

A wide-angle photograph of a forested mountain slope. The trees are dark green conifers, heavily laden with white snow. The terrain is rugged, with exposed rock and patches of snow. In the background, more forested hills are visible through a layer of low-hanging mist or fog.

Sustainable productivity.

How can we make this workshop great?

- Make sure everyone feels included.
- Stay on topic.

Mattis Erngren
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Psykisk ohälsa fortsätter öka

Psykisk ohälsa har blivit den överlägset vanligaste orsaken till sjukskrivning

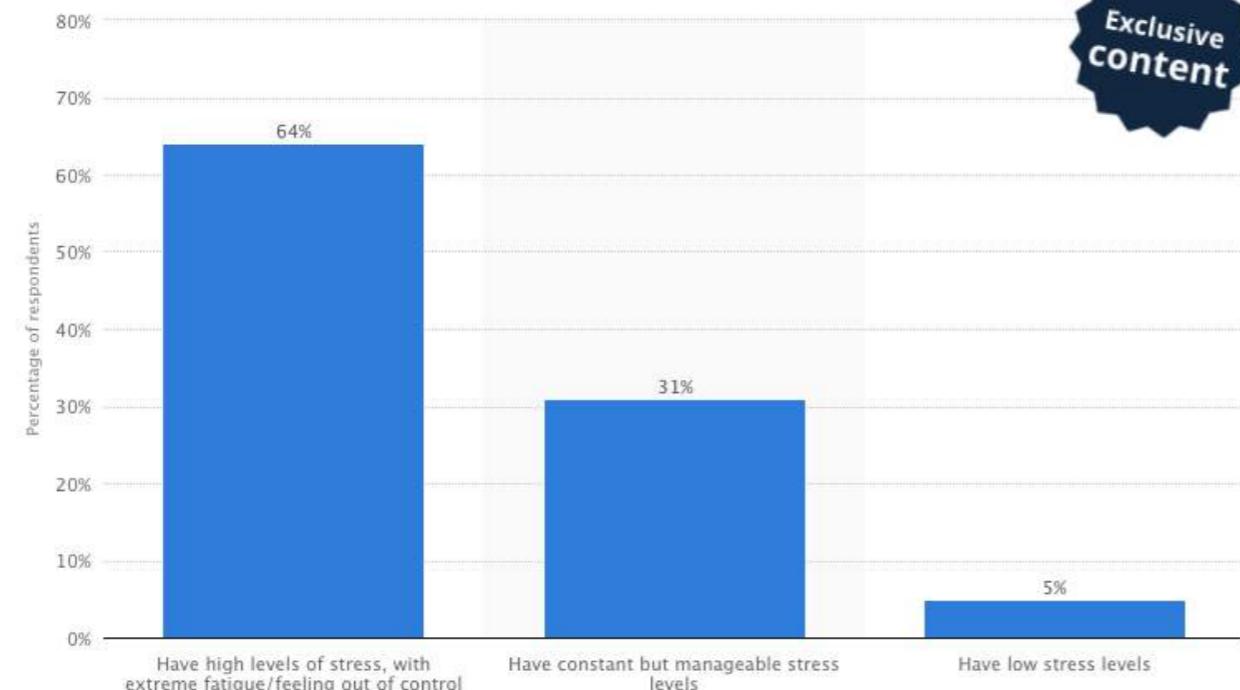
Nästan fyra av tio sjukskrivna har den diagnosen och det är framkvinnor mitt i livet som den psykiska ohälsan ökat kraftigt. Försä

nu sna
Kriste

**Stre
sjuk**
Publicerat

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 a one of the most commonly reported sources of stress in adults.



Burnout up among employees

är samhället miljarder

är långtidssjukriva



The German W
Burnout Proble

Ekonomi

Dramatisk ökn
stressrelaterad
sjukskrivninga

TECH & WORK

Tech companies have highe
turnover rate

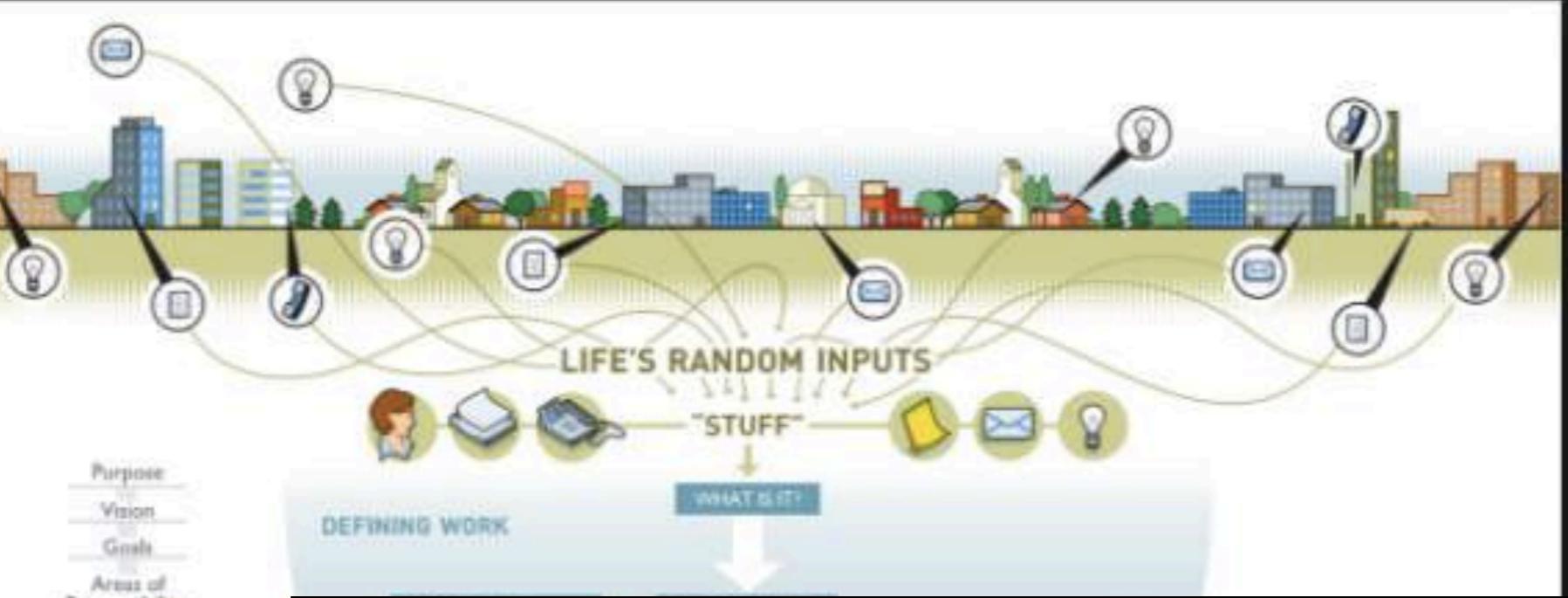
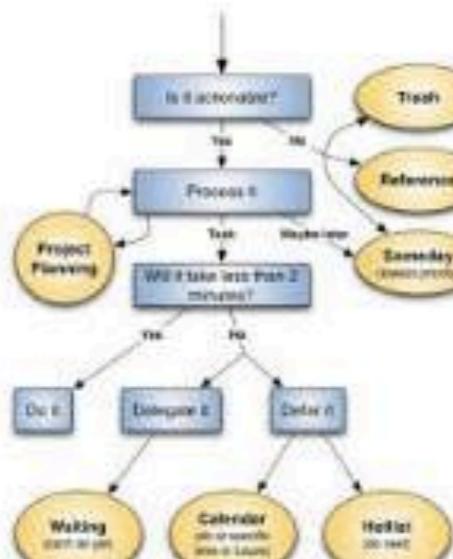
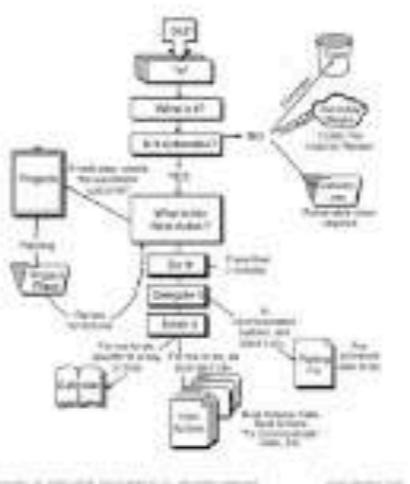
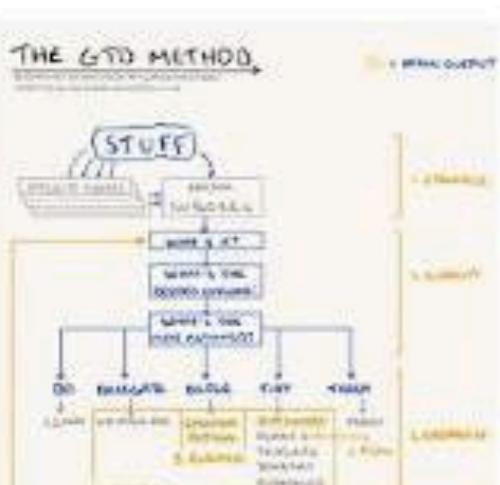


A photograph of a majestic mountain range. In the foreground, a steep slope is densely covered with dark green coniferous trees. A thick, billowing cloud of white fog or mist covers the middle ground, obscuring the lower slopes and creating a sense of depth. The background features a massive, rugged mountain peak with exposed rock faces and patches of green vegetation. The overall atmosphere is mysterious and serene.

