

Découvrez la magie de la déconnexion Comment se déconnecter pour mieux se connecter?

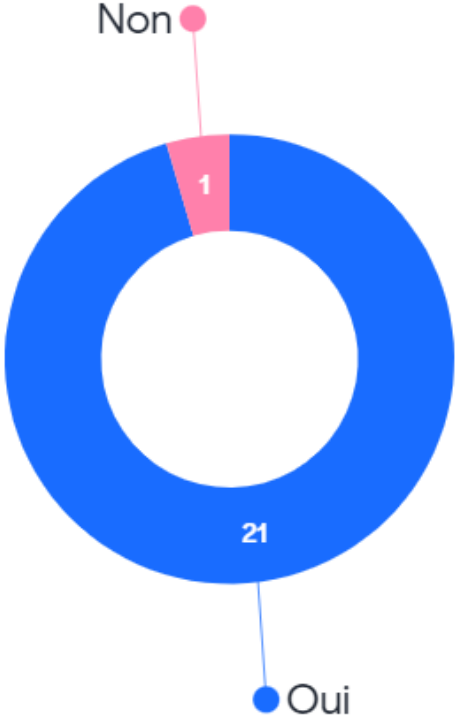
Febelfin & Assuralia

Isabel De Clercq connect | share | lead

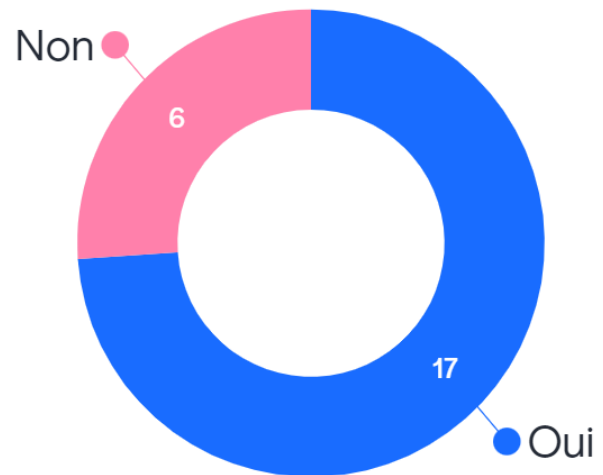
Contactez-moi isabel.declercq@connectsharelead.com

Appelez le 0477 87 24 69

La déconnexion est-elle importante?



La déconnexion est-elle difficile?



La déconnexion est importante.
La déconnexion est difficile.



La déconnexion est importante.
La déconnexion est difficile.

