

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

**Sustainable productivity.**

# On the agenda.

1. Start with why
2. Stress in the body
3. The evolution of stress
4. Stress and productivity
5. Methods for reducing stress
6. Mindfulness?
7. Meaningful challenges
8. Distraction management
9. KPIs for sustainable productivity
10. Implementation
11. Group discussion
12. Q&A + followup

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 box is overlaid on the lower half of the image, containing the text.

**Why > what > how**



Mattis Erngren



BUSINESS JOURNAL JULY 14, 2015

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

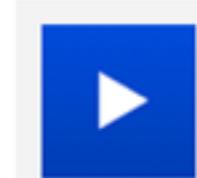
Publicerat onsdag 1 april 2015 kl 14.13



p4 kollar

## Stressen kostar samhället miljarder

Publicerat onsdag 15 februari 2012 kl 07.32



Lena Mårs hjälper långtidssjukrivna  
(1:45 min)

The German Workforce Burnout Problem

| Ekonomi

## Dramatisk ökning av stressrelaterade sjukskrivningar

PUBLICERAD 2015-04-01



# The business case.

## What we know

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

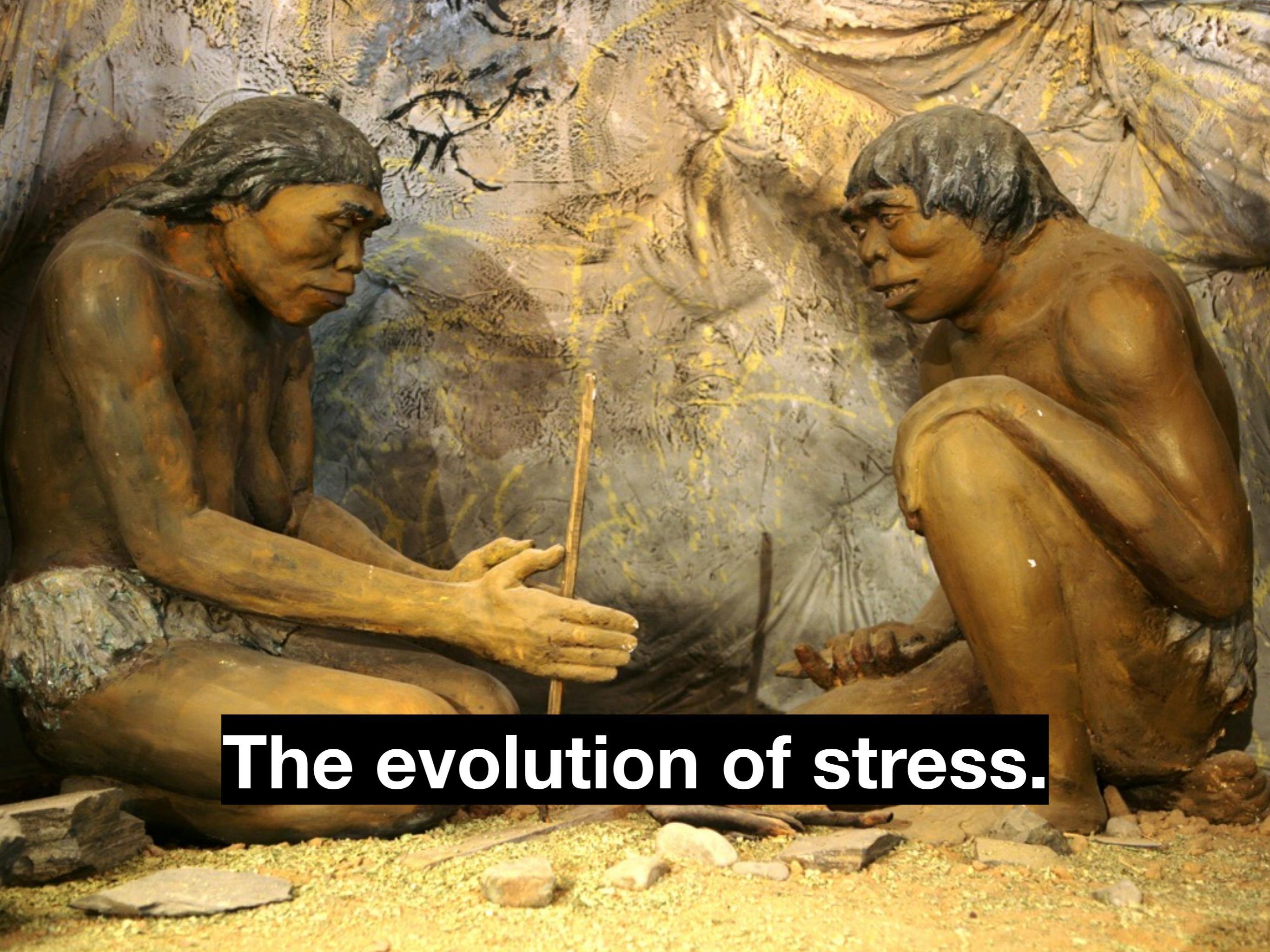
# The business case.

## What we know

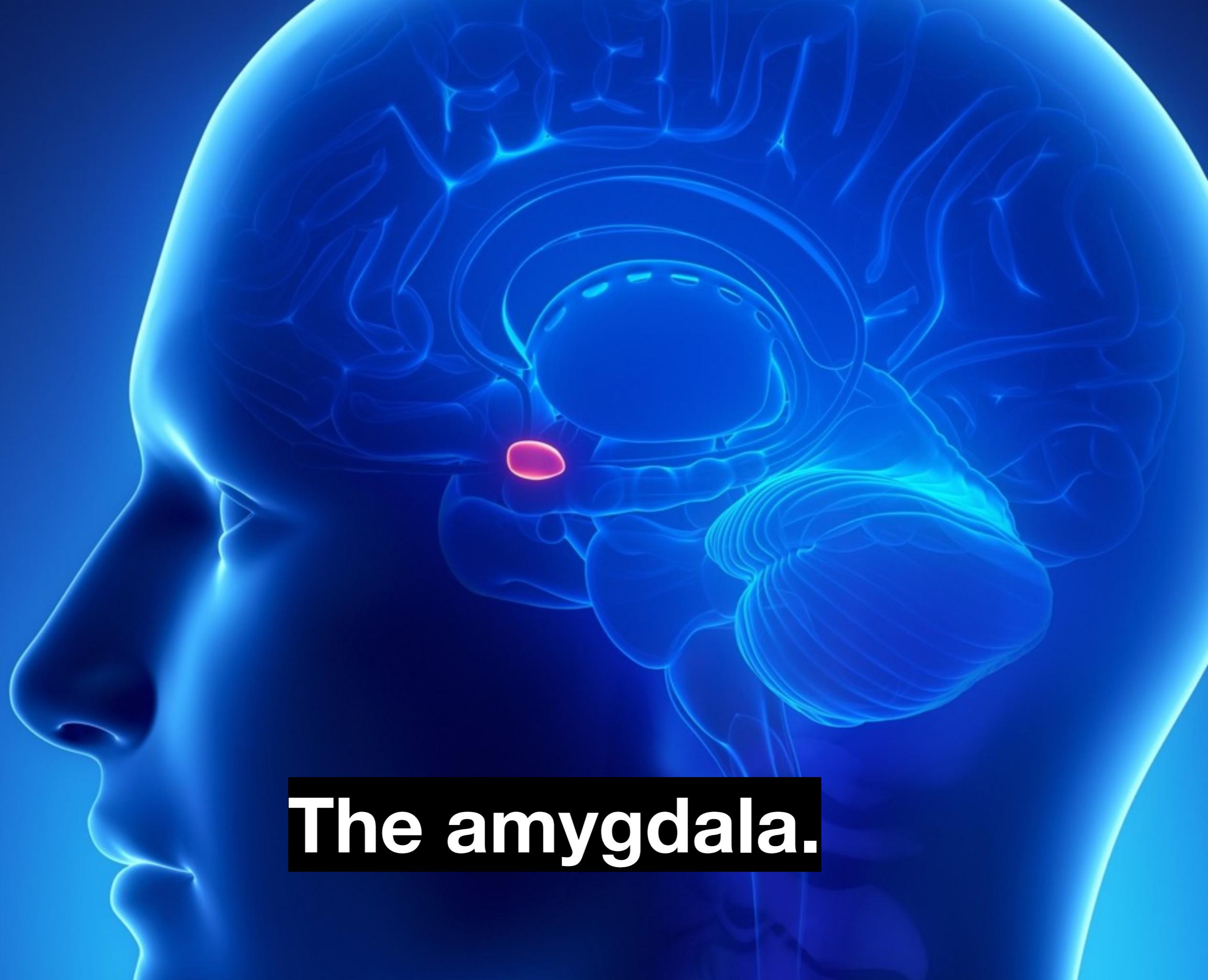
- A burnout costs the company on average 400 000 SEK.

