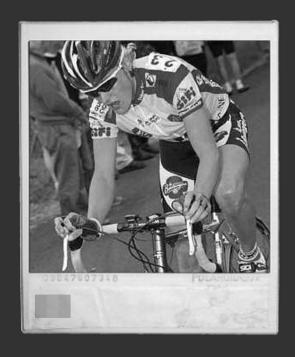
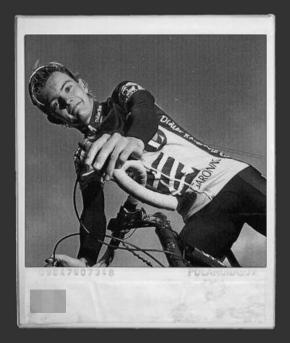
ALWAYS

FIRSTBEAT HRV SUMMIT | MAY 2019

WHAT IS THE KEY TO SUSTAINABLE HIGH PERFORMANCE?







KNOWLEDGE WORK ENDURANCE ACTIVITY







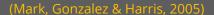


WHAT IS THE KEY TO SUSTAINABLE HIGH PERFORMANCE?

79% OF PEOPLE CHECK THEIR SMARTPHONE WITHIN 15 MINUTES OF WAKING UP IN THE MORNING.

42% OF PEOPLE ADMIT TO USING E-MAIL IN THE BATHROOM.

THE AVERAGE KNOWLEDGE WORKER IS INTERRUPTED ONCE EVERY 11 MINUTES.

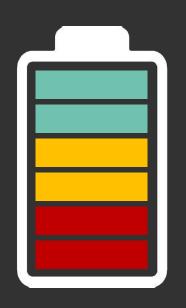




21 SWITCHES PERHOUR WHILE WATCHING TV.

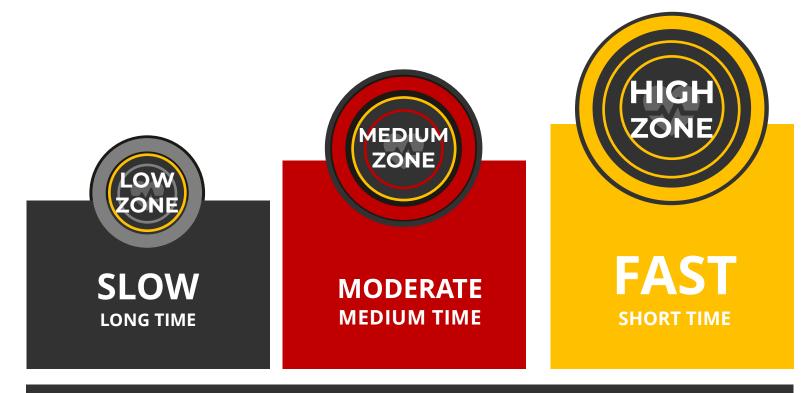
TIMON

RARELY FOCUSED ALWAYS 'ON'





