

How to boost employee resilience by helping them manage physical and mental wellbeing

Tiina Hoffman
Exercise Physiologist / Master Trainer
Firstbeat

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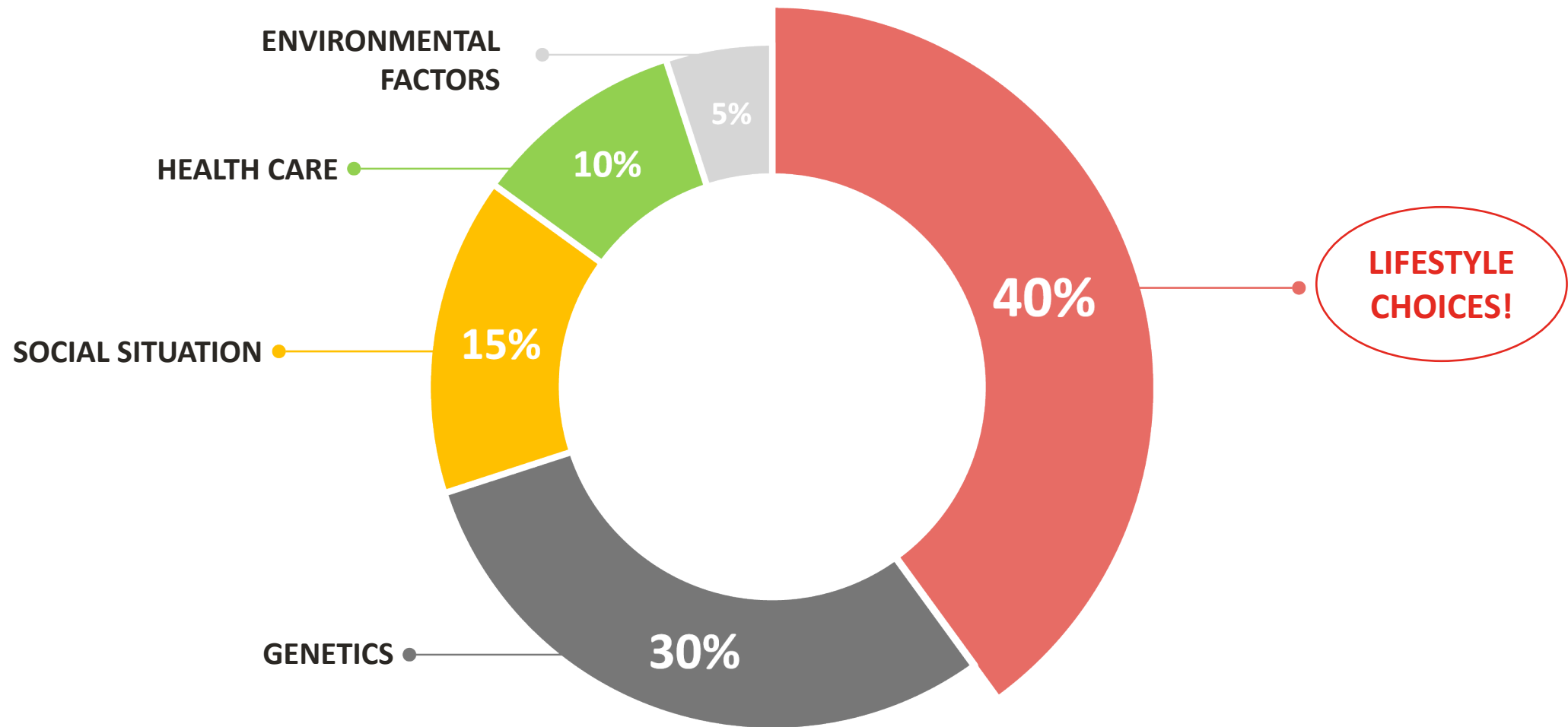


CONTENTS

1. Well-being & lifestyle
2. Better employee resilience through **lifestyle choices** (KHPI's)
3. Power of **data** to achieve employee buy-in
4. Understand the key concerns of your workforce to **implement change**: individual and corporate level



BUILDING BLOCKS OF WELL-BEING



KHPI 1: SLEEP TO PERFORM BETTER

- Sleep services all aspects of our body: molecular, energy balance, **intellectual function**, alertness, mood.
- Sleep affects growth and stress hormones, immune system, appetite, breathing, blood pressure and cardiovascular health.
- Loss of sleep impairs your higher levels of **reasoning**, **problem-solving** and **attention to detail**.

