



WORKING FROM HOME

- VIEWPOINTS AND TOOLS FOR
MOTIVATION AND WELL-BEING

Åbo Academy
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PROGRAM



- Challenges with working from home
- Best practices, ideas and viewpoints that can help



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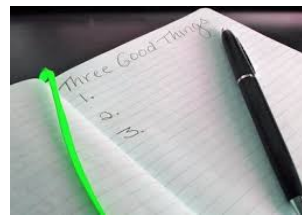
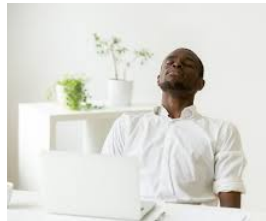
*"Your current routines will take you some place in the coming months?
The question is, where?"*

- Jim Rohn



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1. ENTER AND EXIT ROUTINES

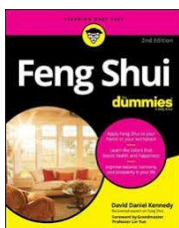


WHAT COULD HELP YOU ENTER YOUR WORKING MODE?

WHAT COULD HELP YOU EXIT WORK MODE AND STEP INTO FREETIME ME?

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2. OUR ENVIRONMENT INFLUENCES US



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WHAT COULD ENHANCE YOUR WORKSPACE?



Choose a spot that will be the main working area

Add a plant

Consider your personal need for background sounds

Reduce distractions

Check in on ergonomics



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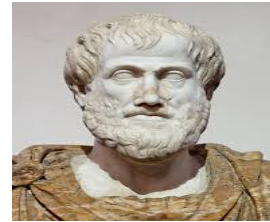
3. OUR ATTENTION WORKS LIKE A FLASHLIGHT



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"Humans are teleological beings"

- Aristoteles



"400 laboratory and field studies from 25 years were analyzed. The conclusion is – specific goals lead to a higher level of task performance than easy, vague or abstract goals such as the exhortation 'do your best'."

- Locke & Latham



"Even seemingly minor steps forward make a difference. Of all events that occur at work, the event having the most prominent positive effect on emotions, perceptions, and motivation is simply making progress."

- Teresa Amabile



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1. MOST IMPORTANT RESULTS - LIST

A) 3-5 results. What am I aiming at? What does the end result look like?

B1) With what personal quality or strength do I want to approach the task at hand?

B2) What personal value or important quality does this task relate to?

RESEARCH INDICATES:

- Improves productivity by 22% on average as well as experienced life satisfaction
- Using imagery to imagine the tasks as completed, how that feels and why it's important to you enhances positive affect, a sense of accomplishment and positive coping



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EXAMPLE

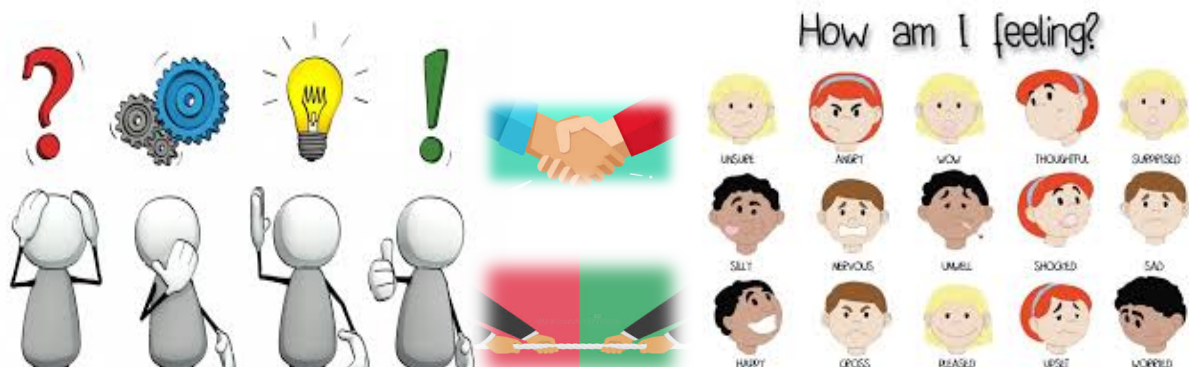


TOP 3
 Read the monthly report and compile suggestions for the board of directors → *Focused*

- Bonus system: Define the model with our CEO and the sales team
 → *Open*
- Gather information and write a sufficient response to KELA
 → *Patient*

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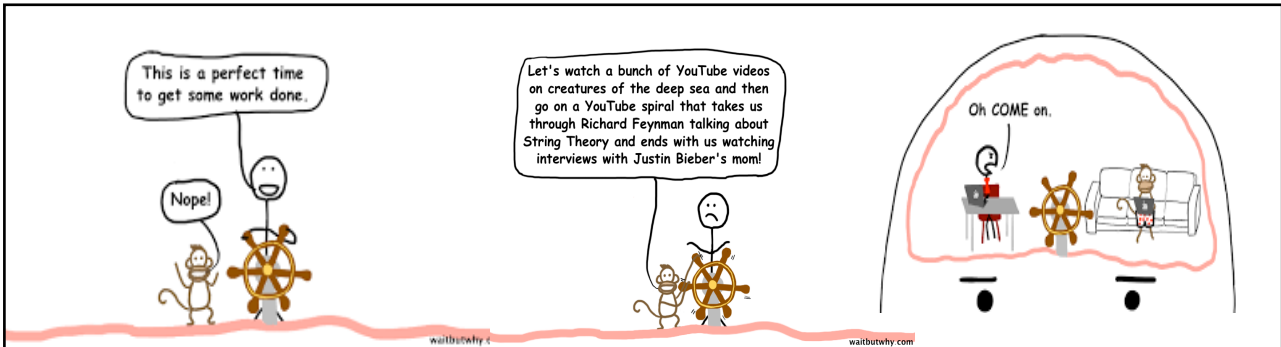
4. WE ARE LOGICAL & FEELING-BASED BEINGS



