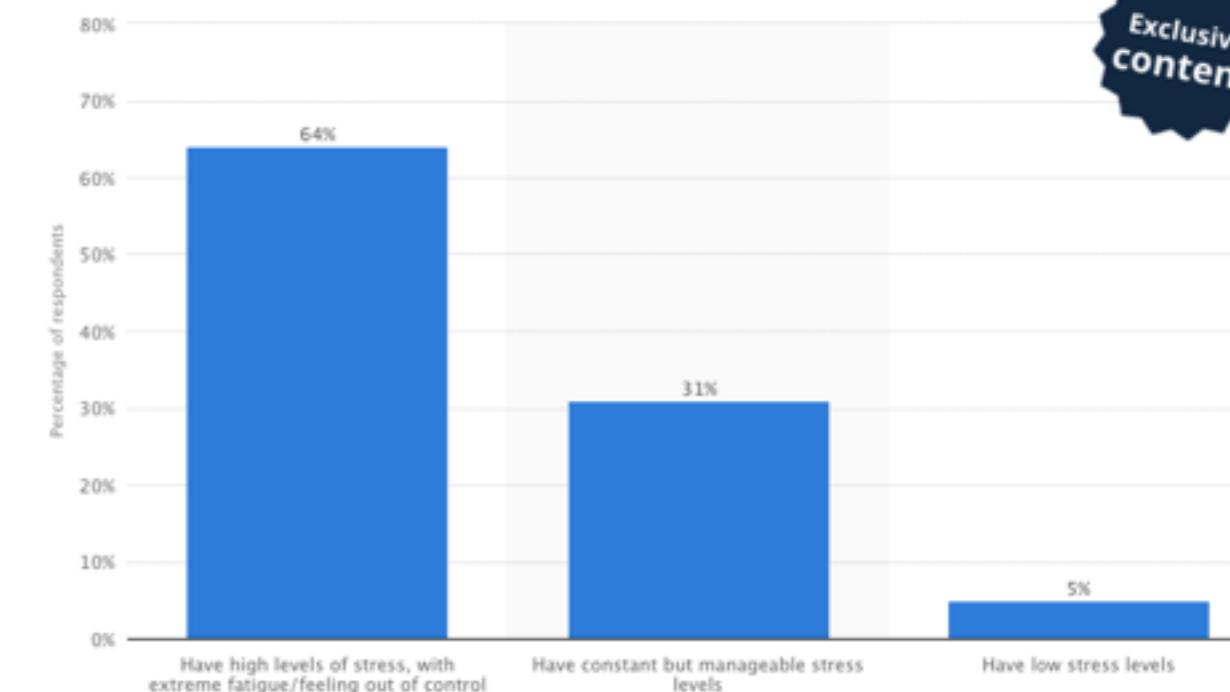
Sharon Jayson, USA TODAY

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 impacts on both physical and mental health. Work is one of the most commonly reported sources of stress in adults.