(NIH)

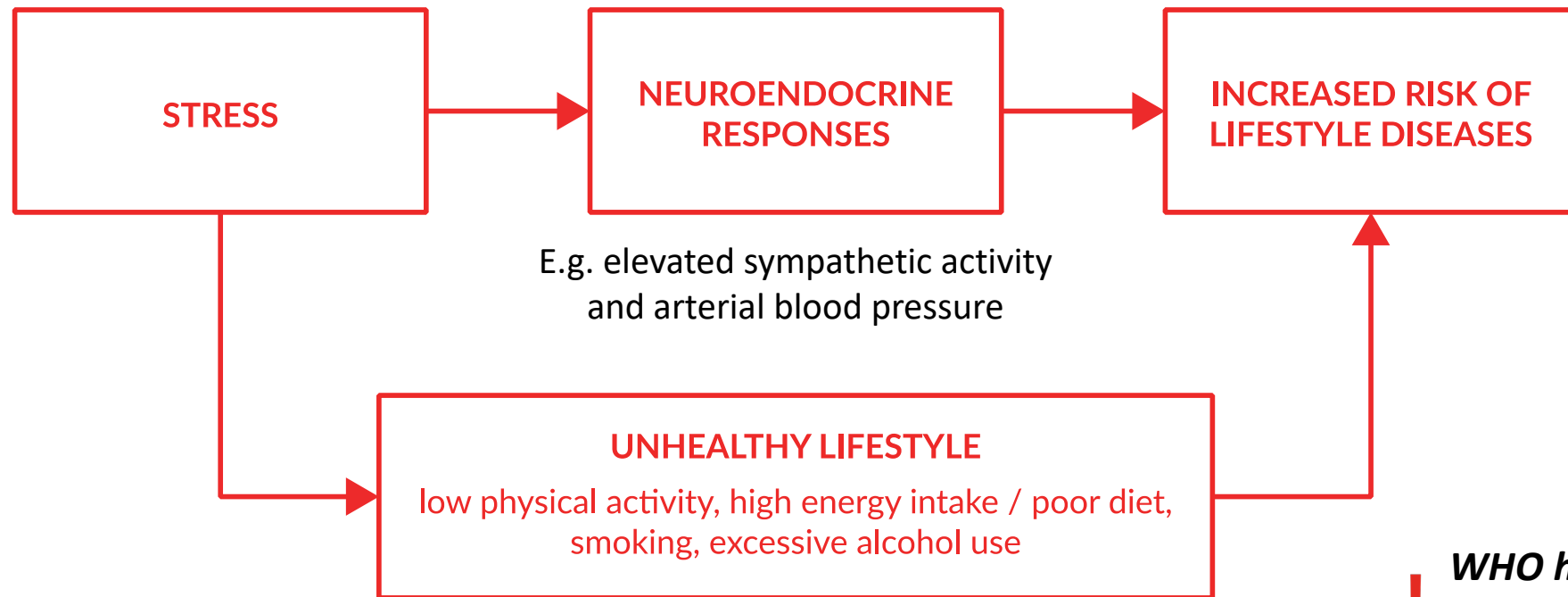
Recommended Amount of Sleep for a Healthy Adult: A Joint Consensus Statement of the American Academy of Sleep Medicine and Sleep Research Society 2015:

“Sleeping less than 7 hours per night on a regular basis is associated with adverse health outcomes, including:

- weight gain and obesity
- diabetes
- hypertension
- heart disease and stroke
- depression
- increased risk of death
- impaired immune function
- increased pain
- impaired performance
- increased errors
- and greater risk of accidents.”