APPLY EFFORT IN THE RIGHT PLACE RIGHT TIME



PLAN FOR PHYSICAL ENDURANCE

CLAIRE JONES MASTERS ROAD CYCLIST

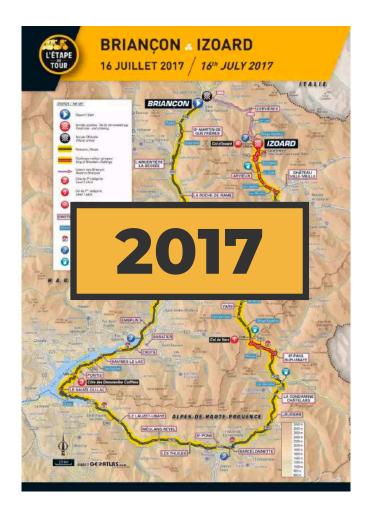






PLAN FOR PHYSICAL ENDURANCE



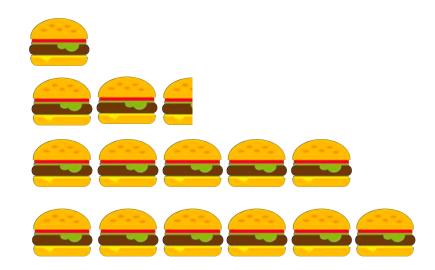




06:59:47



4418 kJ









WHERE TO FOCUS EFFORT

WHERE TO TAKE SOME REST

FOLLOW YOUR OWN RHYTHM

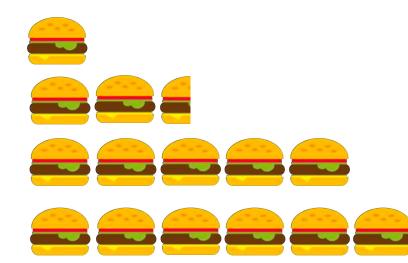


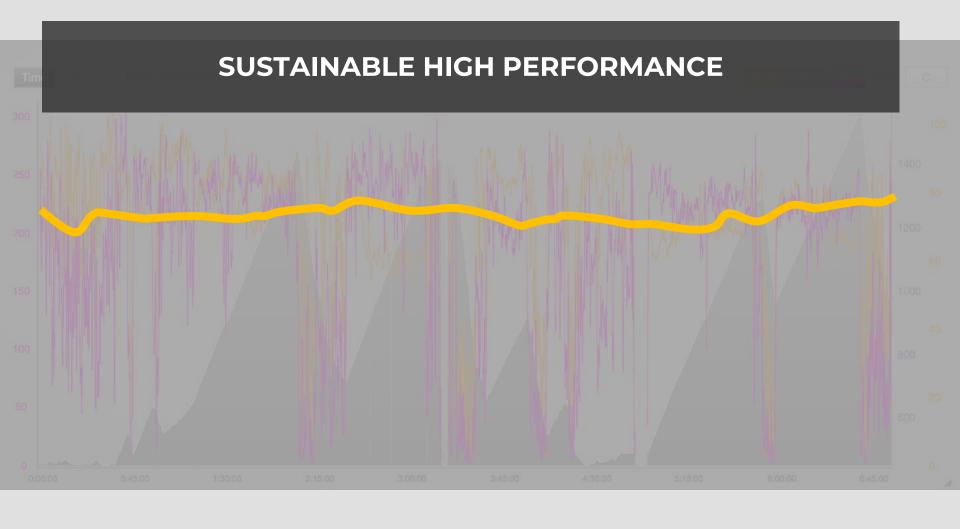


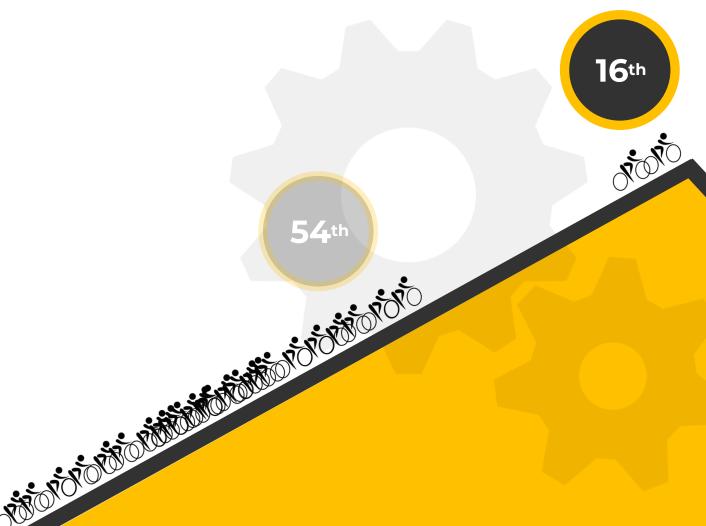
06:44:33



4376 kJ











CYCLING PERFORMANCE IS RELATIVELY EASY TO

MEASURE

LOWNTENSITY

MEDIUM INTENSITY

INTENSITY

PLAN FOR PHYSICAL ENDURANCE

KNOWLEDGE WORKERS THINK FOR A LIVING

AND THINKING IS CHALLENGING TO QUANTIFY

KNOWLEDGE WORKERS ARE LIKELY TO FEEL STRESSED & THAT WORK IS UNSUSTAINABLE

COGNITIVELY DEMANDING ROLES

COMPETITIVE WORKPLACE

NON-ROUTINE HOURS

1/8 WORK MORE THAN 50 HOURS PER WEEK

ASSOCIATED WITH RANGE OF NEGATIVE HEALTH OUTCOMES INCLUDING DEPRESSED MOOD & STRESS, SLEEP CONDITIONS, & CORONARY HEART DISEASE

66%

SAY THEY DON'T
STRONGLY BELIEVE
THEY HAVE A
WORK-LIFE BALANCE

WHATIS BALANCE?

Hintra



QUANTIFYING KNOWLEDGE WORK





DIGITAL PHENOTYPING



Moment-by-moment quantification of the individual-level human phenotype (observable properties of an organism), in situ, using data from personal digital devices, in particular smartphones. (Onella & Rauch, 2016)



