



Sustainable productivity.

A dark, moody landscape photograph featuring a dense forest of coniferous trees covering a mountain slope. In the foreground, a rocky outcrop or clearing is visible. The lighting is low, creating deep shadows and a somber atmosphere.

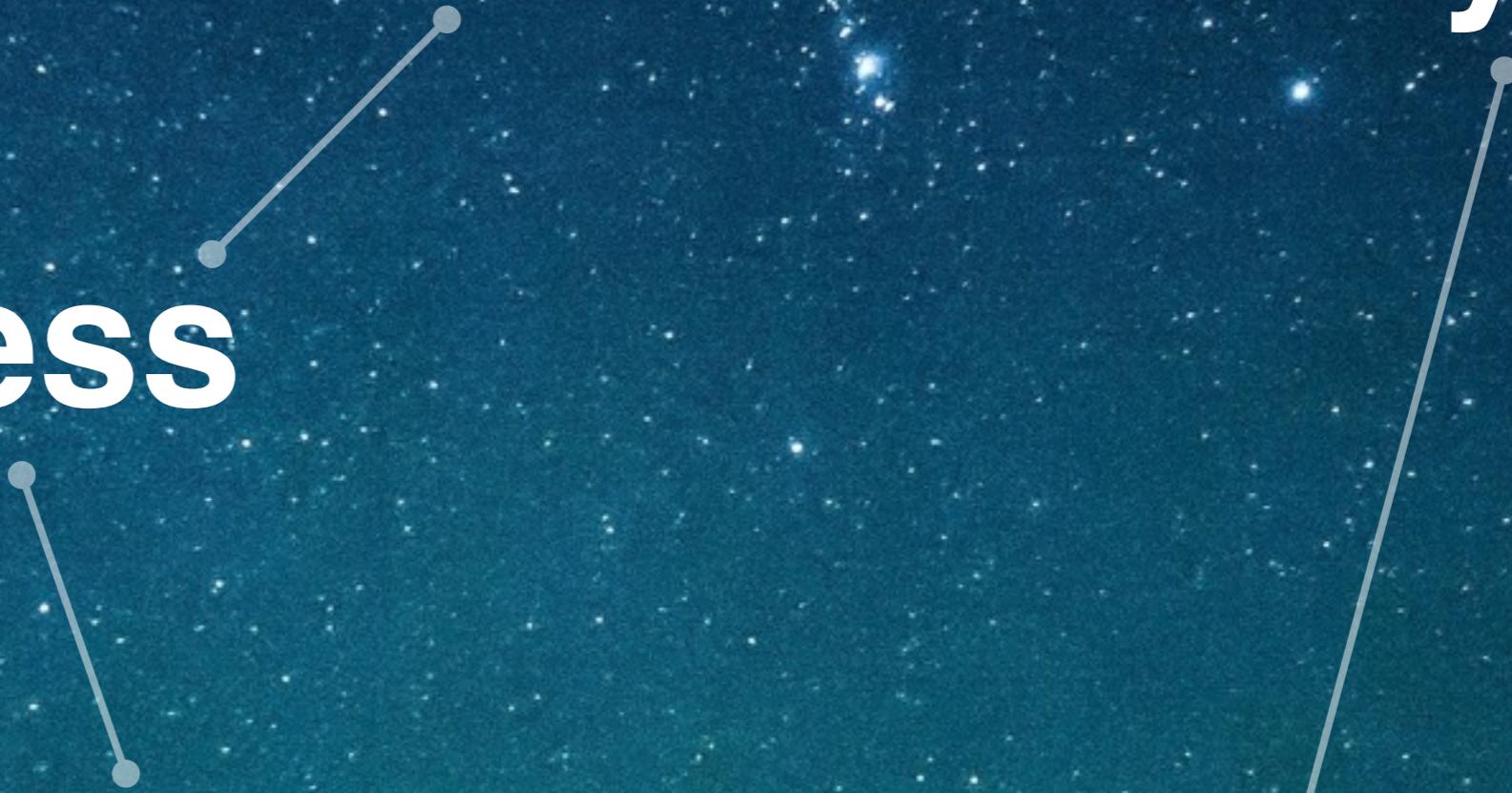
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Productivity

Stress

Mental health



Stress

Neuroscience

Resilience

Data for well-being

Collaboration

Challenges

Focus

Burnouts

Anxiety

Productivity

Flow

Motivation

Leadership

Happiness

Mindfulness & meditation

Distractions

Mental health

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?

A photograph of a crowded concert stage. In the foreground, a man in a white tank top is performing on stage, holding a microphone. Behind him, another man in a white tank top is also on stage. The stage is packed with people, many of whom are holding up their phones to take pictures or videos. The lighting is dim, with bright stage lights illuminating the performers and the crowd.

A brief story of
anxiety.

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

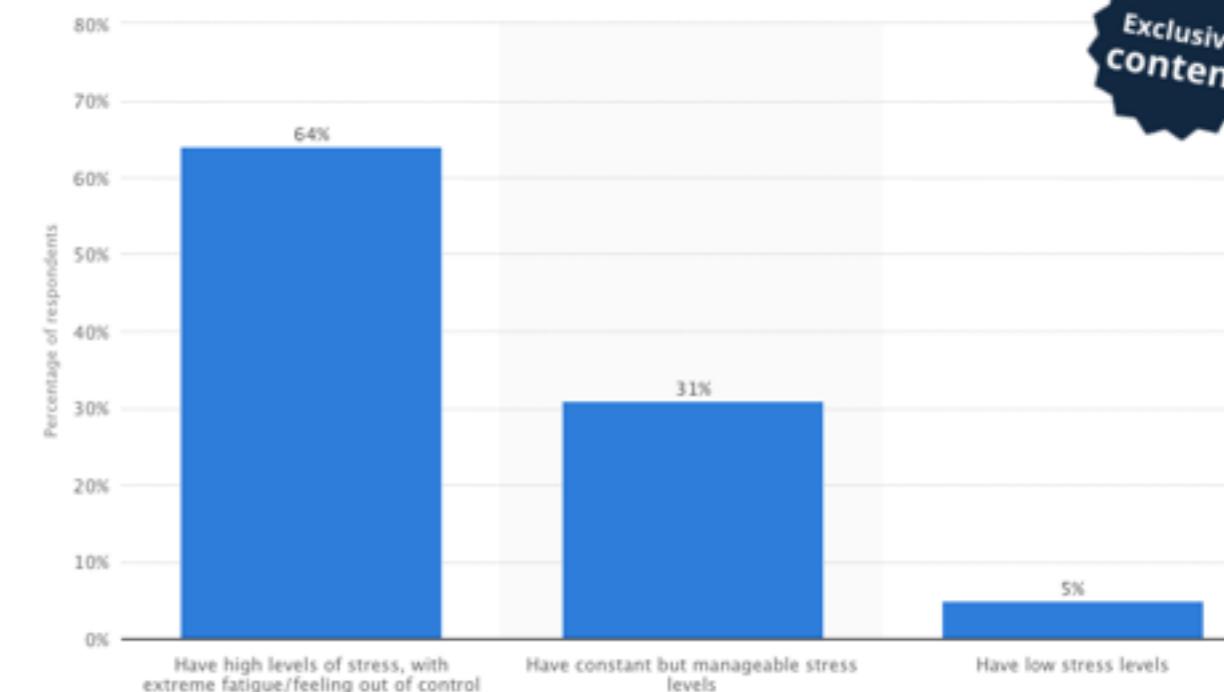
Sharon Jayson, USA TODAY

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.



