

A black and white photograph of a dense forest on a hillside, with a body of water in the foreground.

**Sustainable productivity.**

A photograph of a mountain peak covered in dense green forest. The top of the mountain is obscured by thick, white mist or clouds. A large, solid black rectangular overlay covers the bottom third of the image. Inside this overlay, the words "Why > what > how" are written in a bold, white, sans-serif font.

**Why > what > how**



Mattis Erngren



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PR

# Psykisk ohälsa fortsätter öka

Psykisk ohälsa har blivit den överlägset vanligaste orsaken till sjukskrivning

Nästan fyra av tio sjukkrivna har den diagnosen och det är framkvinnor mitt i livet som den psykiska ohälsan ökat kraftigt. Försänu snabbtreda orsakerna samtidigt som socialförsäkringsminis Kristersson (M) öppnar för en satsning på företagshälsovården.



## Stress är vanligaste orsaken till sjukskrivning

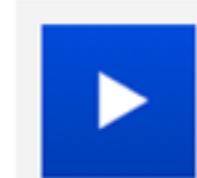
Publicerat onsdag 1 april 2015 kl 14.13



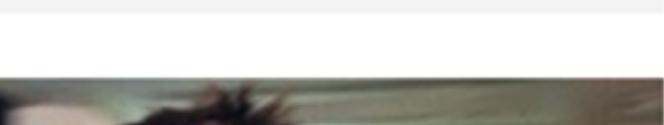
p4 kollar

## Stressen kostar samhället miljarder

Publicerat onsdag 15 februari 2012 kl 07.32



Lena Mårs hjälper långtidssjukkrivna  
(1:45 min)



# The business case.

## What we know

- A burnout costs the company on average 400 000 SEK.

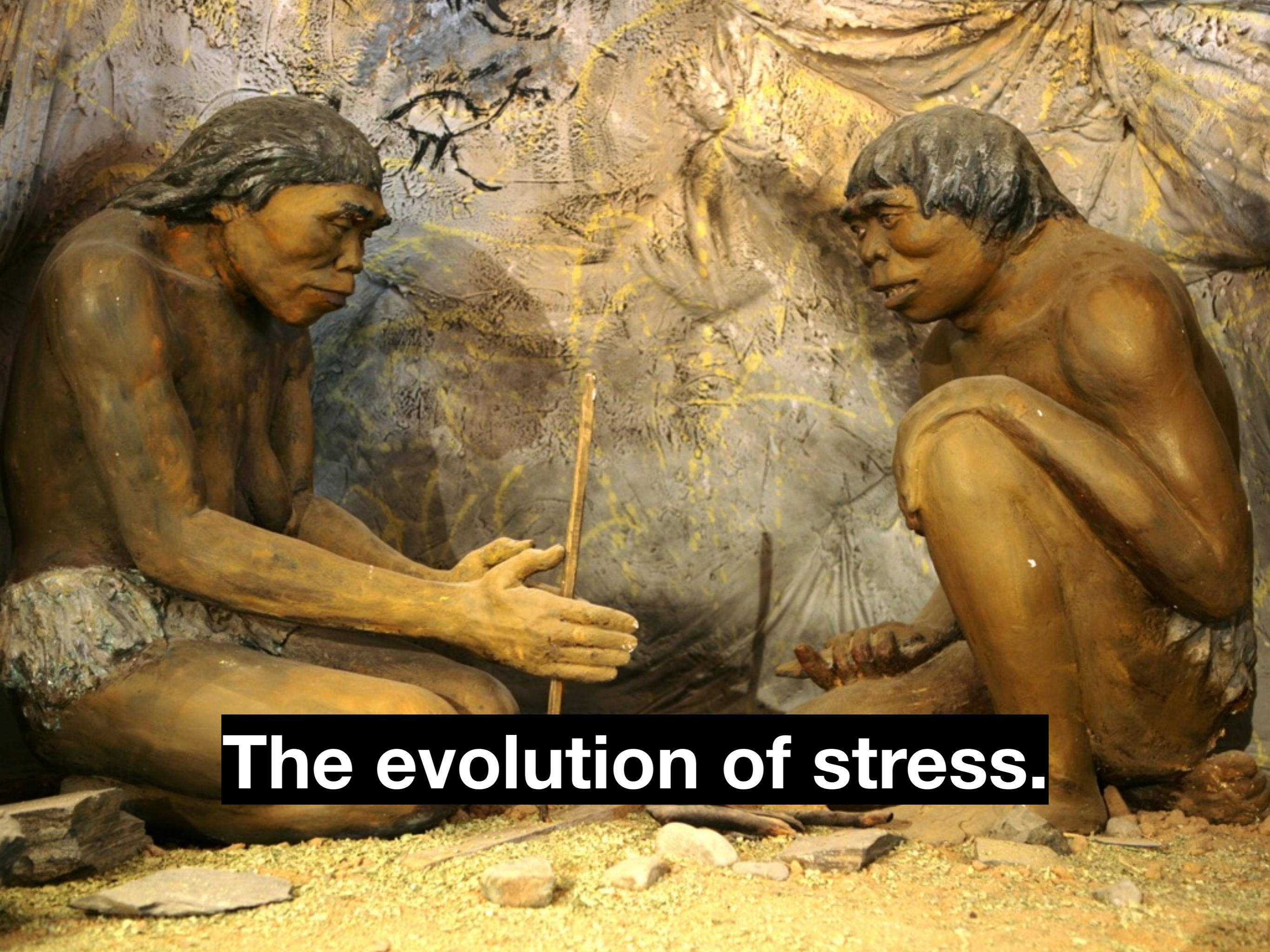
# The business case.