## What we are going to explore

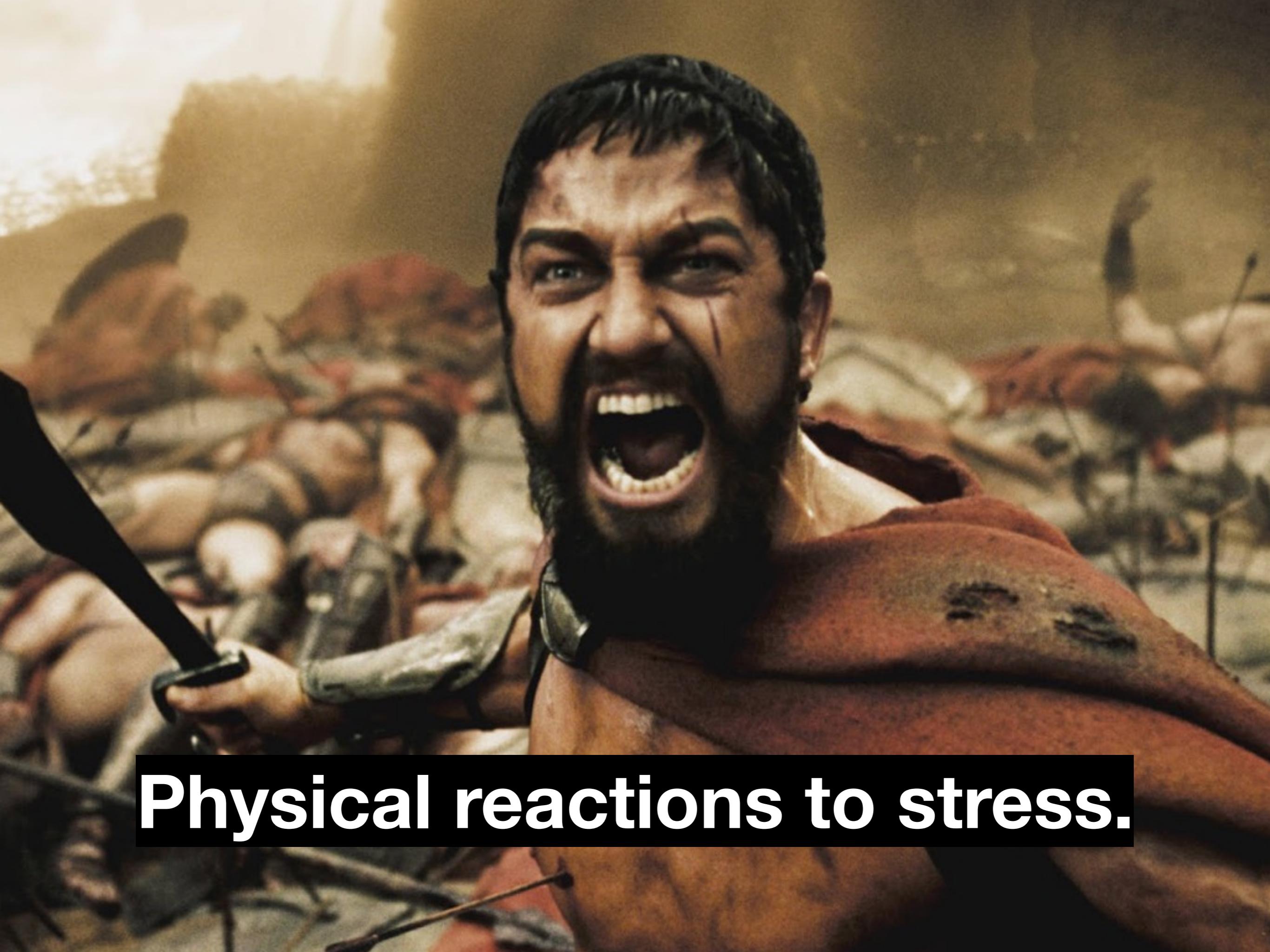
- How is stress effecting the quality of what we are doing?  
Is it worth it?



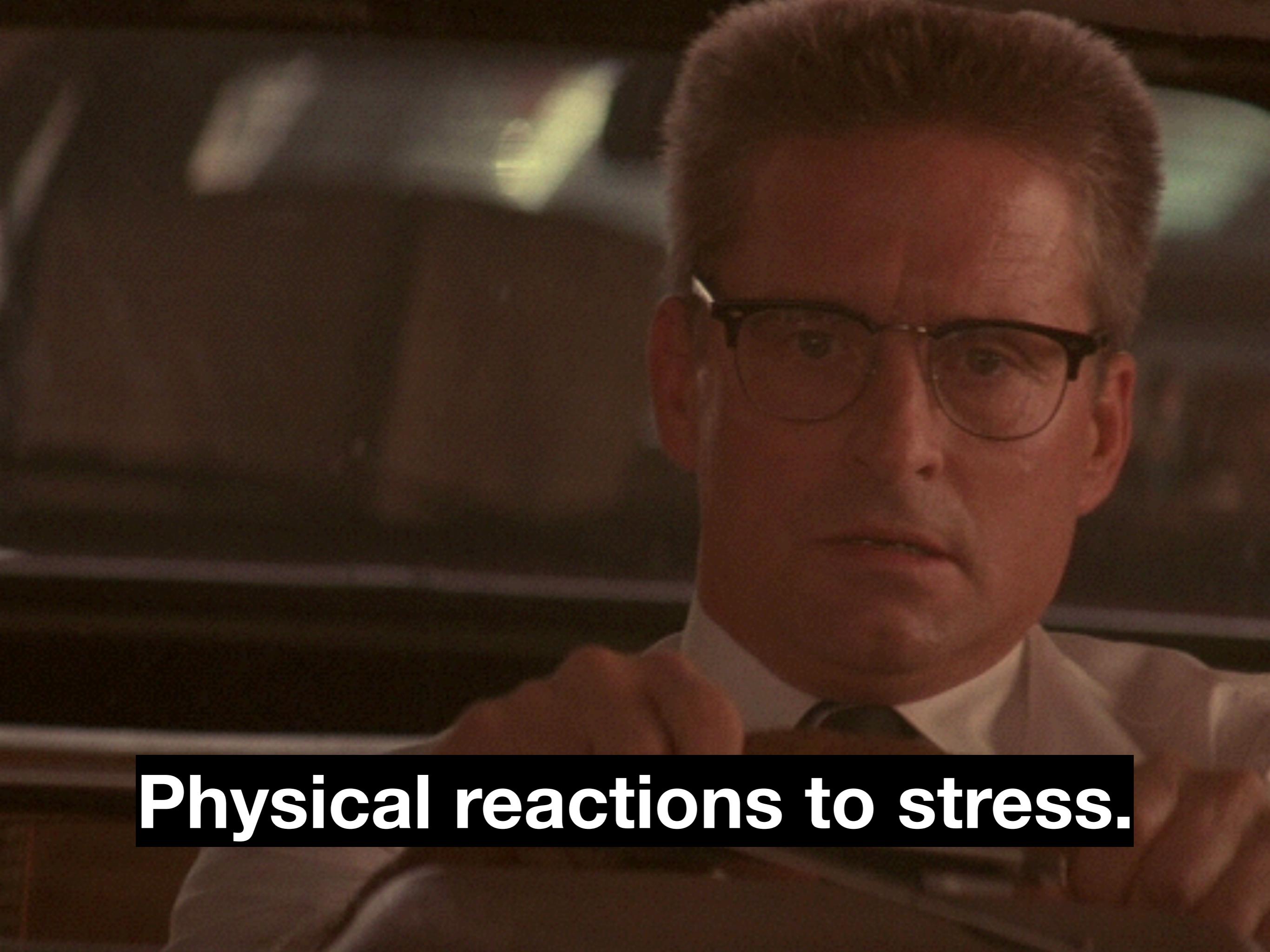
The evolution of stress.