TECH & WORK

Tech companies have highest turnover rate

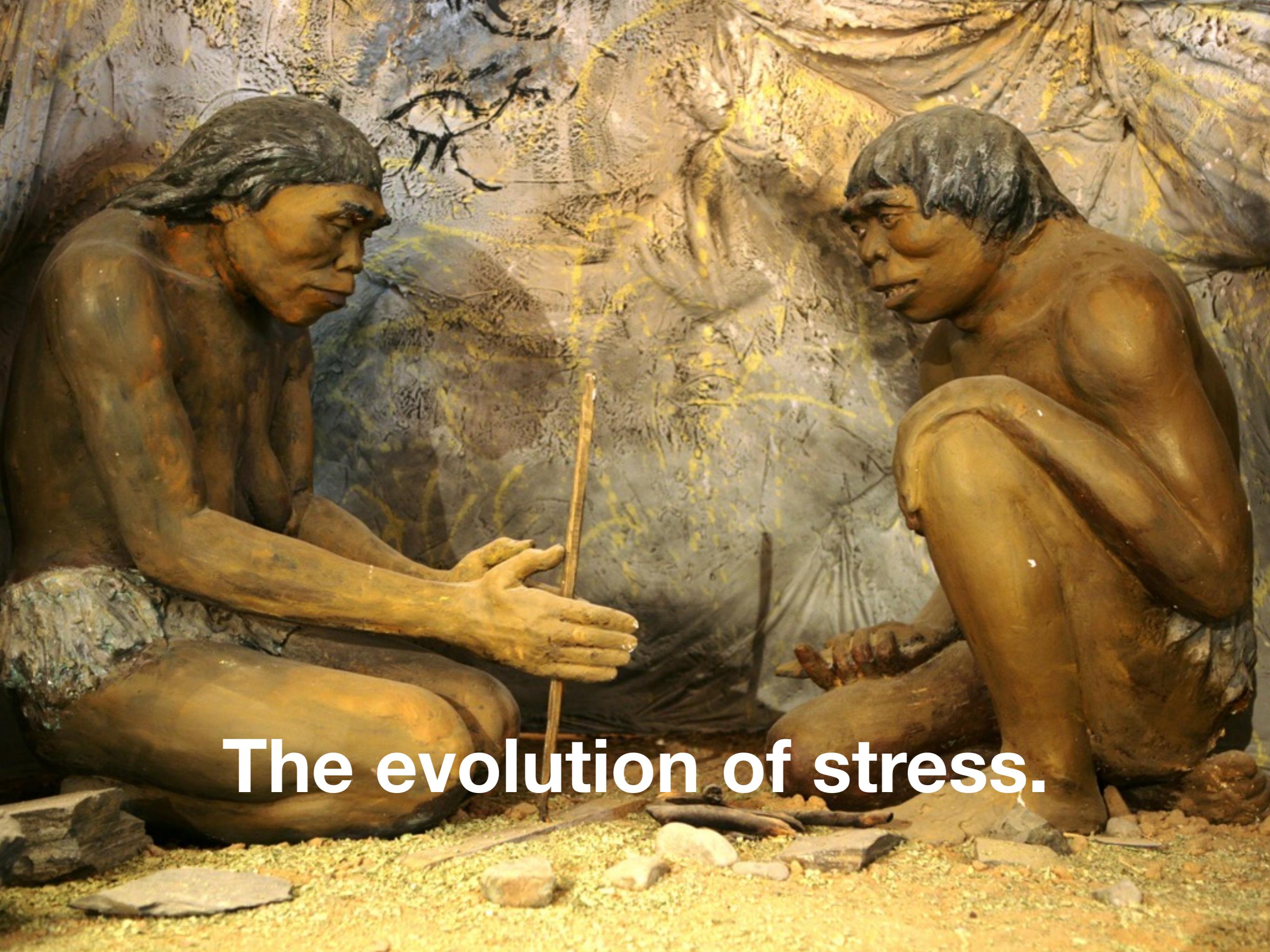
Exclusive
Content

A photograph of a crowded concert stage. In the foreground, a man in a white tank top and camouflage pants is performing on stage, surrounded by a large crowd of people. In the background, another man in a white tank top is singing into a microphone. The stage is lit with bright lights, and the overall atmosphere is energetic and crowded.