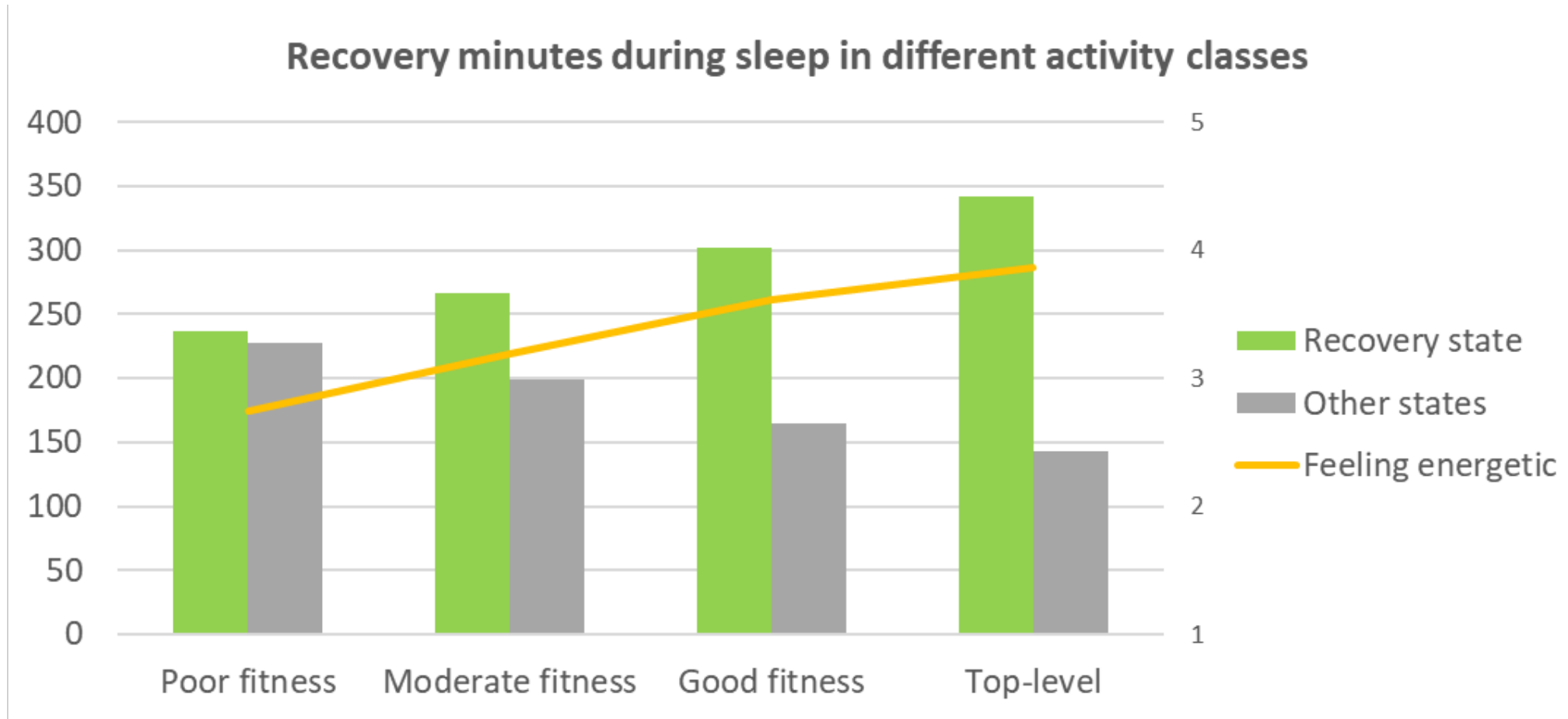
KHPI 2: MANAGE YOUR STRESS!

EXCESSIVE STRESS IS A MAJOR RISK FACTOR OF LIFESTYLE DISEASES & BURNOUT



! *WHO has just given burnout a medical diagnosis code.*

KHPI 3: GET FIT!





STRESS

A natural reaction that increases the body's activation level and in the **short term, improves mental & physical performance.**

Excessive, **chronic stress** weakens performance and **makes us susceptible to physical & mental illnesses.**



RECOVERY

Calming down of the body

Physiological process during which the body's physical and psychological state returns to the pre-stress level (homeostasis).