PSYCHOLOGY

BEHAVIOUR

PHYSIOLOGY

WHAT WE THINK & FEEL

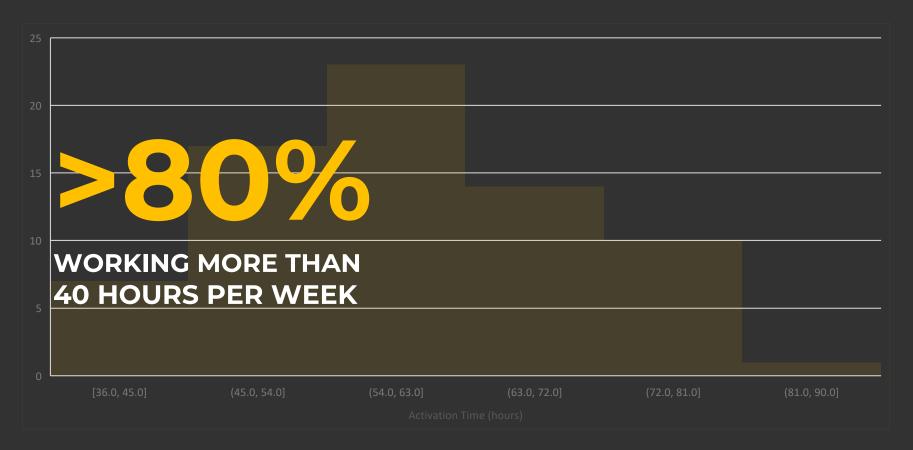
WHAT WE DO

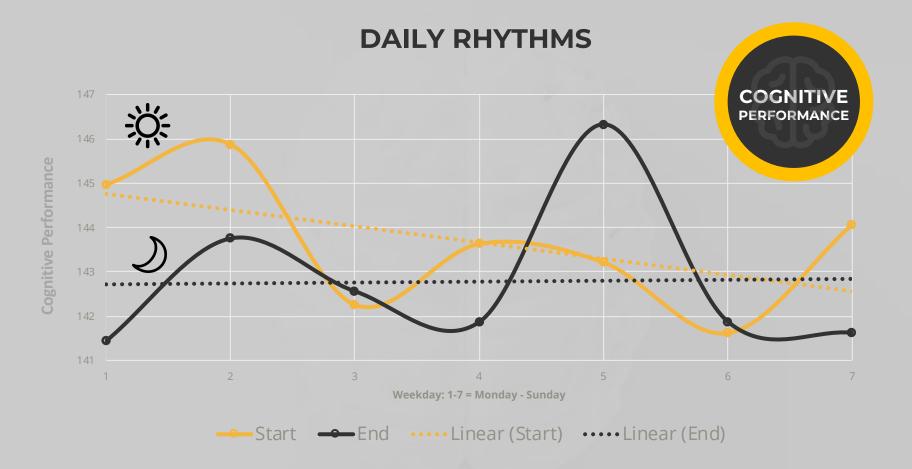
HOW OUR BODY & BRAIN RESPONDS

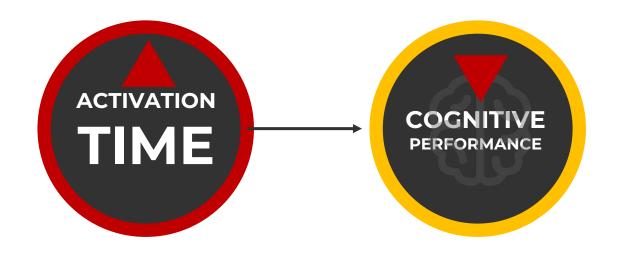
AN INCREASED LEVEL OF ANXIETY

IS ONE OF THE MOST FREQUENTLY REPORTED NEUROBEHAVIORAL ISSUES ASSOCIATED WITH

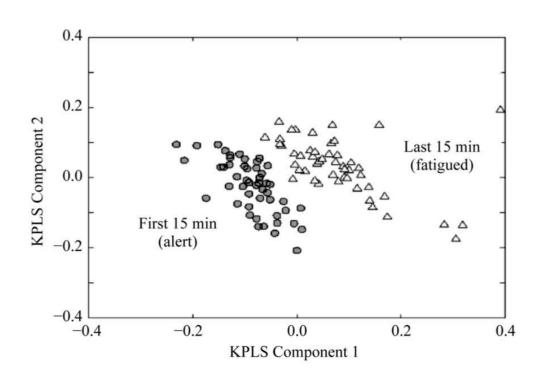
SLEEP DEPRIVATION







SHIFT AWAY FROM EXECUTIVE & ATTENTION NETWORKS WHEN FATIGUED