The German Way to Burnout Problem

Exclusive
Content

TECH & WORK

Tech companies have highest turnover rate

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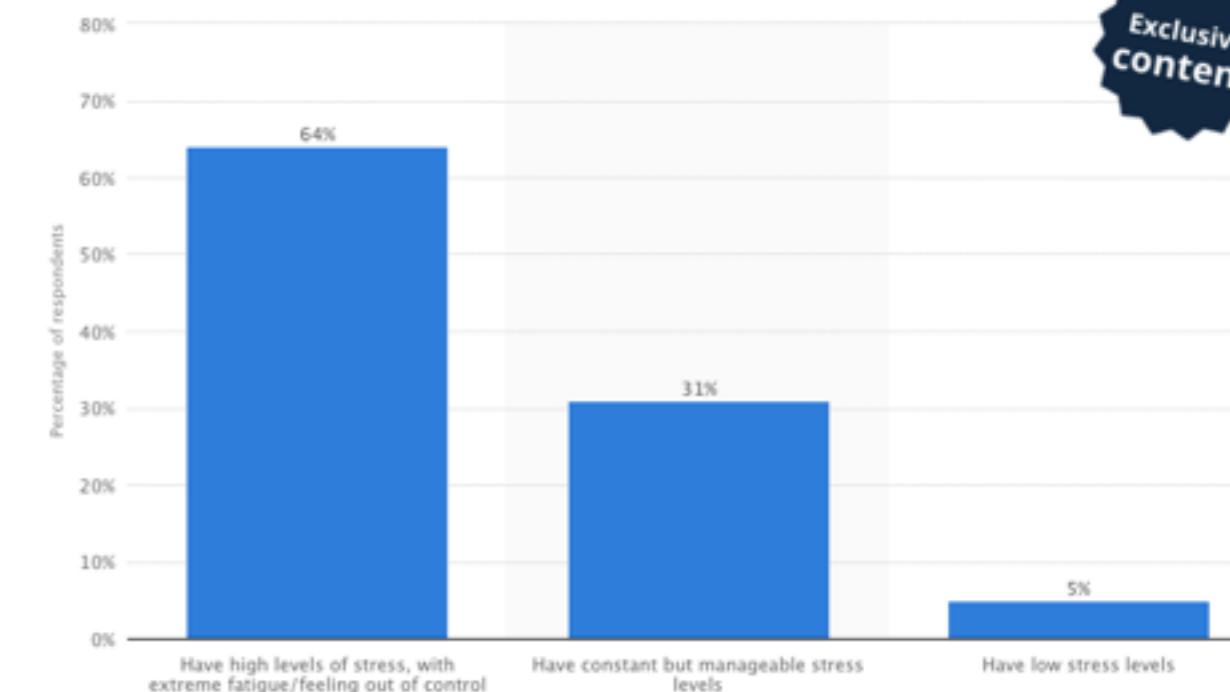
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BUSINESS JOURNAL JULY 14, 2015

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32

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No single method will solve this problem.



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No single method will solve this problem.

Don't re-arrange the deck chairs on Titanic.

Tech companies have highest turnover rate

A photograph of a woman from the waist down, sitting on a light-colored sofa. She is wearing a dark blue dress with large white polka dots and blue leggings. Her hands are clasped together in her lap. She is wearing brown leather flats with small gold studs. In the background, there is a colorful abstract painting on the wall and a brown leather bag on the floor.

Why are we suffering?

- Increasing ambitions.

Why are we suffering?

- Increasing ambitions.
- Ignorance.

Why are we suffering?

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- Binary measurements.