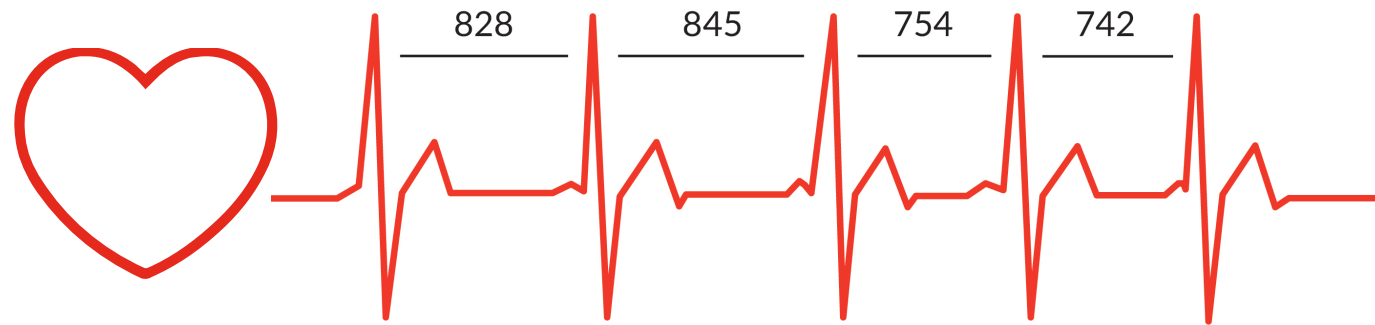
RESILIENCE

Resilience = **ability to cope & adjust**

If the baseline is fully stretched, there is no resilience → Any extra stress throws you off-balance.

Good resilience requires a **balance between stress and recovery.**

HRV – WINDOW TO OUR PHYSIOLOGY



- Heart rate variability (HRV) = beat-by-beat changes in heart rate
- Mediated by the autonomic nervous system (ANS)
- Different body functions influence HRV
- **HRV is a window to underlying physiology:** we have created a digital model of key physiological functions to provide concrete lifestyle insights.