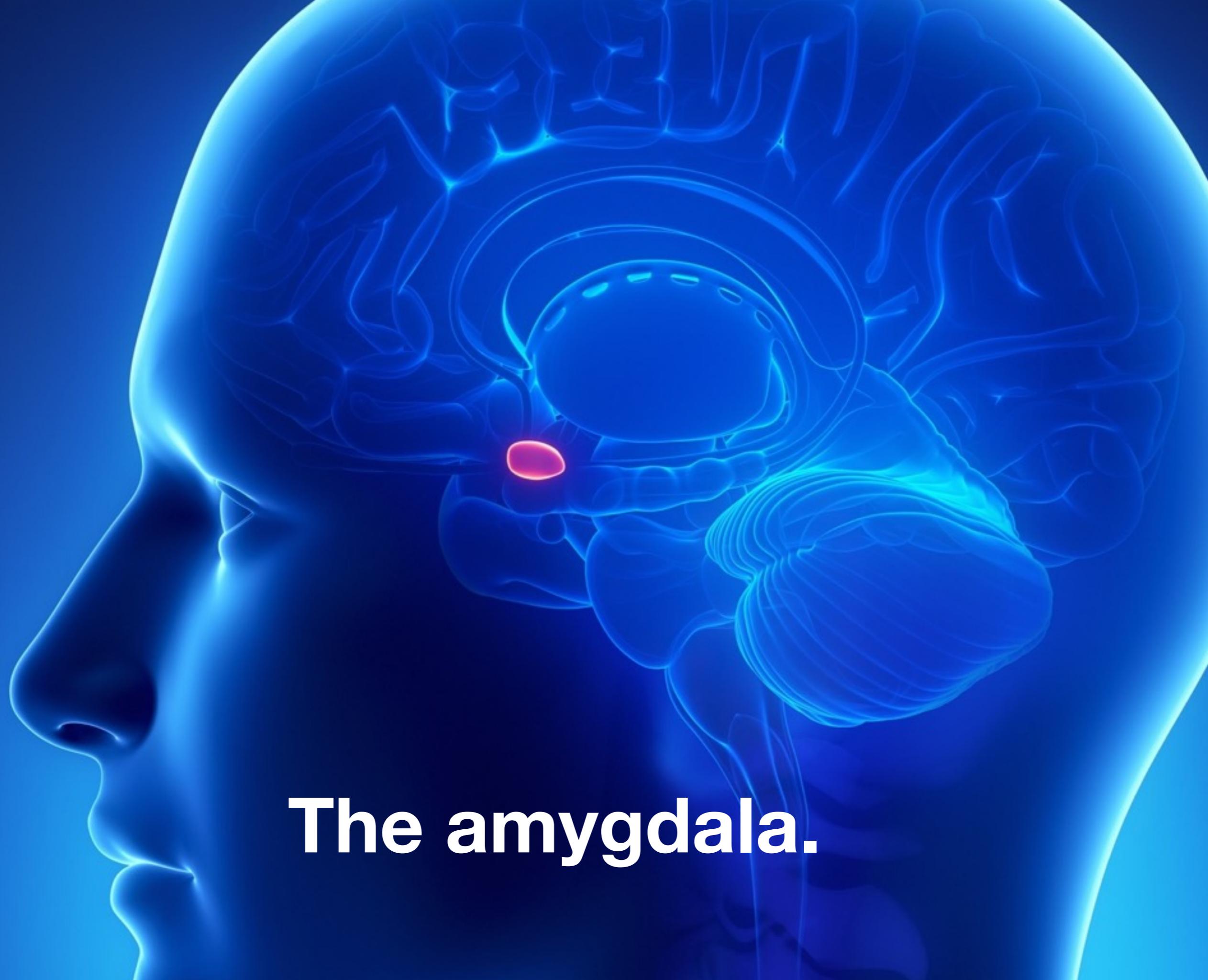
A brief story of
anxiety.

A photograph showing a person from the waist down, sitting on a light-colored sofa. They are wearing a dark blue patterned top, blue pants, and maroon flats with gold studs. Their hands are clasped together in their lap. In the background, there's a colorful abstract painting on the wall and a brown leather bag on the floor.

Why are we suffering?