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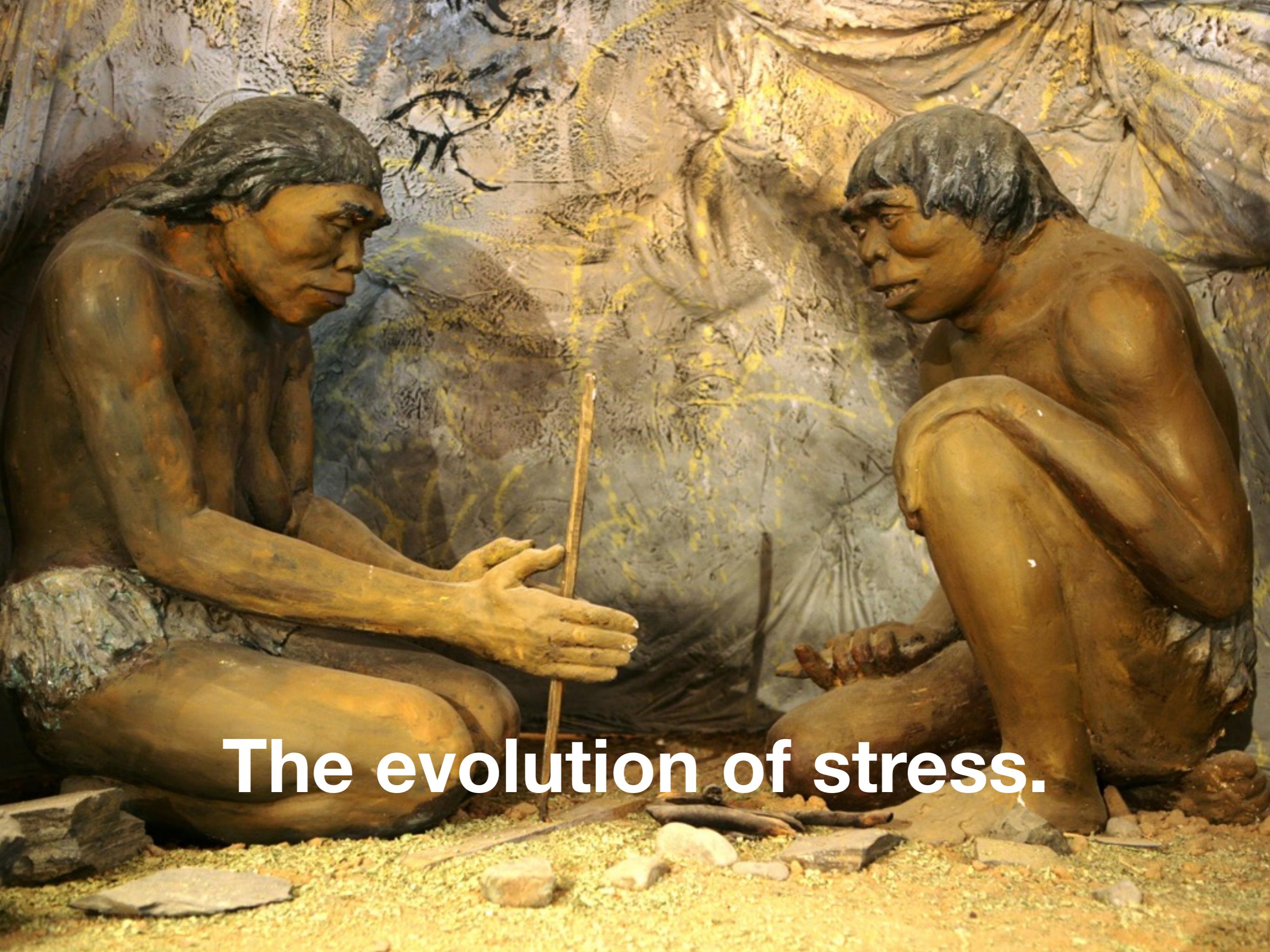
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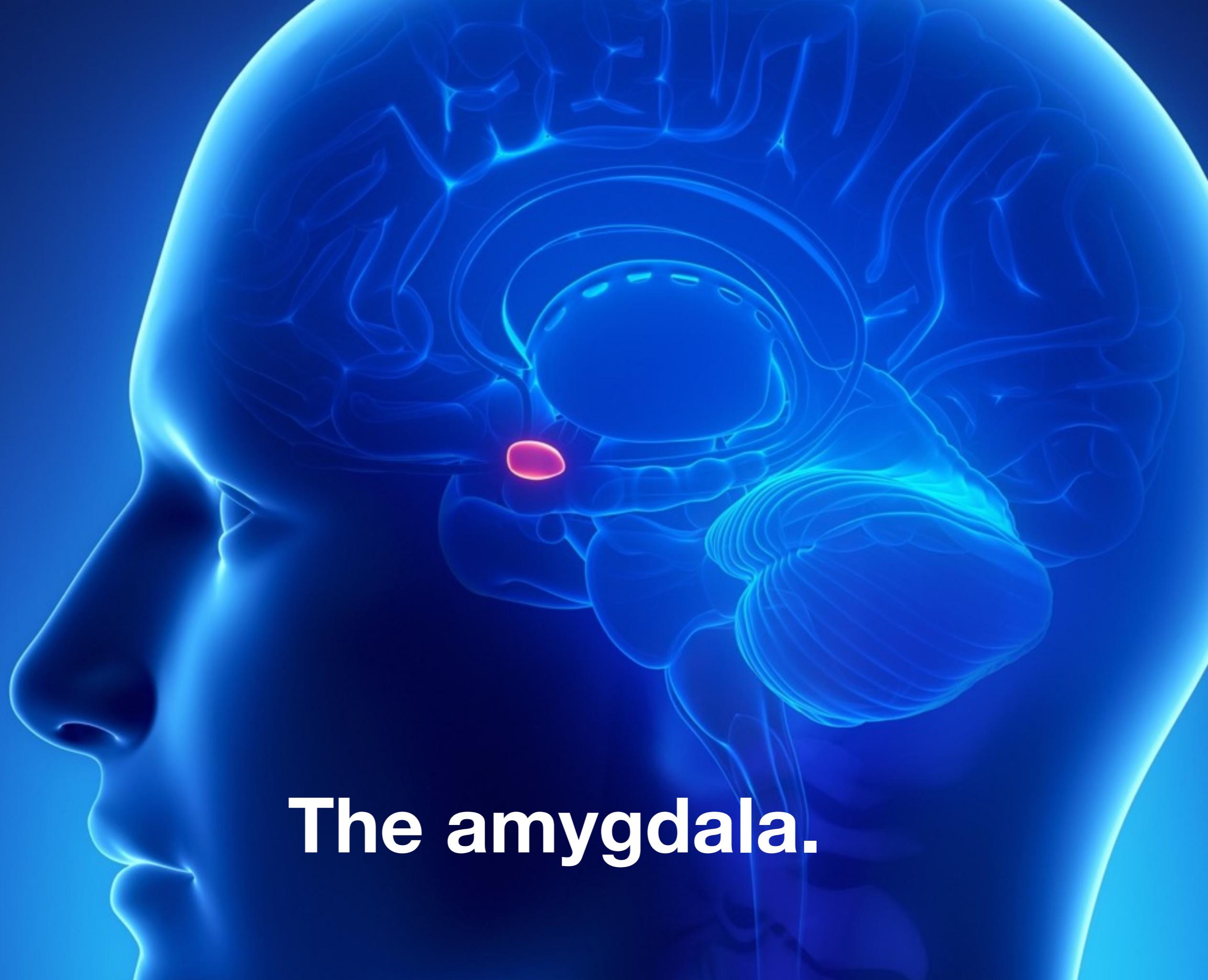
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Why are we suffering?