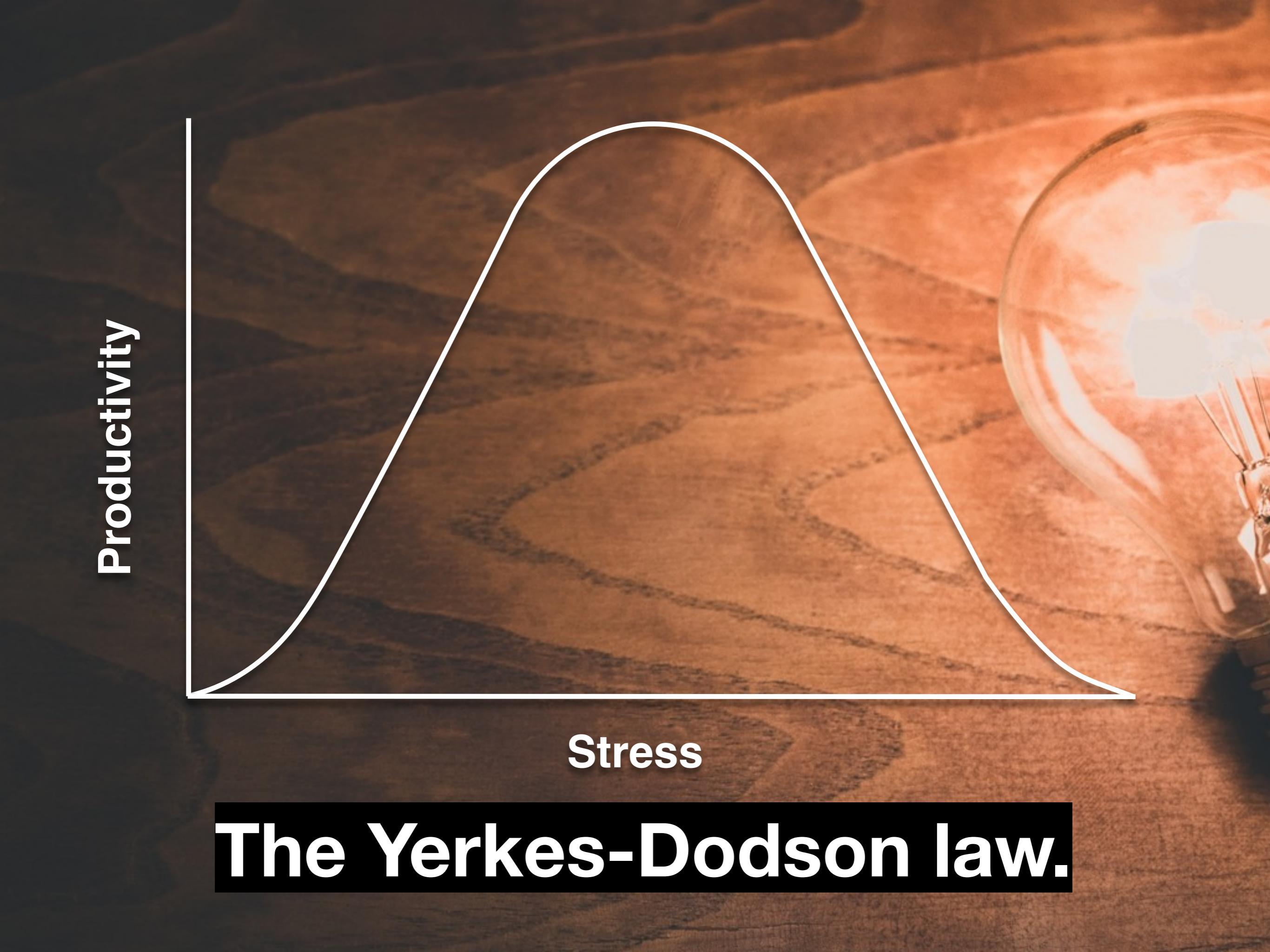
**The amygdala.**



**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.**

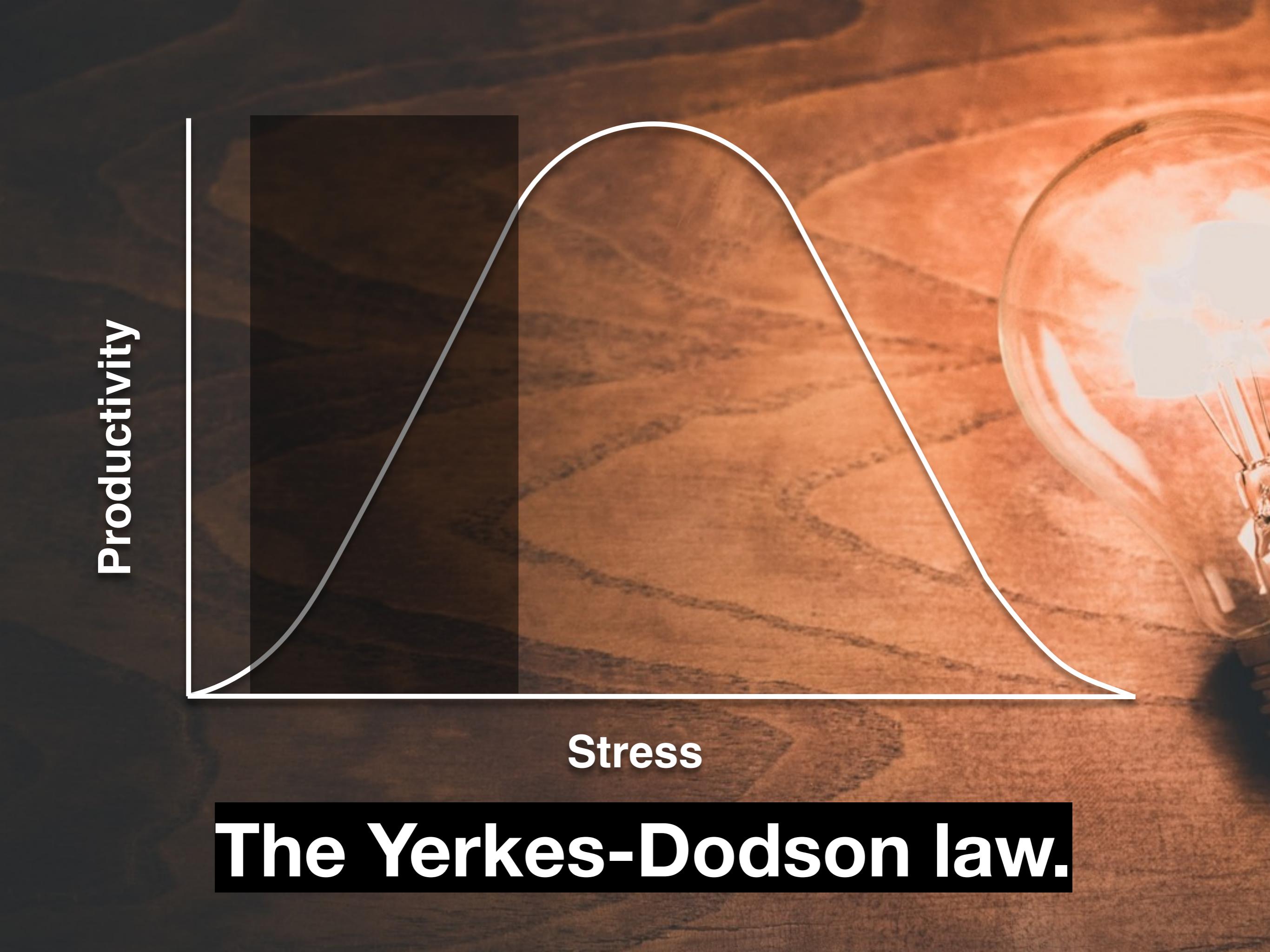


A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing a bell-shaped curve that starts at zero productivity for zero stress, rises to a peak, and then falls back towards zero as stress continues to increase.