... but why
are you here?



You are not going to eat this.



Getting Things Done, The Art of Thinking Smart

The Art of Thinking Smart

It is better to work in high-energy spurts than long marathons. Rest and recovery are key to productivity, creativity. Get it done.

© Besök

SPARE

Visa spa

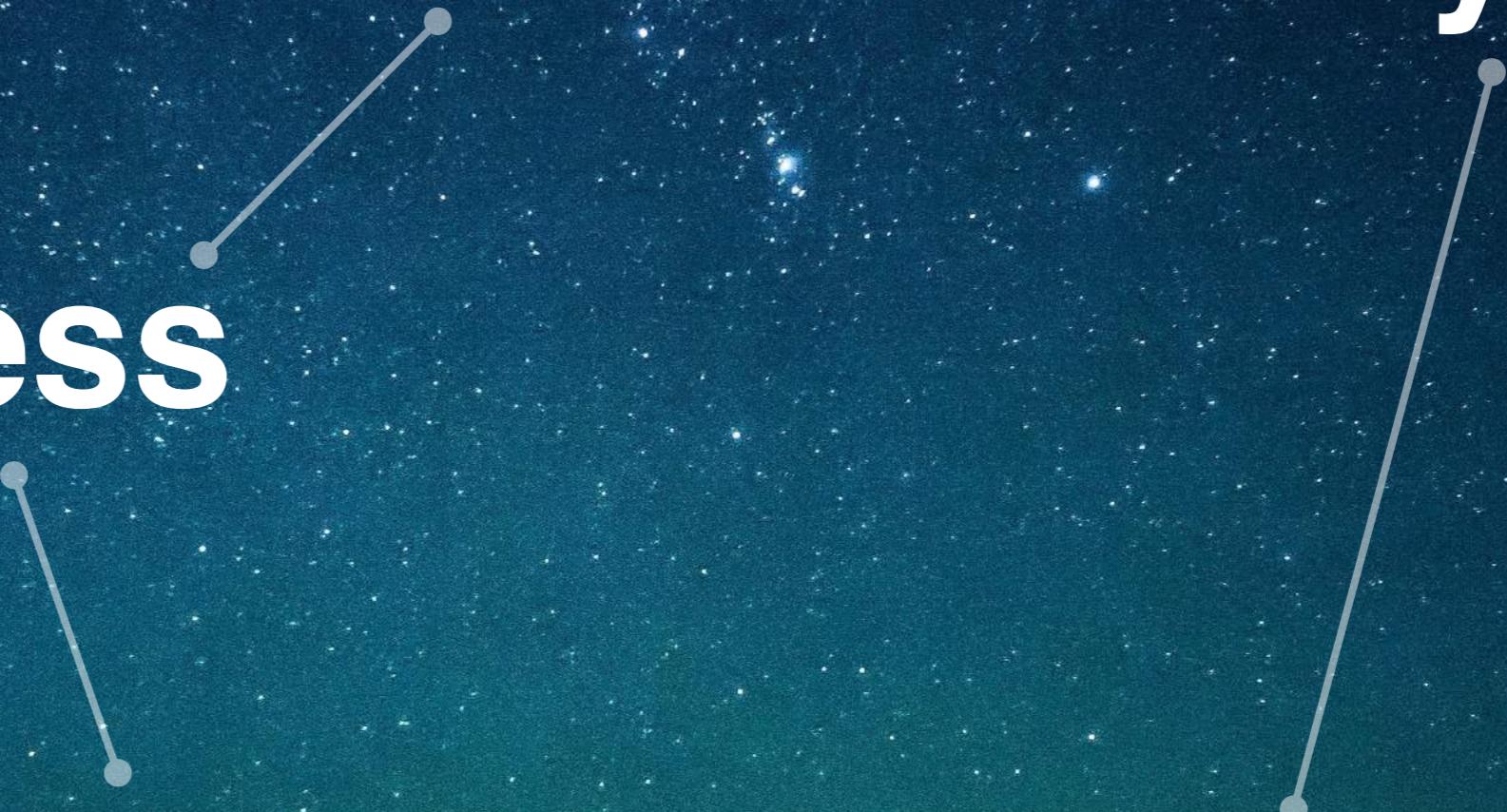
You are not going to do this.