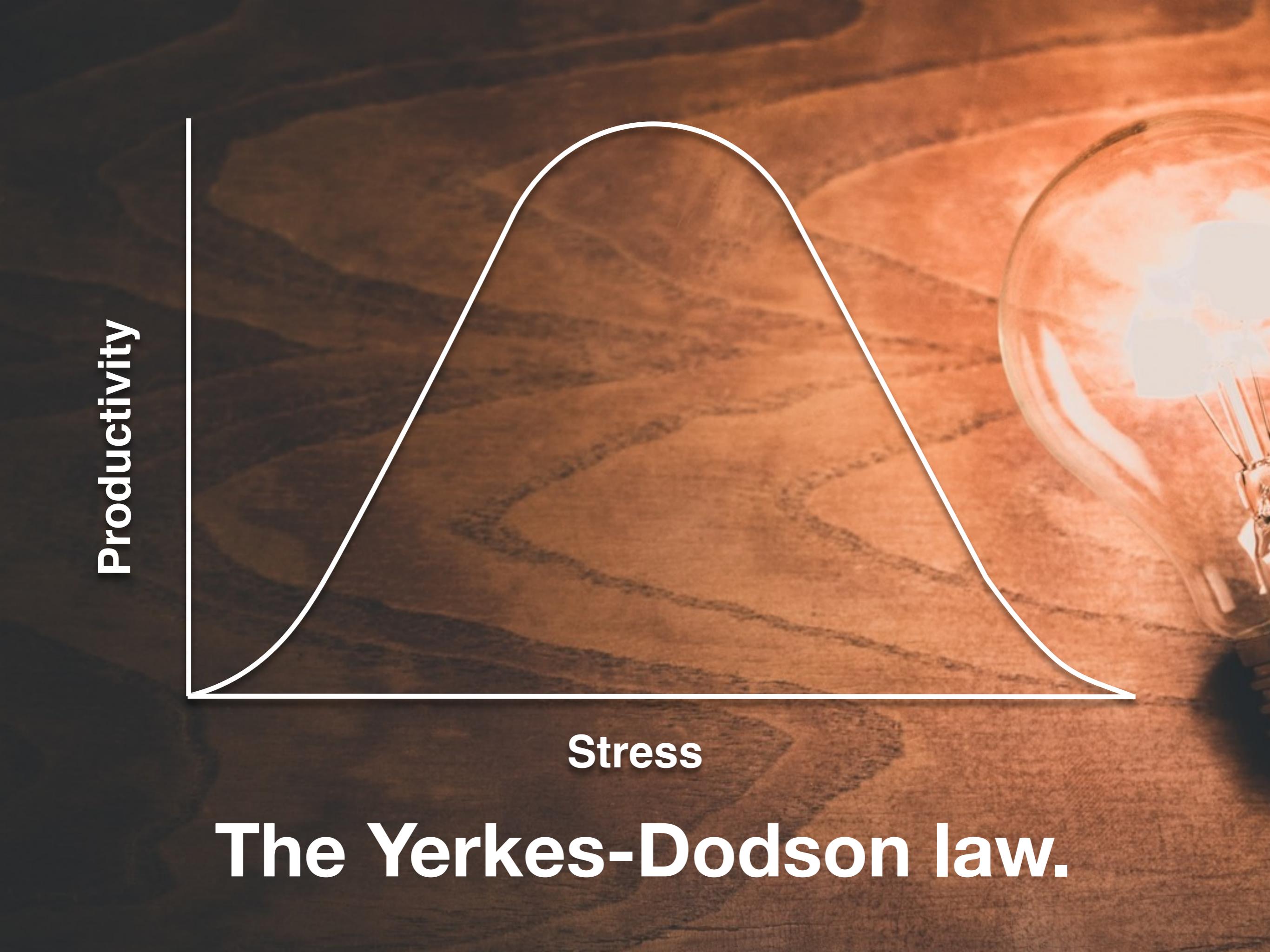
The evolution of stress.



The amygdala.

Challenge or threat?



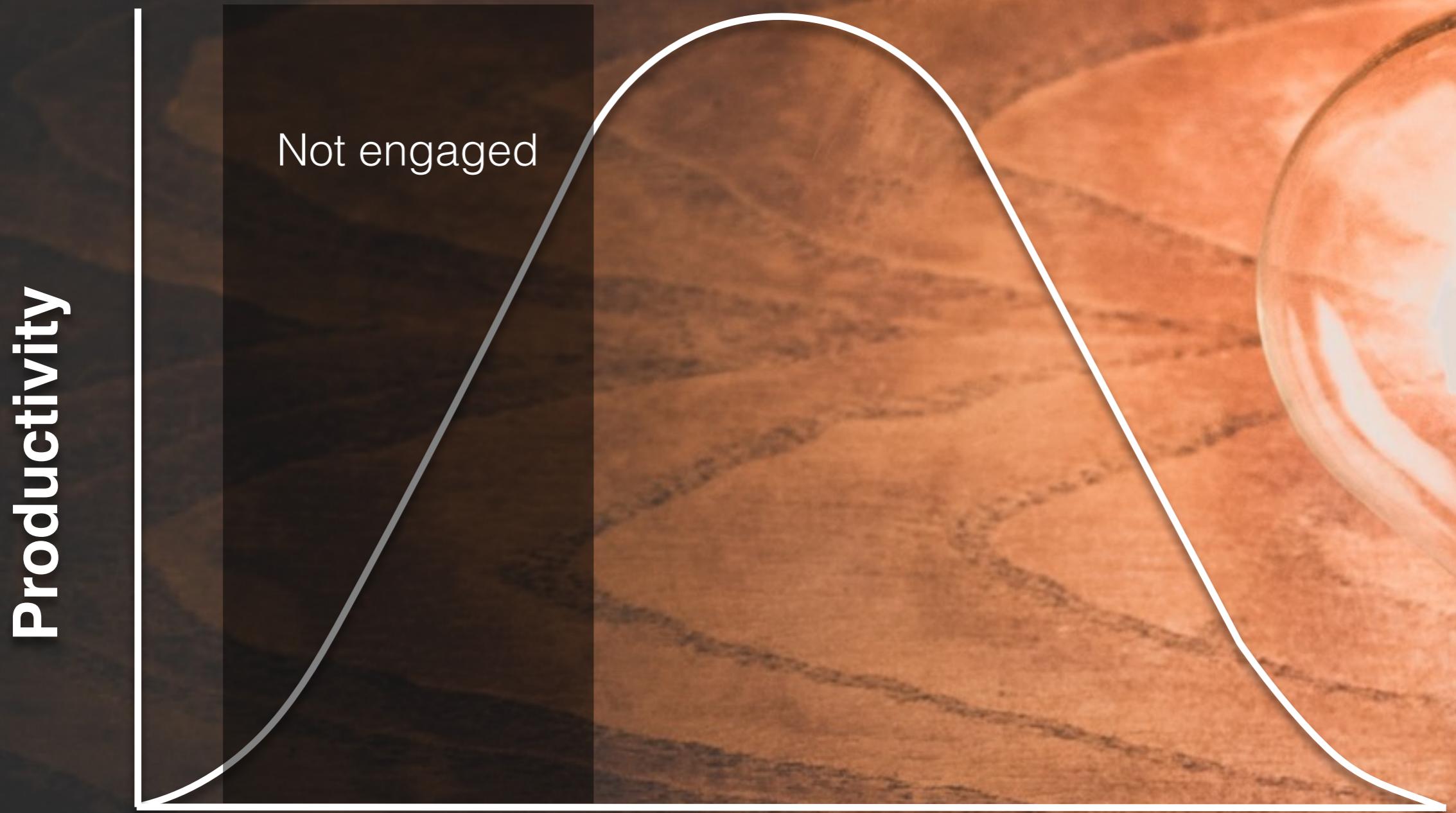


A photograph of a lit incandescent lightbulb resting on a dark wooden surface. A white line graph is superimposed on the image, showing the relationship between stress and productivity according to the Yerkes-Dodson law. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress". The curve starts at the origin, rises to a peak, and then falls off.