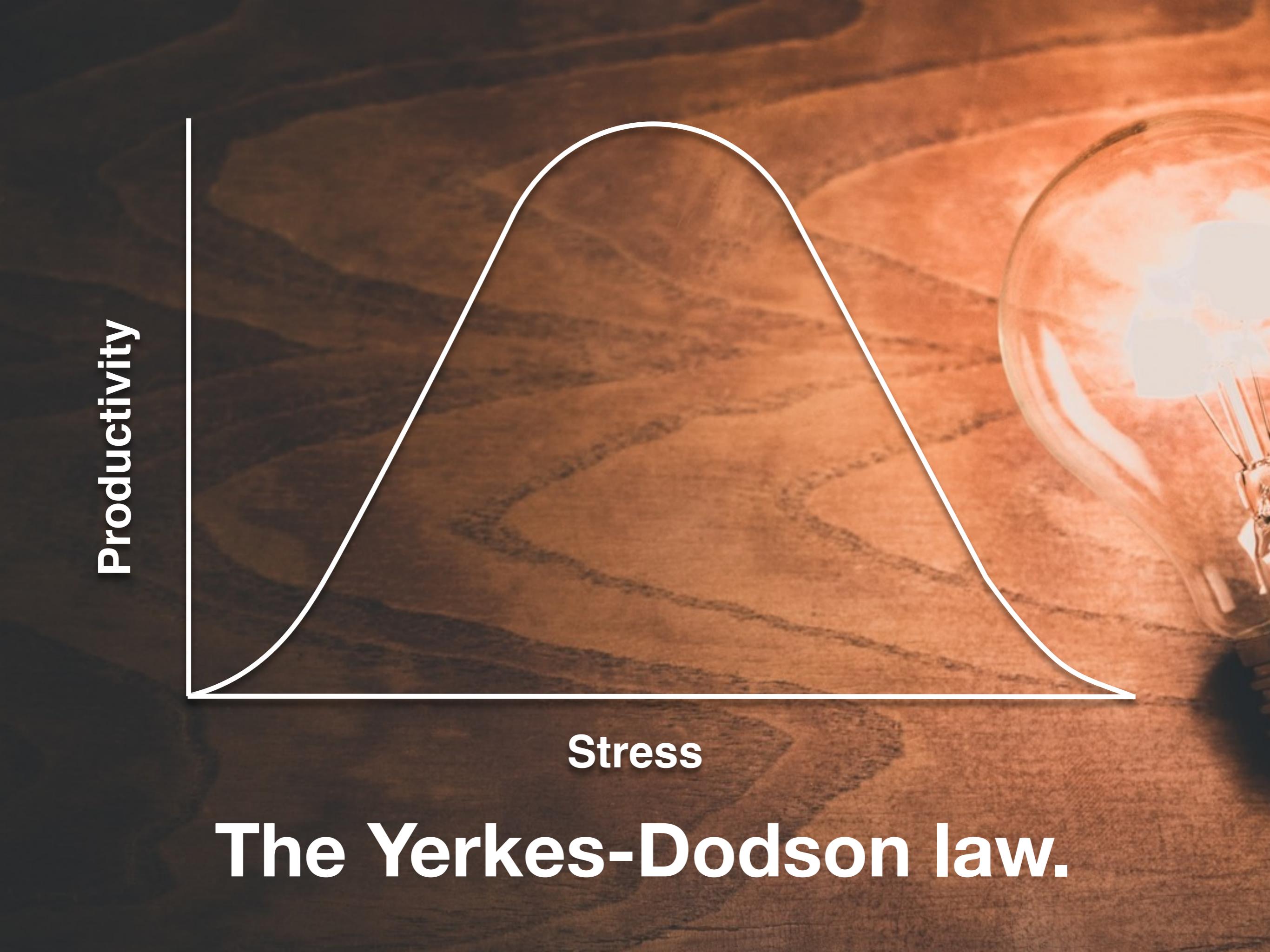
The evolution of stress.



The amygdala.

Challenge or threat?