## What we know

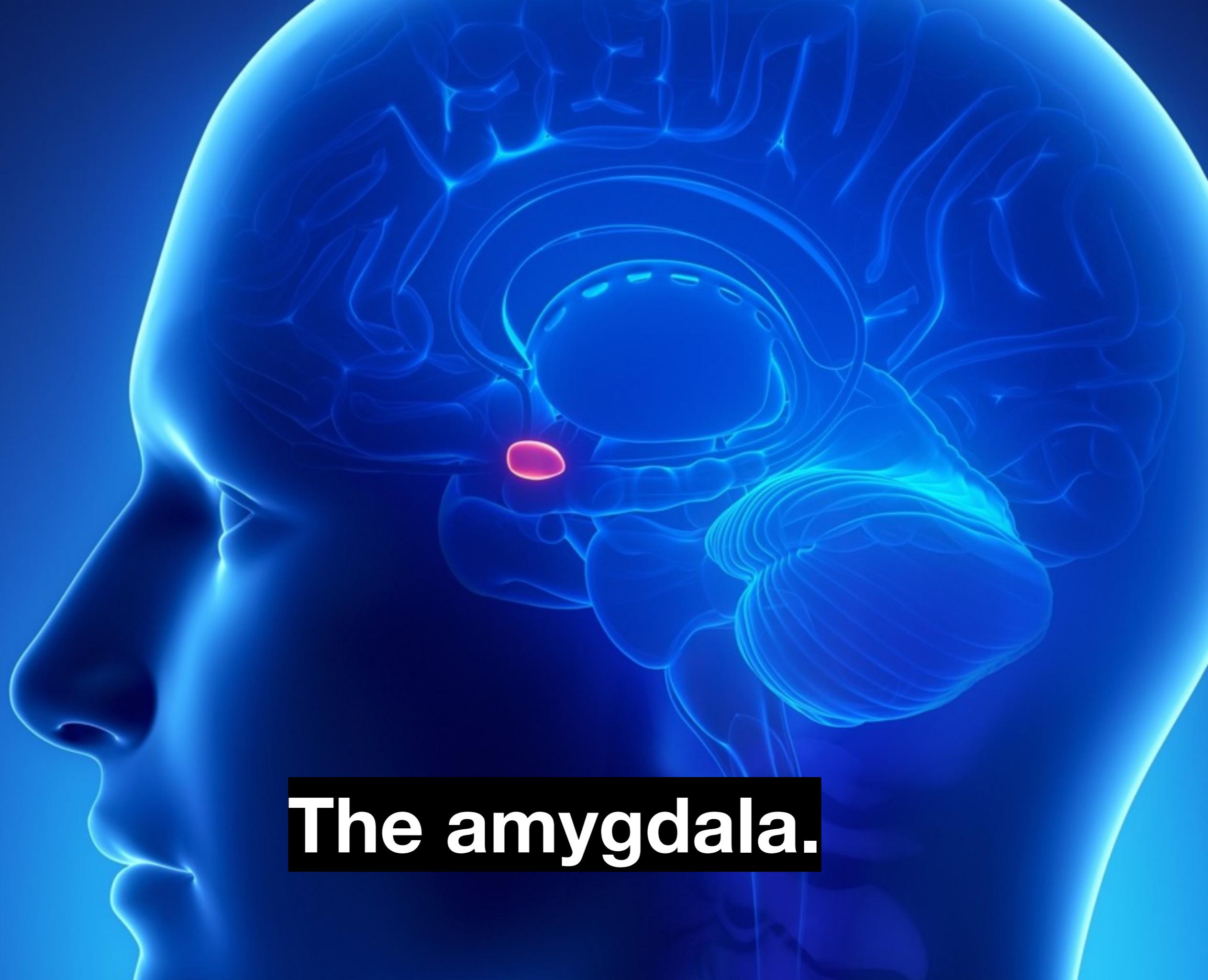
- A burnout costs the company on average 400 000 SEK.