Productivity

Stress

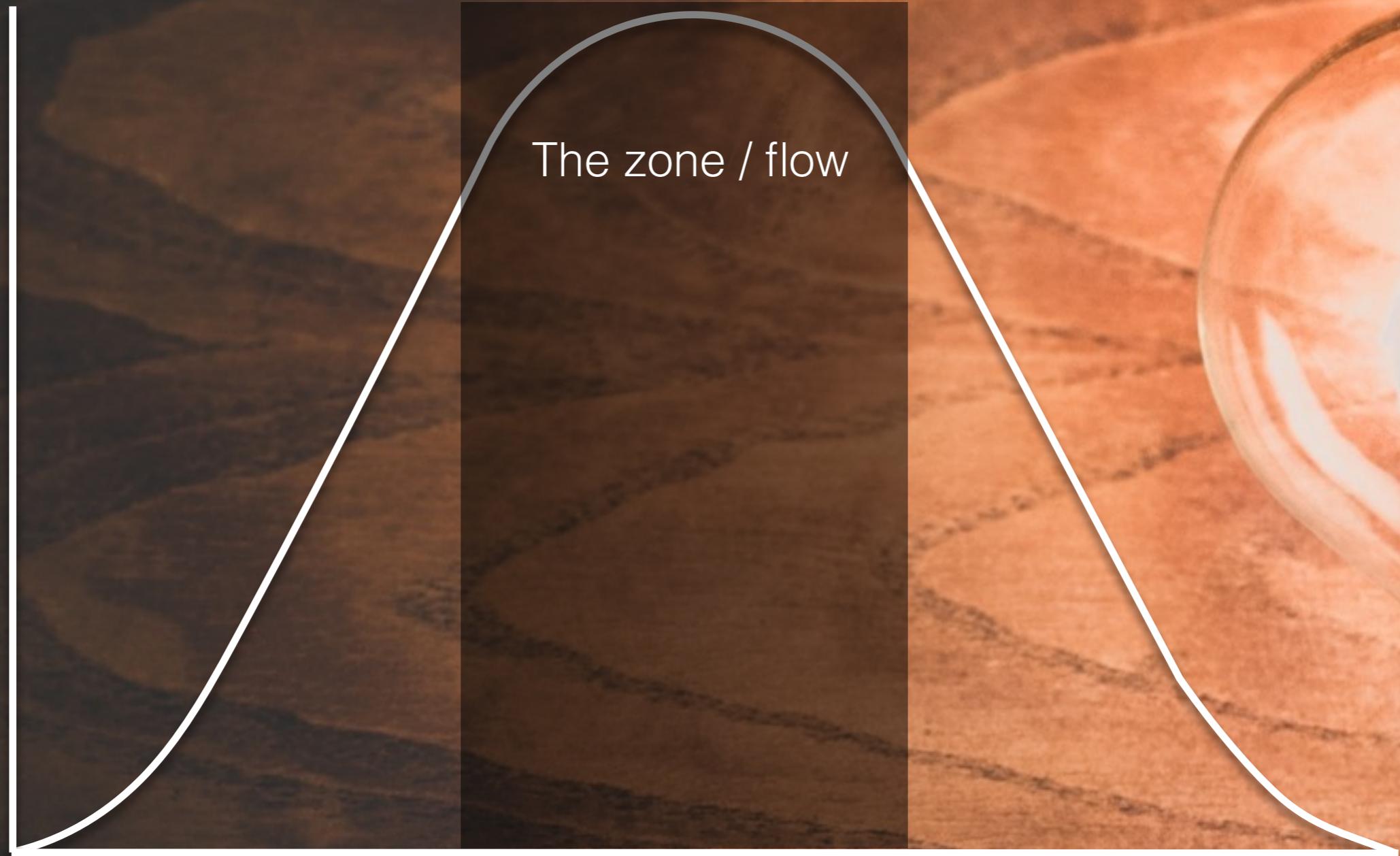
The Yerkes-Dodson law.



Stress

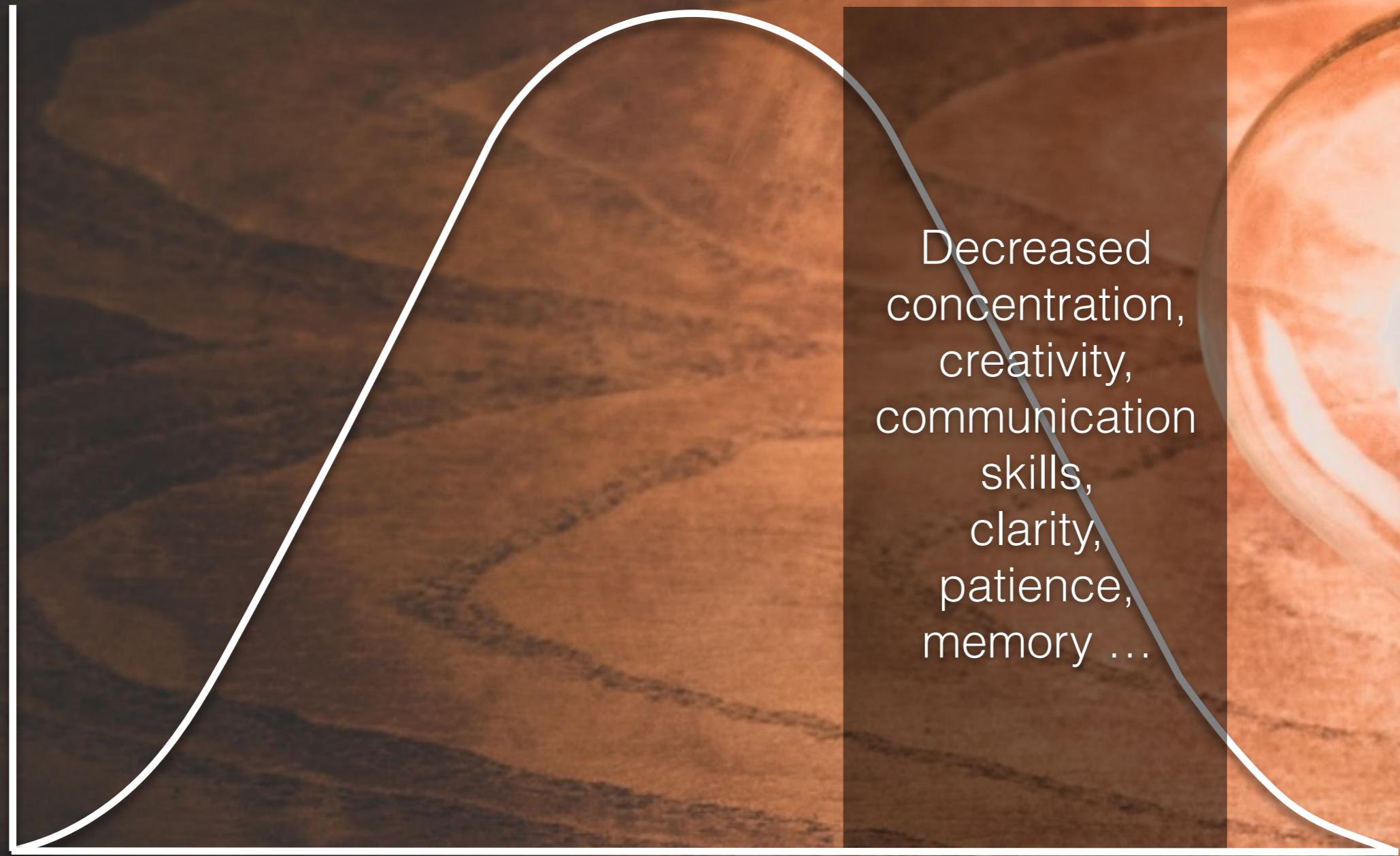
The Yerkes-Dodson law.