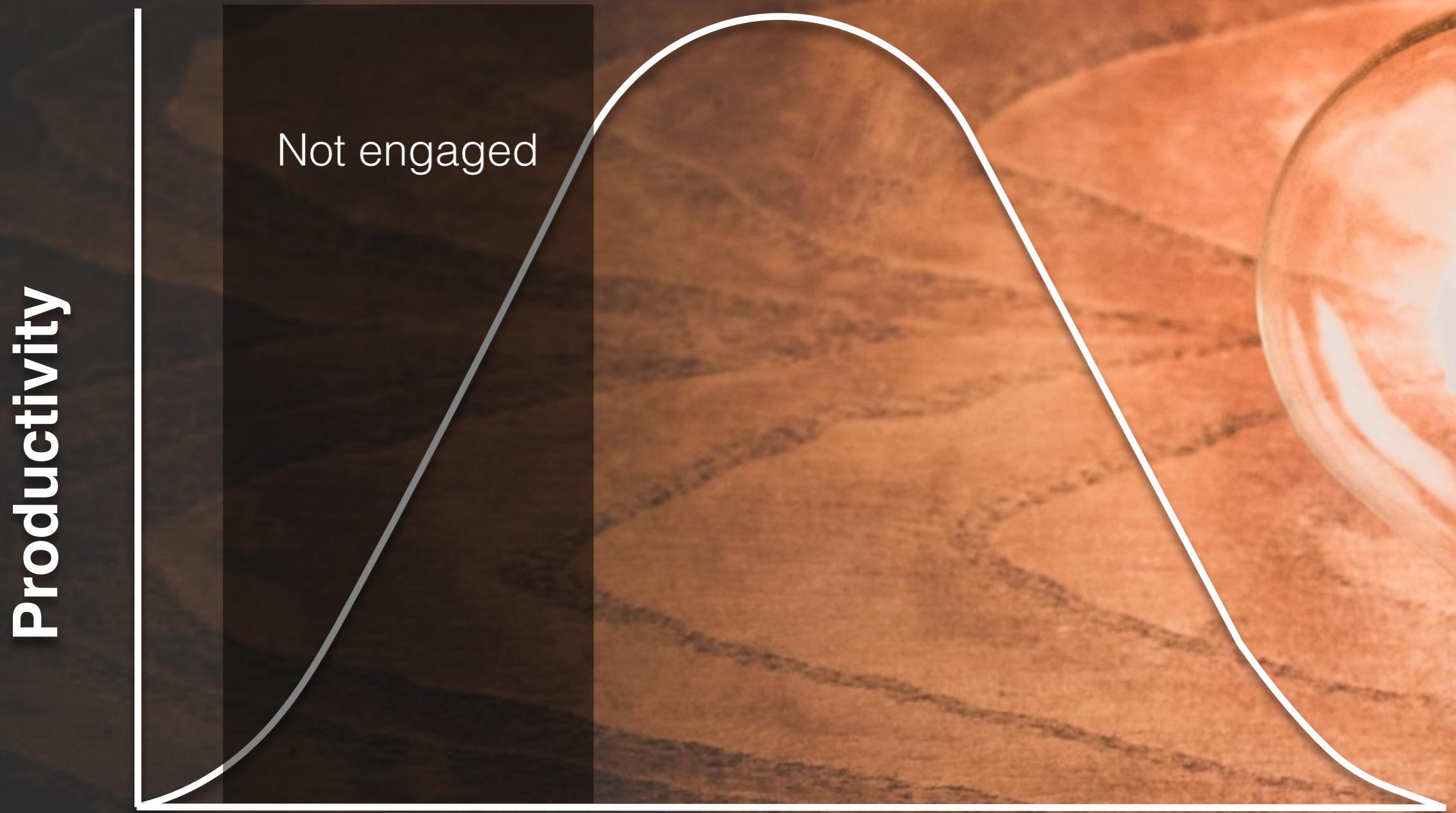


A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing a bell-shaped curve that starts at zero productivity for zero stress, rises to a peak, and then falls back towards zero. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress".