74%
65%



1. La déconnexion est-elle importante?
2. La déconnexion est-elle difficile?
3. Solutions?

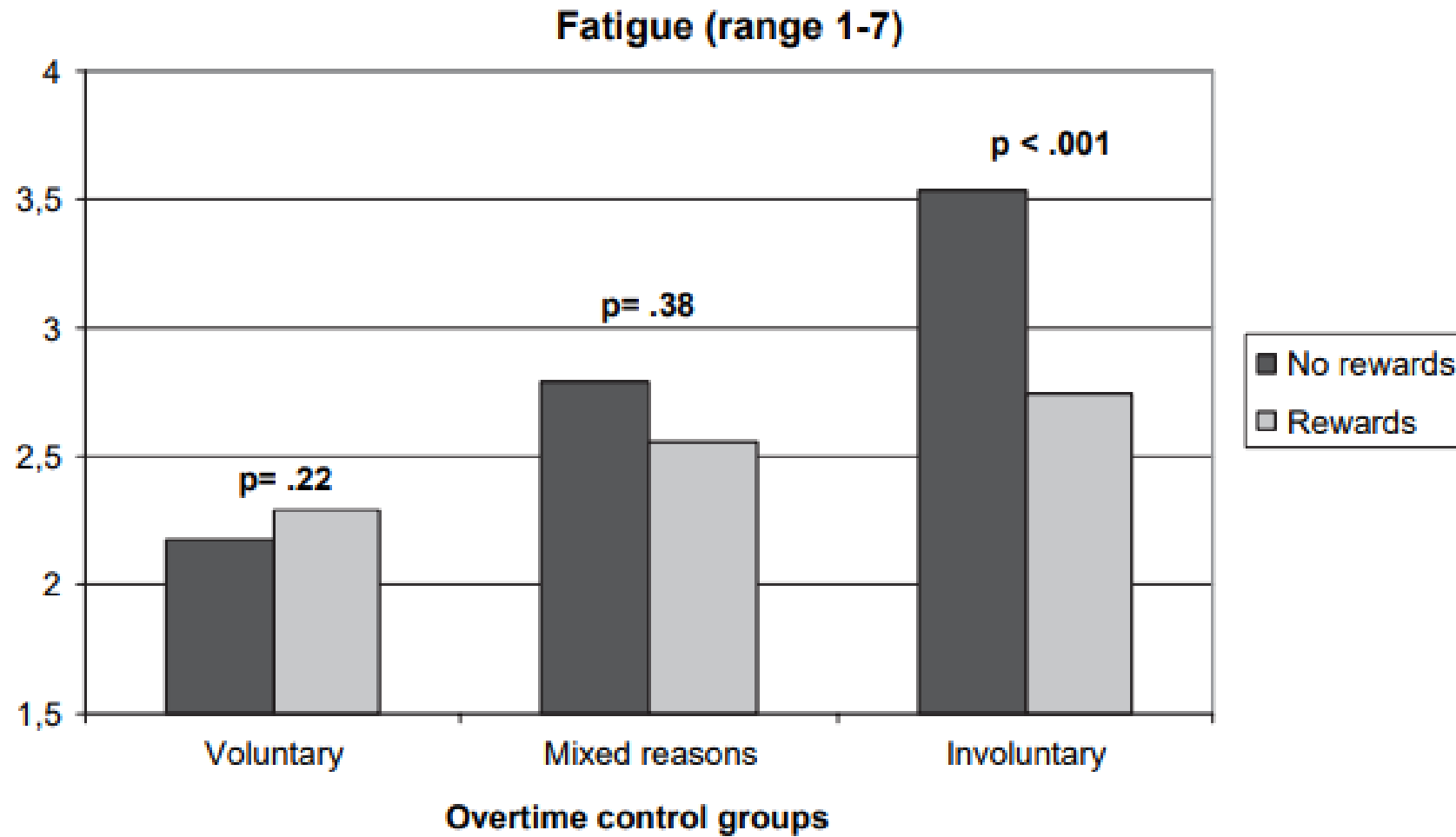
Go to www.menti.com and use the code 8233 5024


Quelles sont les idées qui vous ont parlé le plus?  Mentimeter

3

Professeur Debby Beckers
Radboud University
2007 - 2008





A portrait of Professor Anja Van den Broeck, a woman with short brown hair and glasses, smiling. She is wearing a black top. The background is a blurred indoor setting with green plants.