Productivity



The Yerkes-Dodson law.

Productivity



Stress

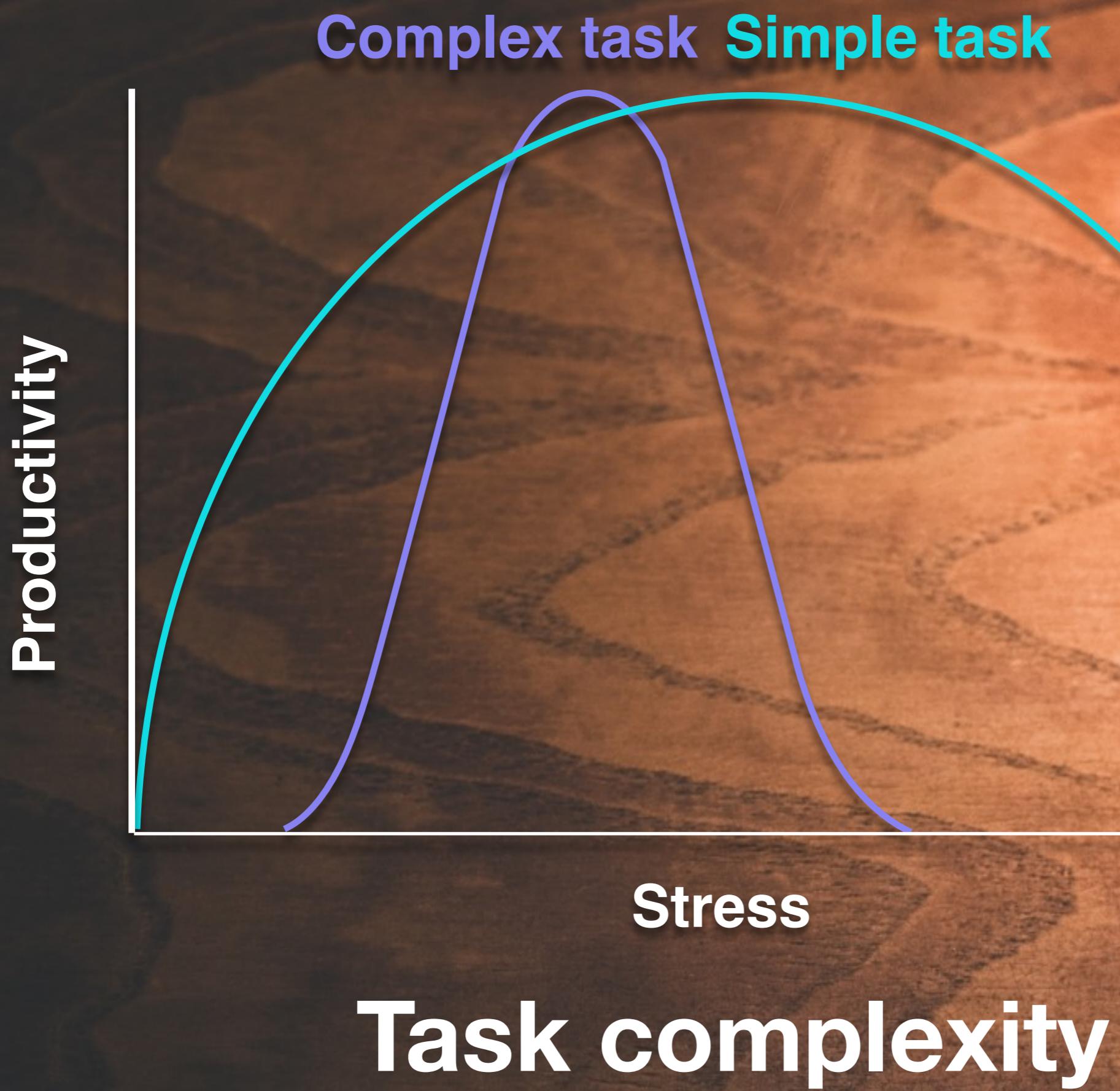
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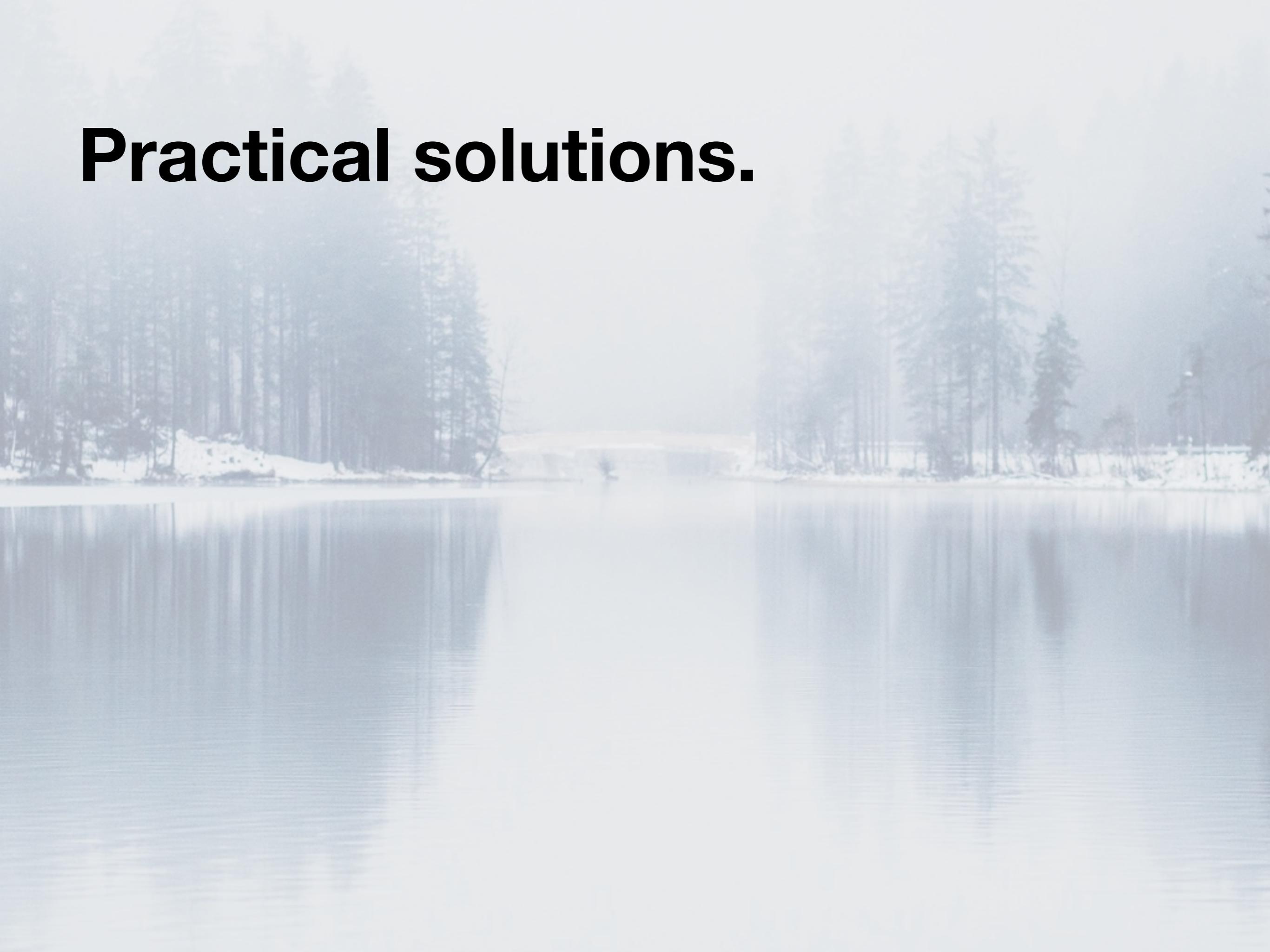


