

Back to Better

GET THE EXPERTS ADVISES



@ A report from Pleaz and the University of Copenhagen

Content



Introduction

PART 1

Well-being

- Well-being according to the scientist
- The effect of Healthy Breaks

PART 2

The experts

- HR-tendencies
- Challenges
- Solutions
- Good advises

Conclusion & contact

pleaz

UNIVERSITY OF
COPENHAGEN



The report is written by Matias Welsien

Why should you read this report?

Listen to the experts about relevant problems for the work environment and what HR can do to enhance well-being focusing on the best balance between working from home and working in an office.

Get updated on new research about well-being which has shown that healthy breaks can increase mental well-being by 20% and general wellbeing by 10%.

About 50%
of the Danes will
get to work from
home ¹

About 2 days
a week will the
Danes preferably
work from home ²



Part 1 - Well-being in Pleaz

If you practice too much prolonged seating and are very inactive will the risk for lifestyle diseases and a shorter life be increased. According to WHO 3 million people die each year as a result of an inactive lifestyle - we can change this at the workplace.³

Pleaz contributes to better well-being through scientific research and new knowledge which enhances the product's effect on people's mental health.

We work from a scientific perspective with the purpose of promoting a common understanding of what well-being in the workplace is and providing the HR departments with the right digital tools

Furthermore, this rapport can happily share the first results for the ongoing research project which shows that healthy breaks on our platform can increase mental well-being with up to 20% - **Matias**



Matias Welsien, co-founder of Pleaz

He participates as project manager on scientific collaborations among the ongoing scientific research project with the University of Copenhagen.

He is educated from the same university with a degree in Sport Science.

3 GOOD HEALTH AND WELL-BEING



Well-being according to the scientist

In a study done by Stefano from the University of Copenhagen and Pleaz was well-being defined based upon the following parameters. This can be used as starting point for health and well-being in HR^{4,5,6}



Physical well-being is measured on the weekly activity level, if you feel pain and in which body parts the pain is most significant.



Mental well-being is measured on your own perception of stress, anxiety and depression.



Social well-being is measuring the dynamic in a team and the individuals' ability to identify with their colleagues.



Organizational well-being is estimated on the persons' affiliation to the company and its values. (Ref)



Research leader:
Dr. Stefano de
Dominicis, PhD
Ass. Professor on

UNIVERSITY OF
COPENHAGEN



The effect of healthy breaks



The most significant changes were found in group 3, which was active with 4-5 healthy breaks a week over a period of 12 weeks without a Fitbit.⁴

It has been shown that employees who use Pleaz' healthy breaks through their workday reconstitute better and feel less stress. This effect increases if the break is performed in a social setting.