Productivity

Stress

Mental health



Stress

Neuroscience

Resilience

Data for well-being

Collaboration

Challenges

Focus

Distractions

Flow

Anxiety

Burnouts

Happiness

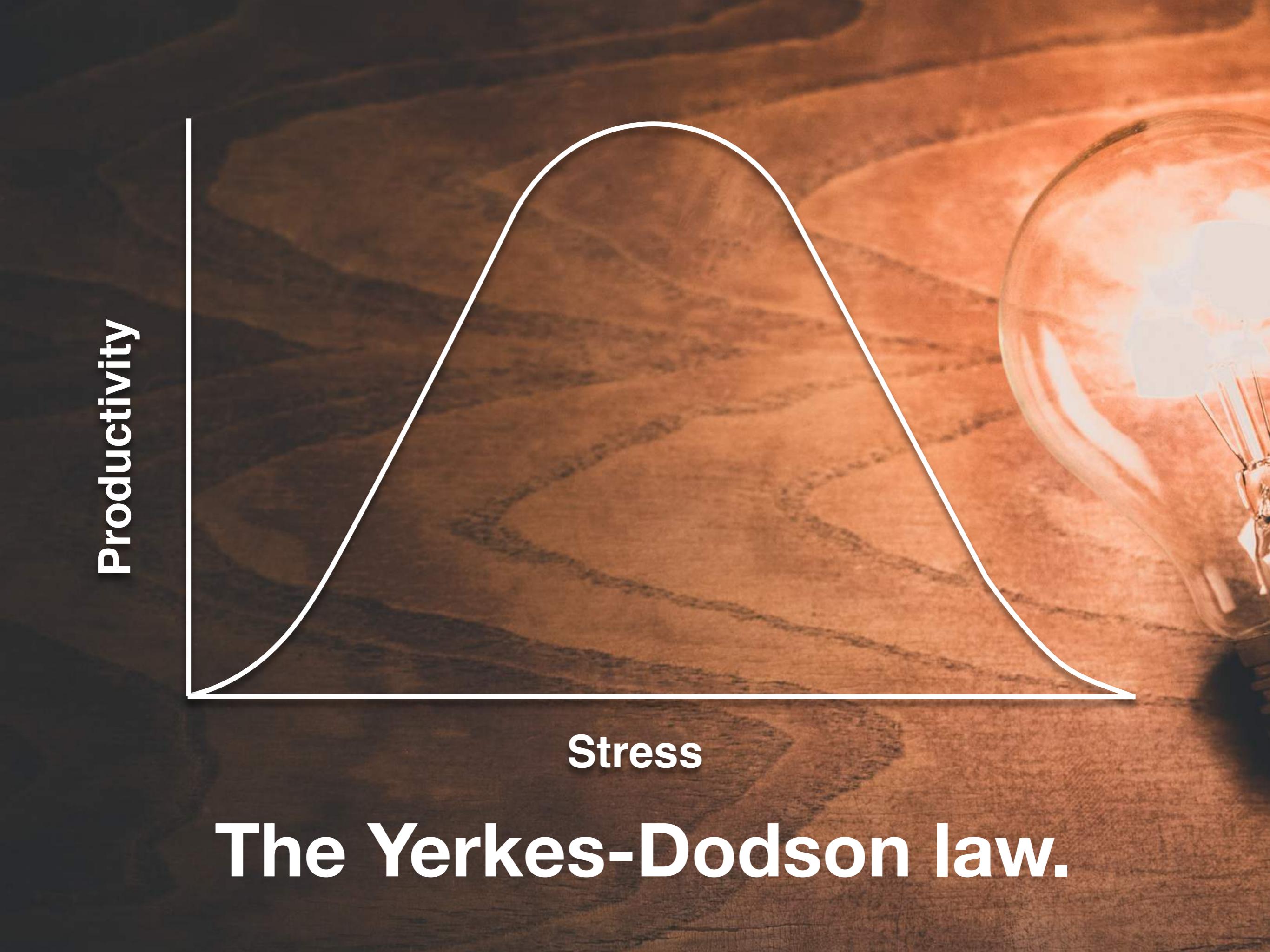
Motivation

Leadership

Productivity

Mental health

Mindfulness & meditation



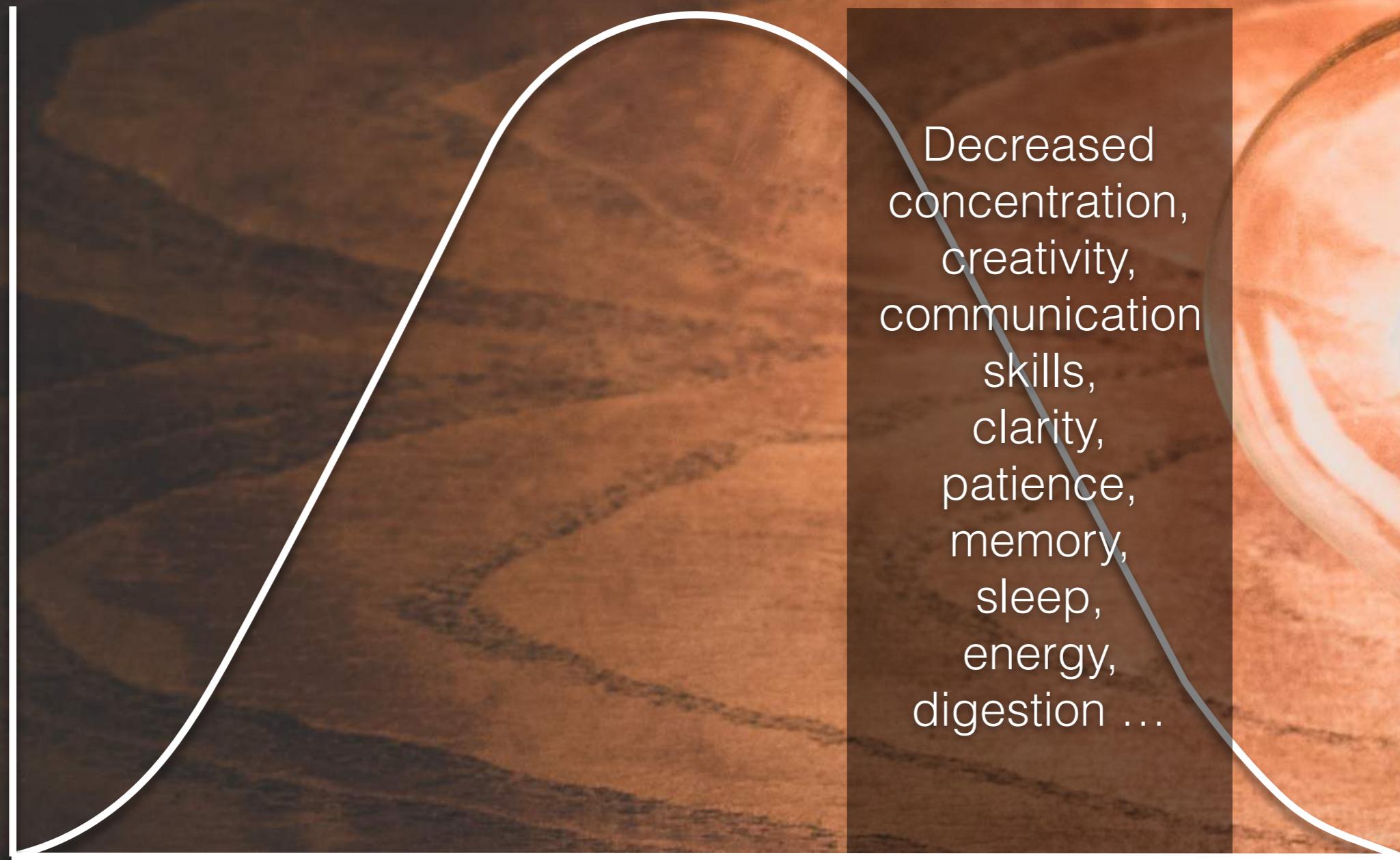
A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing the relationship between stress and productivity according to the Yerkes-Dodson law. The vertical axis is labeled 'Productivity' and the horizontal axis is labeled 'Stress'.

Productivity

Stress

The Yerkes-Dodson law.