Productivity

Stress

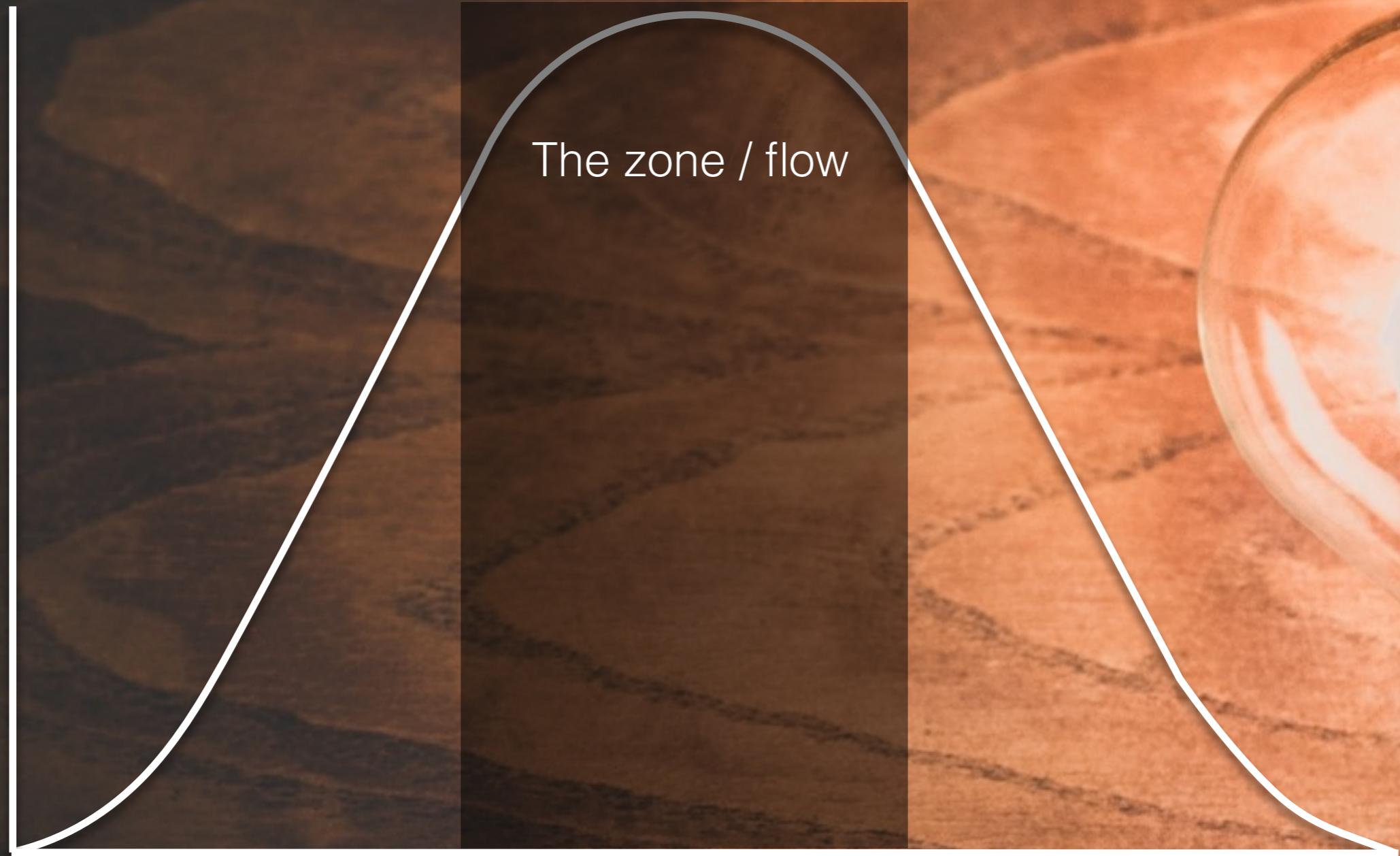
The Yerkes-Dodson law.