Stress

The Yerkes-Dodson law.



Practical solutions.



Practical solutions.

Root cause

Internal

External

Individual

Team

Practical solutions.

Root cause

Individual

Team

Internal

Overreacting
to “danger”

External

Practical solutions.

Root cause

Individual

Team

Internal

Overreacting
to “danger”

External

Unclear priorities

Practical solutions.

Root cause

Individual

Team

Internal

Overreacting
to “danger”

External

Relationship
issues

Unclear priorities

Practical solutions.

Root cause

Individual

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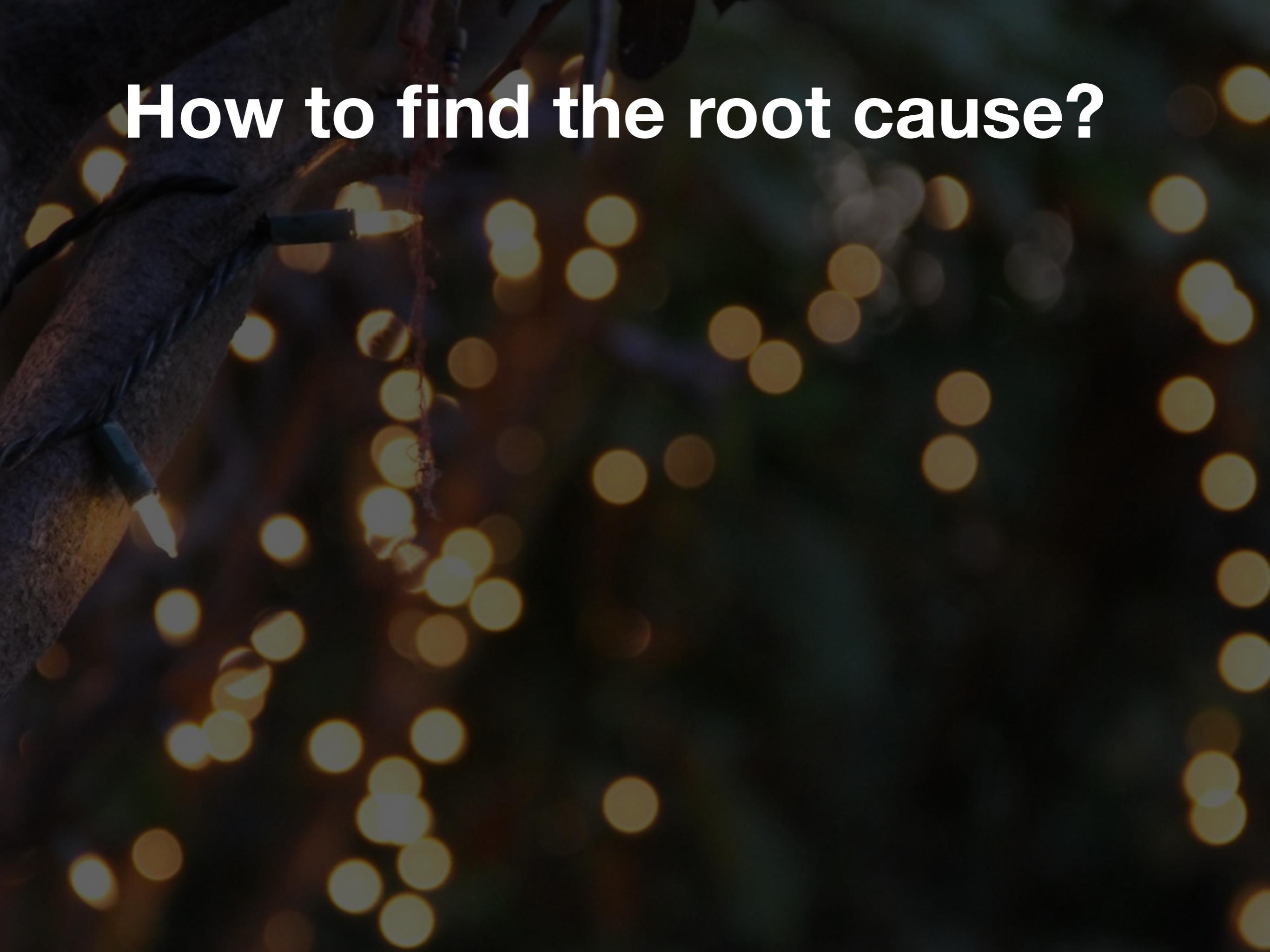
Impediments