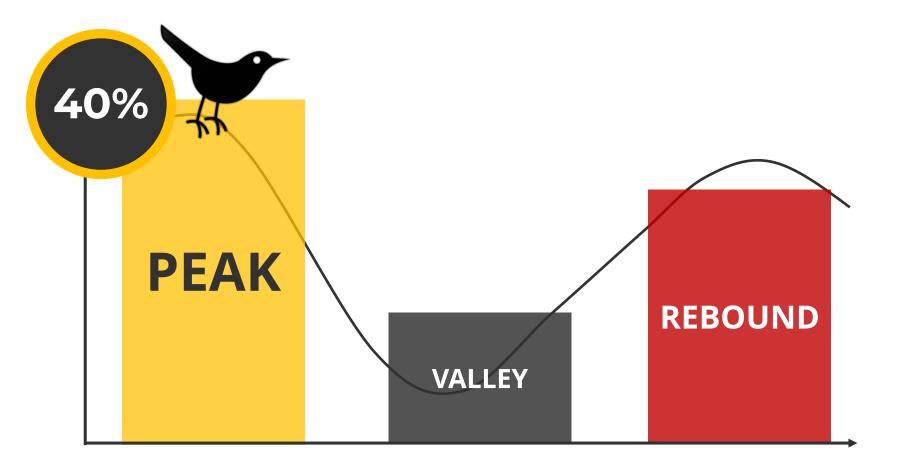


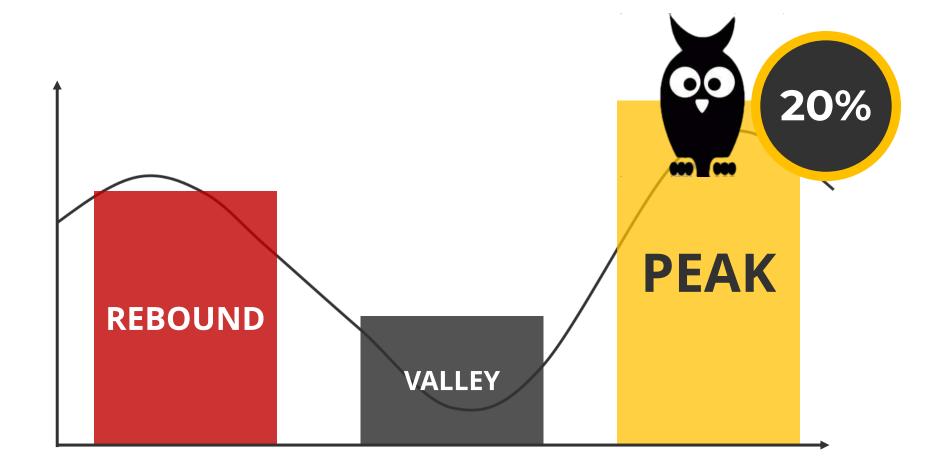
EXECUTIVE FUNCTIONS EVALUATION DECISION MAKING ORGANISATION PLANNING INHIBITION

CHANGES IN COGNITIVE PERFORMANCE WERE MOST SIGNIFICANT IN THE GO/NOGO TASK, AN ASSESSMENT OF INHIBITORY CONTROL.

INCLUDE HEIGHTENED SUSCEPTIBILITY TO DISTRACTION & INTERRUPTION IMPAIRED JUDGEMENTS & AN INABILITY TO SWITCH OFF FROM WORK.

COGNITIVE PERFORMANCE VARIES BY ~20% DURING THE AVERAGE DAY.