Professeur Anja Van den Broeck
KULeuven

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ORIGINAL ARTICLE

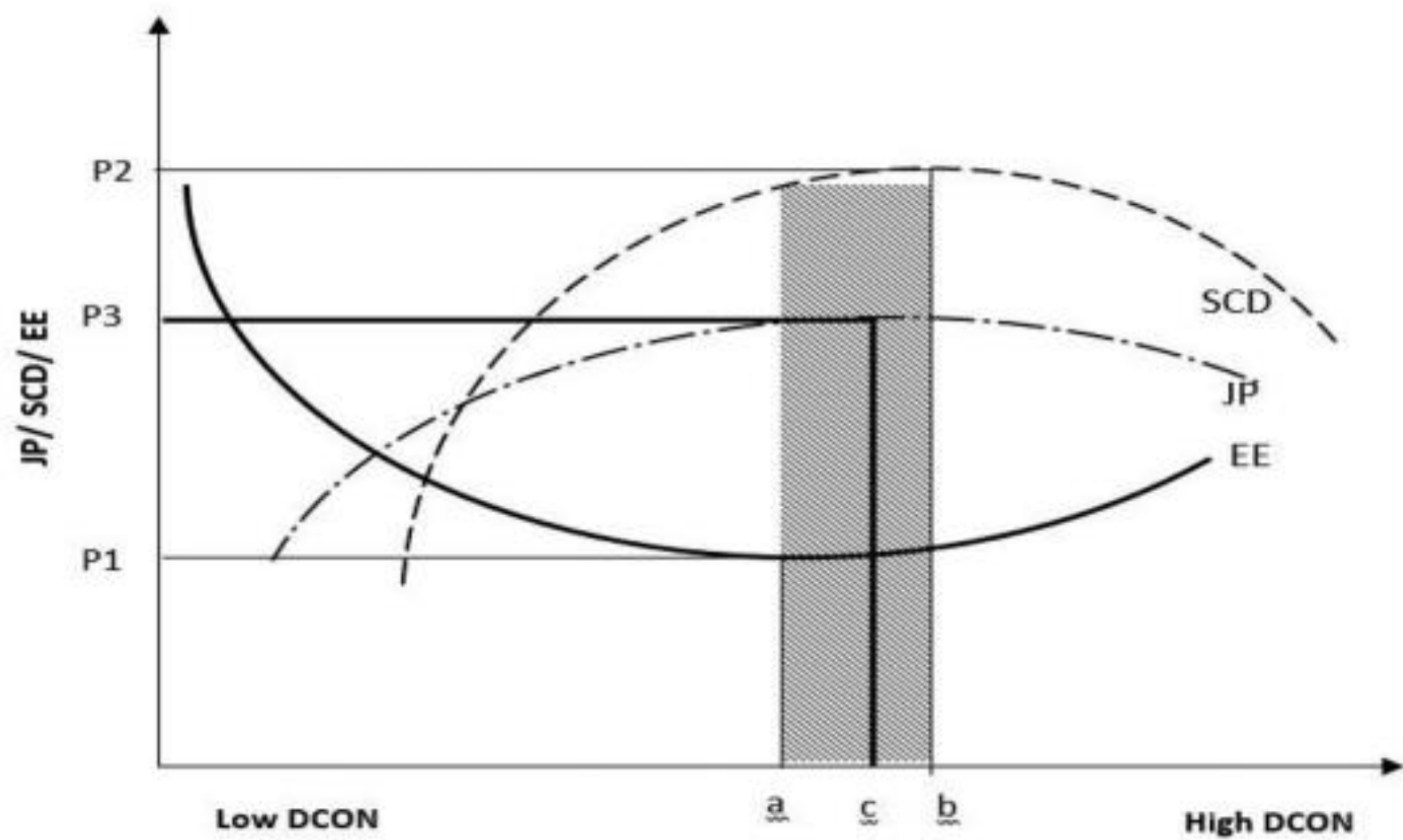
**PERSONNEL
PSYCHOLOGY** WILEY

Digital connectivity for work after hours: Its curvilinear relationship with employee job performance