Productivity

Stress

**The Yerkes-Dodson law.**

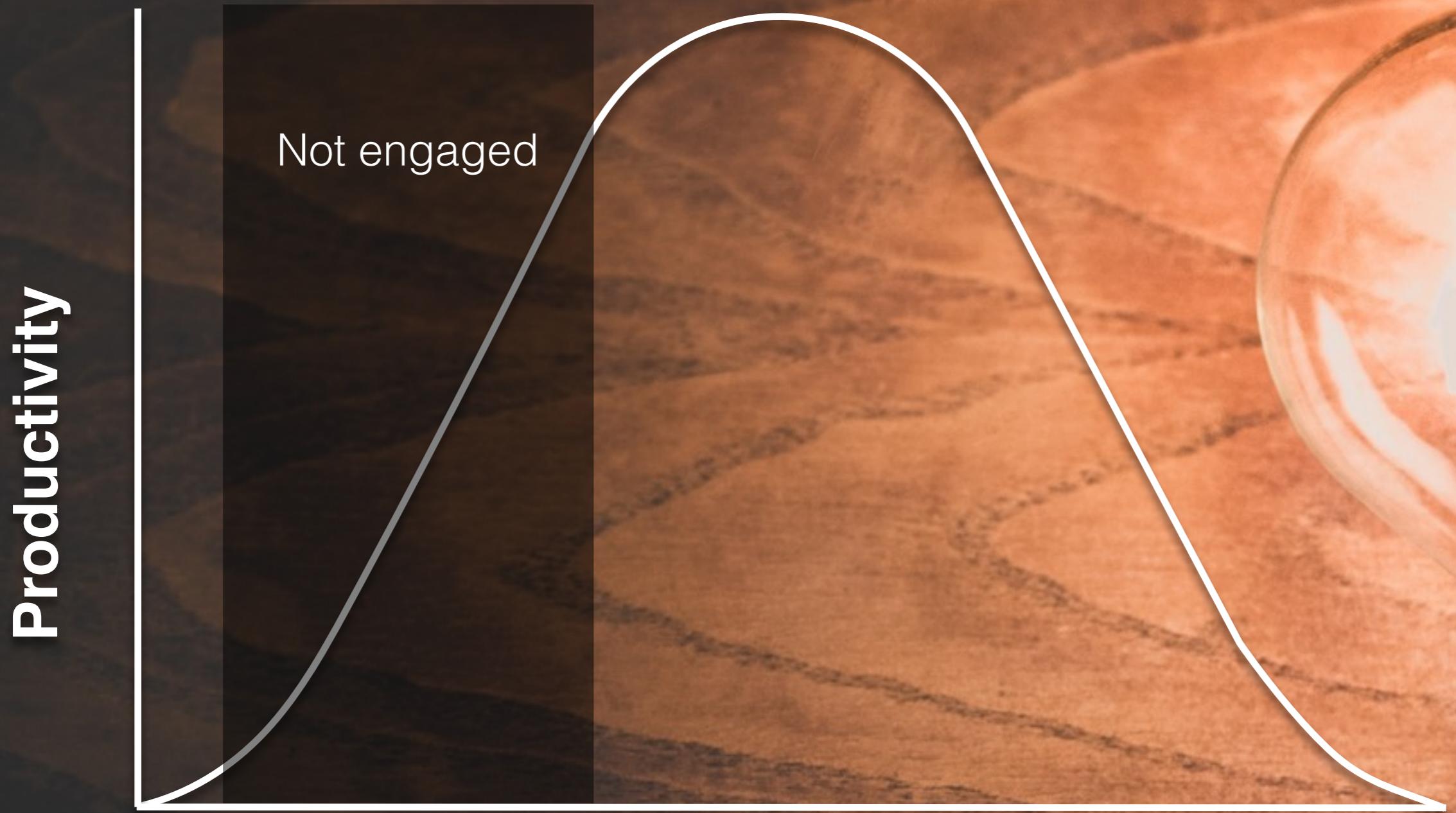


A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing a bell-shaped curve that starts at zero productivity for zero stress, rises to a peak, and then falls back towards zero as stress continues to increase.