## What we are going to explore

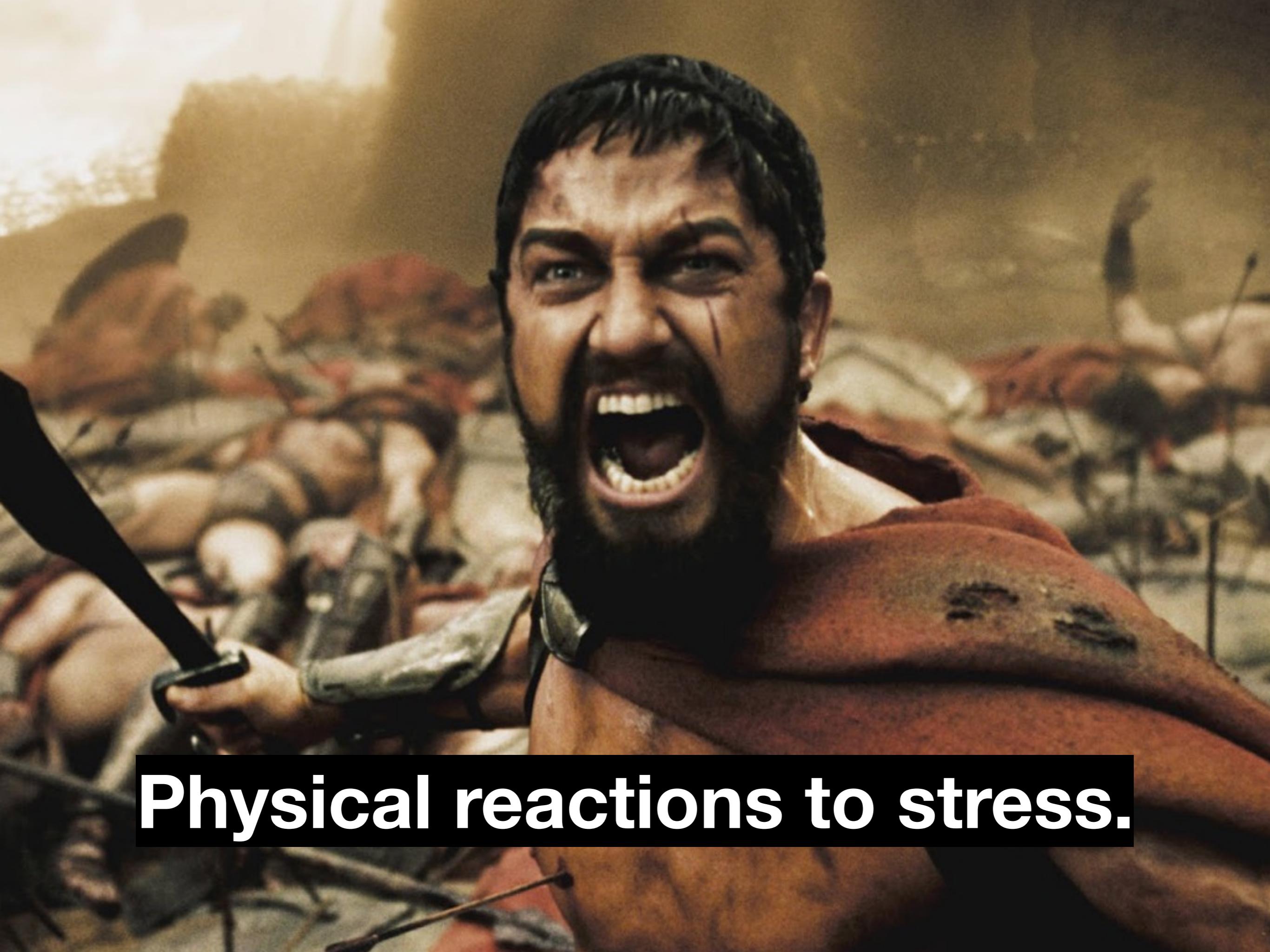
- How is stress effecting the quality of what we are doing?  
Is it worth it?



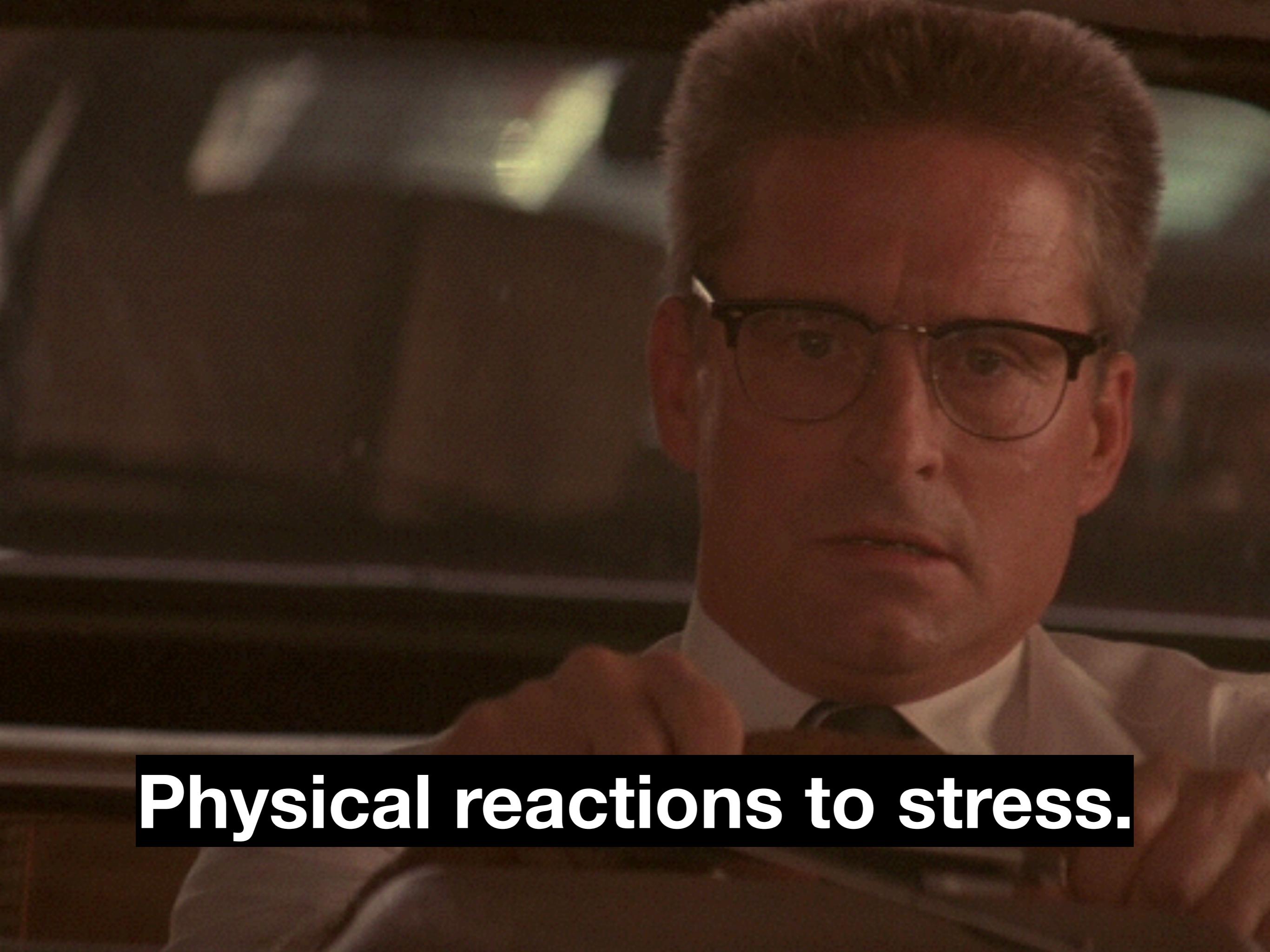
The evolution of stress.