WE ARE NOT PAYING ATTENTION TO RHYHTMS

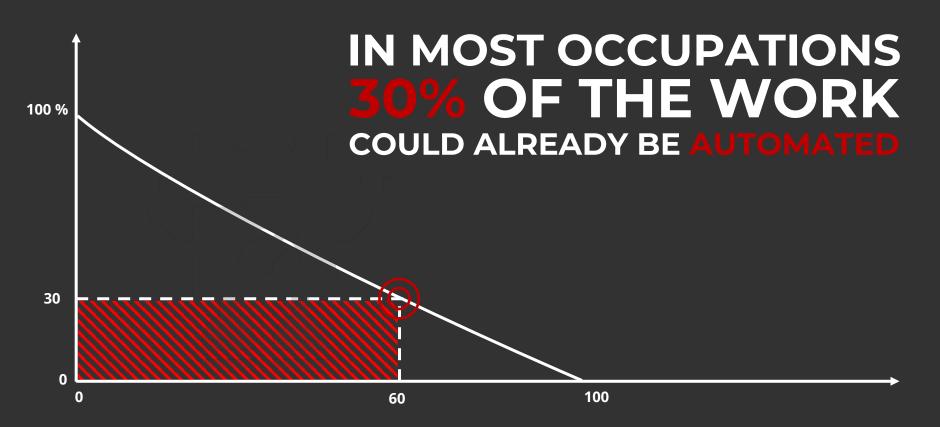
PRODUCTIVITY

RECOVERY

SWITCHING

WE ARE LIMITING OUR PERFORMANCE

Atintra



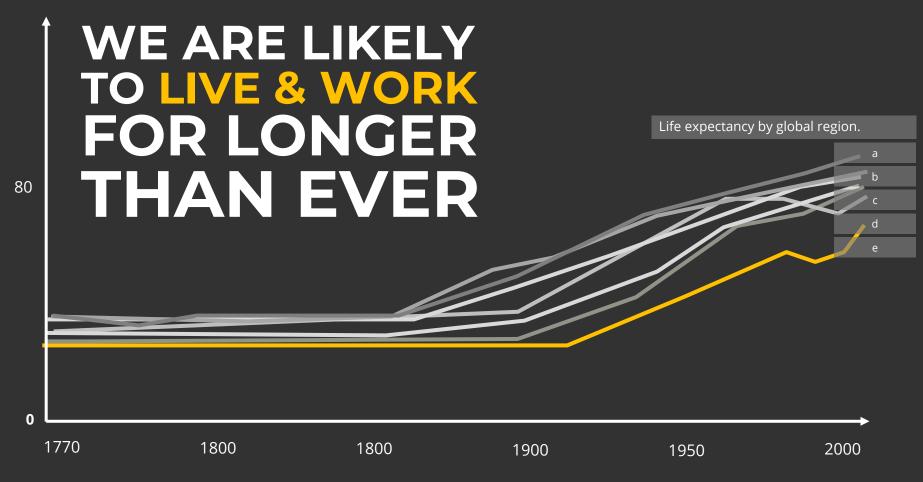


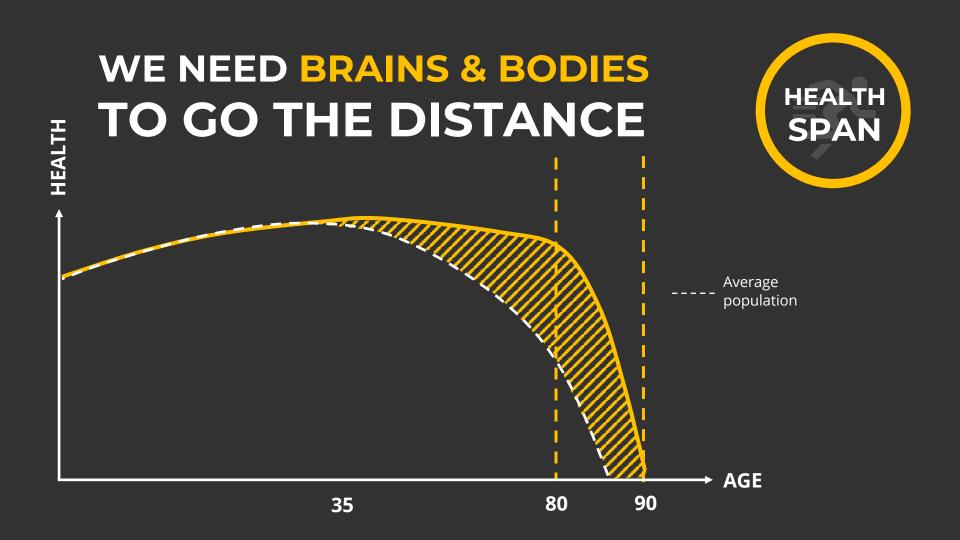
COMPLEX PROBLEM SOLVING

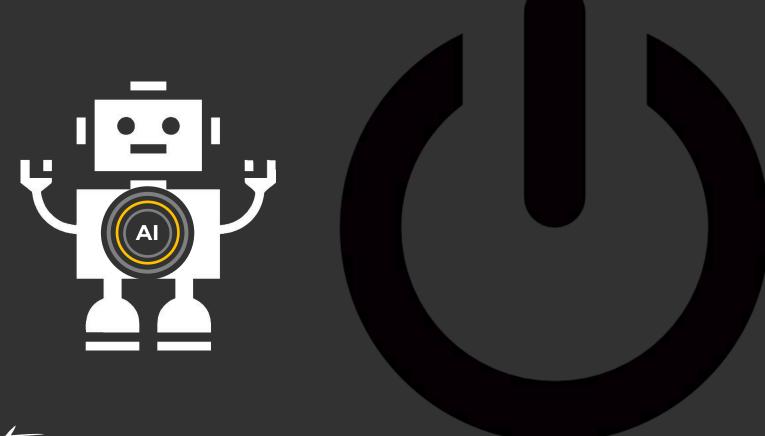
COLLABORATION

CREATIVITY

THE OUTPUT OF A RESTED **FOCUSED** BRAIN







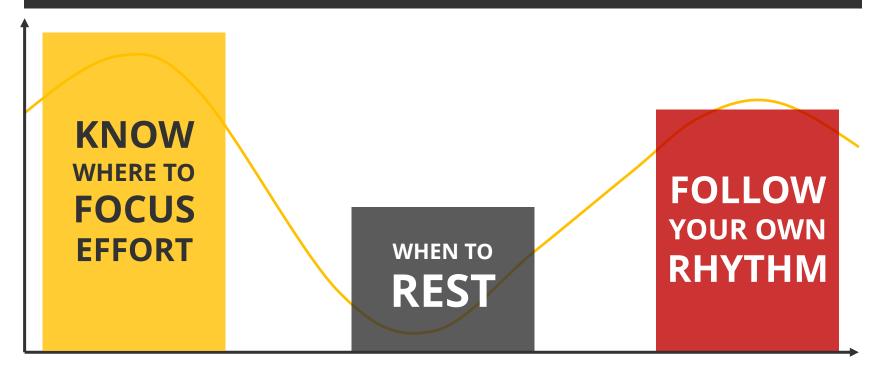




Paul, a start-up founder in New York, says he and his employees are less stressed since they started microdosing. But he couldn't