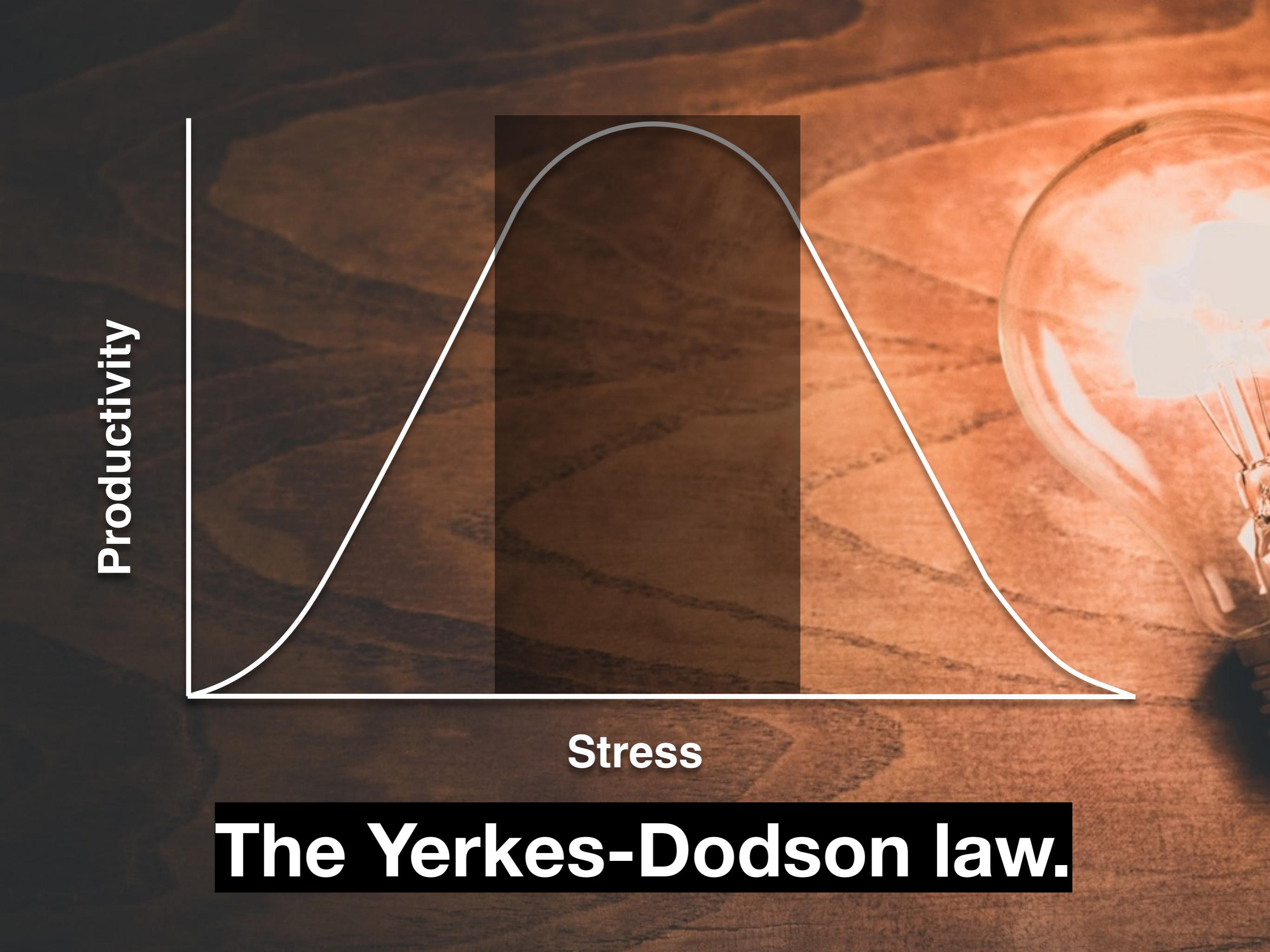
Productivity

Stress

**The Yerkes-Dodson law.**



**The Yerkes-Dodson law.**



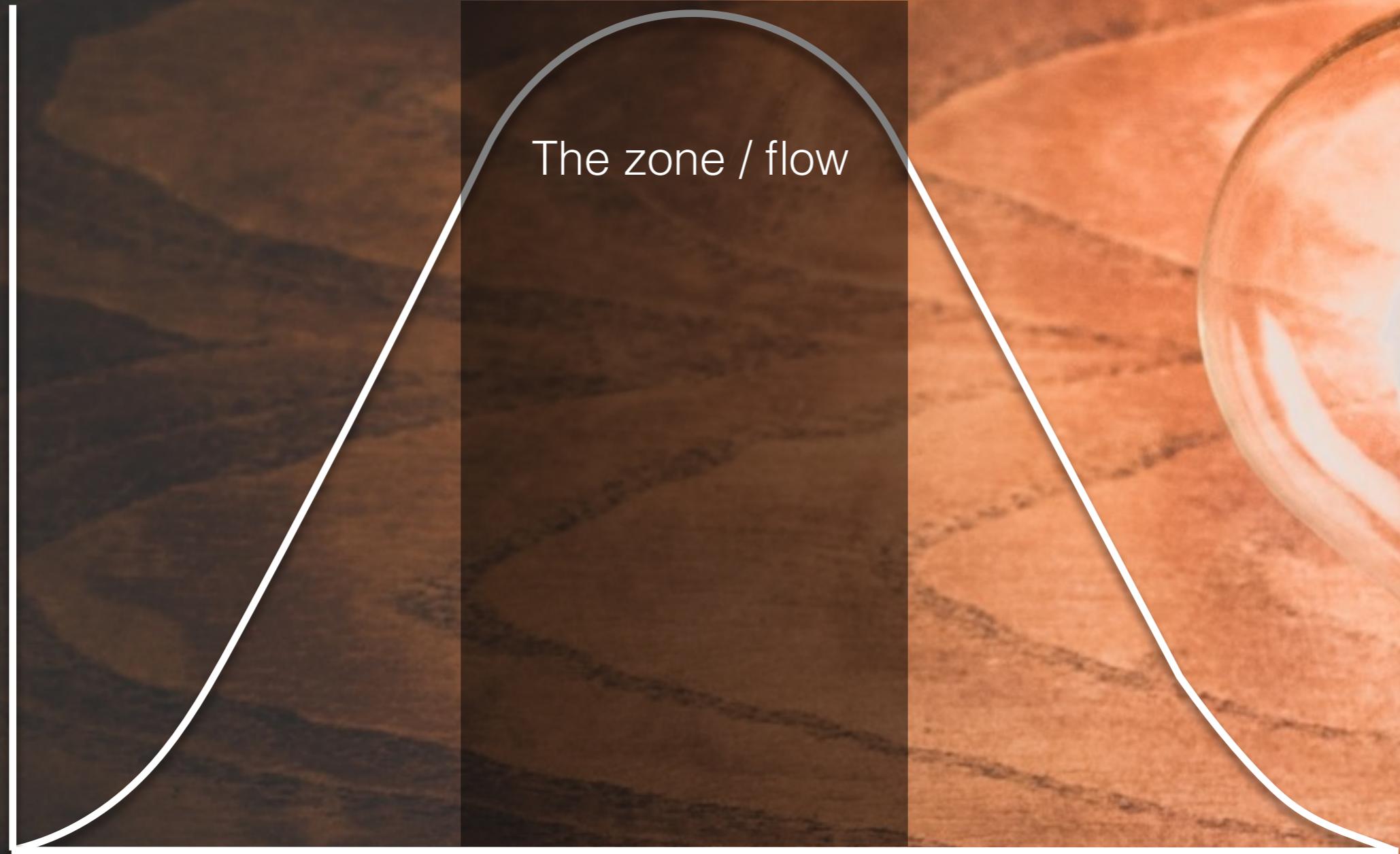
A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing a bell-shaped curve. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress". The curve starts at a low productivity level at very low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