**The amygdala.**



**Physical reactions to stress.**

A close-up photograph of a man with short brown hair and glasses, wearing a dark suit jacket over a white shirt. He has a serious, slightly distressed expression. The background is blurred, showing what appears to be a car interior at night with a yellow light source.

**Physical reactions to stress.**

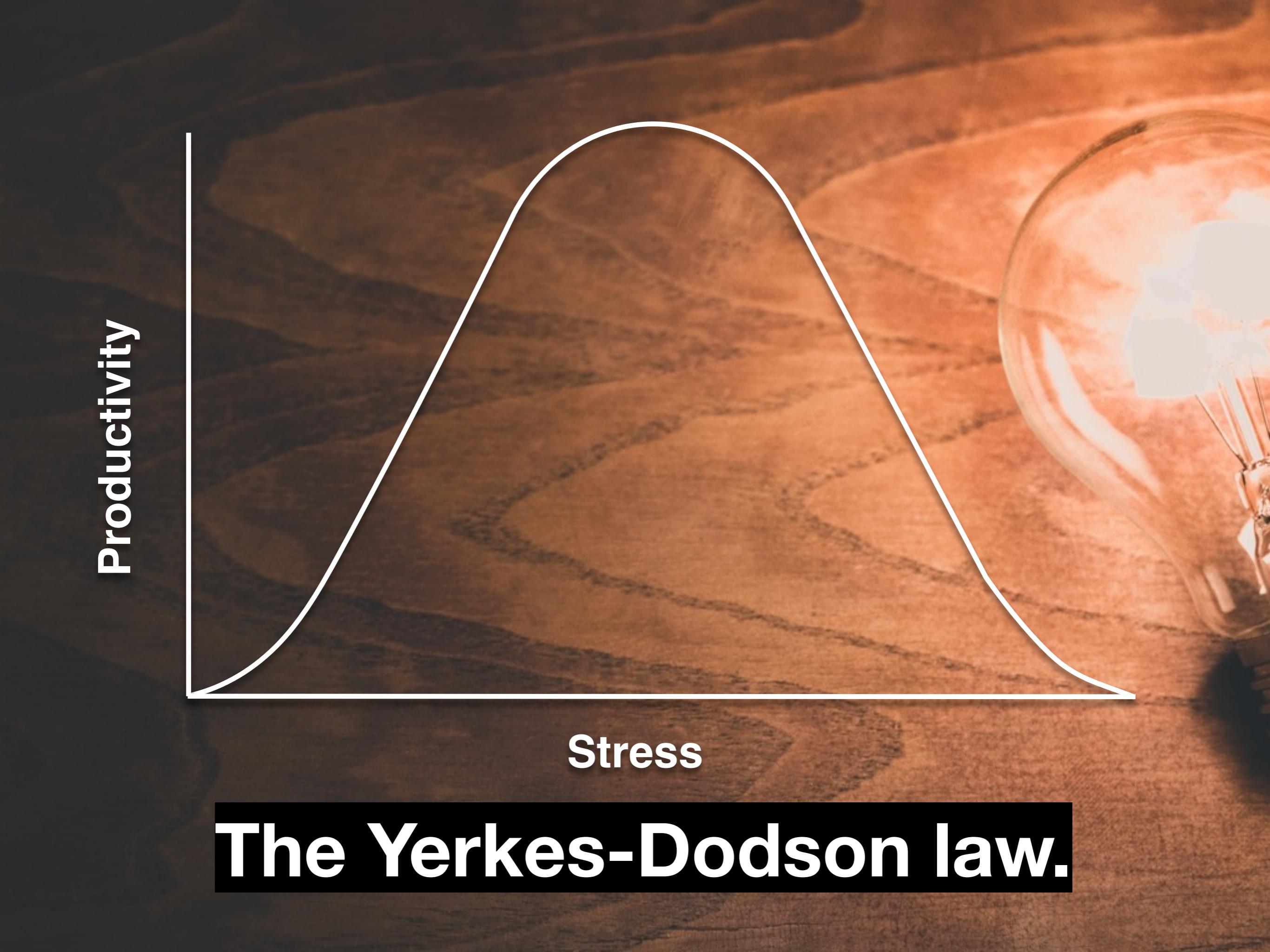


# Meaningful challenges.

**Values aligned with mission**

**Resilience**

**Threat vs. challenge**



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 as stress continues to increase.