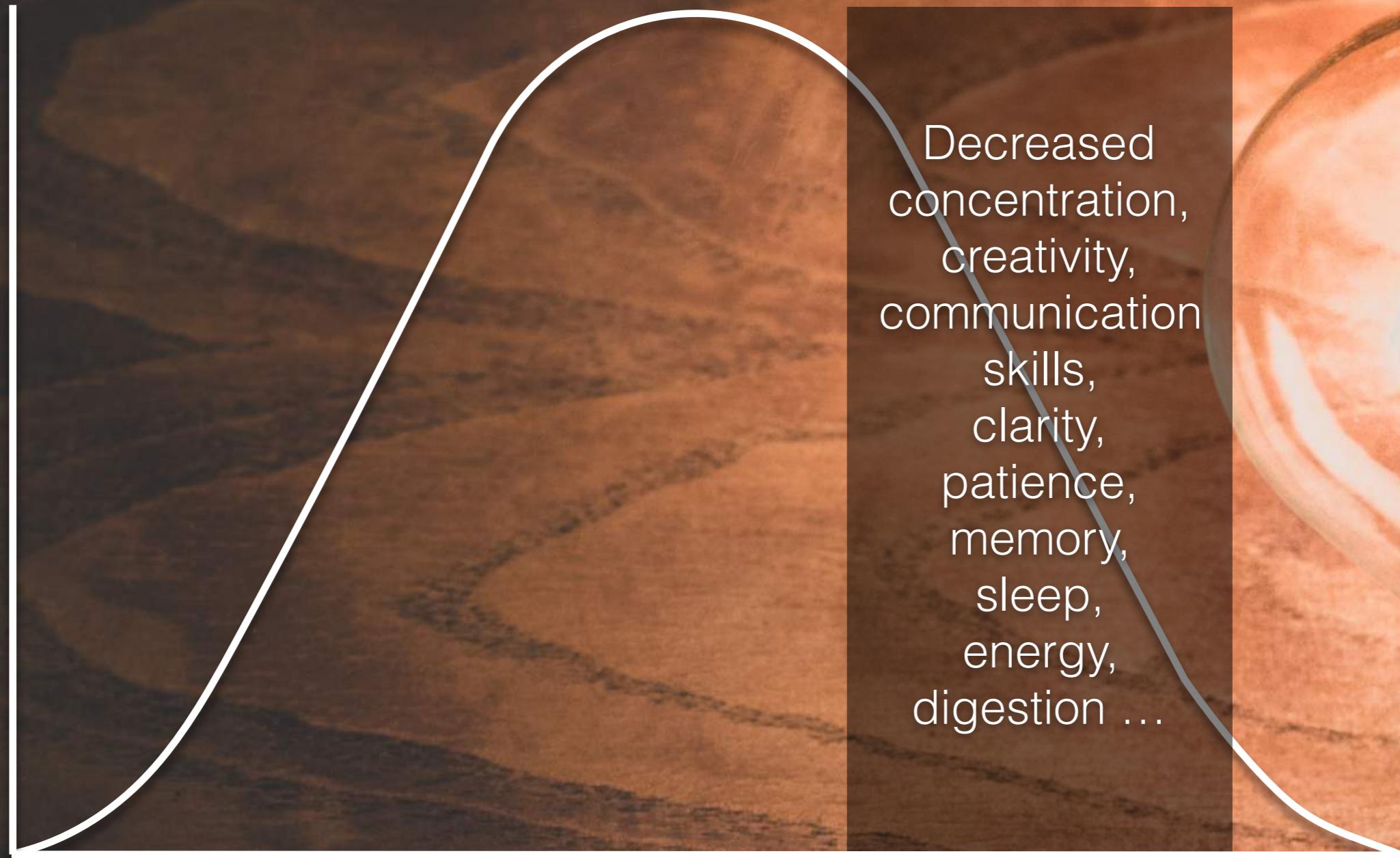
Productivity



Stress

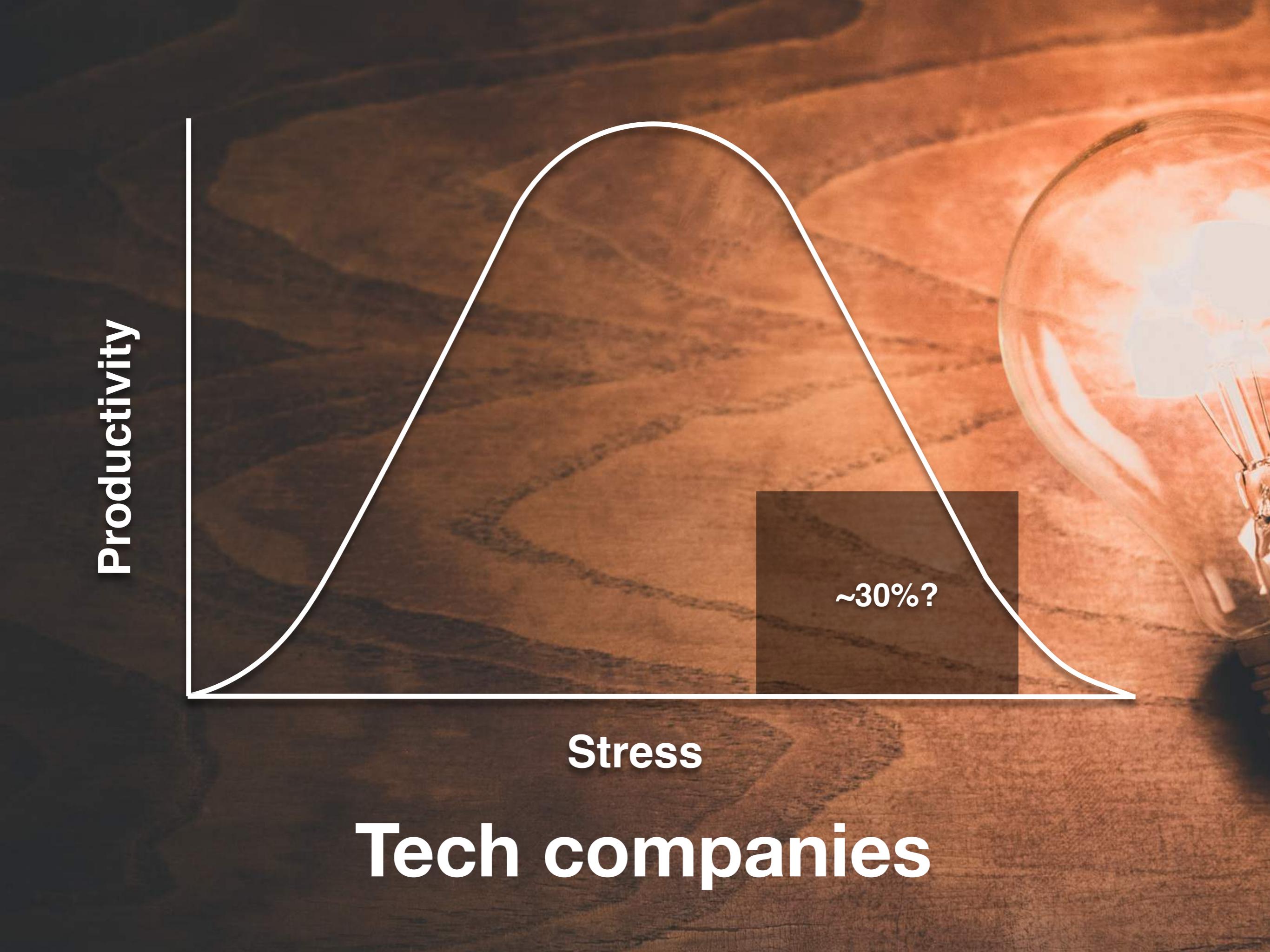
Objective measurements

Productivity



Stress

What about you?

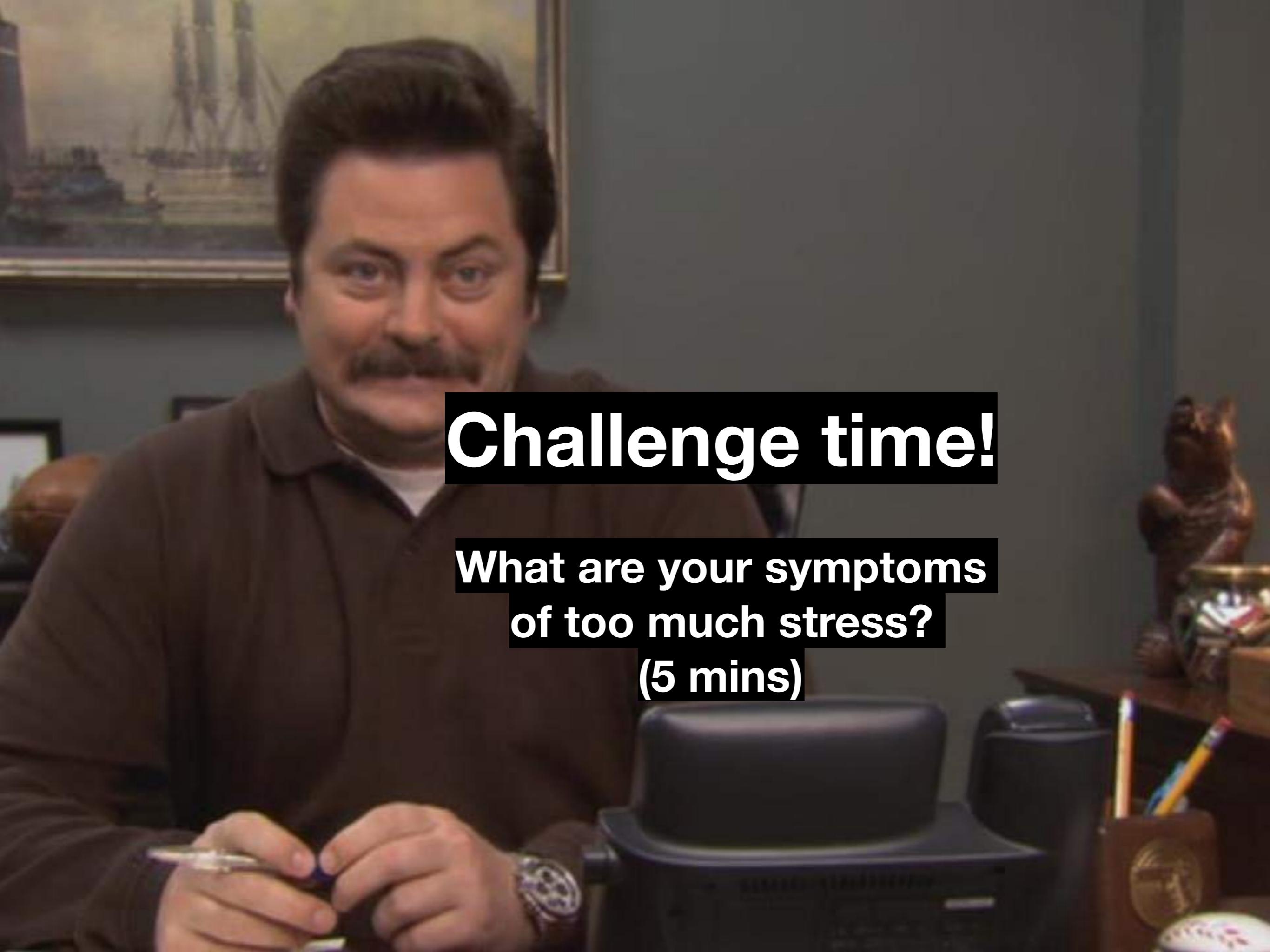
A photograph of a lit incandescent lightbulb on the right side of the frame. To its left is a white line graph on a dark background. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress". A smooth curve starts at the origin, rises to a peak, and then falls off. A small black rectangular box is placed on the curve, containing the text "~30%?".

Productivity

Stress

Tech companies



A photograph of Ron Swanson, a character from the TV show Parks and Recreation. He is seated at his desk in an office, looking directly at the camera with a serious expression. He has a well-groomed dark brown mustache and is wearing a dark brown button-down shirt over a white collared shirt. A silver-toned wristwatch is visible on his left wrist. His hands are clasped together on the desk in front of him. In the background, there's a painting of a bridge on the wall and a small statue on a shelf to the right.

Challenge time!

**What are your symptoms
of too much stress?
(5 mins)**



Sharing time!

**What are your symptoms
of too much stress?**

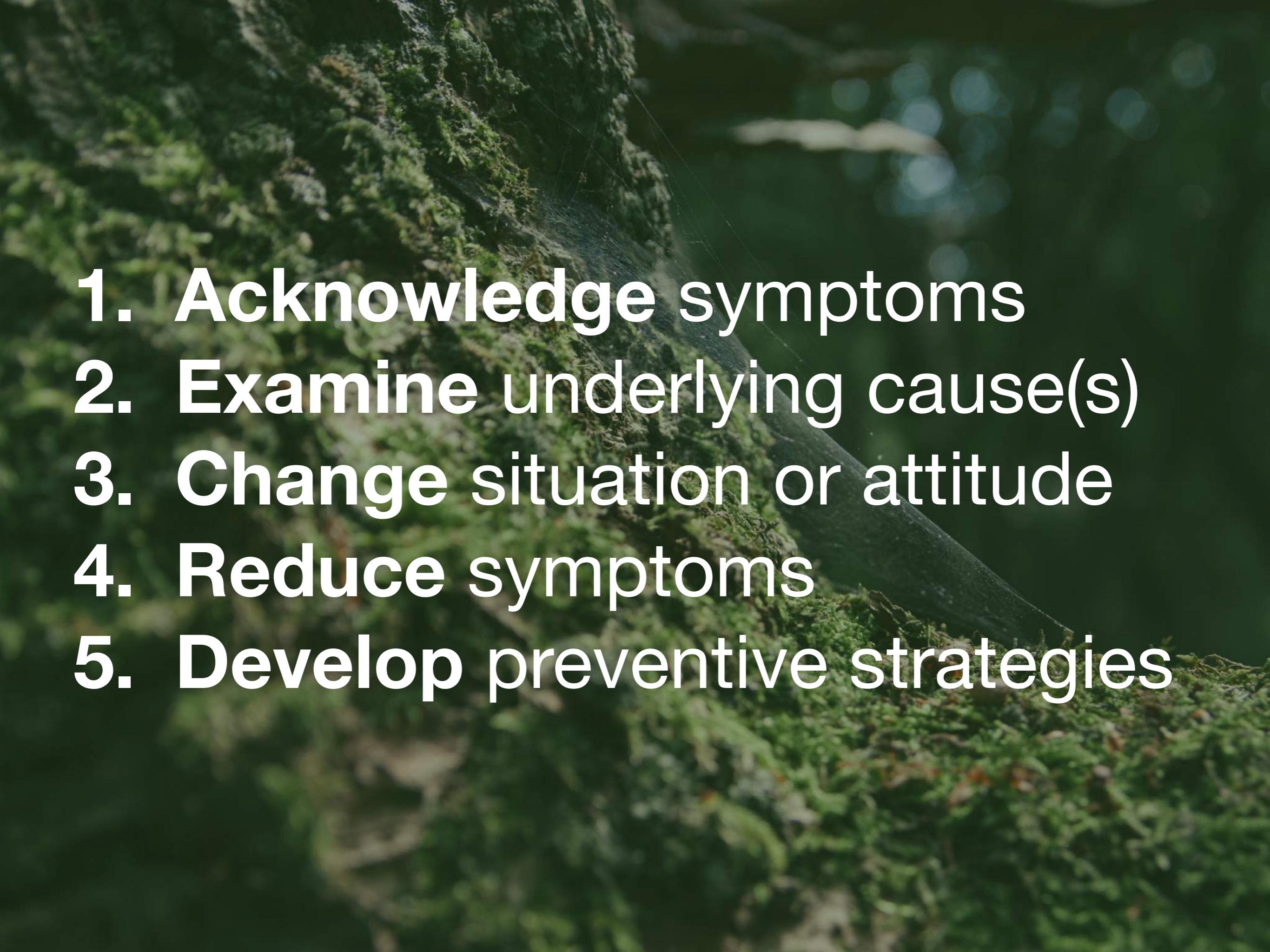
The background is a dark, slightly grainy texture. A string of small, glowing yellow lights is visible, creating a bokeh effect with many circular highlights of varying sizes. In the lower-left foreground, a single lit candle with a dark wick is partially visible.