Productivity

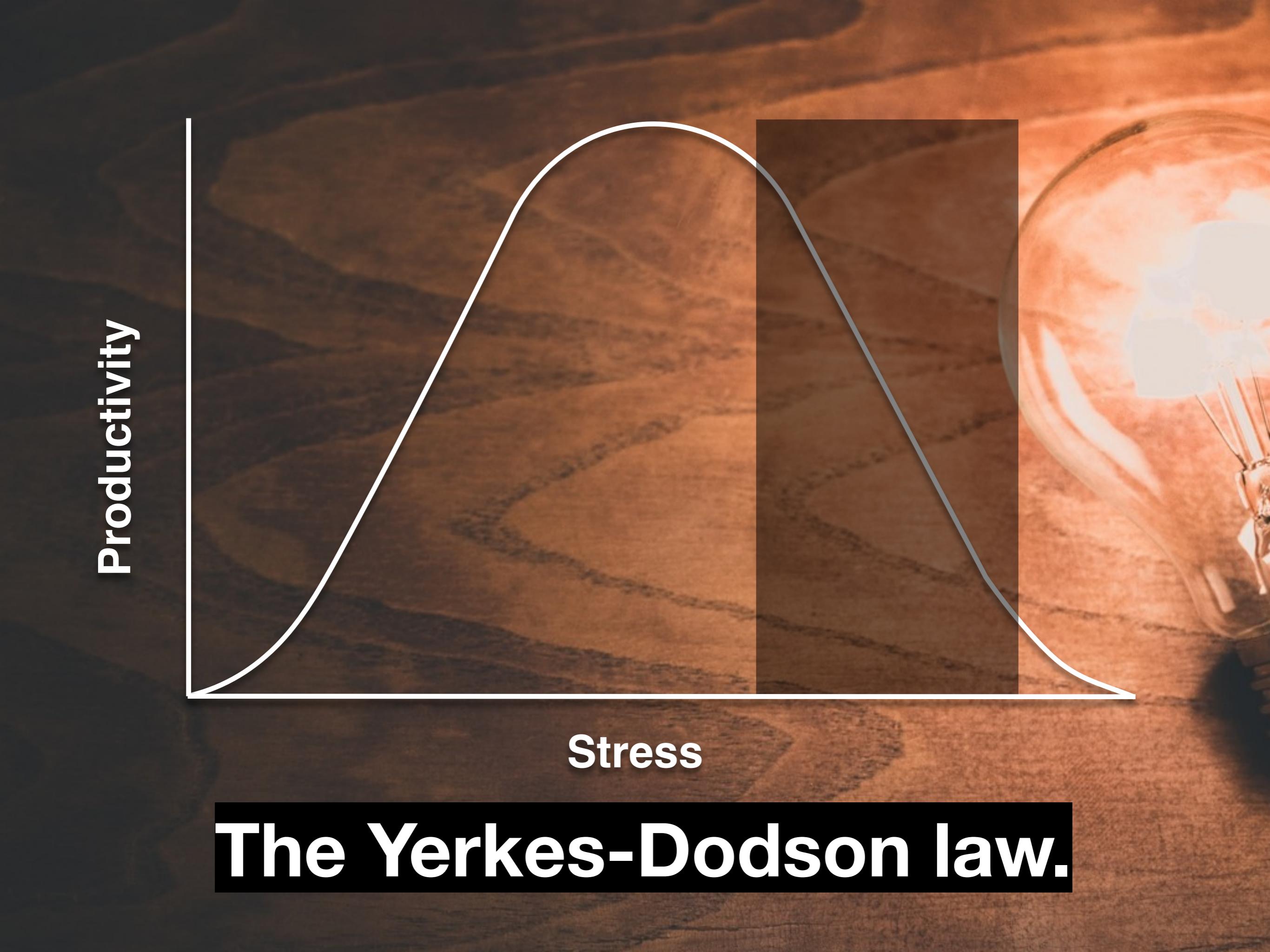
Stress

**The Yerkes-Dodson law.**

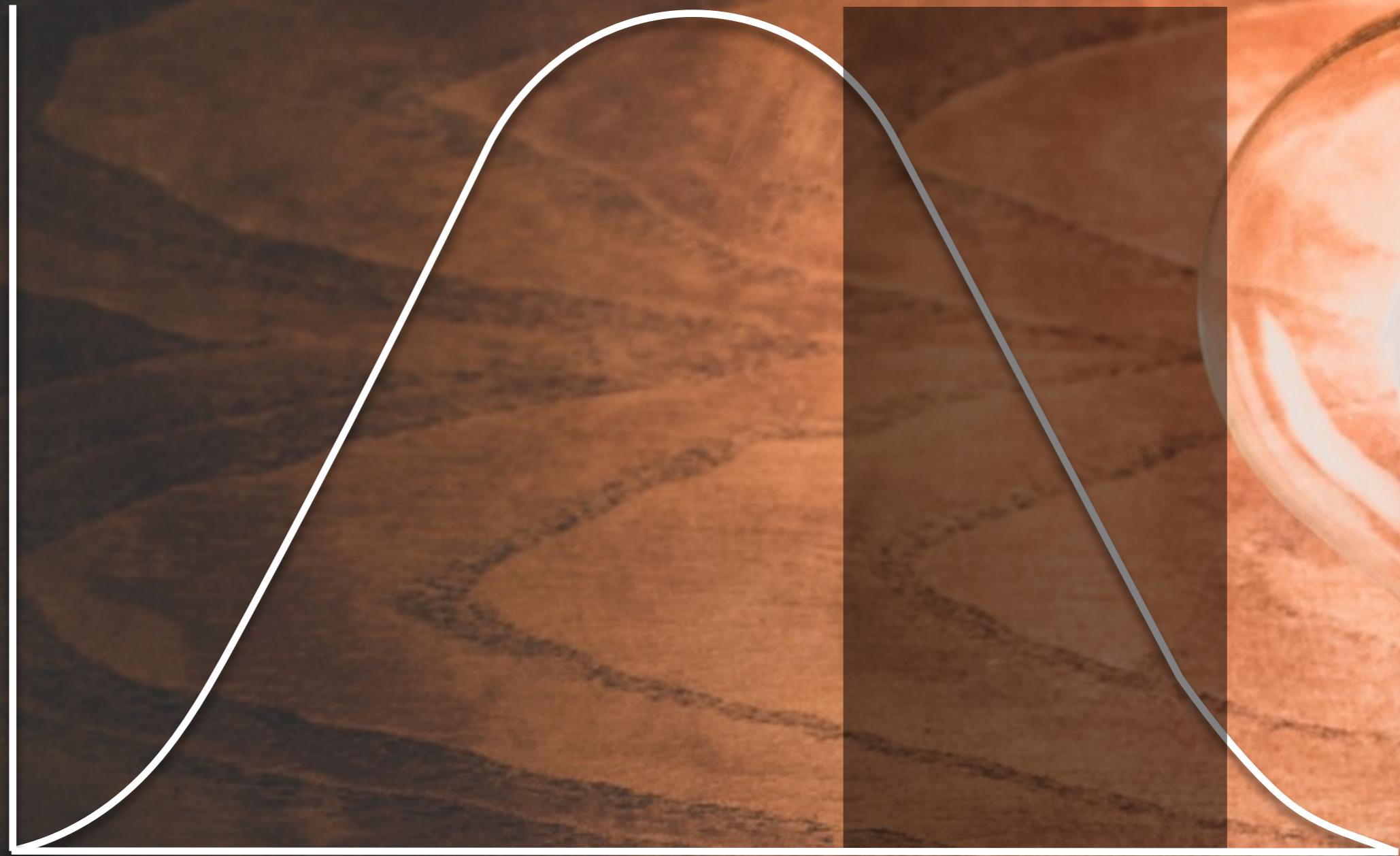
Productivity



**The Yerkes-Dodson law.**



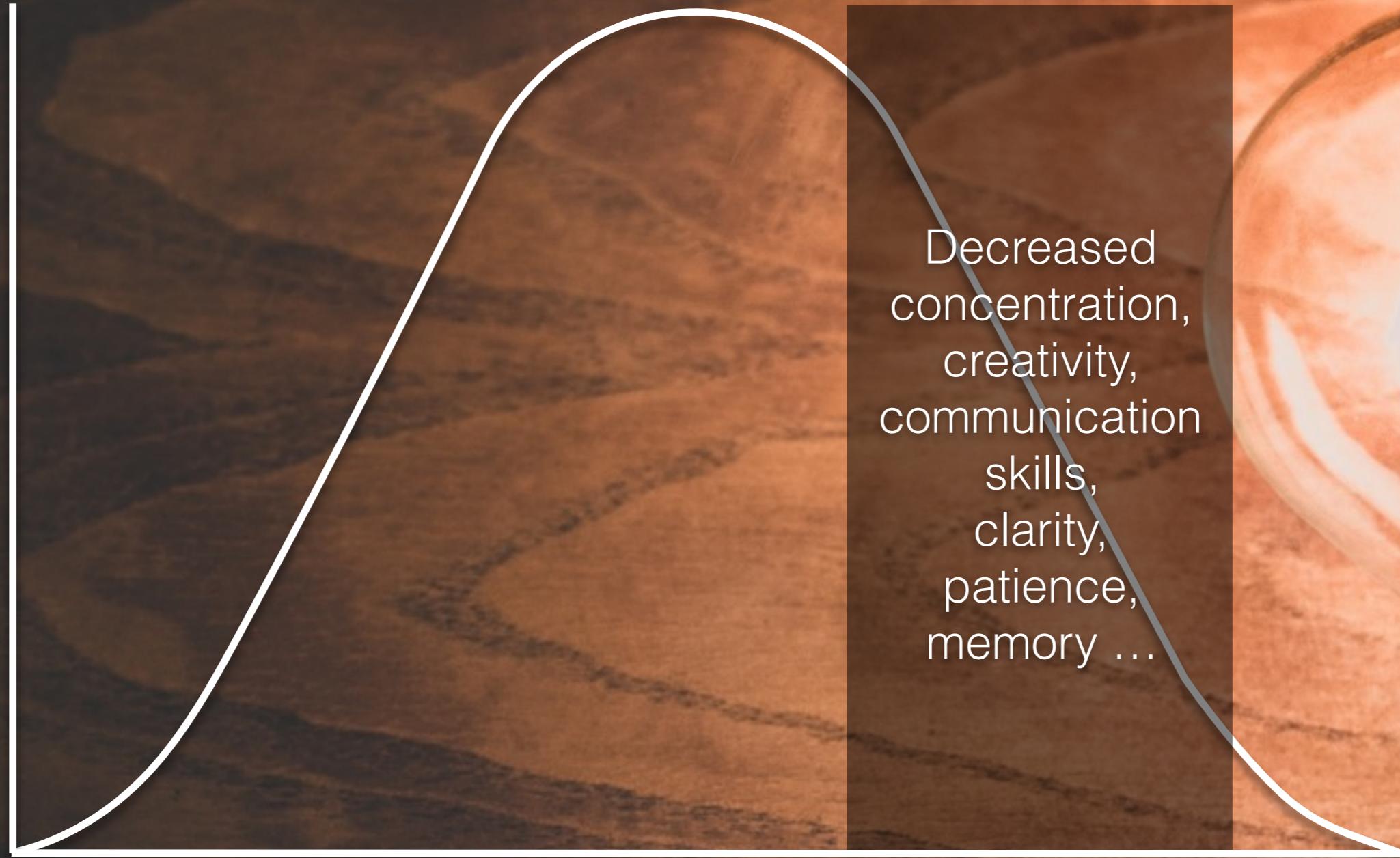
Productivity



Stress

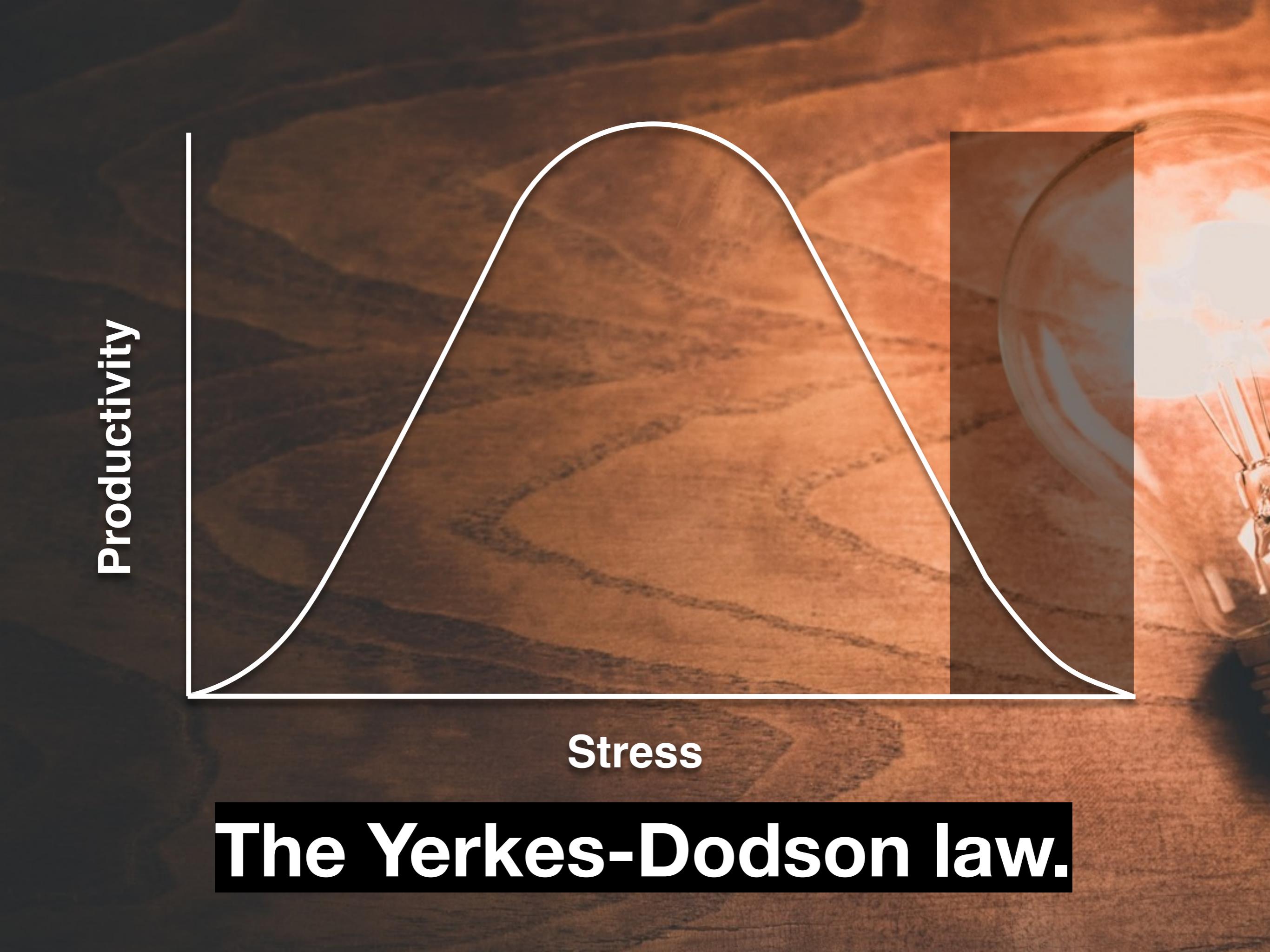
**The Yerkes-Dodson law.**

Productivity



Stress

**The Yerkes-Dodson law.**



Productivity



Stress

**The Yerkes-Dodson law.**



**The Yerkes-Dodson law.**

Complex task Simple task



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.**



# Meaningful challenges.

**Values aligned with mission**  
**Resilience**  
**Threat vs. challenge**

# Gratitude.







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

