

Why Self-Care is Good for Business

Matt Black

- Dad, Husband, Son
- B.A. – Psychology
- M.A. – Professional Counseling
- Currently serving as a Product Manager for TimeFront – Consulting Management Platform
- Varied Professional Experiences
 - Former Substance Abuse Counselor
 - Everything from sweeping hair to managing teams to owning a business



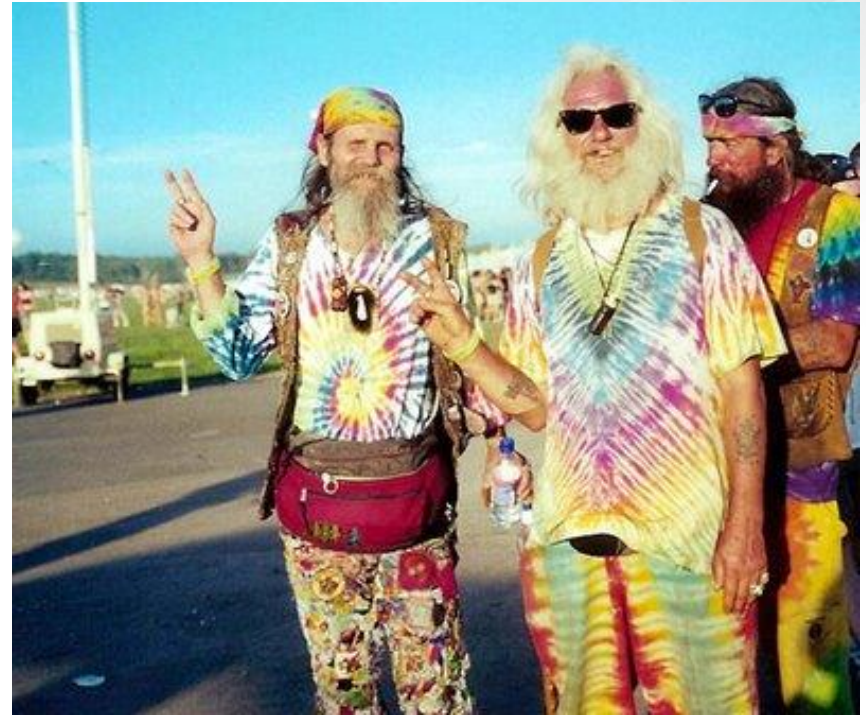
Why Do We Care About Self-Care?

Optimization

How much time do we spend optimizing our workflows? (Gantt Charts)

VS

Working 60 hours a week on 5 hours of sleep and 4 cans of Monster Energy drinks



Let's Set the Table

Establishing a Common Language

Self-Care...Jargon Free

- Defining “Self-Care”
 - **Physical Health**
 - The Body
 - **Mental Health**
 - The Data of the World
 - **Emotional Health**
 - How I Interpret that Data
 - **Spiritual Health**
 - My Place in the World

“The effort one takes to ensure their own physical, mental, emotional, and spiritual health.”
– Matt Black

Self-Care is Not...

Indulgent



Selfish



Self-Centered



Let's Dig In!

Best Version of Ourselves vs Clock Puncher

- Work/Life Balance
- Does your job impact your personal life?
 - Vice versa?
- Can our work life behavior improve our personal life?
 - Job as part of identity



Physical Health



- Physical health is relatively easy to control
 - Manipulating weight, sleep, etc
- Socially acceptable to talk about...
 - New diets, Peloton, gym selfies
- Better physical health = better cognitive performance
 - Best ideas while walking
 - Also, EMDR
- Examples
 - Nutrition, sleep patterns, exercise habits and physical medical conditions (i.e., blood pressure, cholesterol, etc.

Physical Health Concrete Actions

- Move. Even 15 min/day. Project management is often a sedentary job. WFH opens more options.
- Drink water. It's hard to drink too much water. Thirst is often confused for hunger.
- Sunlight. Sunlight provides us with Vitamin D, which may help strengthen bones, your immunity and provide anti-depression benefits.
- Good sleep hygiene – sleep times should be consistent, and your sleep environment should be cool, dark, and quiet.

Mental Health

**“IT IS THE
MARK OF AN
EDUCATED MIND
TO ENTERTAIN
A THOUGHT
WITHOUT
ACCEPTING IT”**

- ARISTOTLE

- Think of it more as “Brain Health” or “I/O Health”
- Different than emotional health
- Brain is like a computer – mental health is how we process data
- How do we filter that data?
 - Our jobs are ultimately about judgement.
- What is within our direct control?
 - Serenity Prayer

Mental Health Concrete Actions

- Practice mindfulness. Take stock at various points of your day to identify what you're thinking about.
- Take a break. Try doing nothing – close your eyes or lie down and relax.
- Second opinion. Calibrate your “filter” every so often. “Am I off-base, here?”
- Consider the Fundamental Attribution Error
 - My successes are because I'm awesome, your failures are because you're bad
 - My failures are due to factors beyond my control, your successes are due to factors beyond your control

Emotional Health

- Coping with the inputs of the world
- Not always welcome at work
- Self-Talk
 - Challenge self-defeating self talk
- Psychological Safety
 - How safe do you feel?
 - How safe do you make others feel?



