

A data driven approach to forming habits for mental health and work performance



Manpremo Performance
Jason Howlett



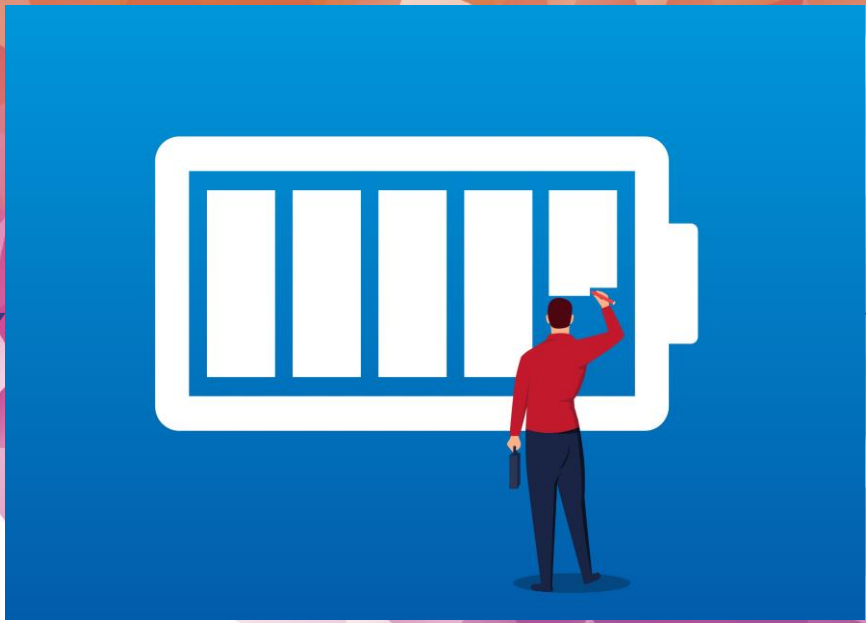
SKILLS & PERFORMANCE

BEHAVIOUR

Brain Functioning

Cognitive / Executive	Planning	Self-Control	Communication
	Learning	Problem Solving	Decision Making