untitled

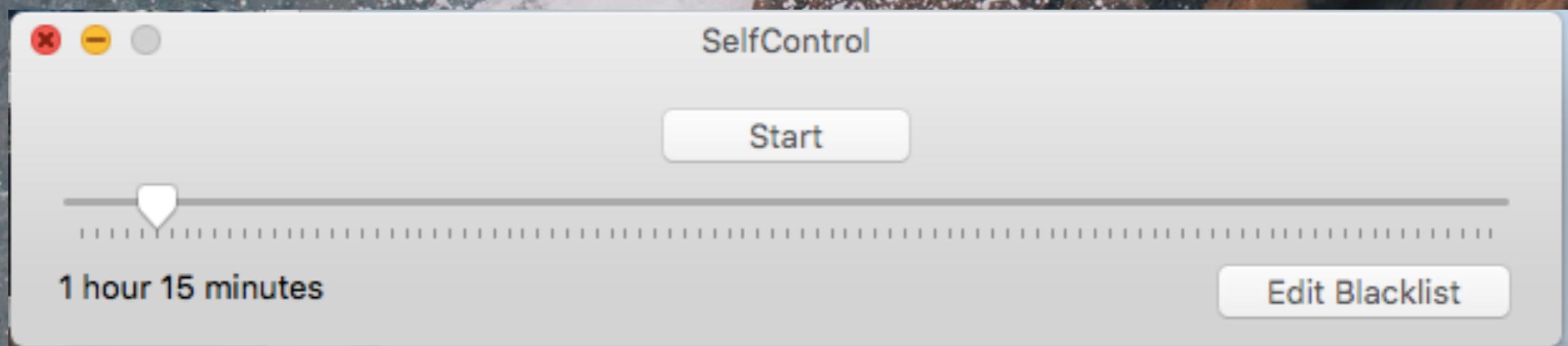
package.json

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?

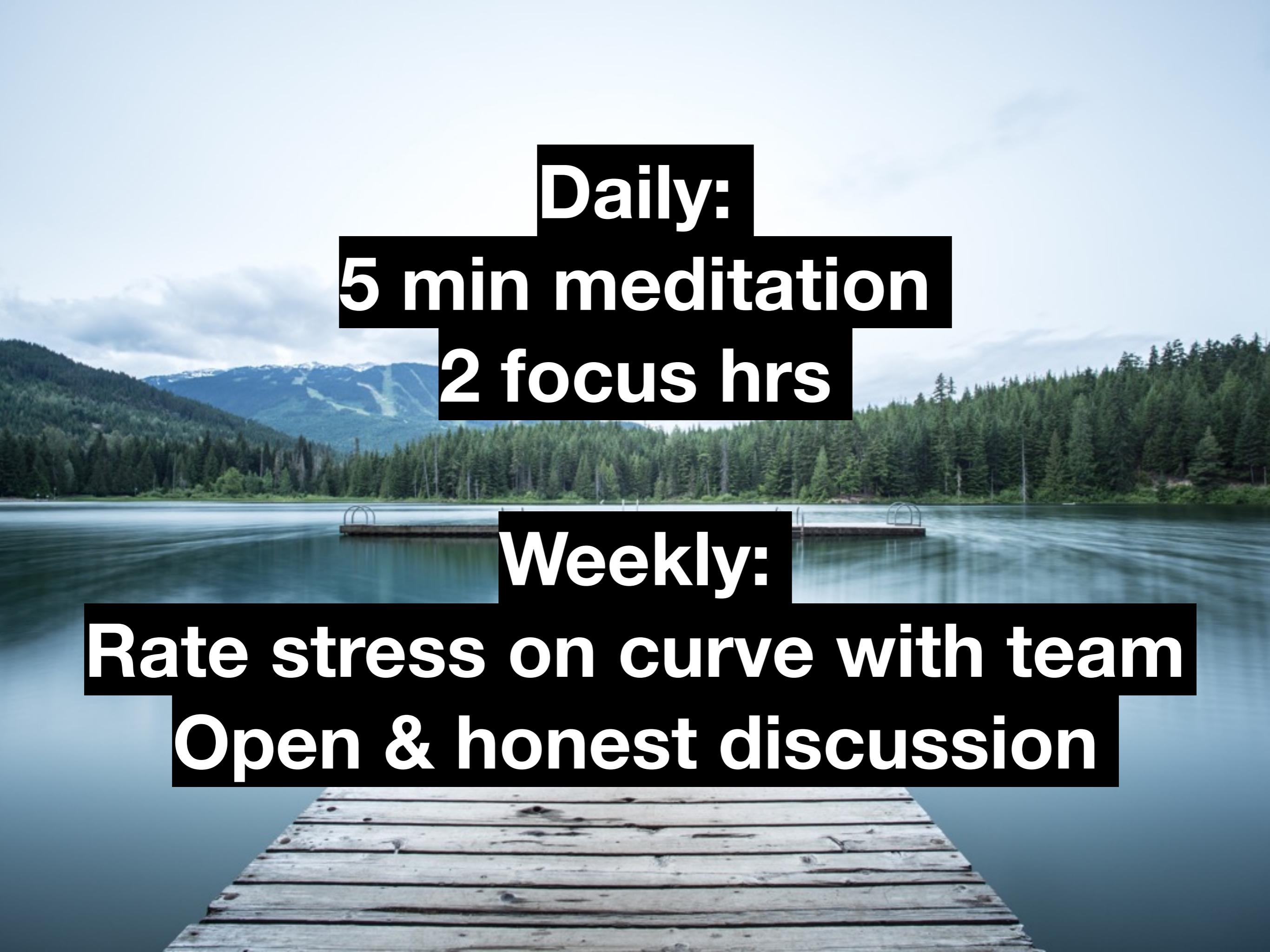
You've got 32 answers so far, and the average is 3.14.

# KPIs for flow.

The background of the slide features a string of glowing incandescent lightbulbs hanging from above, set against a dark, slightly blurred background. This imagery serves as a metaphor for ideas or implementation.

# Implementation

- team
- org
- individual



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

**Weekly:**  
**Rate stress on curve with team**  
**Open & honest discussion**

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.**

A photograph of a snowy forest at sunset. The sky is a warm orange and yellow, contrasting with the white snow on the trees. The trees are tall evergreens, their branches heavy with snow. The light from the setting sun creates a bright glow behind the trees, making them stand out against the darkening sky.

**Moar practice?**

The background of the image is a misty, rocky landscape. In the foreground, there is a body of water with some rocks on the shore. Three people are standing on the rocks. The sky is overcast and hazy.

Mattis Erngren  
mattis@lightly.io  
@mattisern

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

**Sustainable productivity.**