External

Relationship
issues

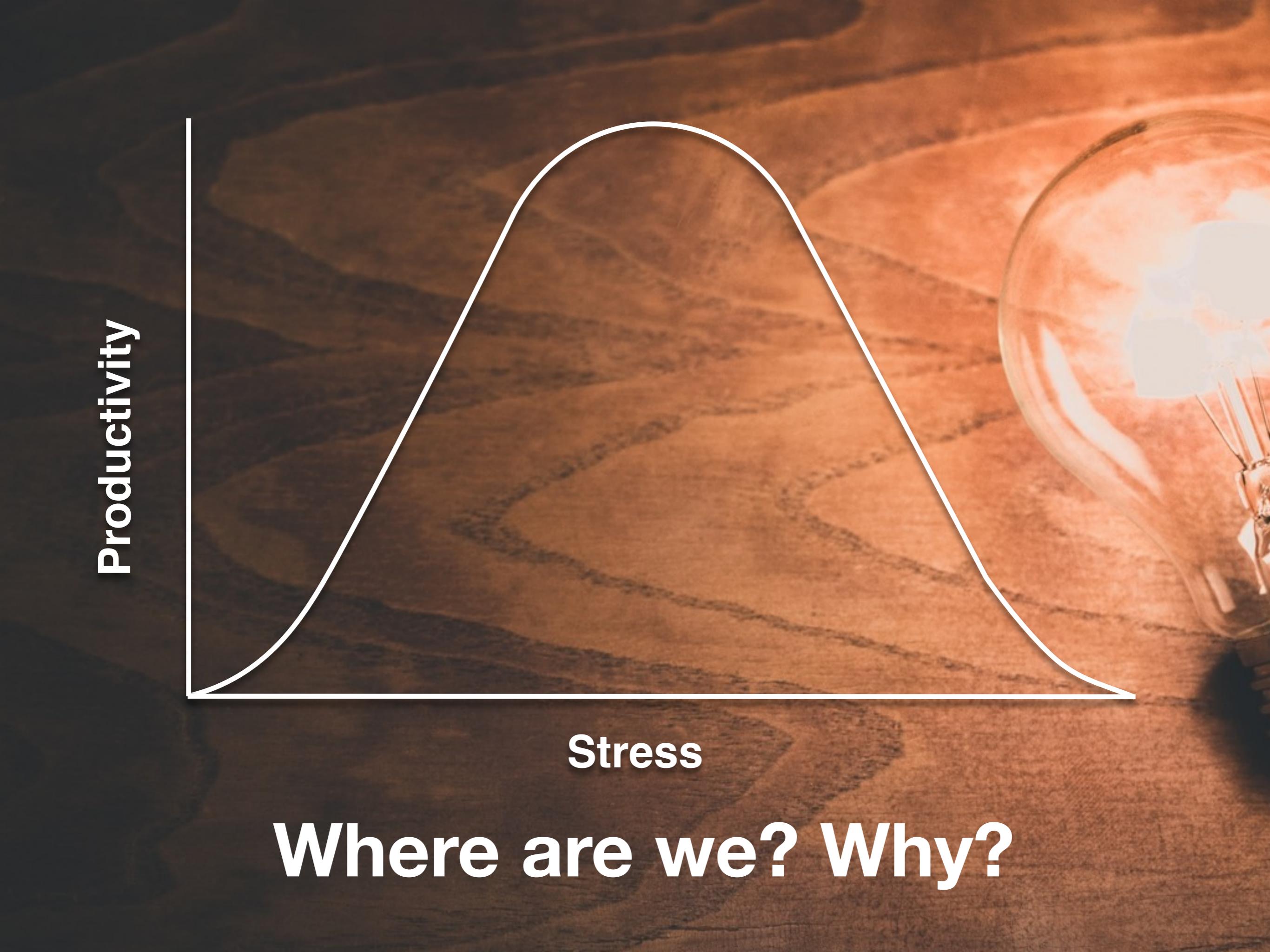
Unclear priorities

How to find the root cause?



How to find the root cause?

1. Open & honest conversations.

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, rises to a peak, and then falls back down to zero. The vertical axis is labeled "Productivity" and the horizontal axis is labeled "Stress".

Productivity

Stress

Where are we? Why?

How to find the root cause?

1. Open & honest conversations.
2. Journaling.

How to find the root cause?

1. Open & honest conversations.
2. Journaling.
3. Taking walks.

How to find the root cause?

- 1. Open & honest conversations.**
- 2. Journaling.**
- 3. Taking walks.**
- 4. ...**

A photograph of a man with dark hair and a well-groomed mustache, wearing a dark brown button-down shirt. He is seated at a desk, looking directly at the camera with a slight smile. His hands are clasped together on the desk in front of him. In the background, there is a painting of a ship on the water, and on the right side of the desk, there is a small statue of a person and a cup holding several pencils.

Break time!
(Be back in 10 mins pls.)



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.

How to find the root cause?

1. Open & honest conversations.
2. Journaling.
3. Taking walks.
4. Meditation.

Practical solutions.



Practical solutions *without* knowing the root cause :|



Practical solutions.

1. Pause & reflect.



Practical solutions.

1. Pause & reflect.
2. Plan for recovery.

Practical solutions.

- 1. Pause & reflect.**
- 2. Plan for recovery.**
- 3. Time to flow.
1-4 hrs/day.**

Practical solutions.

- 1. Pause & reflect.**
- 2. Plan for recovery.**
- 3. Time to flow.
1-4 hrs/day.**
- 4. Measure stress.**

Practical solutions.

- 1. Pause & reflect.**
- 2. Plan for recovery.**
- 3. Time to flow.
1-4 hrs/day.**
- 4. Measure stress.**
- 5. Cultivate a sense
of belonging.**

Mindset interventions



Mindset interventions

- You're climbing a mountain.

Mindset interventions

- You're climbing a mountain.
- We can't trust individuals to turn down the pressure.

Mindset interventions

- You're climbing a mountain.
- We can't trust individuals to turn down the pressure.
- This is not industrial work.

Mindset interventions

- You're climbing a mountain.
- We can't trust individuals to turn down the pressure.
- This is not industrial work.
- Deal with mental health pro-actively.

- Increasing ambitions.
- Ignorance.
- Binary measurements.
- Downward spiral of blame.
- Unclear expectations/priorities.
- Control vs. responsibility.

Why are we suffering?

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.



Summary.

The background of the image is a misty, overcast landscape featuring a large, calm body of water in the foreground. Several large, light-colored, layered rock formations rise from the water's edge. 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.

Mattis Erngren
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@mattisern

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