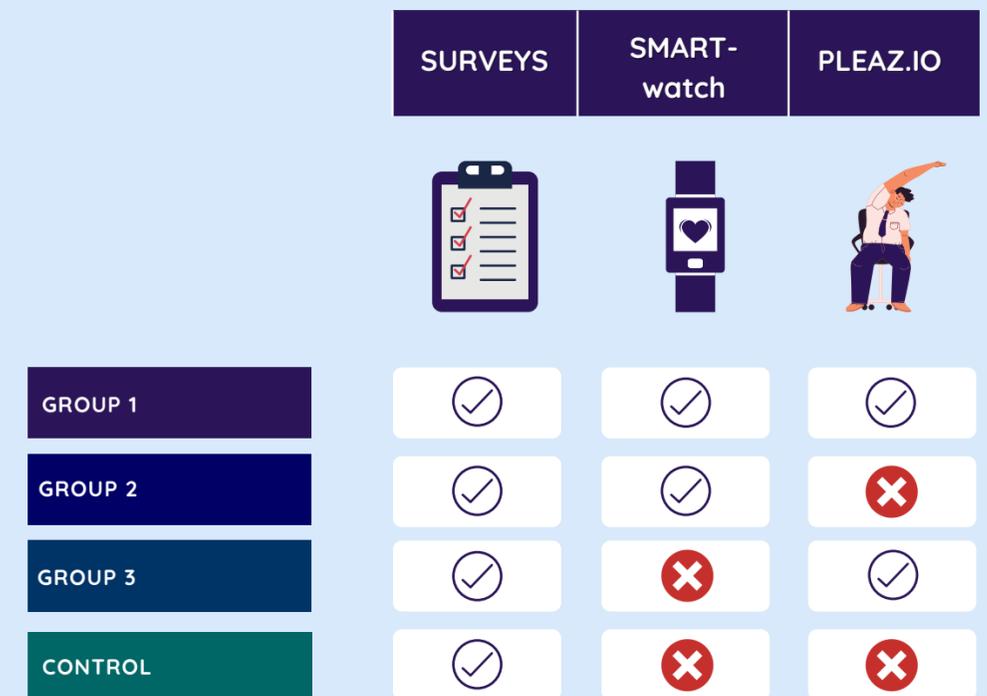


Figure 1: Research design from "Study A"⁴

PART 2 - The experts

In a time where co-workers and employers have to adapt to the new situation, we must all help each other the best way we can. For that reason, Pleaz has gathered one of the best panels of experts to inspire you for your work with well-being.



Matias Welsien
Co-Founder
[LinkedIn](#)
pleaz



Martin Thorborg
Entrepreneur & Director
[LinkedIn](#)
dinero.



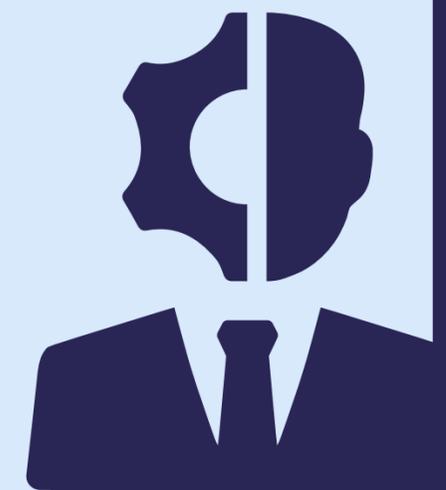
Regitze Siggaard
Health strategist
[LinkedIn](#)
Velliv



Mikala Larsen
Head of Nordic HR
[LinkedIn](#)
Nestlé



Mads Hyldig
War veteran & Psychologist
[LinkedIn](#)
mindcamp



First, you get the good advises



Matias' 3 best advises to you who work with well-being and health

- 1 Receive and communicate the top managements' support
- 2 Adjust initiatives to the specific employee group
- 3 Take healthy breaks together and strengthen the unity



"Maintain focus on everything that works and give you energy, try to get more of that"
- Regitze



"Offer the employees the tools so they can mentally disconnect, and get the chance to recover and recharge"- Mads



"High flexibility require high demands to the employee's ability to disconnect at home. The leader must help with that."- Mikala.



"I think it very important to trust your employees and create a culture with trust"
- Martin

Well-being tendencies

Throughout interviews and quality sparring sessions about relevant well-being trends, Pleaz and the panel of experts have chosen to focus on the following problems.

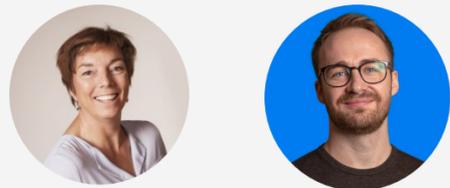
During Covid-19 our well-being has been challenged. As a result, we had gained new knowledge, and the HR departments have started to improve the well-being strategy for all employees.

Furthermore, all experts have given their suggestions on possible solutions - from both an employee and employer perspective.

TENDENCY	KEYWORD
The physical setting	Hybrid meeting, empty offices
Put mental well-being on the agenda	Relax after working at home
Innovation	New and spontaneous ideas, informal communities
No more free management	Presence, introverts/extroverts

What are the biggest challenges at the moment?