(Why) are we not fixing it?

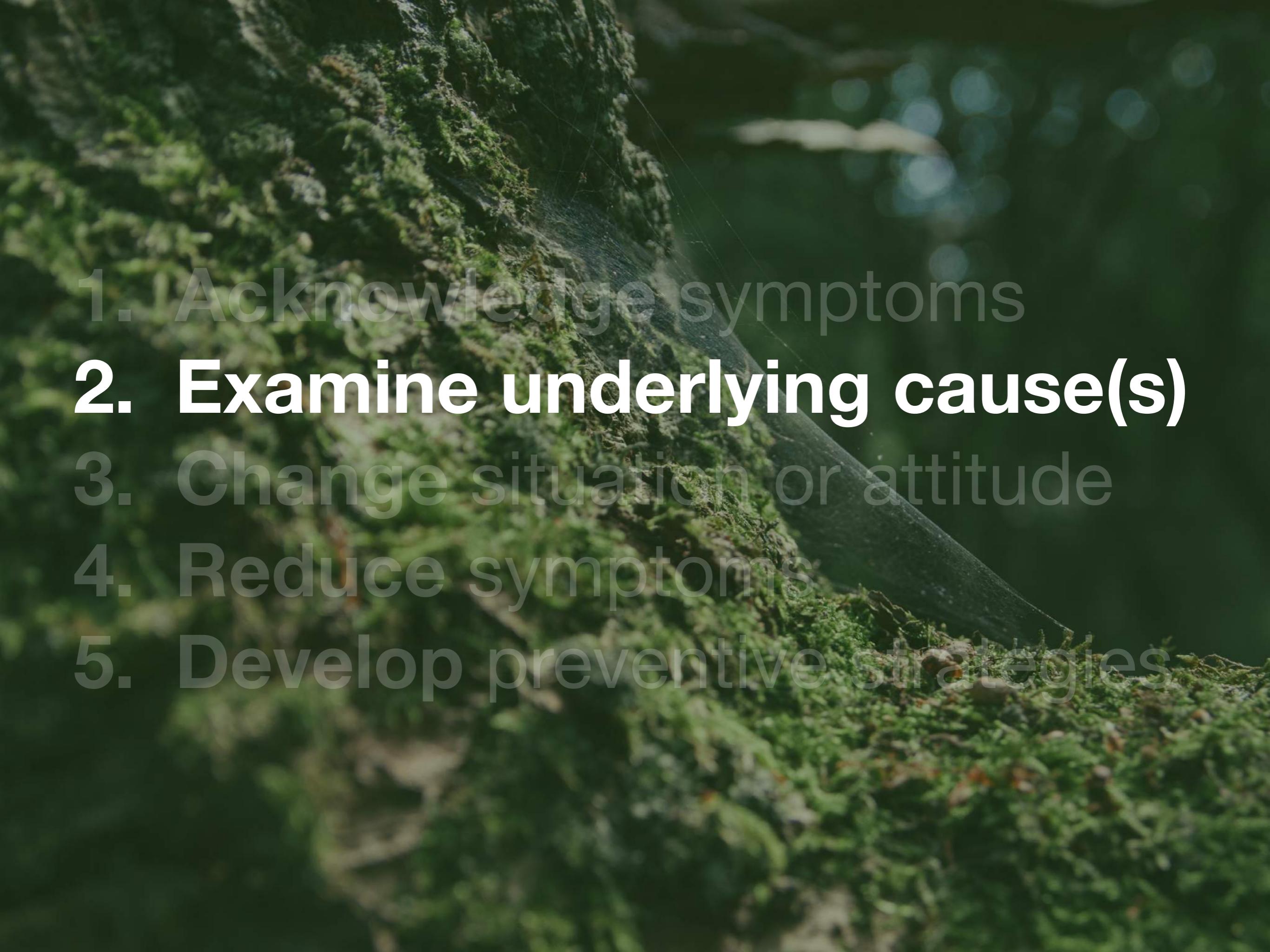
- Lack of knowledge
- **Culture** of awesomeness
- **Culture** of busy & focus on **short-term gain**
- **Inability** / uphill battle
- Fixing the **wrong things**



How to reduce burnout

- 
1. Acknowledge symptoms
 2. Examine underlying cause(s)
 3. Change situation or attitude
 4. Reduce symptoms
 5. Develop preventive strategies

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Where is the problem?

- In my organization.
- In my situation.
- In my mindset.



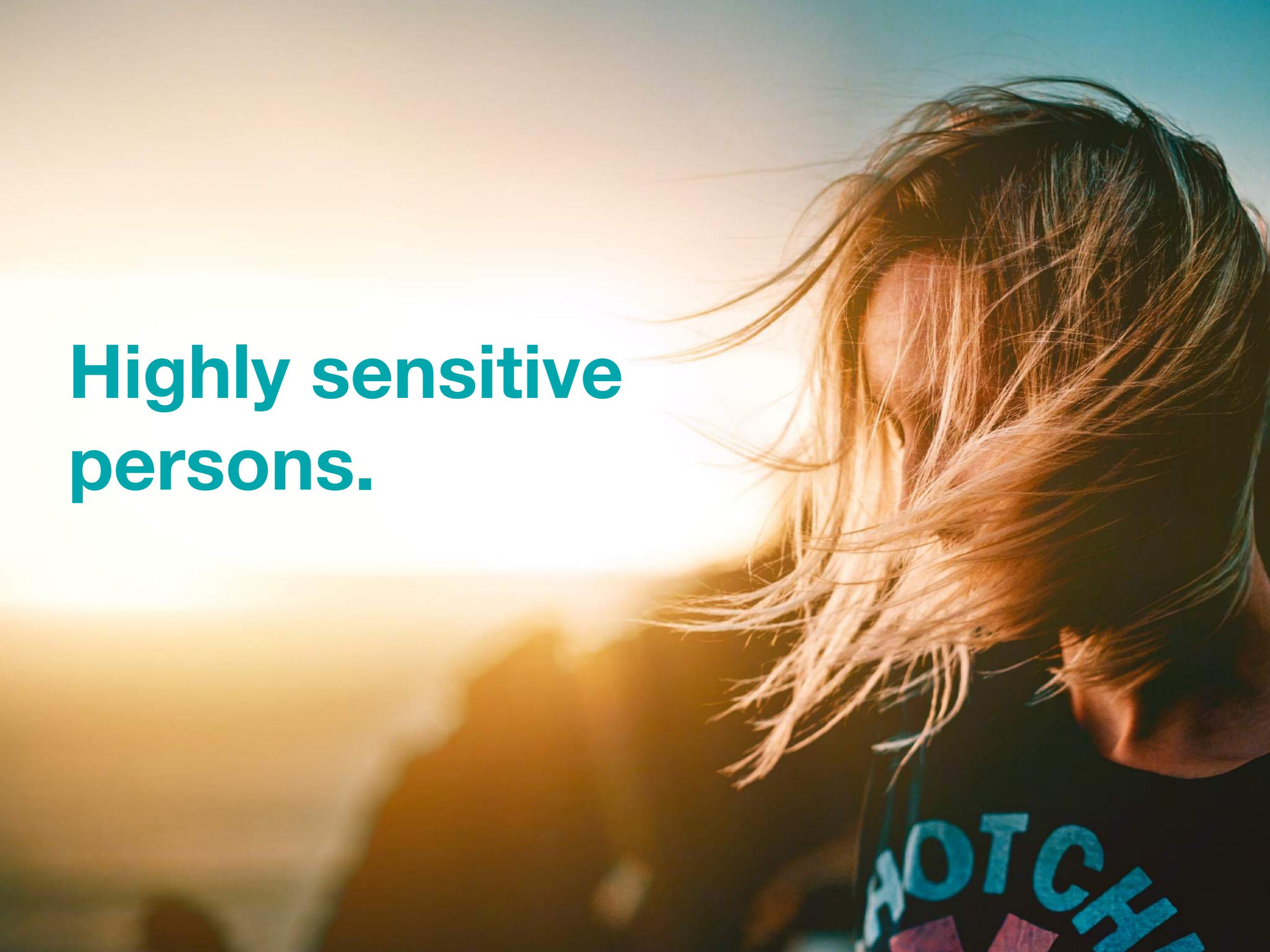
A photograph of a hiker standing on a large, mossy rock formation. The hiker is wearing a red jacket, black pants, a black cap, and a backpack. They are looking out over a vast, misty landscape with rolling hills or mountains in the distance.