LEARN HOW YOUR BODY REACTS



MANAGE STRESS

Recognize activities that cause stress



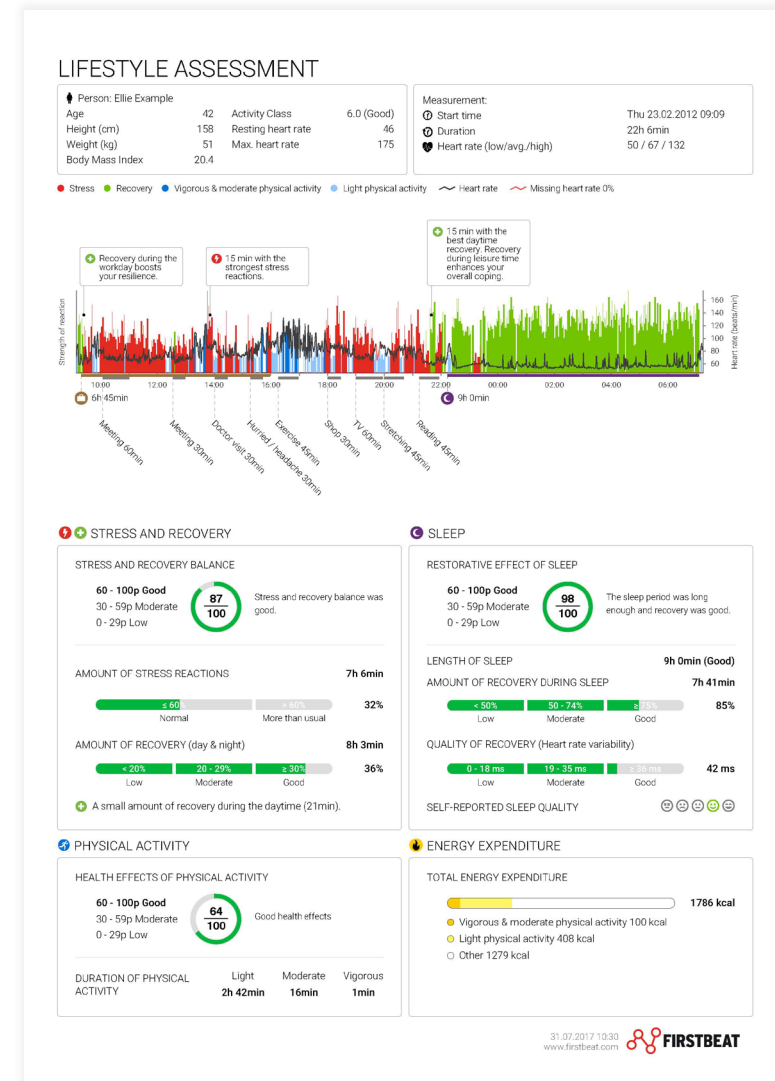
ENHANCE RECOVERY

See how you recover during day and night

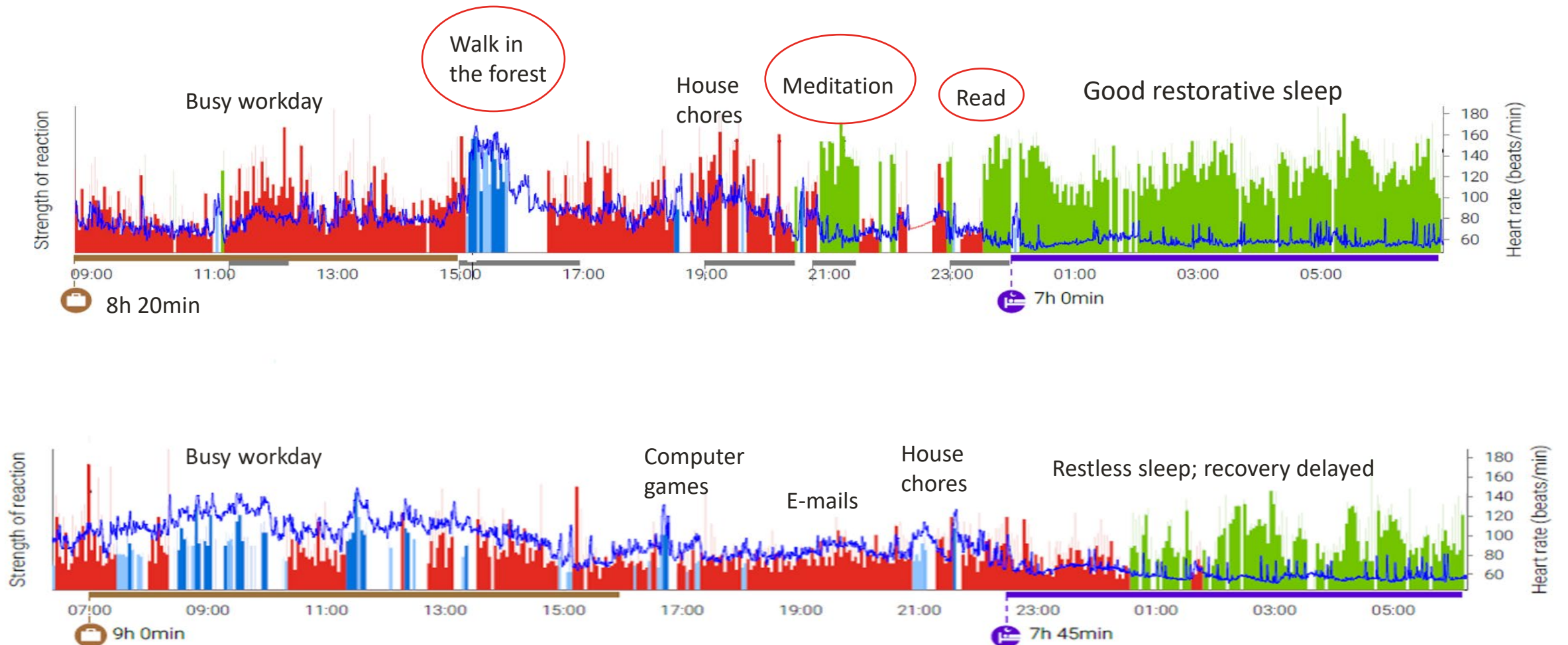


EXERCISE RIGHT

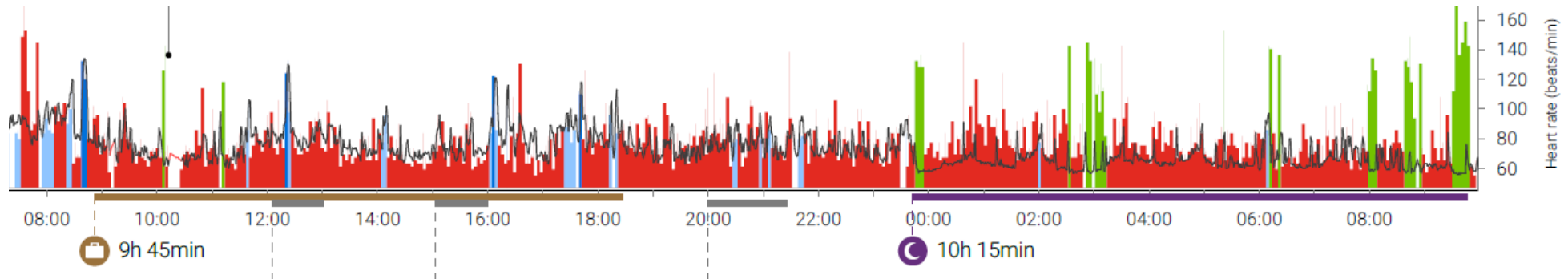
Understand the effects of physical activity



BEYOND STRESS → RECOVERY REVEALS THE TRUTH!

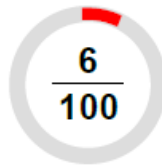


CASE BUSY MARKETING MANAGER – 1ST MEASUREMENT



STRESS AND RECOVERY BALANCE

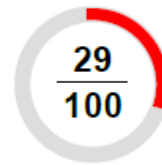
60 - 100p Good
30 - 59p Moderate
0 - 29p Low



HEALTH EFFECTS OF PHYSICAL ACTIVITY

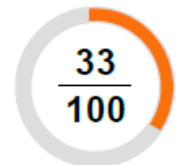
60 - 100p Good
30 - 59p Moderate
0 - 29p Low