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THE EGYPTIANS HAD A WORD FOR PROCRASTINATION OVER 3000 YEARS AGO

7 out of 10 university students report that they continuously procrastinate on tasks

THIS EXPERIENCE IS HUMAN


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OUR BRAIN IS SPECIALIZED IN:


- AVOIDING PAIN IN THE MOMENT
- MOVING TOWARDS PLEASURE IN THE MOMENT

THREAT-SYSTEM



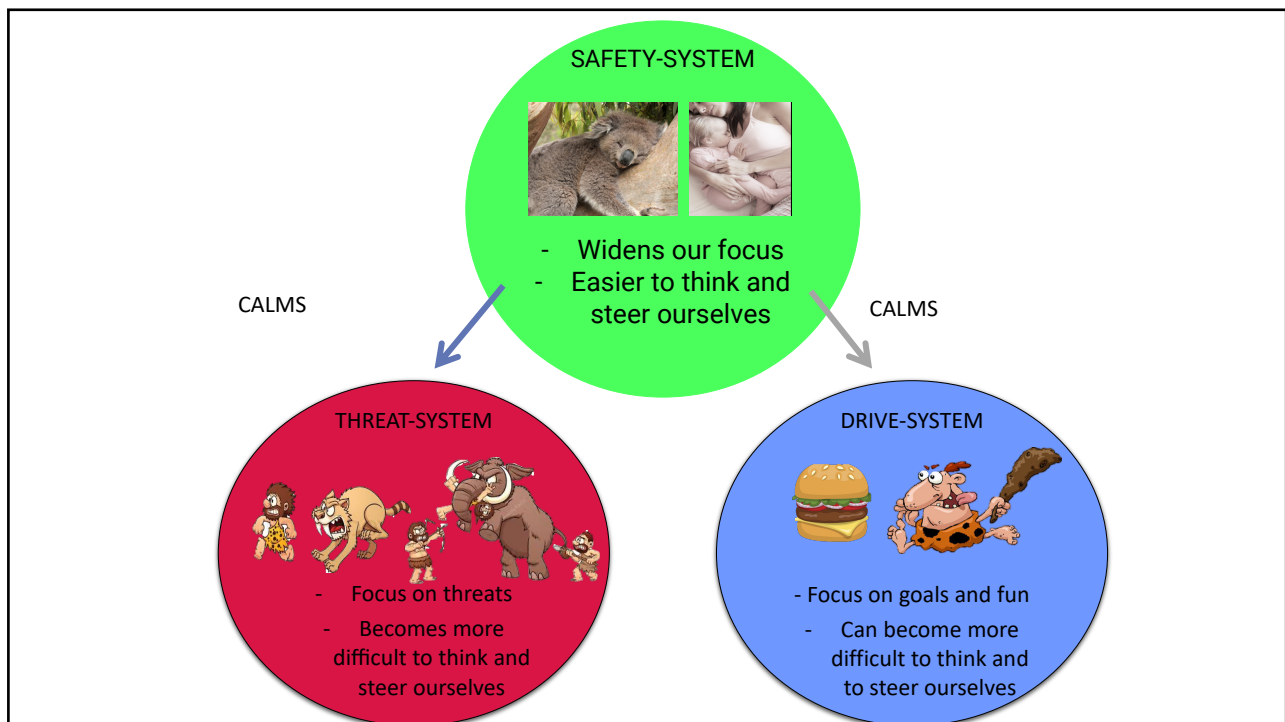
- Focus on threats
- Becomes more difficult to think and steer ourselves

DRIVE-SYSTEM



- Focus on goals and fun
- Can become more difficult to think and to steer ourselves

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"FEELINGS FOLLOW ACTION"



- Research shows that our inner experience of an avoided action changes within 2-5 minutes after launch
- Behavioral activation is one of the most effective treatment protocols for depression
- *"Ease up on the conception, that our feeling or motivational state needs to match the action at hand"*
- Timothy Pynchl



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- PRACTICAL TIPS



1. Notice when you're struggling



2. Remember that this is human



3. Use your body to calm your mind

Breathing, posture, touch (The breathing app)



4. Offer yourself a new perspective:

What would I say to a friend
or colleague right now?

What do I need right now?

The 2 minute rule – I'll do
this for two minutes

Switch the word but for and..
I feel bored *and* I'll work on this
for 2 minutes.

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5. WE ARE LIVING BEINGS, NOT MACHINES



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STOPPING FOR GAS – i.e. TAKING BREAKS



- Clearly associated with higher productivity, higher well-being, higher motivation and focus
- Can be anything that you find pleasant. Examples:
 - Talk to somebody
 - Exercise (2 minutes of moderate exercise improves mood and concentration for the next 2 hours)
 - Go outside, especially nature is beneficial if you have the opportunity
 - Do a breathing exercise (calms the nervous system from 2min upwards)
 - Listen to music or watch a funny clip on youtube
 - Have a snack



**Feel free to mention some of your favourite break activities in the chat.
Let's share some best practices together.**

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TO SUM THINGS UP



- Working from home brings certain challenges with it.
- We humans haven't changed – our basic nature is still the same. How we adapt and work with our basic nature when working from home is the key question we face.
- There are several things that can enhance our motivation and well-being
 - Enter and exit routines
Environmental design
 - Directing the spotlight of attention by using goals and MIT:s
 - Being kind to ourselves when we feel stuck, it's human. Then focus on actions rather than feelings
 - Taking breaks and using timers to our advantage
 - Socializing in whatever way we can
- Use what works for you and fits your needs and situation. Creativity is allowed and encouraged 😊



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THANK YOU

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