Emotional Health Concrete Actions

- Journal about the emotions you experienced that day.
 - Few times a day, take inventory.
 - Look for patterns (i.e., more on edge right before lunch)
- Give yourself permission to feel your feelings.
 - “There is no pain” story.
- Explore potential medication for persistent/on-going negative emotions.
 - You can’t journal or medicate your way out of a chemical imbalance.

Spiritual Health

- Not necessarily religious
- What is our place in the world
 - Job as identity
- How does this manifest?
 - Trust/Micro-Management
 - Controlling others



Spiritual Health Concrete Actions

- Pray
 - You don't have to pray "to" something. Prayer is ultimately identifying and articulating our thoughts, desires, and problems. It's mindfulness.
- Meditate.
 - No mantras required. It's more about focusing without judgement.
- Call/text a friend.
 - WFH can be very isolating

Bonus: Financial Health

- Can be a touchy subject
- Consider if you're spending your way to happiness
 - Amazon, Instagram, etc
- Tracking expenses
 - Mint
 - You Need a Budget
 - Expensify



Employer's Responsibility

- Research on productivity factors
 - MH, PH, job, support
- Employers provide health insurance and EAPs.
 - Access vs Action
- How can you take control?

The screenshot shows the JOEM (Journal of Occupational and Environmental Medicine) website. The top navigation bar includes 'Articles & Issues', 'Collections', 'CME', 'For Authors', and 'Journal Info'. On the left side, there is a vertical menu with icons for 'Outline', 'Images', 'Download', 'Cite', 'Share', 'Favorites', and 'Permissions'. The main content area displays the title 'frameworks assessed in the prior literature...' and the first paragraph of the article. The text discusses the 2017 Britain's Healthiest Workplace survey and the authors' findings on mental health, physical health, and workplace productivity. Several sentences in the text are highlighted in yellow.

JOEM Journal of Occupational and Environmental Medicine

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frameworks assessed in the prior literature. This is possible through exploiting granularity of the 2017 Britain's Healthiest Workplace survey, which provide detailed information on a large set of socioeconomic and workplace characteristics, as well as various personal and institutional variables for more than 30,000 employees.

Our principal findings are threefold. First, our results show that mental health, physical health, job characteristics, and support from organizations are the most important determinants of employees' productivity. This highlights a strong case for promoting workplace interventions aimed at improving employees' wellbeing and the overall organizational, work, and management culture.

Second, our study shows that the network of influences affecting employees' productivity is more complex than what hitherto presented in the literature. Disentangling the pathway of influences, we show that a large proportion of effects that support from the organization and managers, as well as workplace conditions and attitudes more generally, have on workplace productivity are mediated through mental and physical health. This highlights the need for a more tailored strategy to improve employees' well-being. Indeed, employers typically focus on addressing the symptoms of poor mental and physical health through investing in comprehensive medical benefit packages as well as employees' assistance programs. Our study suggests that it is equally or even more important to address the source of such problems through supportive management, promoting more inclusive work atmosphere and improving job satisfaction in a healthy work environment.

EAPs

- Employee Assistance Program
 - Will usually provide 3-5 free sessions of counseling for non-severe issues
 - Can also be used as a referral service to see if you'd benefit from longer term counseling
 - Typically offers resources for other work/life areas:
 - Budgeting
 - Child Care
 - Elder Care
 - Academics



References

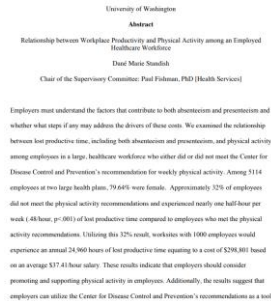
Study #1

https://journals.lww.com/joem/Fulltext/2019/06000/Individual_Workplace_and_Combined_Effects.4.aspx



Study #2

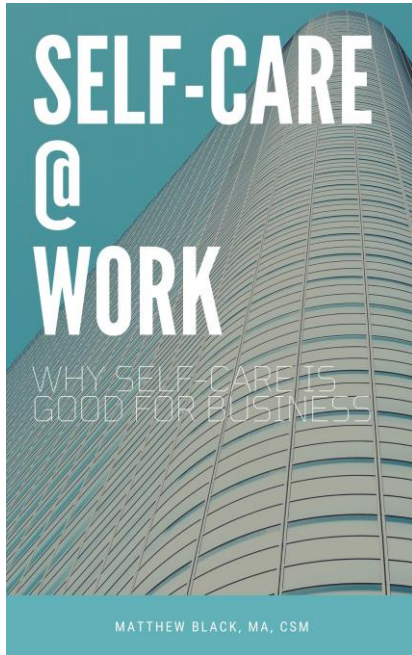
https://digital.lib.washington.edu/researchworks/bitstream/handle/1773/36716/Standish_washington_0250O_1583_1.pdf?sequence=1