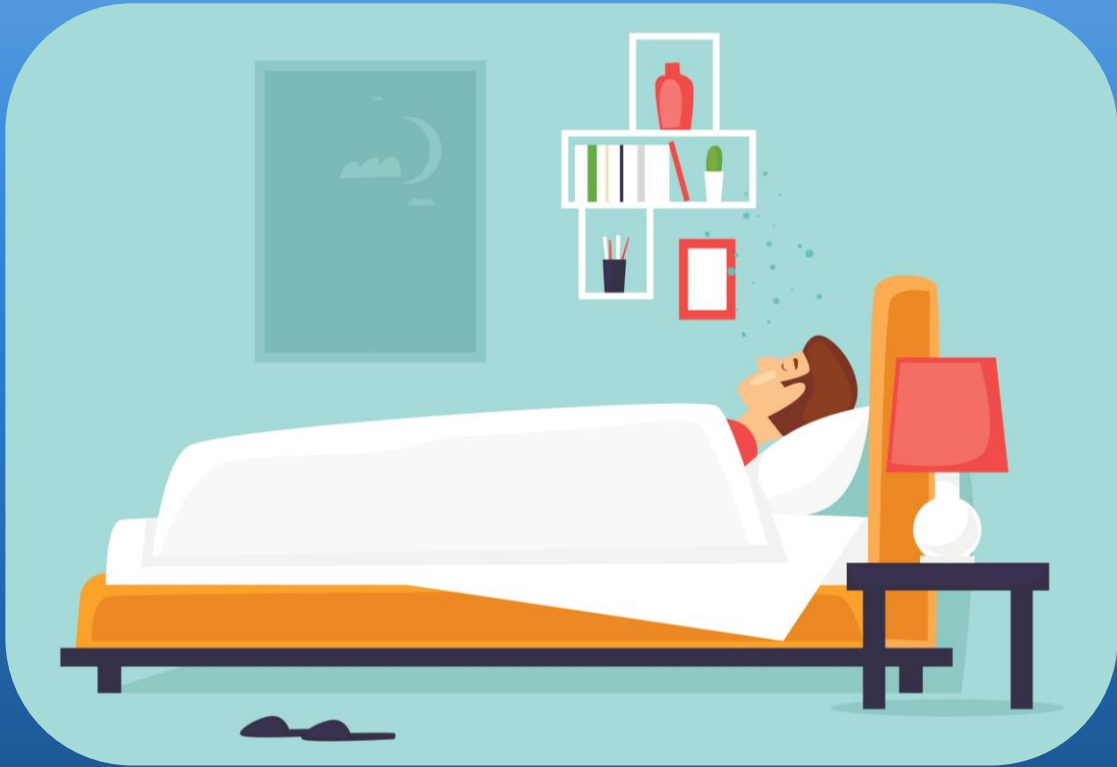
Resources



Needs

Physical Needs

Sleep, Rest, Fuel, Move



Social Needs

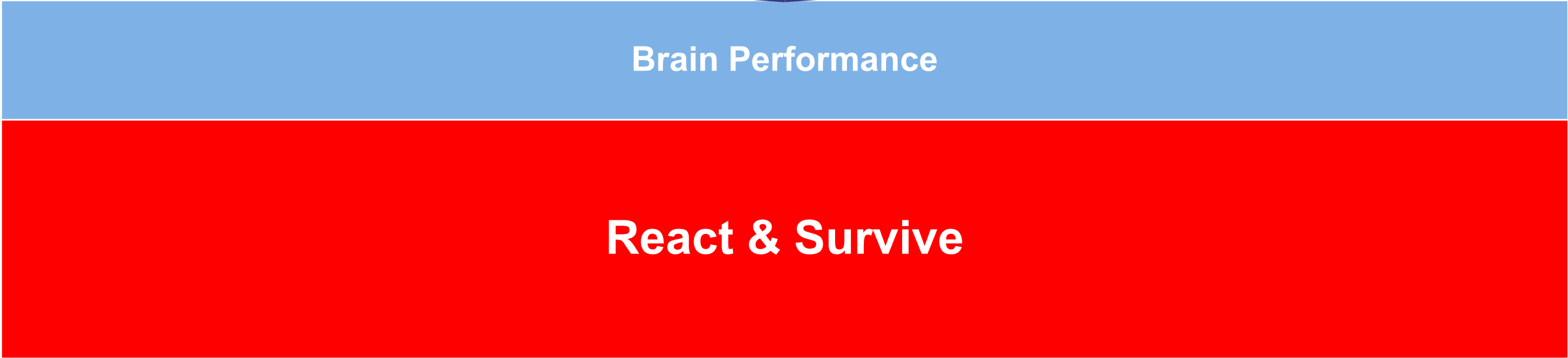
Acceptance, Belonging, Autonomy, Recognition



