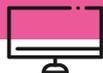


# Digital Disconnection

*The science behind rest and recharging in an always-on digital world*

DR KRISTY  
GOODWIN

*You can't be fully 'on' if you're never 'off'.*



## WHY WE NEED TO UNPLUG

Spending time offline and away from our devices is vital for our stress, physical health, mental wellbeing, performance and ideation. Our stress levels have increased substantially in recent years because (i) we've removed some of the natural buffers which counteracted stress (predictable start and end of the day and physical movement both helped to bring us to a natural baseline) and (ii) we've added to our stress load because of our digital technology use. We're biologically designed to cope with short, complete stress cycles.



## DIGITAL BURNOUT

The World Health Organisation classified burnout as an occupational phenomenon "resulting from chronic workplace stress that has not been successfully managed." It is characterized by three dimensions:

1. feelings of energy depletion or exhaustion;
2. increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
3. reduced professional efficacy.

Digital burnout is fatigue, frustration, or apathy resulting from prolonged stress, overwork, or intense activity from digital tools.



## TYPES OF BREAKS TO BEAT BURNOUT

1. **Micro-** regular, short daily breaks (5-10 minutes). Your body has an ultradian rhythm meaning that it naturally goes through peaks and troughs roughly every 90 minutes.
2. **Meso-** at least 2 hours/week at predictable times off; and
3. **Macro-** half to full days off each month.

“ TECHNOLOGY IS ADDING MICRO-STRESSORS TO OUR DAY THAT CAN ACCUMULATE & RESULT IN DIGITAL BURNOUT, IF LEFT UNRESOLVED. WE NEED TO MANAGE OUR 'TECHNO-STRESS' TO THRIVE IN THE DIGITAL WORLD. ”



## About Dr Kristy

*Having personally experienced how our always-on digital culture is compromising people's wellbeing and is counter to optimal and sustainable performance, award-winning researcher and speaker Dr Kristy Goodwin is on a mission to promote employee wellbeing and bolster workplace productivity in an always-on digital world.*

*As one of Australia's digital wellbeing and productivity experts, she shares practical brain-based hacks to tame tech habits and the latest evidence-based strategies to decode the neurobiology of peak performance in the technological era.*

*Senior business leaders and HR executives from the country's top organisations engage Dr Kristy to help them promote employee digital wellbeing and performance. Her roster of clients includes Apple, Westpac, Deutsche Bank, Bank of Queensland, DLA Piper, Westfield, Randstad, the Reserve Bank of Australia, NSW Health, Cuscal, State Street, National Broadband Network and Foxtel.*

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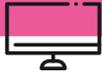
 [INSTAGRAM](#)

# Digital Disconnection

Boost your performance and wellbeing with unplugged time

DR KRISTY  
GOODWIN

*Rest is a responsibility, not a reward.*



## COMPONENTS OF 'GOOD REST'

**REMNAAC** - **rest** by closing your eyes for 10 seconds, **exposure to light** to help boost focus and minimise eye damage, **movement**, to boost neurotransmitters like dopamine and noradrenaline, get a dose of greentime as 40 seconds in **nature** can reduce your cortisol level, have some **autonomy** as to what you elect to do in your rest period and **connect** with others (even if it's a conversation on the phone).



## PRIORITISING REST

Organisations need to embrace cultural change where rest is revered and seen as an essential part of a productive work ethic. This relies on leaders 'walking the talk' and sharing insights into how they unplug, what recreational activities they engage in. At an individual level, it requires employees to do a life audit and intentionally structure their days, weeks & months to include rest and recovery.



## ORGANISATIONAL CONSIDERATIONS

Teams need to clearly articulate their 'digital guardrails' - the norms, behaviours, practices and principles surrounding digital tools. For example, what's the expected response rate on internal emails? How will communication channels be managed? Do you have a communication escalation plan in the case of an urgent situation? What are your virtual meeting protocols. Clearly articulating the team's 'tech-pectations' is vital to ensure employees feel that

“ OUR 'ALWAYS ON' CULTURE ISN'T SERVING US... IT IS ENSLAVING US.”



## Let me help you to thrive in the digital world

*I share regular tips and tricks on social media (the irony isn't lost on me) and in my newsletter. Access my FREE eBook Five Essential Digital Productivity Hacks (sign up here and I promise not to add to your email overwhelm). I also have two eCourses that you can access at your own pace to help you thrive online.*



TAMING  
EMAIL



DIGITAL  
WELLBEING  
RESET