



IF YOU'VE GOT TIME TO LEAN...

RETHINKING PRODUCTIVITY



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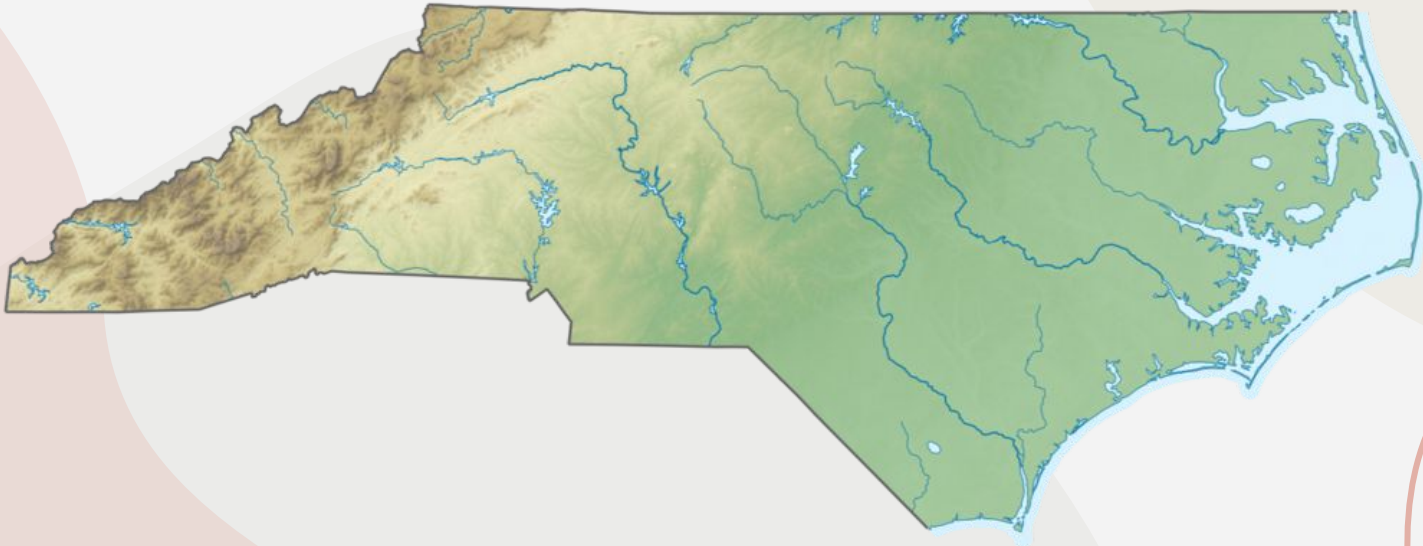
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# LAND ACKNOWLEDGEMENT



# TODAY'S AGENDA

01

THE  
TRADITIONAL  
WORKPLACE

02

CHALLENGES  
& BARRIERS

03

PRACTICAL  
SOLUTIONS

04

GROUP  
DISCUSSION



01

# THE TRADITIONAL WORKPLACE

Practices, Expectations, & Policies

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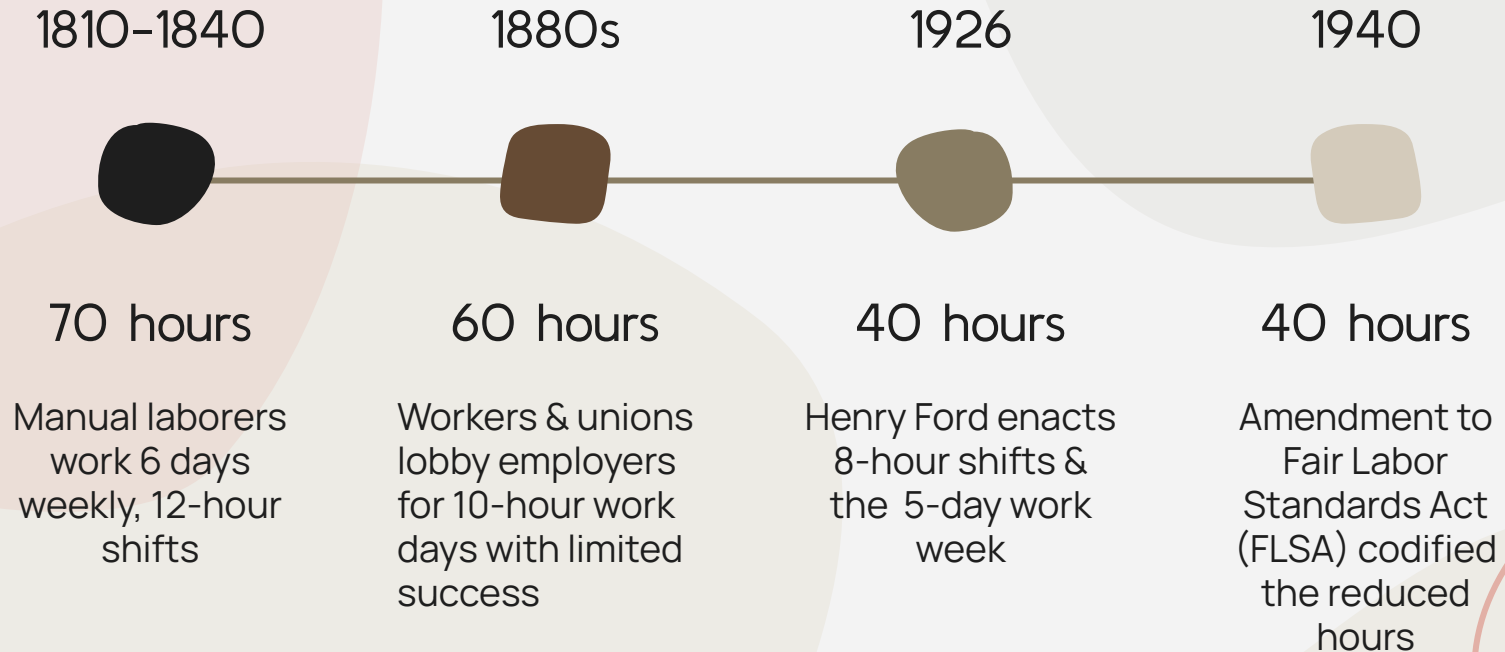
“We have always done it this way.”