be absolutely sure about the cause and effect: he thinks it may have also been the project-management app Asana, which they started using at the same time, to keep organised.



MORE HUMAN RHYTHMS OF WORK & REST





DRIVE

COGNITIVE

EMOTIONAL

RESILIENCE

ENDURANCE

POOR RECOVERY

INCREASEDBURNOUT RISK

10% ▼ RECOVERY ~ 7% ▲ BURNOUT









IS 'BALANCE' THE SOLUTION?

IS 'BALANCE' A MYTH?

RECOGNISE WHEN WE NEED TO GO 'ALL IN' & WHEN WE NEED TO RECOVER

BUT IT'S DIFFICULT TO IDENTIFY WHEN

HIGH-PERFORMERS
NEED SKILLS & TOOLS
TO NAVIGATE COMPLEXITY
WHILE MANAGING ENERGY,
STRESS & RECOVERY
IN AN OPTIMAL RANGE







SYSTEMATIC, PROGRESSIVE PLANNING OF TRAINING, EMPHASISING DIFFERENT ASPECTS, AT DIFFERENT TIMES.



'PROLONGED ACTIVATION' A MEDIATOR FOR STRESS & ILL HEALTH



STATES

COGNITIVE



TOO STRESSED SLEEP DEPRIVED **NOT PERFORMING** SUSTAINABLY

Stress/Anxiety

Total Sleep Time (minutes

800



ARE YOU AWARE OF YOUR RHYTHMS?

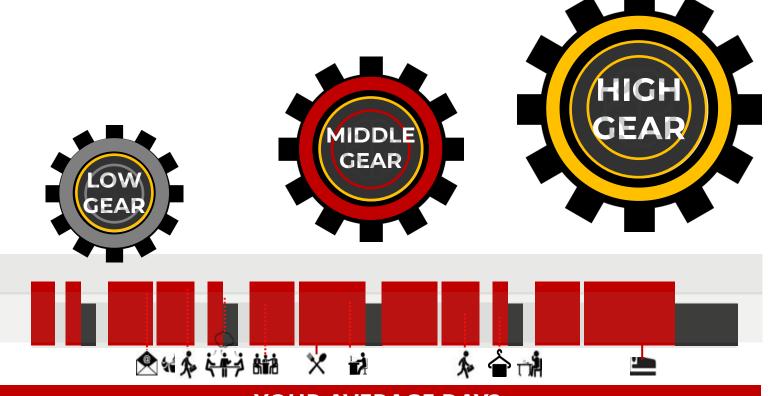
FRAMEWORK TO PLAN FOR COGNITIVE ENDURANCE



PLAN FOR PHYSICAL ENDURANCE



PLAN FOR COGNITIVE ENDURANCE



YOUR AVERAGE DAY?