Behaviour



Threat response

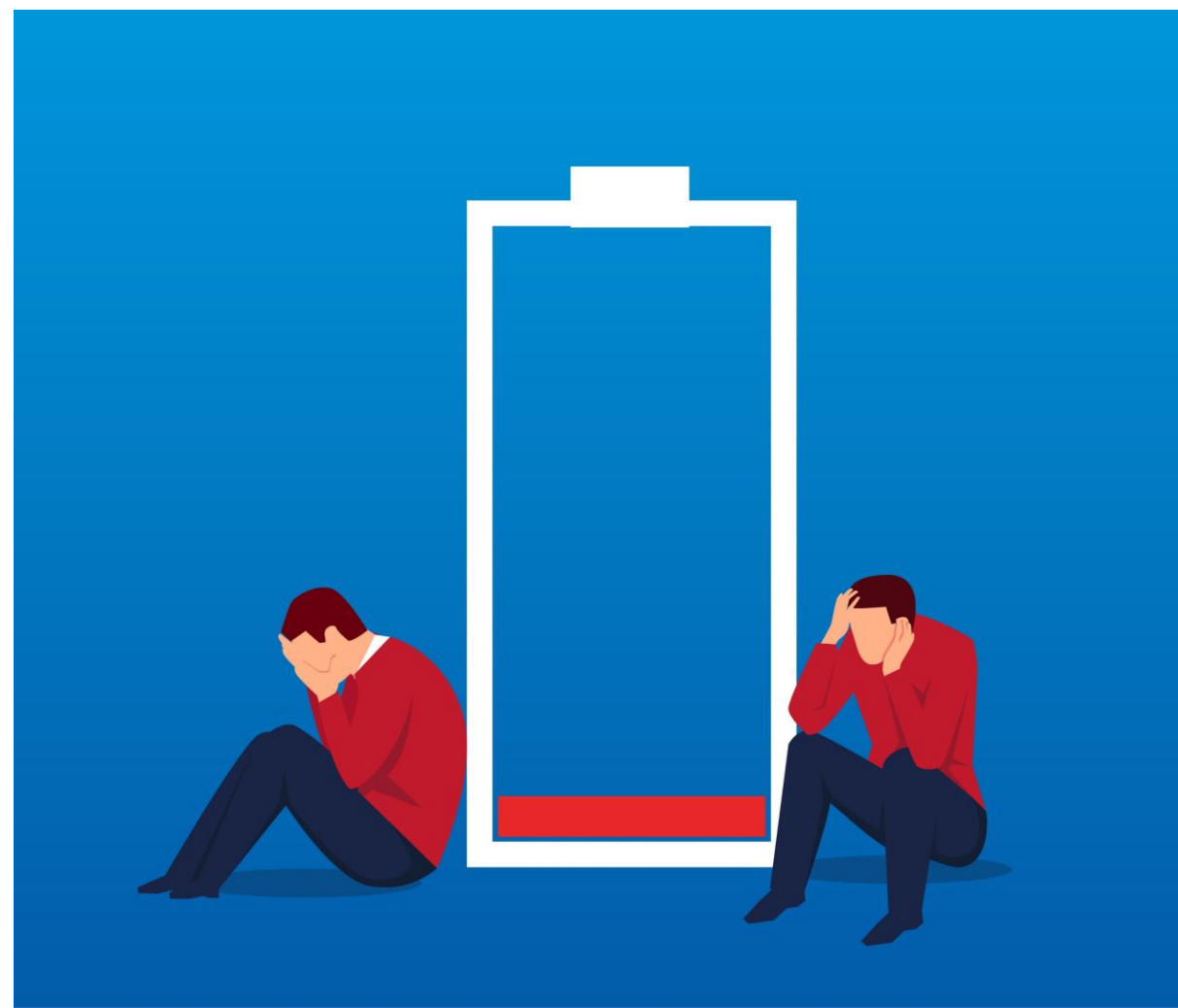


Low Capacity



Situation

- Digitalisation
- Globalisation
- Speed of Information Flow / Change
- VUCA

An illustration on a blue background showing a person in a red shirt sitting at a desk, working on a laptop. The desk is surrounded by various data visualizations: a bar chart, a pie chart, a line graph, and a calendar. The person is sitting on a yellow chair. The entire scene is framed by a large white circle. Surrounding this circle are several red bombs with black bands and grey wires, suggesting a high-stakes or volatile environment.