Minor

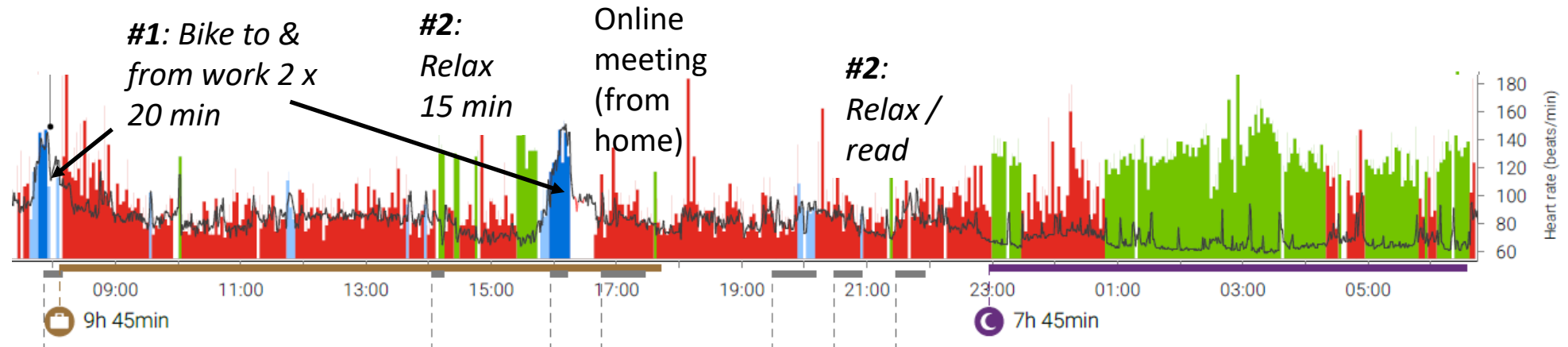


RESTORATIVE EFFECT OF SLEEP

60 - 100p Good
30 - 59p Moderate
0 - 29p Low

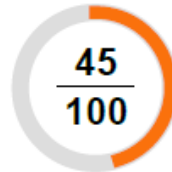


CASE BUSY MARKETING MANAGER – 2ND MEASUREMENT



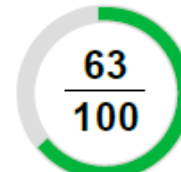
STRESS AND RECOVERY BALANCE

60 - 100p Good
30 - 59p Moderate
0 - 29p Low



HEALTH EFFECTS OF PHYSICAL ACTIVITY

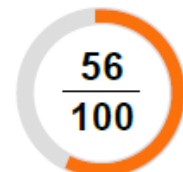
60 - 100p Good
30 - 59p Moderate
0 - 29p Low



Good

RESTORATIVE EFFECT OF SLEEP

60 - 100p Good
30 - 59p Moderate
0 - 29p Low



PROJECT SUMMARY / LARGE UK BANK: UNDERSTAND THE KEY CONCERNS OF YOUR WORKFORCE

STRESS – MEASUREMENT RESULTS

Self-reported stress

46% Feel stressed.

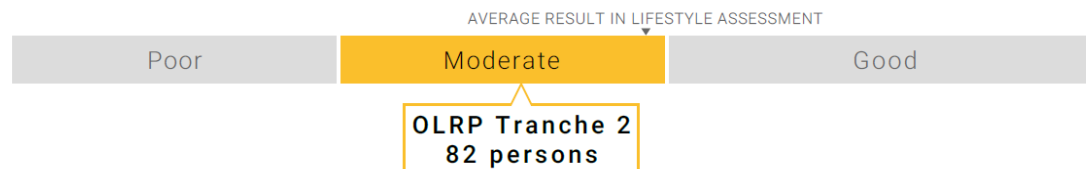
Stress and recovery

- 29% Had good balance between stress and recovery
- 42% Had moderate balance between stress and recovery
- 29% Had poor balance between stress and recovery

Action Points

23% Of the participants set a goal related to stress management

Stress and recovery - Group result



An employee who knows how to manage stress and balance it with recovery is more efficient and makes less mistakes. Sufficient recovery supports coping, improves resilience and decreases the risk of overload.