—ANONYMOUS

# TRADITIONAL WORKPLACE EXPECTATIONS

- 8 hours daily/5 days weekly = 40 hours a week
- Mandatory 30-minute or 1-hour lunch break
- Working at a single physical location

# EVOLUTION OF AMERICAN WORK WEEK





# DEFINING PRODUCTIVITY

**Productivity** is the state of bringing forth, of generating, of causing to exist, of yielding large results or yielding abundantly (1993).

# TROUBLING ROOTS OF MODERN MANAGEMENT PRACTICES

- Absentee owners marked separation between ownership & management
  - Moved slaves around pushing for higher productivity
  - Monitored how long they ate and breastfed their children

# STATE OF NC HUMAN RESOURCES POLICY

HOURS WORKED POLICIES SECTION 4, PAGE 53

# HOW DO WE MEASURE PRODUCTIVITY?

[WWW.MENTI.COM](http://WWW.MENTI.COM)

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# 02

## CHALLENGES & IMPACTS

Impacts of traditional workplace practices  
on both employees & supervisors

“Relentlessly working in times of uncertainty is about as American as apple pie. Work culture in the United States valorizes the grind — and in moments of crisis, we grind all the harder.”

—Brittany Wong

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# IMPACTS OF TRADITIONAL WORKPLACE PRACTICES

1. TOXIC PRODUCTIVITY/HUSTLE CULTURE/BURNOUT
2. MICROMANAGING and LACK OF TRUST
3. OVERCOMMITMENT TO FAIRNESS INSTEAD OF EQUITY
4. LOW MORALE/FAILURE TO THRIVE
5. PRESENTEEISM

# IMPACTS OF TRADITIONAL WORKPLACE PRACTICES

6. HYPER FOCUS ON PRODUCT/PROCESS vs. OVERALL OUTCOME
7. MISSION CREEP
8. STIFLING INNOVATION IN FAVOR OF THE STATUS QUO
9. LACK OF RETENTION OF GOOD PEOPLE



# 03

## PRACTICAL SOLUTIONS

A few ideas about how we might  
disrupt the status quo

“Our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change.”

—MARTIN LUTHER KING JR.

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# SOLUTIONS FOR EMPLOYERS

1. Flexible schedules and reason-neutral work-from-home policies
2. Don't let supportive policies die in the employee handbook
3. Know the difference between equity and fairness/equality
4. Establish trust with your employees and then trust them

# SOLUTIONS FOR EMPLOYERS

5. Set clear boundaries and procedures for communication
6. Measure outcomes, not process
7. Plan, provide, and protect time for self-reflection
8. Promote collaborative dialogues between employer & employee as well as employee & employee

## POP QUIZ: ARE YOU SUFFERING FROM TOXIC PRODUCTIVITY?

- Do you check work email during off hours?
- Do you work more than your set schedule regularly?
- Do you have a regular regime of self-care for health and renewal?
- Do you have to take vacation time to avoid losing it?
- Do you feel guilty regardless of how much you accomplish?
- Do you struggle with saying “no”?

# SOLUTIONS FOR INDIVIDUALS

1. Recognize signs of overcommitment
2. Stay on mission with regular self-auditing
3. Know your capacity and set boundaries
4. Determine whose standard you are trying to meet
5. Create buffers in your schedule

# SOLUTIONS FOR INDIVIDUALS

6. Pause and scrutinize before committing
7. Consider participating without taking ownership/leading
8. Unplug and don't make apologies about it
9. Ensure that your work leaves room for your personal life



04

DISCUSSION  
& QUESTIONS



THANK YOU!

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