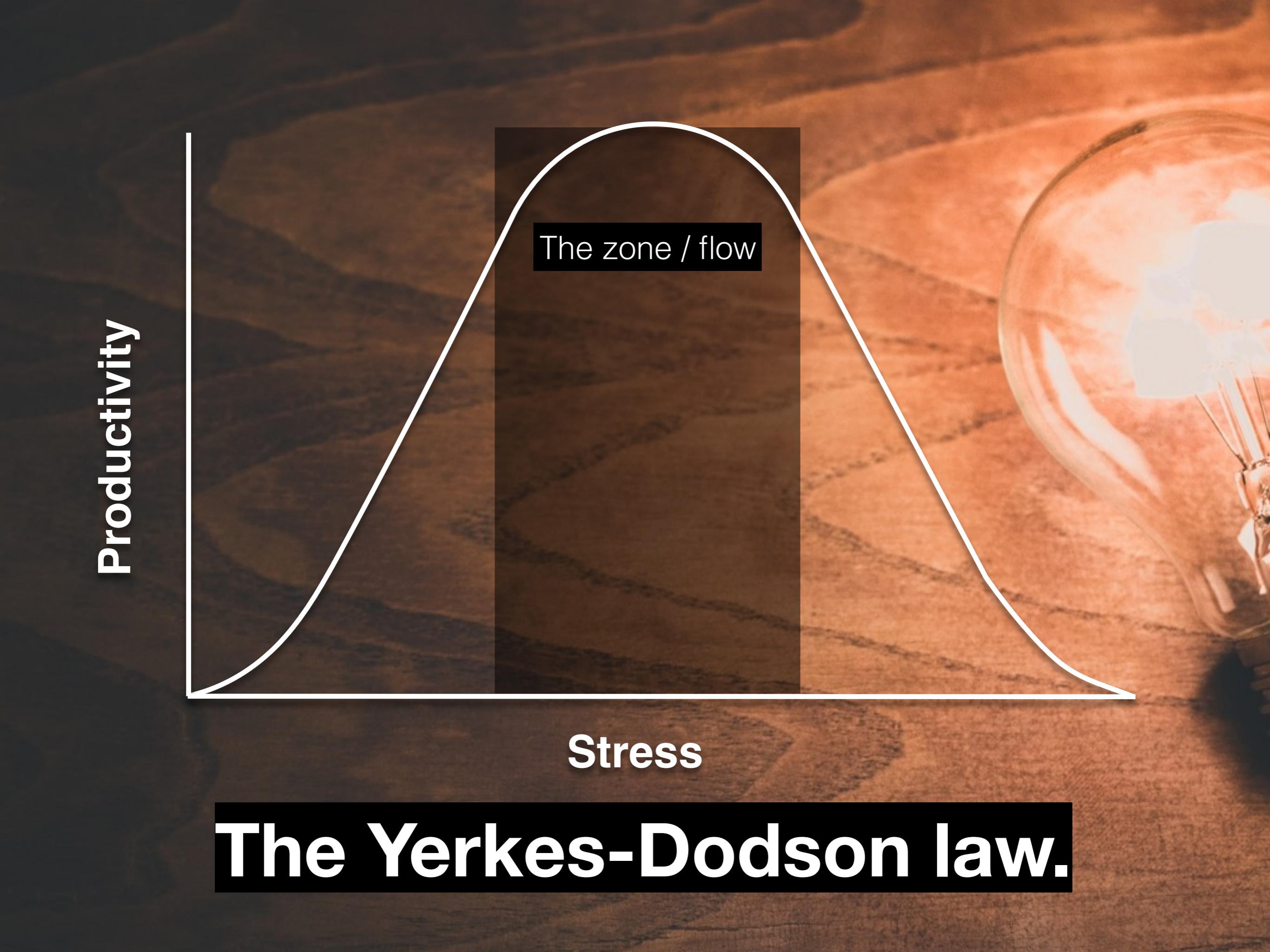
Productivity

Stress

**The Yerkes-Dodson law.**



**The Yerkes-Dodson law.**



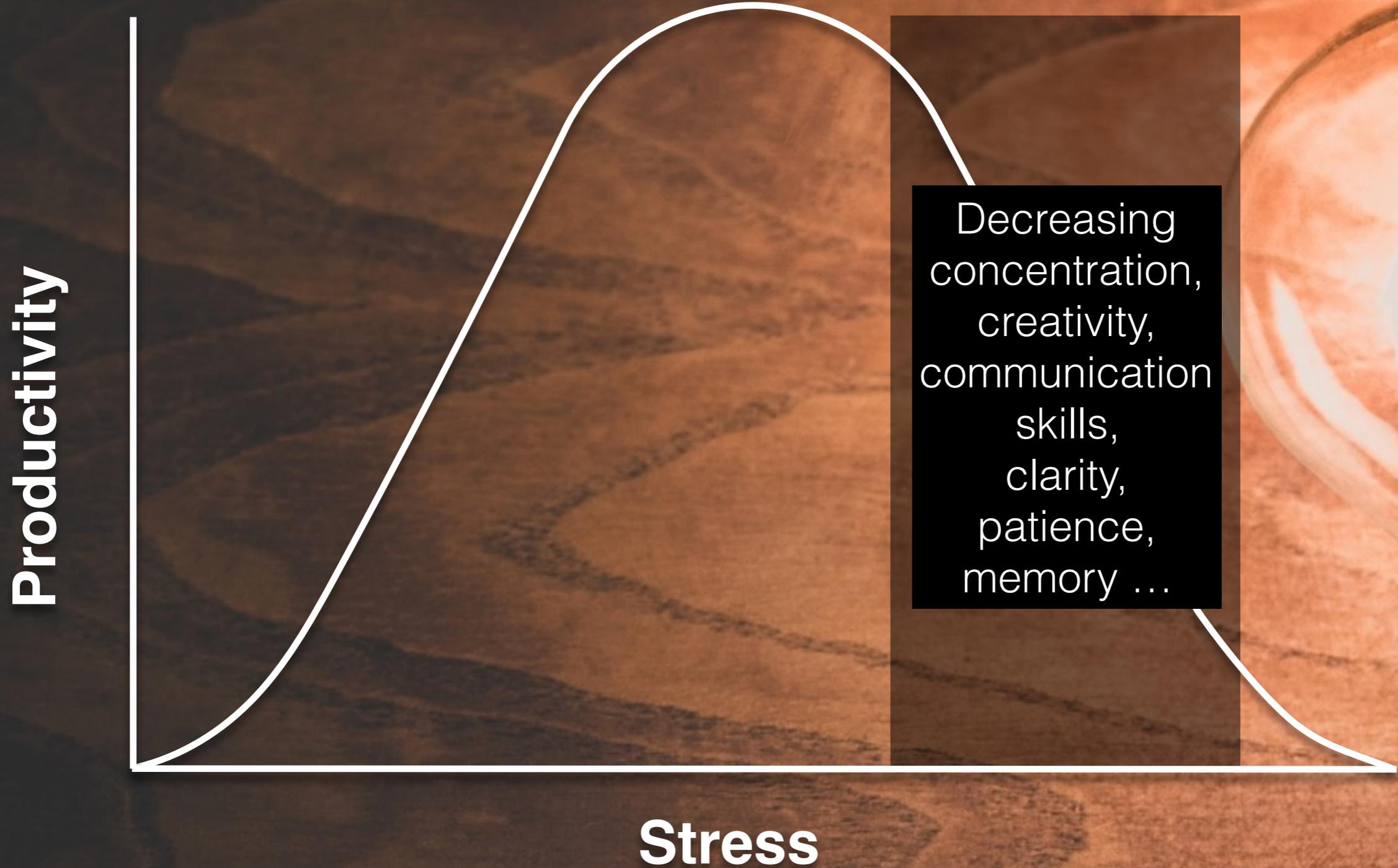
A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing Productivity on the vertical axis and