PROJECT SUMMARY / LARGE UK BANK: UNDERSTAND THE KEY CONCERNS OF YOUR WORKFORCE

SLEEP – MEASUREMENT RESULTS

Self-reported sleep

34% Feel that they sleep enough

Measured sleep

30% Had good recovery during sleep

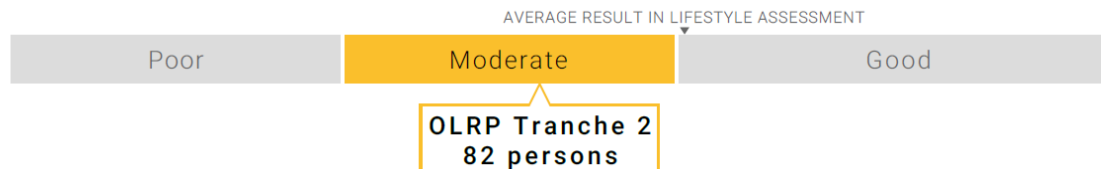
49% Had moderate recovery during sleep

21% Had poor recovery during sleep

Action Points

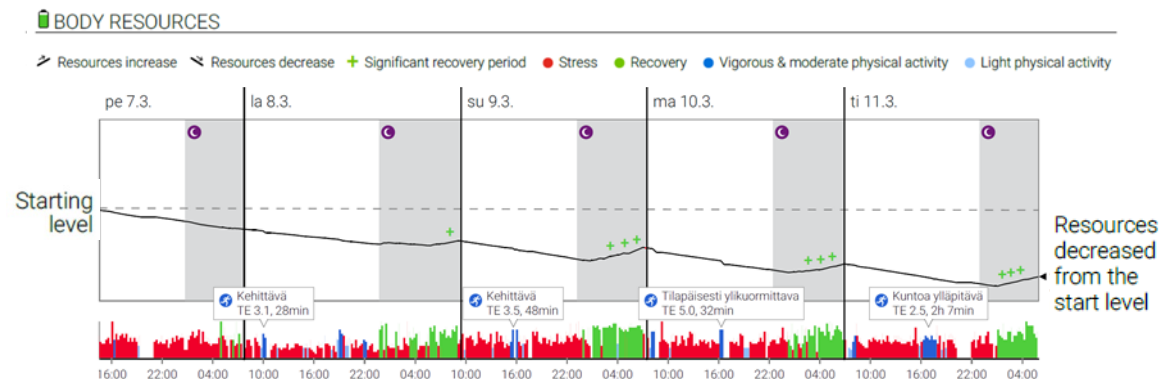
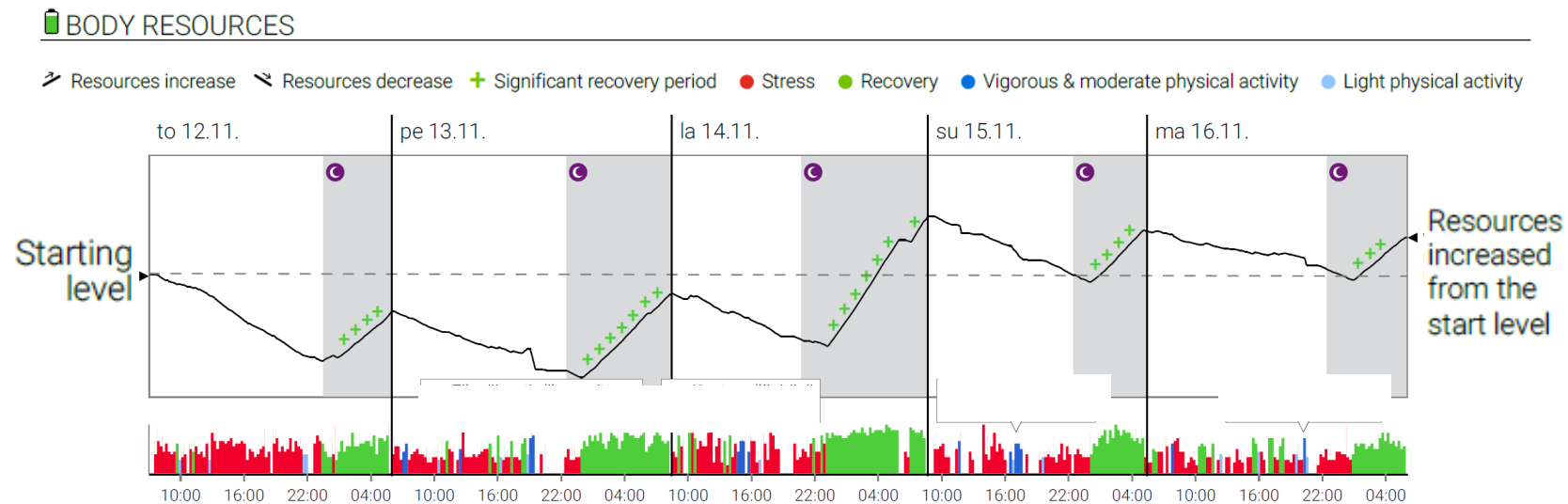
20% Of the participants set a goal related to sleep and recovery

Measured sleep - Group result



Sufficient sleep and good recovery during sleep improve the employee's ability to cope with stress and heavy workload. By improving recovery, we can build resilience for the days ahead.

ARE YOUR PEOPLE RECOVERING ENOUGH TO STAY RESILIENT? *SUPERCOMPENSATION OF LIFE*



People do not need to fear stress; demanding periods belong to life ...

... A key to mental & physical well-being is the right balance between load and recovery!

We're all individuals, and what works for some, might not work for everyone. The answer has to come from within.

With the right science backing you up, you can make confident choices to help you reach your health and performance potential.

You have it in you.

Thank you!

Tiina Hoffman, Exercise Physiologist / Master Trainer
tiina.hoffman@firstbeat.com / *Tiinafbt* on Twitter / *Tiina Hoffman* on LinkedIn