Study #3

<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-020-09875-z>





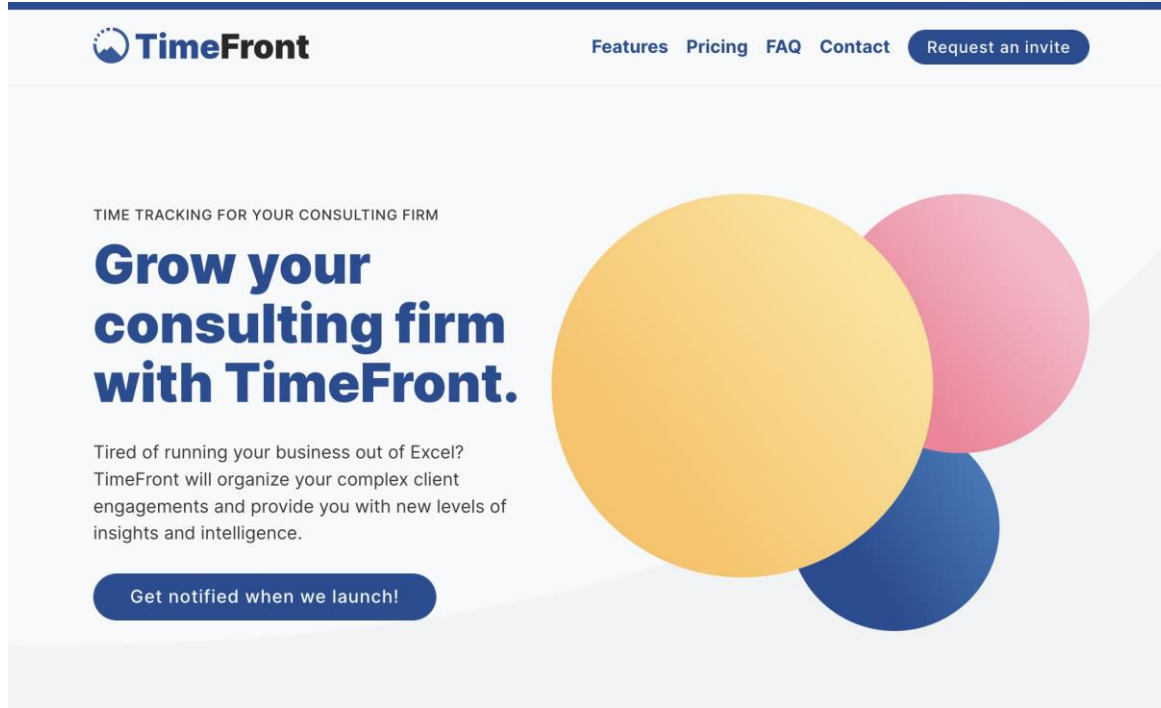
[“Self Care at Work”](#)

by
Matt Black

Product Manager, Certified SAFe Scrum Master, Agile Coach and former Substance Abuse Counselor, Matthew Black, M.A. condenses his 15+ years of experience in those fields to provide you with the necessary tools to improve your career.

“Self-Care at Work: Why Self-Care is Good for Business” outlines how executives, managers and individual contributors can improve their physical, mental, emotional and spiritual health to be happier, healthier and more productive.

TimeFront.ai



The screenshot shows the TimeFront website landing page. At the top left is the TimeFront logo, which consists of a blue circle with a white clock icon and the text "TimeFront" in a bold, dark blue font. To the right of the logo are navigation links: "Features", "Pricing", "FAQ", and "Contact", all in a dark blue font. Further right is a dark blue button with white text that says "Request an invite". Below the navigation bar, the main content area has a light gray background. On the left side, there is a sub-header "TIME TRACKING FOR YOUR CONSULTING FIRM" in a small, dark blue font. Below this is the main headline "Grow your consulting firm with TimeFront." in a large, bold, dark blue font. Underneath the headline is a paragraph of text: "Tired of running your business out of Excel? TimeFront will organize your complex client engagements and provide you with new levels of insights and intelligence." At the bottom of this text block is a dark blue button with white text that says "Get notified when we launch!". On the right side of the main content area, there are three overlapping circles: a large yellow one in the back, a medium pink one in the middle, and a smaller dark blue one in the front.

TimeFront

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Questions?