



HYBRID HEALTHY

Feel better, stress less, and succeed in the "new normal"

2020

Was the most stressful year in peoples
working lives

AI@Work Study 2020
Oracle Workplace Intelligence





The new normal



Human wellness and our happiness and effectiveness at home and work are intrinsically related



1

YOU

Are being stressed to the limit





Work/Home Blurring



Stress



Lack of Movement



Isolation

42%

Americans reported undesirable
weight gain

Stress in America Survey
American Psychological Association

Average
29 lbs.



2

YOUR PEOPLE

Are burning out



Emotionally drained



Excessive workload



Exhausted

“You can look in their faces
and see the defeat and
weariness that they’re
experiencing right now.”

Melissa Wise

- Nursing director of ICU and medicine
- Our lady of the Angels hospital





49%

Concerned about return to
in-person interactions

Stress in America Survey
American Psychological Association



3

YOUR Organization

Retention and effectiveness challenges



76%

Believe their company **should** be doing more to
protect mental health

Mass Exodus

43% of respondents are considering leaving the healthcare profession

- Research by healthcare job site: Vivian

Research by:
Healthcare job site: Vivian

John Godoy



SITFLOW
SIT DOWN | START MOVING

Shop ▾

Office

Active-Classroom

Seniors

Gaming

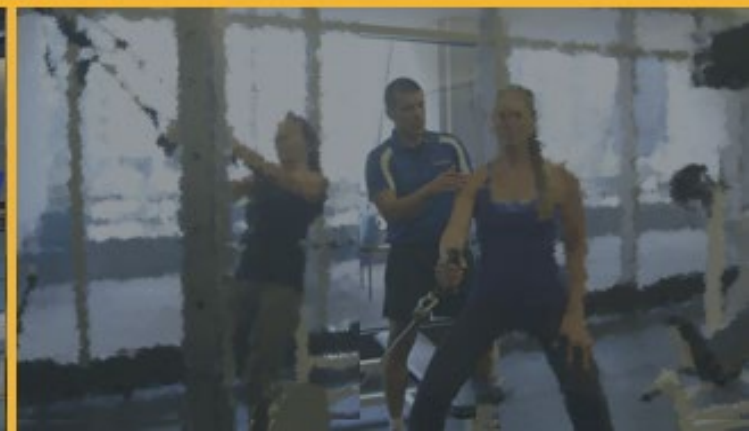
Science



Office Exercises with SitFlow™

Improve Employee Health and Productivity with Office
Exercise. NeoCon Gold Award Winner

Shop Now



NOT

about

- Best Exercise
- Best Diet

IS

about

- Addressing Unique Hybrid Work Problems



Healthy Home Office



Build a Culture of Wellbeing



Reduce Zoom Fatigue



Better Online Meetings

Build a Healthy Home office

1



Standing desk or monitor raising platform

2



Position desk near window for natural light and fresh air

3



Compression mat to use while standing

4



Cooking timer set for 45 minutes for "brain" breaks

5



A blue light blocker, or app to reduce eye strain

6



An ergonomic chair AND exercise ball

7



Water bottle for hydration

8

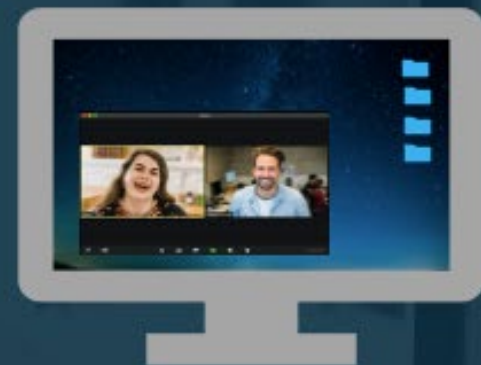


Wireless Headset to allow movement when on calls

Reduce... **ZOOM** **FATIGUE**

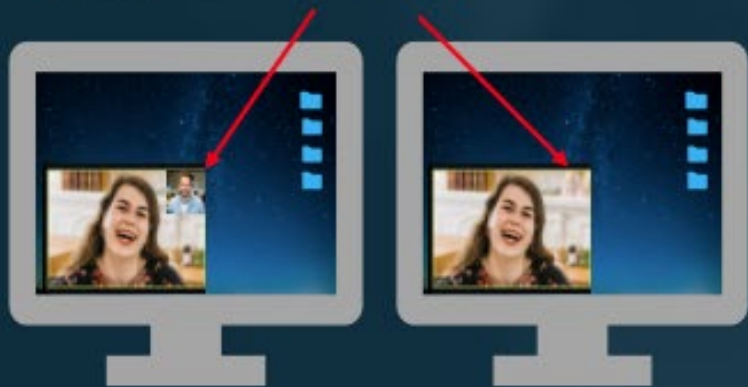
1

Reduce the size of
your video window



3

Hide your self-view
picture



2

Adjust your setup to
allow flexibility of
movement



- Wireless input devices
- standing desk.

4

During long meetings,
switch to audio and
turn away from the
screen



BETTER Remote Meetings

1

Avoid stacking meetings

Build-in a 5-minute transition break at the beginning or end of meetings.

2

Limit the size of your group

Decide who really needs to be there, then provide a recording for others.

3

Provide better visuals

Train presenters to improve the quality of their PowerPoint presentations.

4

Make meetings intentional

Send an agenda and stay on track. Use an appointed facilitator when possible.

5

Be mindful of cognitive and physical fatigue

Set meeting objectives, agenda, and duration keeping aware of participant time zones, working hours, and cognitive exhaustion.

“Our research shows breaks are important, not just to make us less exhausted by the end of the day, but to actually **improve our ability to focus and engage** while in those meetings”

Michael Bohan

- Senior Director - Microsoft
- Human Factors Engineering Group

Create a culture of wellbeing

- Self-service mental health services
- authentic 1-on-1's with staff
- Ask people how they are doing at beginning of meetings
- Implement choice architecture
- Decompression rooms
- Mandatory time-off
- Regular seminars
- Mandatory paid relaxation breaks
- Regular communication from top leadership on wellness
- Investment in mental health services
- ...

Benefits

↑ Effectiveness

↑ Loyalty

↓ Missed days

↓ Exhaustion

↑ Retention



"The employers that get this right will have a more engaged workforce, greater employee retention and better ability to attract top talent"

Brian Kropp

- Distinguished VP of research
- Gartner



2019

Old Paradigm



2021+

New Paradigm



Thank you

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