Stress

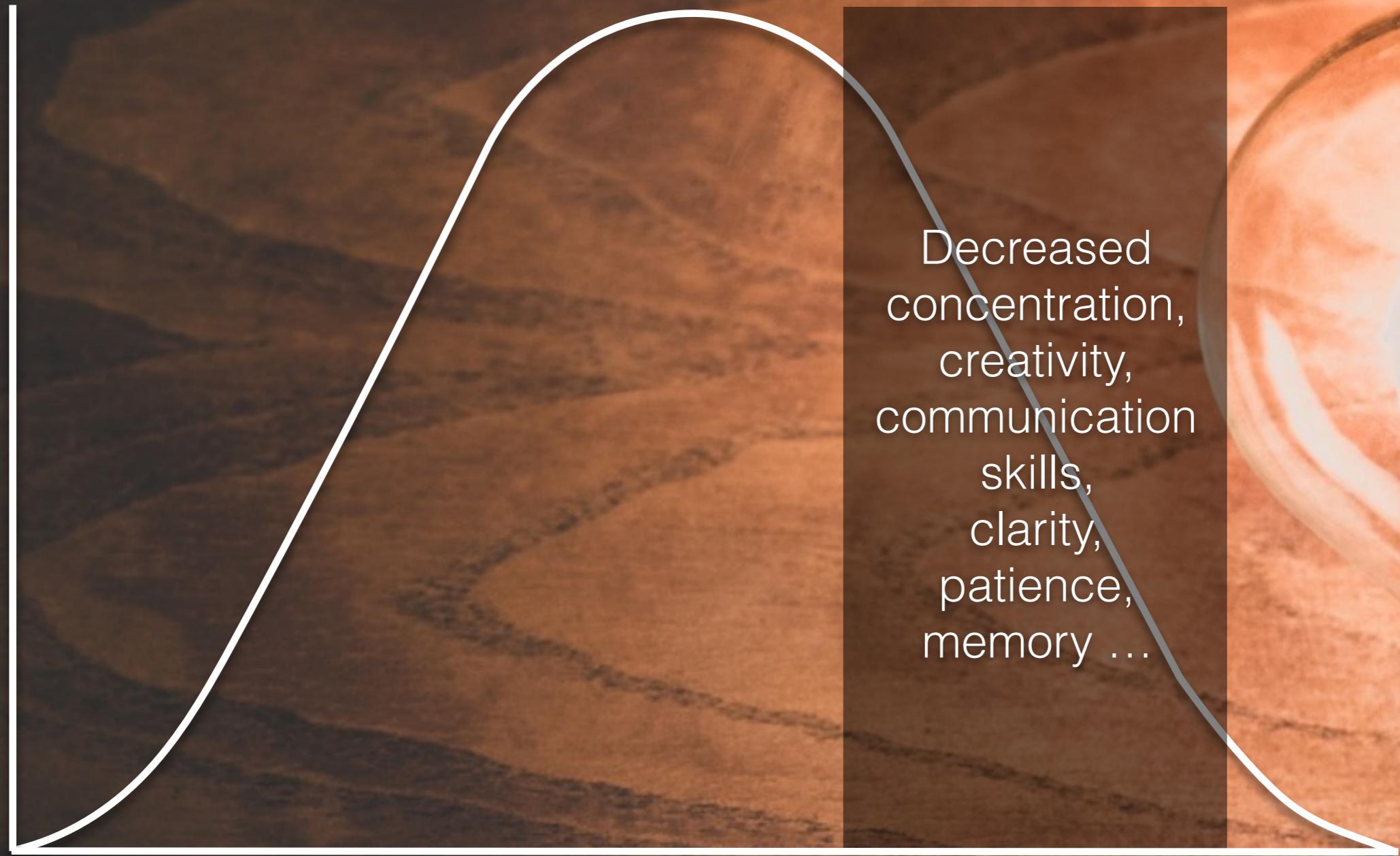
The Yerkes-Dodson law.

Productivity



The Yerkes-Dodson law.