Lack of control
+ care
= stress.

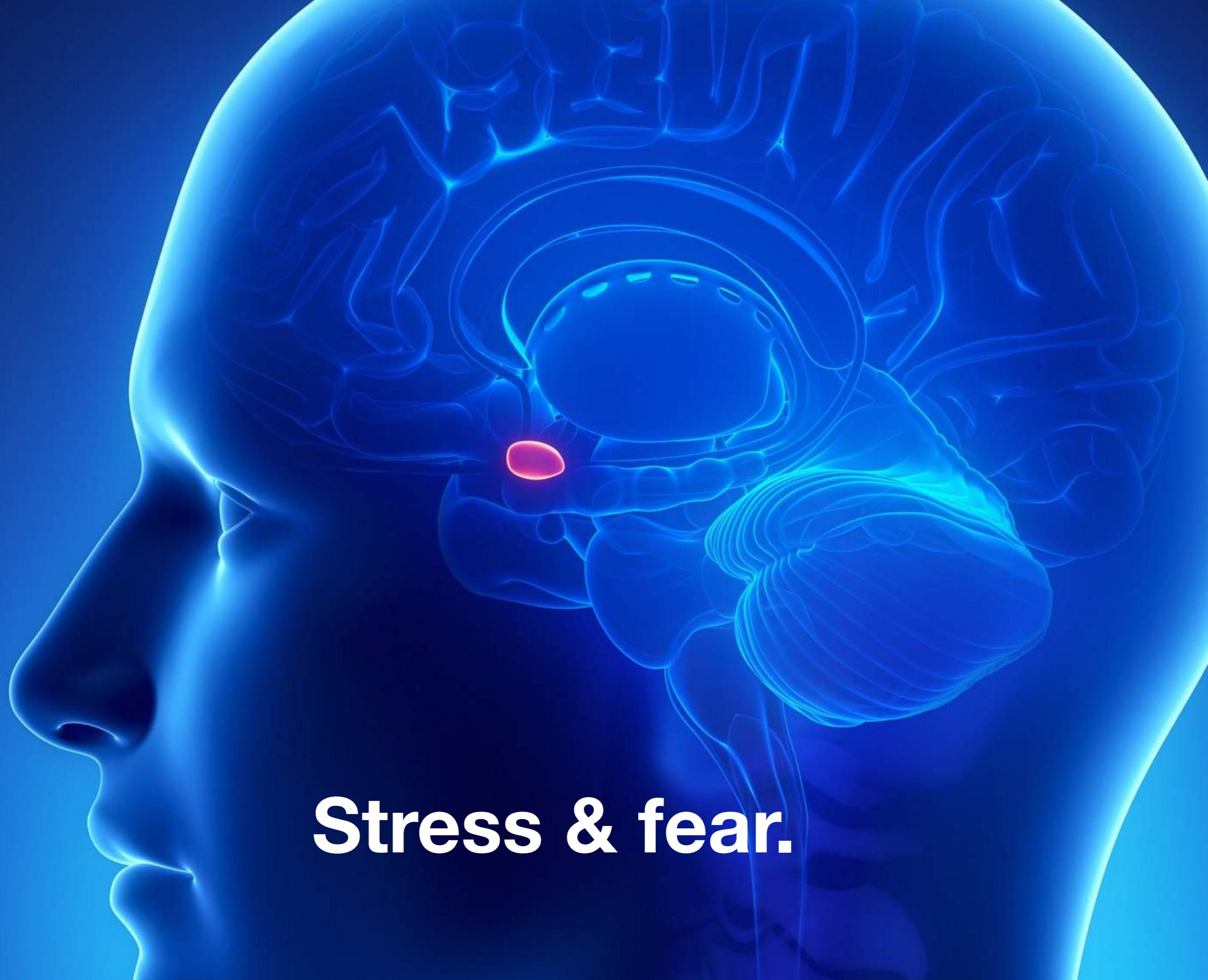
A vintage-style photograph of a woman in a green, ruffled dress dancing in a field of yellow flowers. She has her arms outstretched and is smiling. The background features majestic, snow-capped mountains under a clear blue sky.

Look at all the
fucks

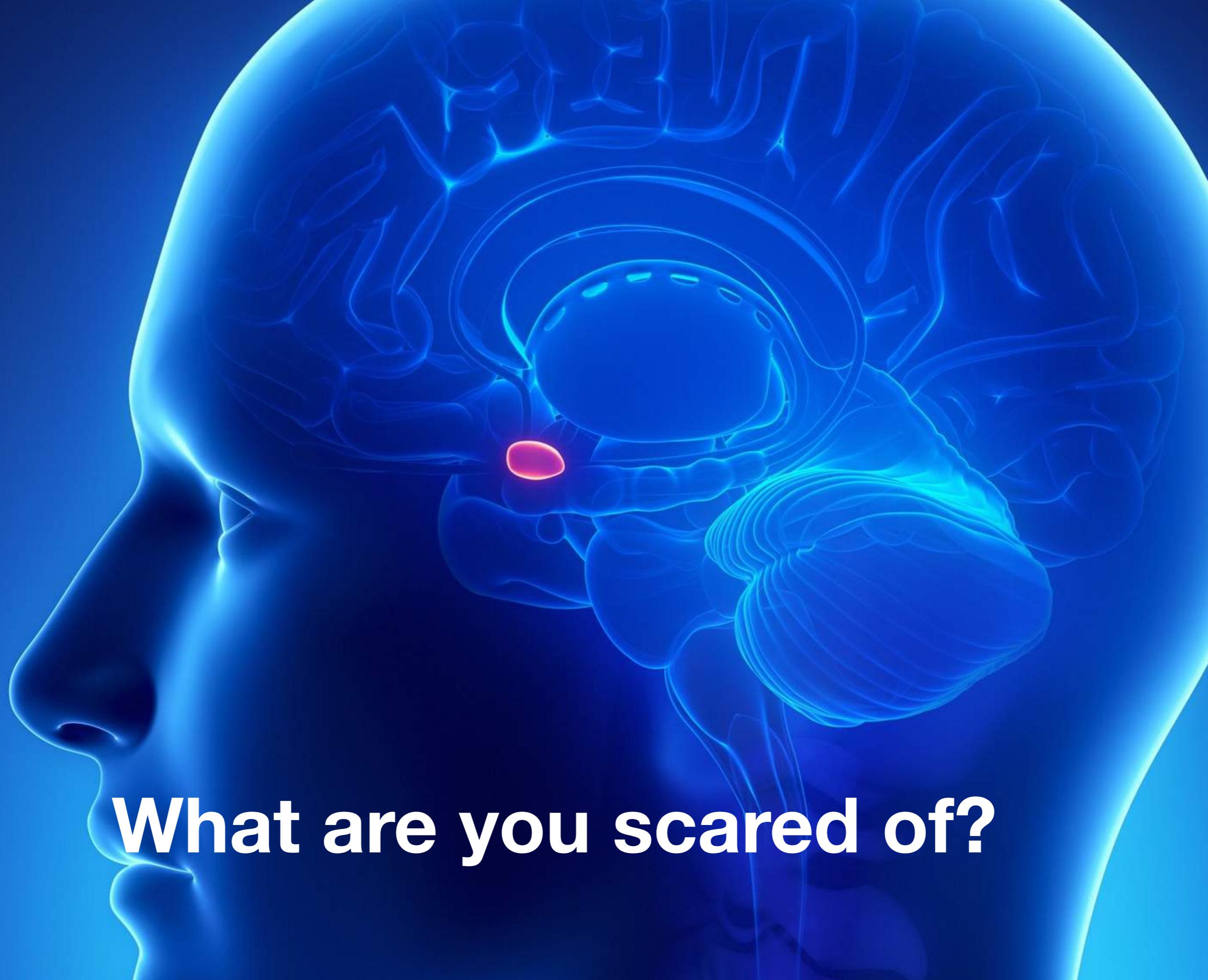
I'm giving

A photograph of a woman from behind, her long, dark hair blowing in the wind. She is wearing a dark t-shirt with the word "NOTCH" printed on it in large, light-colored letters. The background is a warm, golden sunset or sunrise, with the sun low on the horizon.