Top 10 skills

in 2020

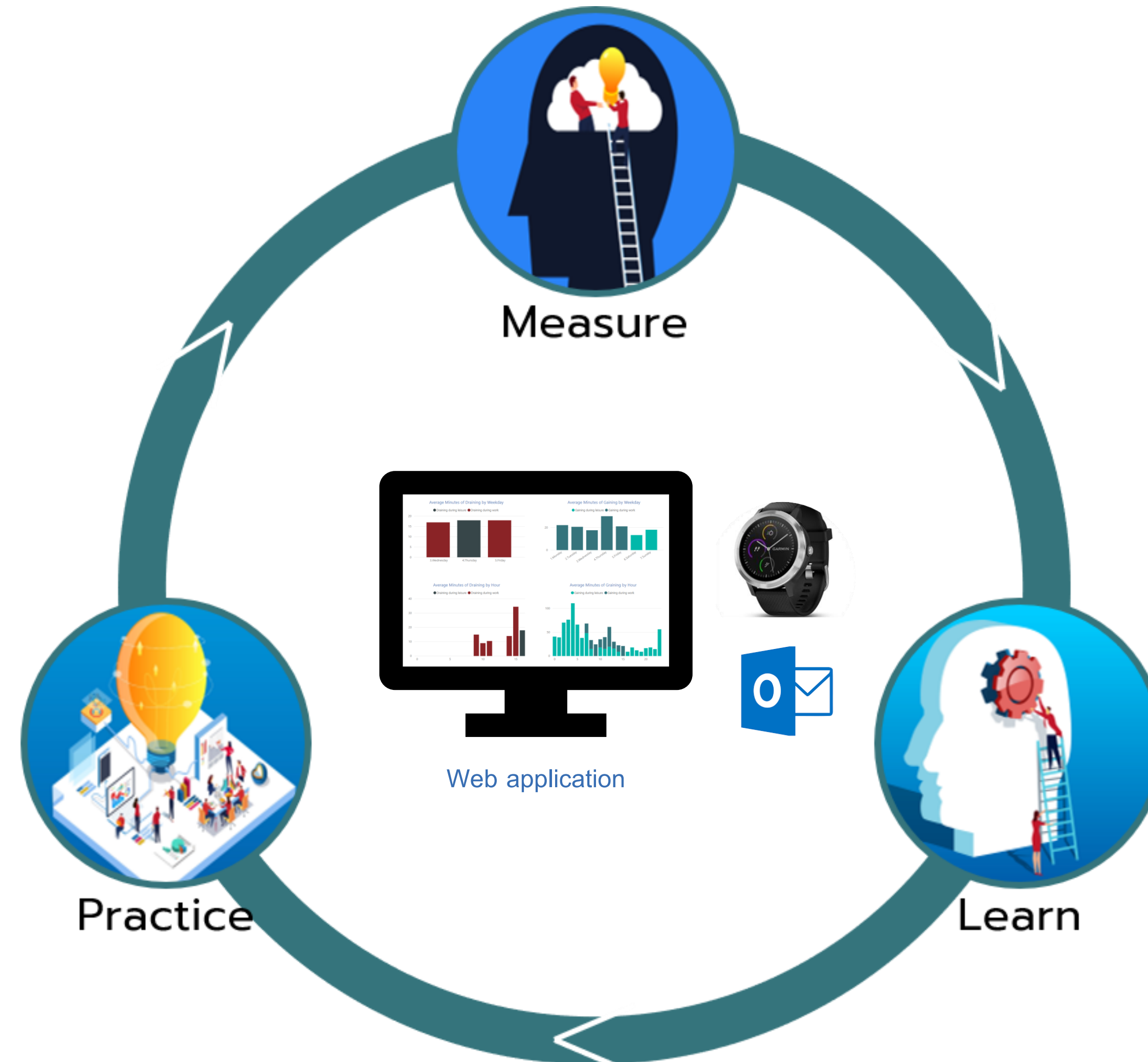
1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