Stress on the horizontal axis. The curve starts at the origin, rises to a peak labeled "The zone / flow", and then falls off.

Productivity

The zone / flow

Stress

**The Yerkes-Dodson law.**



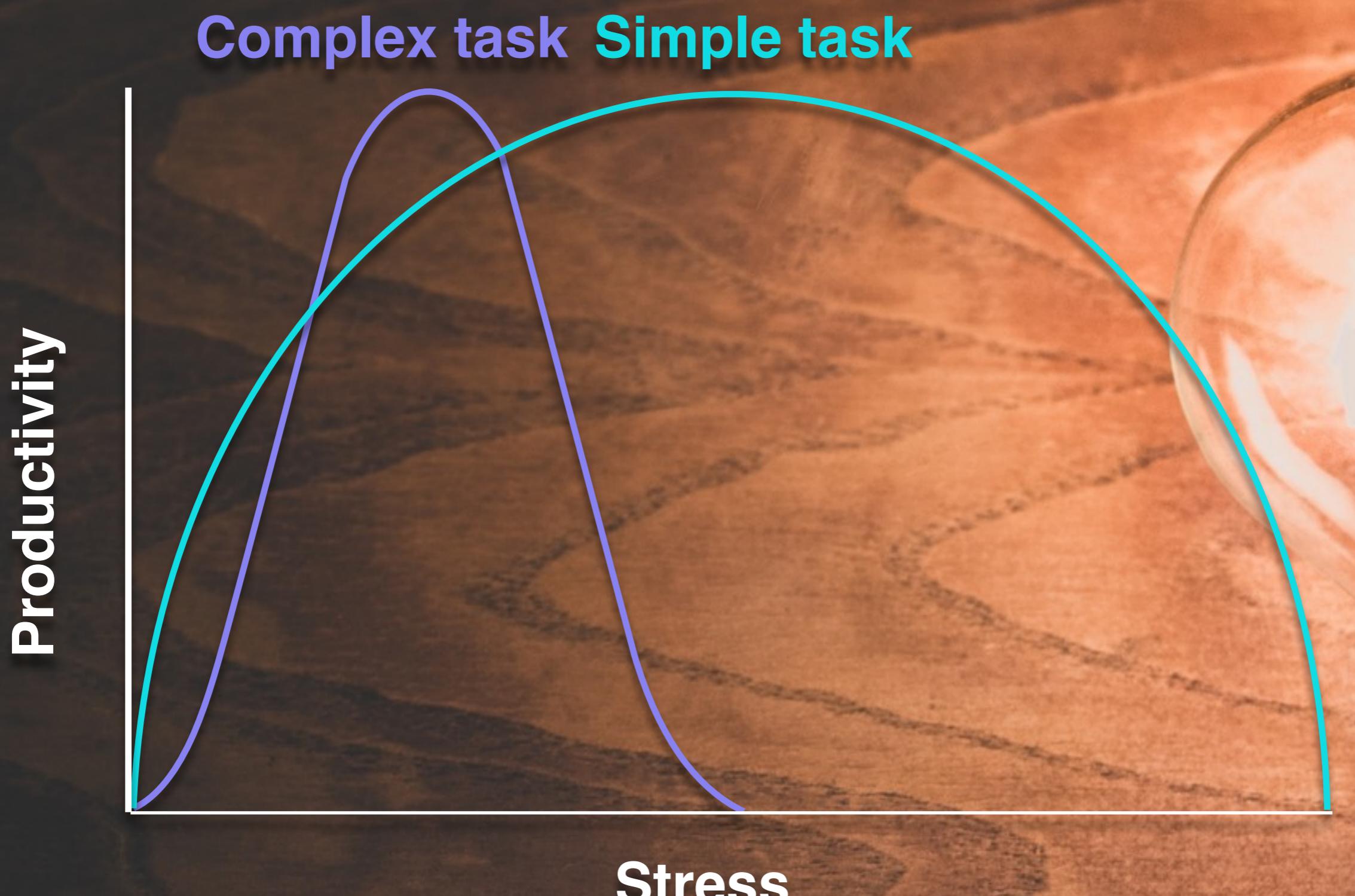
# The Yerkes-Dodson law.