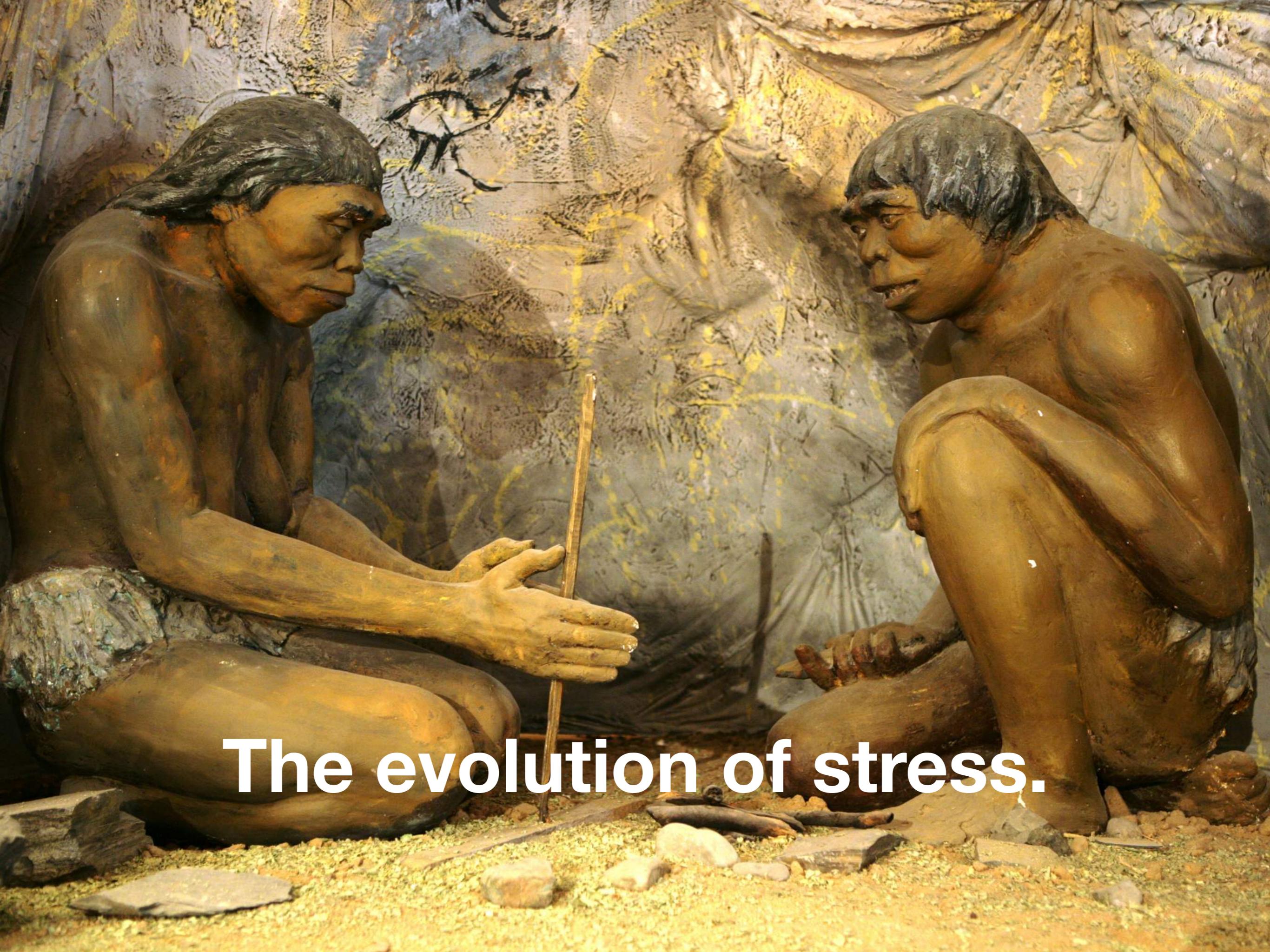
**Highly sensitive
persons.**



Stress & fear.



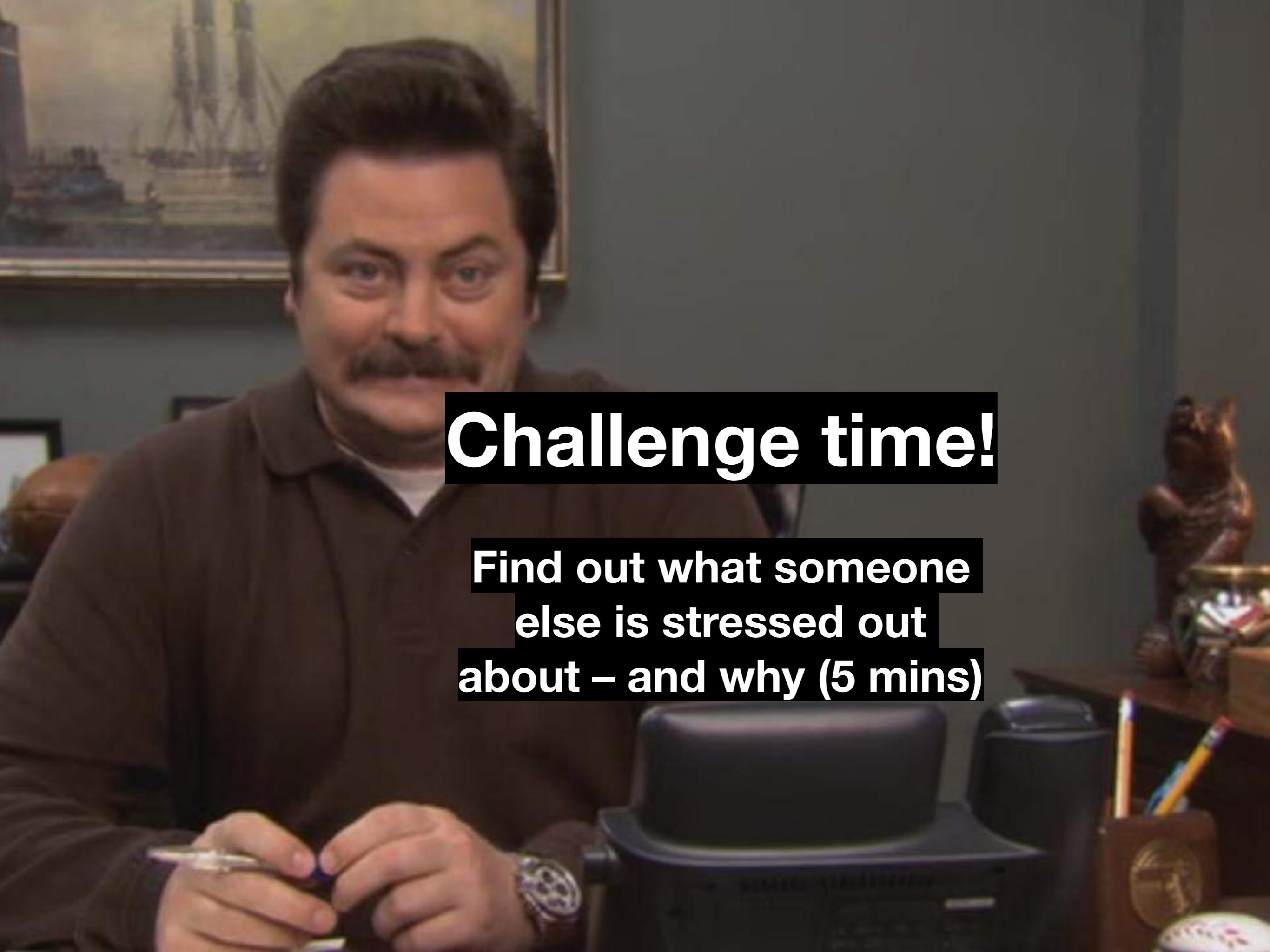
What are you scared of?

A bronze sculpture of two Neanderthal figures in a cave. One figure is seated on the left, facing right, holding a long wooden tool. The other figure is seated on the right, facing left, holding a smaller object. They are surrounded by a rocky, textured background.

The evolution of stress.



Who are you afraid of?

A photograph of Ron Swanson, a character from the TV show Parks and Recreation. He is seated at a dark wooden desk, looking directly at the camera with a serious expression. He has a well-groomed dark brown mustache and is wearing a light-colored button-down shirt under a dark brown zip-up hoodie. A silver-toned wristwatch is visible on his left wrist. His hands are clasped together on the desk. In the background, there's a painting of a bridge on the wall and a small statue of a Native American figure on the right side of the desk.

Challenge time!

**Find out what someone
else is stressed out
about – and why (5 mins)**



Sharing time!

**What are you stressed
about – and why?**

Organisational issues.



A leader should ...

- monitor burnout
- balance challenge & support
- create a positive environment
- allow self-management
- ... and reduce distractions.