WORLD ECONOMIC FORUM

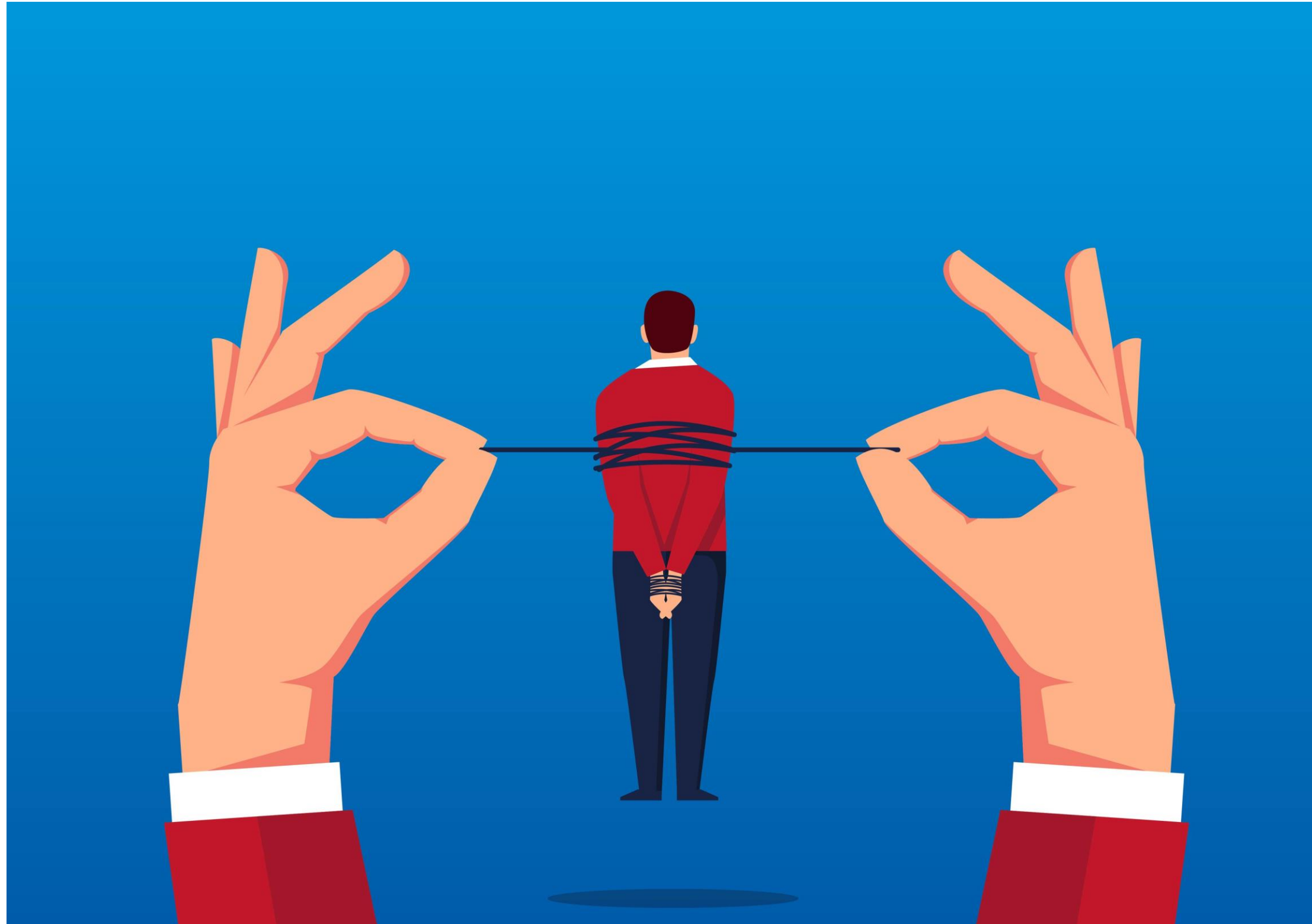
4 month transformation



Learning Loop



Impact of leadership & culture