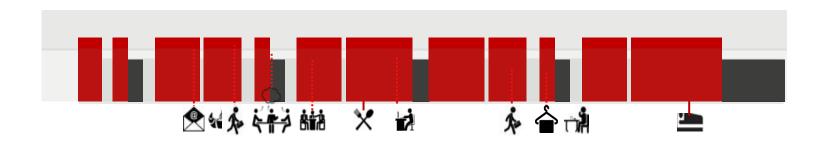
YOUR AVERAGE DAY?

CAUGHT IN PSEUDOWORK



SOMEONE ELSE'S SCHEDULE

WHAT CAN WE DO?



DON'T MAKE PERFECT THE ENEMY OF GOOD ENOUGH

Q START WITH AN EXPERIMENT











Q START WITH AN EXPERIMENT





WHERE TO FOCUS EFFORT

- SCHEDULE HIGH GEAR DURING PEAK.
- 25 MINUTES 'ON', 5 MINUTES 'OFF'.
- **ENGINEER AN ENVIRONMENT FOR FOCUS.**

PRIORITY & PURPOSE

WHAT IS THE MOST IMPORTANT
THING I MUST ACHIEVE RIGHT NOW,
AND WHY DOES IT MATTER?

MINDSET

WHAT CHALLENGES MAY I FACE, AND HOW CAN I TURN THEM INTO A LEARNING/GROWTH OPPORTUNITY?

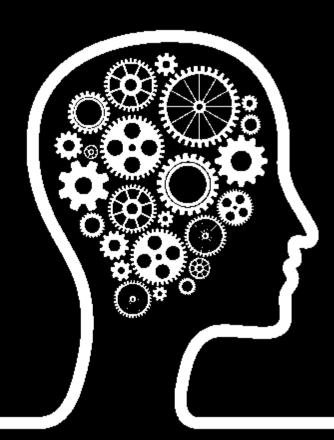
ELIMINATION

IS THERE ANYTHING I CAN ELIMINATE TO REDUCE TEMPTATION AND RELIANCE ON SELF-CONTROL?





- ACTIVE, SOCIAL, NATURAL BREAKS
- © SLEEP 7-9 HOURS PER NIGHT.



DEFAULT MODE

LOW-GEAR IDLE TIME IS NOT A WASTE OF TIME.

- RESTORE ATTENTION.
- PROMOTE CREATIVITY.
- MAKE SENSE OF LEARNING.



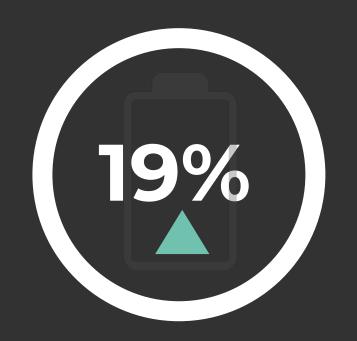


- BOUNDARIES FOR SWITCHING TASKS.
- SYNCHRONISE WITH REBOUND.
- ② START THE FIRST MINUTES OF THE DAY ON YOUR OWN SCHEDULE.

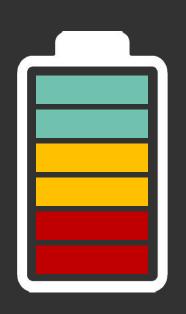


MAY BE RESPONSIBLE FOR 1/5TH OF STAFF **TURNOVER**

WELLBEING CAN INCREASE PRODUCTIVITY



REAL FOCUS REDUCED STRESS ENHANCED RECOVERY



WELLBEING IS SET TO BECOME A BUSINESS VALUE OF STRATEGIC IMPORTANCE

WHAT IS THE KEY TO SUSTAINABLE HIGH PERFORMANCE?



KNOWLEDGE WORK ENDURANCE ACTIVITY



James Hewitt Hintsa Performance

james.hewitt@hintsa.com