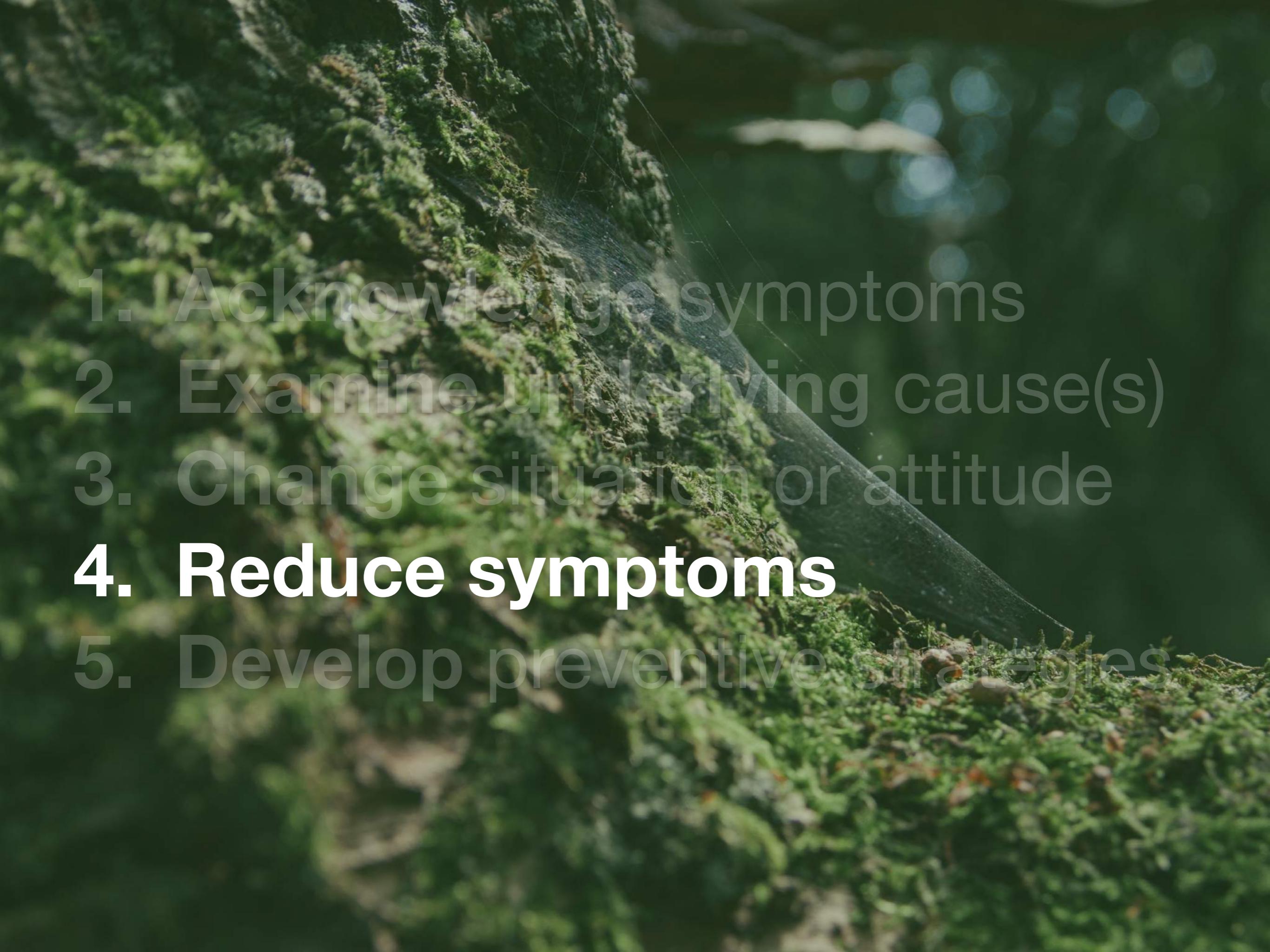
- 
- A close-up photograph of a spider web on a mossy rock. Sunlight filters through leaves in the background, creating a dappled light effect. The web is intricate and glistens in the light.
1. Acknowledge symptoms
 2. Examine underlying cause(s)
 3. Change situation or attitude
 4. Reduce symptoms
 5. Develop preventive strategies

Change situation:

- What *can* I do to make this better?
- How can I add (sense of) control?

Change attitude:

- Acceptance:
This is a part of it.
- Remember:
Stress is not
dangerous.

- 
1. Acknowledge symptoms
 2. Examine underlying cause(s)
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 - 4. Reduce symptoms**
 5. Develop preventive strategies

Stress reduction tools

- Break thought pattern
- Physiological change

Examples

- Gardening
- Video games
- Hanging out
- Brazilian jiu-jitsu
- Deep breathing



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



Presence
or
Thoughtfulness

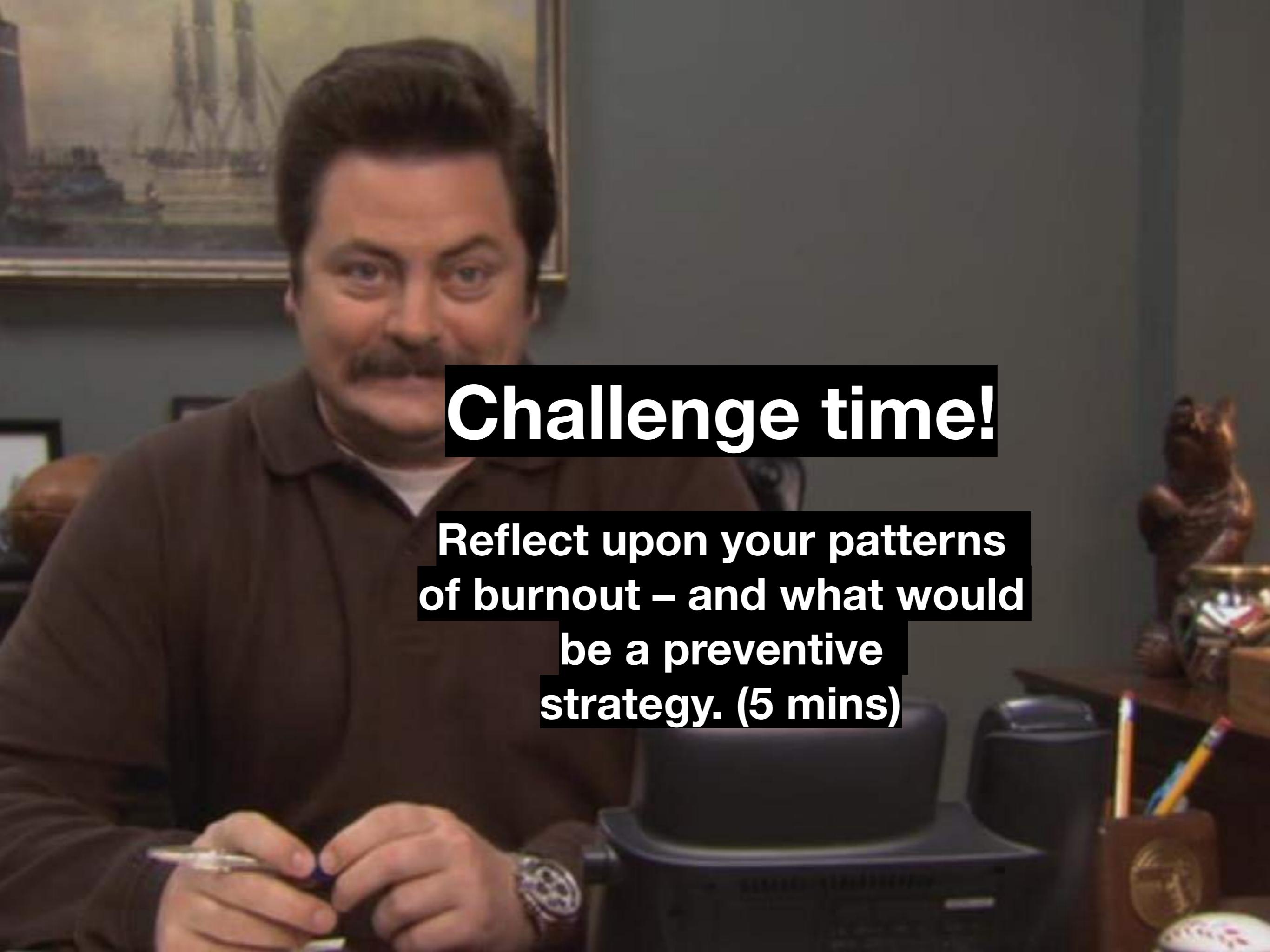


The benefits
of not being mindful

A wide-angle photograph of a mountain range under a clear blue sky. The mountains are rugged, with deep shadows and bright highlights from the sunlight. Large patches of snow are visible on the peaks and ridges. The perspective is from a lower vantage point, looking up at the towering peaks.

Practice.

- 
- 1. Acknowledge symptoms**
 - 2. Examine underlying cause(s)**
 - 3. Change situation or attitude**
 - 4. Reduce symptoms**
 - 5. Develop preventive strategies**

A photograph of a man with dark hair and a well-groomed mustache. He is wearing a dark brown button-down shirt and is seated at a dark wooden desk. His hands are clasped together on the desk, and he has a thoughtful expression, looking slightly off-camera to his left. In the background, there's a painting of a bridge over water, possibly the Eiffel Tower, and a small statue of a cat sits on the right side of the desk.

Challenge time!

**Reflect upon your patterns
of burnout – and what would
be a preventive
strategy. (5 mins)**



Sharing time!

**What are your patterns?
Ideas for preventive
strategies?**



Chat

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A wide-angle photograph of a forested mountain slope. The trees are dark green conifers, heavily laden with white snow. The terrain is rugged, with exposed rock and patches of snow. In the background, more forested hills are visible through a layer of low-hanging mist or fog.

Sustainable productivity.