**Legitimate &
Safe?**



**Role model
Show the way**

Organisation-wide Initiatives

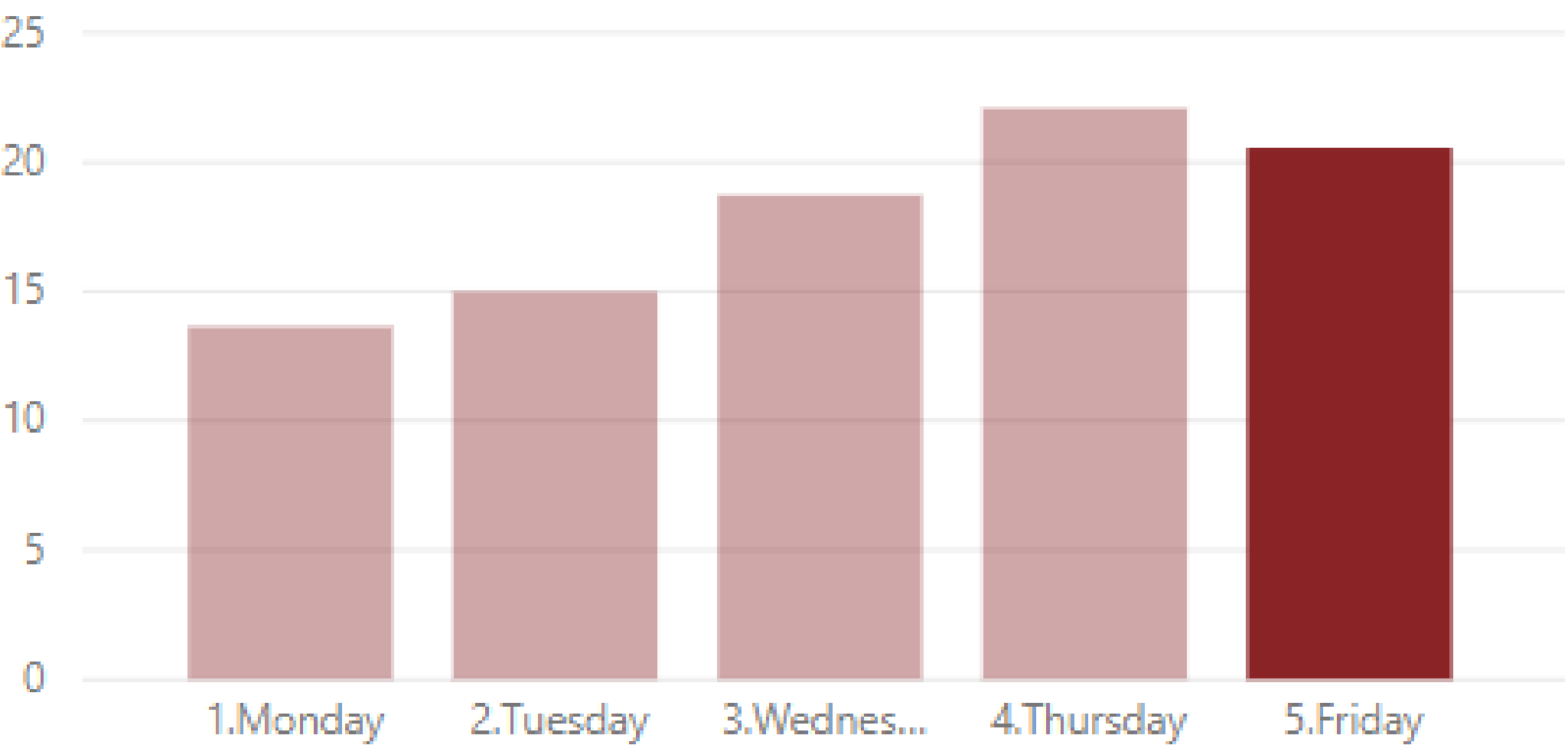


High stress periods:

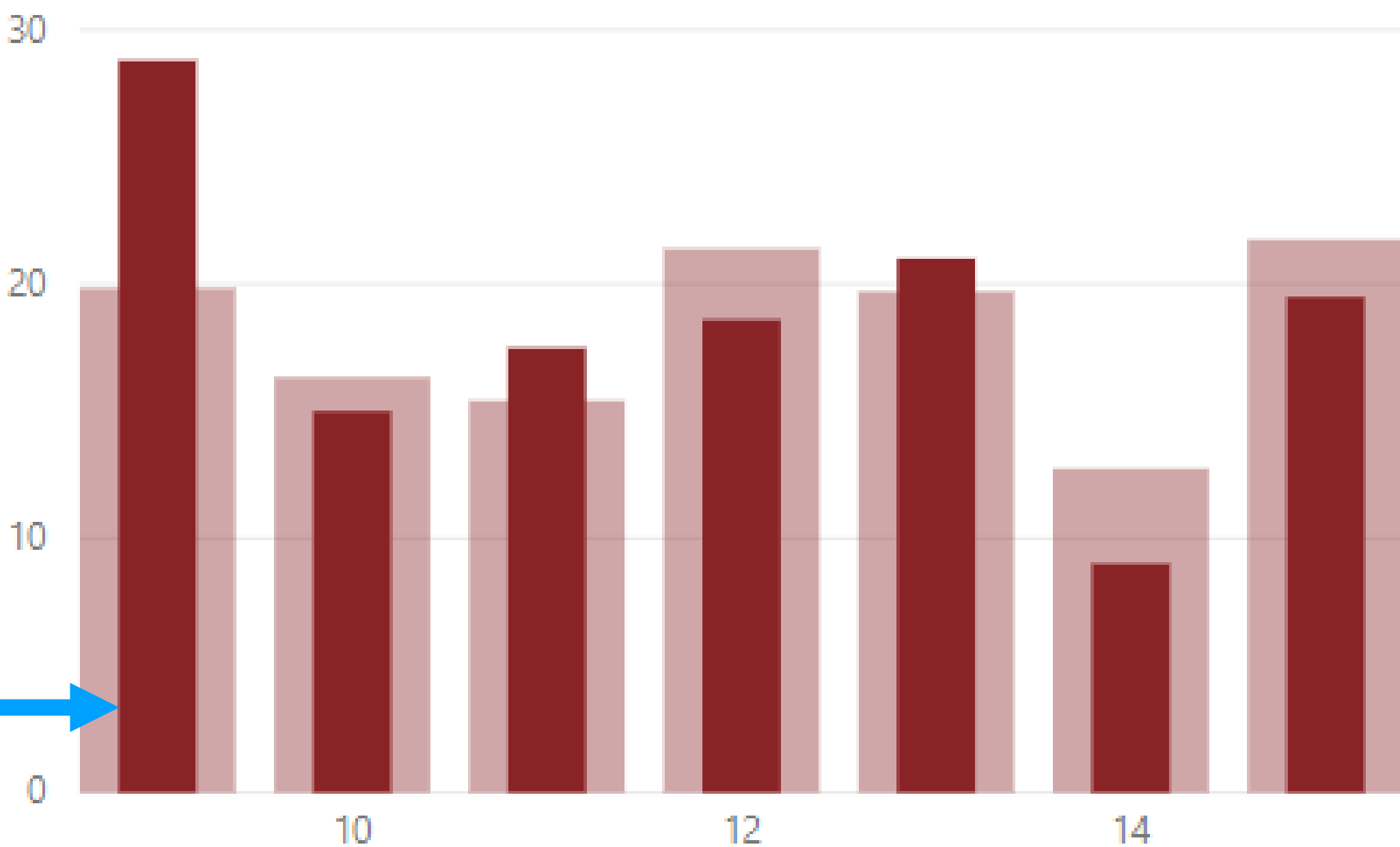
Friday at 09 - 10



Average Minutes of Draining by Weekday



Average Minutes of Draining by Work Hour





MANPREMO

Creating Sustainable Productivity