Productivity



Stress

**The Yerkes-Dodson law.**



**Task complexity**



**Winding down.**



**Mindfulness**

# 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.<sup>[34]</sup> *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.<sup>[34]</sup> 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.**





## app.js — /Users/mattiserngren/Code/learning/express-mongo

untitled

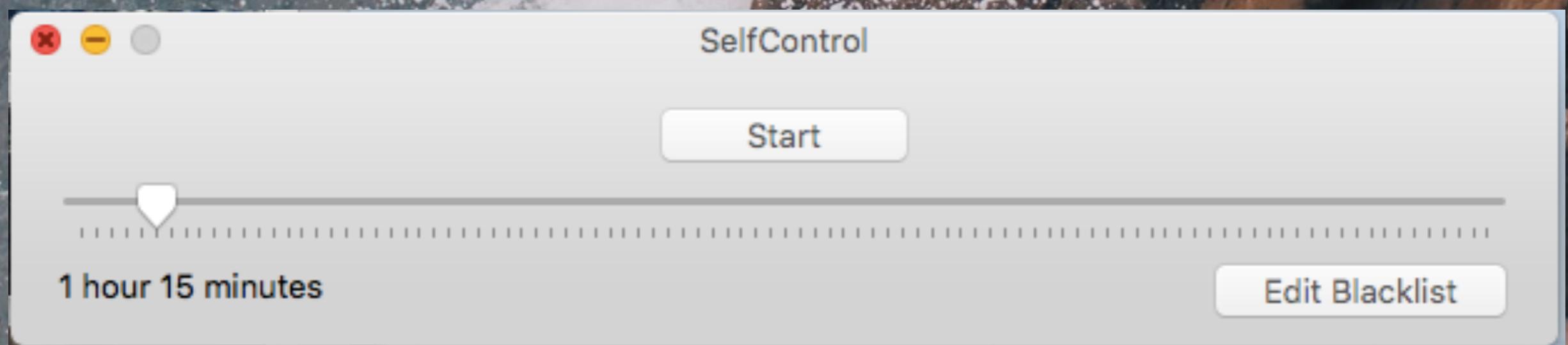
package.json

database.js

app.js

```
1 'use strict';
2
3 var express = require("express");
4 var app = express();
5 var mongoose = require("mongoose");
6 var Schema = mongoose.Schema;
7 mongoose.connect("mongodb://127.0.0.1:27017:test");
8 var db = mongoose.connection;
9
10 var animalSchema = new Schema({
11   name: String,
12   age: Number
13 });
14
15 var Cat = mongoose.model("Cat", animalSchema);
16
17 Cat.remove({}, function(err) {
18   console.log('Cats removed.')
19 });
20
21 Cat.create({name: "Tea", age: 3}, function(err, doc) {
22   console.log("Cat added: " + doc);
23 });
24
25 Cat.create({name: "Lo", age: 1}, function(err, doc) {
26   console.log("Cat added: " + doc);
27 });
28
29 app.get("/", function (req, res){
30   res.send('Welcome! Do you want to see my <a href="/cats">cats</a>?');
31 });
32
```





Chrome File Edit View History Bookmarks People Window Help

Thriver | Stress. Managed. https://dashboard.thriver.io/ Mattis

Dashboard Upcoming Team setup mattis@thriver.io Account settings Logout

You have warning flags that haven't been dealt with

QUESTION 1/3

How are you feeling?

In the zone

Excited, engaged, motivated

SUBMIT →

Questions Warning flag Me

# Let's find out how Acme Corp is doing.

Show all teams Current week

This week (May 18-May 25) you have received the following feedback from 36 of 48 coworkers:

56% of your coworkers are in the zone.

This is 14% less stressed coworkers than last week. Awesome!

The main cause of stress in the organization is lack of feedback loops.

The most stressed out team is sales, where 32% of the coworkers are too stressed.

The main cause of stress for them is unclear goals.

## How do you like the new offices?

You've got 32 answers so far, and the average is 3.14.