THE EMPLOYEE



THE PHYSICAL SETTINGS

"To ensure well-being - both physical and mentally. When coworkers meet physical are they able to read more details and the mood through body language compared to meeting through a screen." - Regitze

RELAX MENTALLY

"The biggest challenge with working from home is that it gets more difficult for the individual employee to disconnect mentally and distinguish between working hours and spare time." - Mads

THE WORKPLACE



INNOVATION

"A lot of the innovation we do happens when you suddenly get an idea in the middle of the great room in the office where colleagues are listening and giving inputs until the idea becomes very great." - Martin

PRESENCE

"The management has tried to create a virtual team-feeling with countless features and meetings but it is difficult to obtain the same level of presence. I miss the physical presence and to feel people-" - Mikala

Solutions



"The new opportunities with a more flexible work-life because you adjust it to the individual's needs and possibilities. - E.g. to organize the workday with the necessary mental breaks, to get some fresh air and sun when it is still bright, to save some time and CO2 by working from home. Which increases job satisfaction and motivation"

"The leaders also get the opportunity to develop themselves by daring to let go and let the employees show that they, of course, can deliver and thrive in more flexible environments. Meanwhile are the leaders able to increase the acknowledgement and awareness in relation to securing well-being, motivation, and job satisfaction because it is necessary that they are closer to their employees when not everyone is together in a physical setting."

- Regitze



"It is extra important to have conversations with your colleagues about well-being because this form of presence creates trust between people. Trust to the colleagues and the employer should be a basic condition for all companies, like that are we best capable of entering into teams and being productive." - **Stefano**

Solutions



"In Dinero, we make well-being measurements every month. Each employee is asked if they feel well. They are asked on different parameters, if they are satisfied, do they have the right equipment, are they happy about their leader, do they feel they get challenged at work, are stressed, and so on. New questions every month, so we keep an eye on that. In that way, I can secure their well-being".

- Martin Thorborg



"The management team could see there was a huge difference between introverted and extroverted minded people, and how they managed the work at home with the following task. For the top management team, it was impressive to watch the introverted minded employees shine at the home office because the physical setting gave them peace and the opportunity to immersion. In that way could we accelerate some initiatives which fits these employees better".

- Mikala Larsen

Conclusion

There are no quick-fix regarding well-being. On the contrary, it requires a serious and long-termed strategy.

Before starting this, it is important that the organization have a common frame of understanding for well-being and what the goal should be.

Afterwards, should all who works with well-being talk with the employees to understand how to create the best and healthiest workplace.

Like this can we ensure that the work on well-being never stands still.

@ A report from Pleaz and the University of Copenhagen



DEFINITION OF WELL-BEING

Create a common frame of understanding!

- What does well-being mean here?
- Why work with well-being here?



MEASURABLE AND VISIBLE WELL-BEING

Show presence with a visible initiative on well-being!

- On what will the employee like to be measured?
- What will the management have more of?



NOW OR NEVER

Never let a good crisis go to waste!

- What has the crisis taught the company?
- How can it be used forward?

Get to know us!

Pleaz is a danish startup that helps visionary companies to implement sustainable health throughout a digital platform packed with healthy breaks for the workday.

With Video-instructions one click away, it has never been easier to implement a scientifically validated solution, there will enhance the well-being of your colleagues. Read more here: www.pleaz.io



Hey!

My name is Matias
and I will like to tell you
even more about Pleaz if you want

Contact me here:

mawe@pleaz.io

+45 22 90 45 63

See you



References

- 1.** Gartner For HR
"Future of Work Trends Post-Covid-19"
- 2.** AS3
"Jobsurvey 2021"
- 3.** World Health Organization (WHO)
"Guidelines for inaktivitet og stillesiddende adfærd"
2020
- 4.** Københavns Universitet, 2021
"Active breaks during the workday: a viable
solution to reduce stress"
Stefano De Dominicis
- 5.** IPAQ
"International Physical Activity Questionnaire"
[Link](#)
- 6.** Percieved Stress Scale
"PPS-10-item"

<https://www.arbejdsmedicin.rm.dk/om-os/nyheder/2016/ny-dansk-valideret-version-af-perceived-stress-scale/>

Contact

Thanks a lot for having read this report. It helps us create more focus on great well-being and a solid work-life.

What are your thoughts on well-being? You are welcome to share them with us.

Pleaz Aps

Nørre Allé 41

Copenhagen, 2200

 www.pleaz.io

 hello@pleaz.io

 Follow [Pleaz](#)