Productivity



Stress

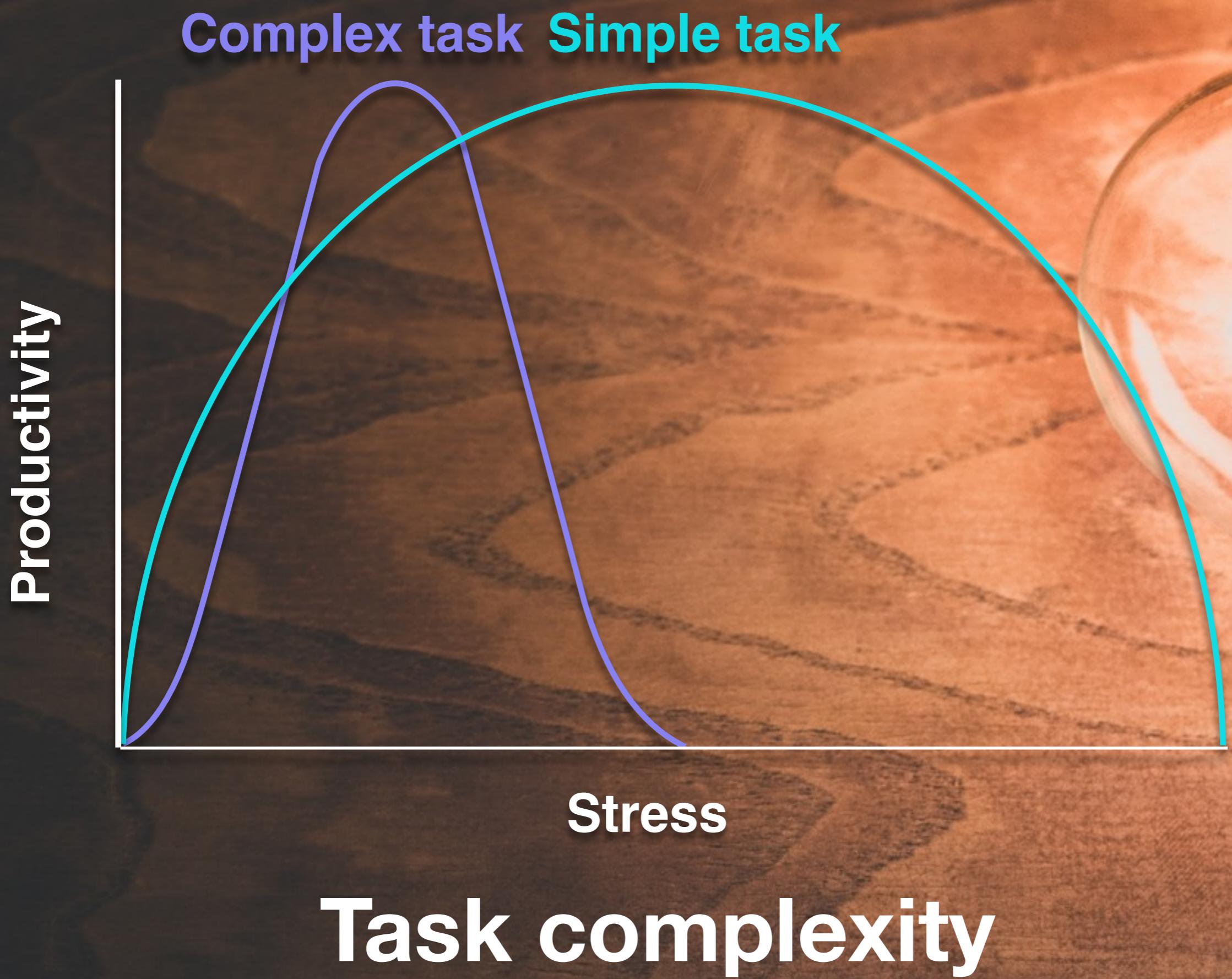
The Yerkes-Dodson law.

Productivity



Stress

The Yerkes-Dodson law.





A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing a bell-shaped curve that starts at zero productivity and stress, rises to a peak, and then falls back down. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress".

Productivity

Stress

Where you at?



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 dharmas, 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.**

A wide-angle photograph of a rugged mountain range. The peaks are covered in thick snow and ice, with deep blue shadows in the valleys. The sky above is a clear, pale blue with a few wispy white clouds.

Meditation.

Mindset interventions



Mindset interventions

- Stress is not dangerous.

Mindset interventions

- Stress is not dangerous.
- You're climbing a mountain.

Mindset interventions

- Stress is not dangerous.
- You're climbing a mountain.
- We've solved the problem.

Mindset interventions

- Stress is not dangerous.
- You're climbing a mountain.
- We've solved the problem.
- Find the (positive?) root cause.

Mindset interventions

- Stress is not dangerous.
- You're climbing a mountain.
- We've solved the problem.
- Find the (positive?) root cause.

A dramatic photograph of a massive, white-capped wave crashing onto a dark, rugged rock face. The water is turbulent and filled with white spray. The rocks are light-colored with prominent horizontal sedimentary layers and vertical weathering streaks.

Pareto's principle (80/20)

Pareto's principle (80/20)

- Time for deep work ~1h.
- Time for contemplation. ~20m.
- Measure stress on bell-curve with team, weekly.
- ... and have open + honest conversation about the data.



Key takeaways.

A paved path leads through a dense forest of tall, thin trees. Sunlight filters through the canopy, creating bright highlights on the path and the surrounding foliage. The path curves slightly to the right as it disappears into the distance.

Thoughts.

The background of the image is a misty, overcast landscape featuring a large, calm body of water in the foreground. Several large, light-colored rock formations rise from the water on both sides. In the middle ground, three people are standing on a cluster of rocks in the water. They appear to be wearing outdoor gear like jackets and backpacks. The overall atmosphere is hazy and serene.

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Sustainable productivity.