# KPIs for flow.



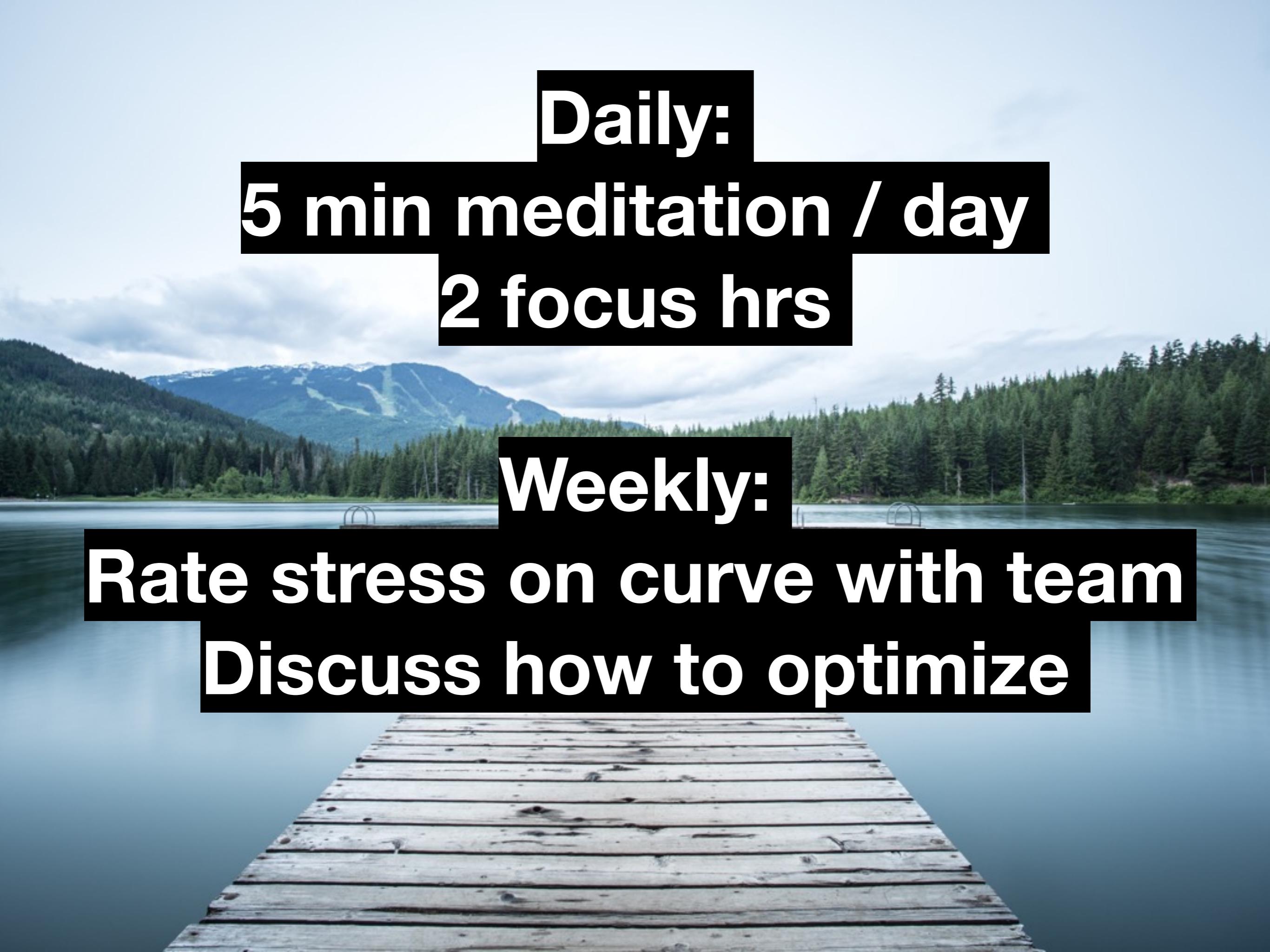
**Small group discussion:  
“How could we optimize stress  
levels in our teams?”**

A wide-angle photograph of a mountainous landscape during sunrise or sunset. The sky is a gradient from deep blue at the top to warm orange and yellow near the horizon. Sunlight is visible on the right side, casting a golden glow over the peaks and creating a lens flare effect. In the foreground, dark silhouettes of bushes and trees are visible against the bright sky.

# Main takeaways

A photograph of a serene landscape featuring a long wooden pier extending from the bottom foreground into a calm lake. In the middle ground, two small, rectangular floating docks are visible on the water. The background is dominated by a range of majestic mountains covered in dense green forests. The sky above is filled with soft, white clouds.

# Implementation



**Daily:**  
**5 min meditation / day**  
**2 focus hrs**

**Weekly:**  
**Rate stress on curve with team**  
**Discuss how to optimize**

A paved road curves through a dense forest. The sun is low on the horizon, casting long shadows and creating a warm glow through the branches.

**Q&A.**

The background of the image is a misty, rocky landscape. In the foreground, there's a body of water with some rocks and a small path leading towards the shore. Three people are standing on the rocky shore, looking out at the water. The overall atmosphere is hazy and serene.

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@mattisern

A black and white photograph of a dense forest. In the foreground, there's a dark, textured area that looks like a close-up of tree bark or a shadowed part of the forest. Behind it, a dense stand of tall evergreen trees stretches across the middle ground. In the far background, large, rugged mountain peaks rise against a bright, hazy sky.

**Sustainable productivity.**