Shuang Ren¹  | Jia Hu²  | Guiyao Tang³  | Doren Chadee¹ 

Connectivité digitale après les heures de travail

1. Capital social
2. Performance
3. Fatigue



Capital social
 Performance
 Fatigue

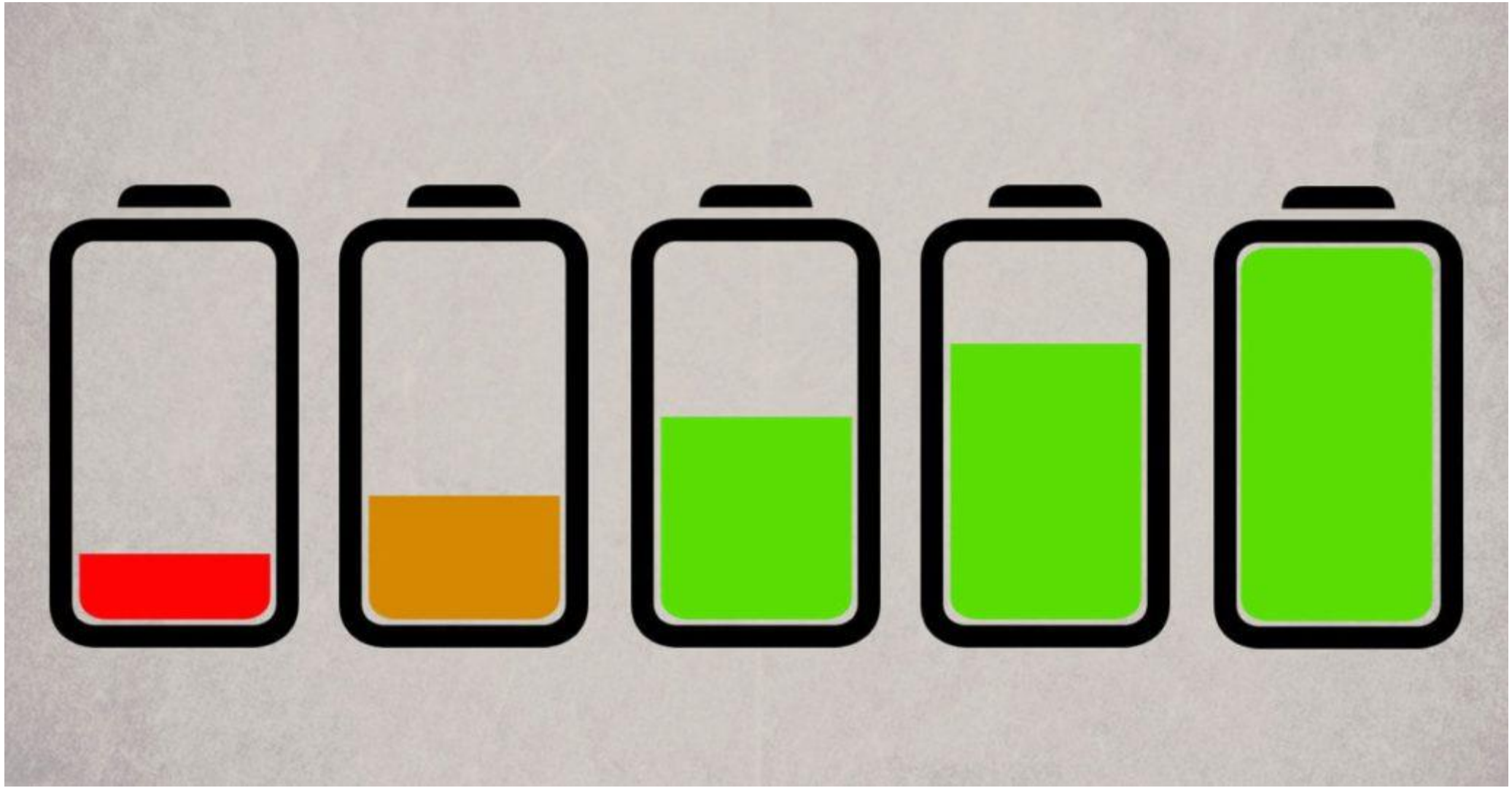
3



Sabine Sonnentag
Stress & activités de récupération

What is detrimental for an organism is NOT the acute stress reaction but **sustained activation** when the stressor is no longer present.

Sabine Sonnentag (2015)



Activités de récupération

Activités de récupération

1. détachement mental
2. relaxation
3. maîtrise
4. contrôle



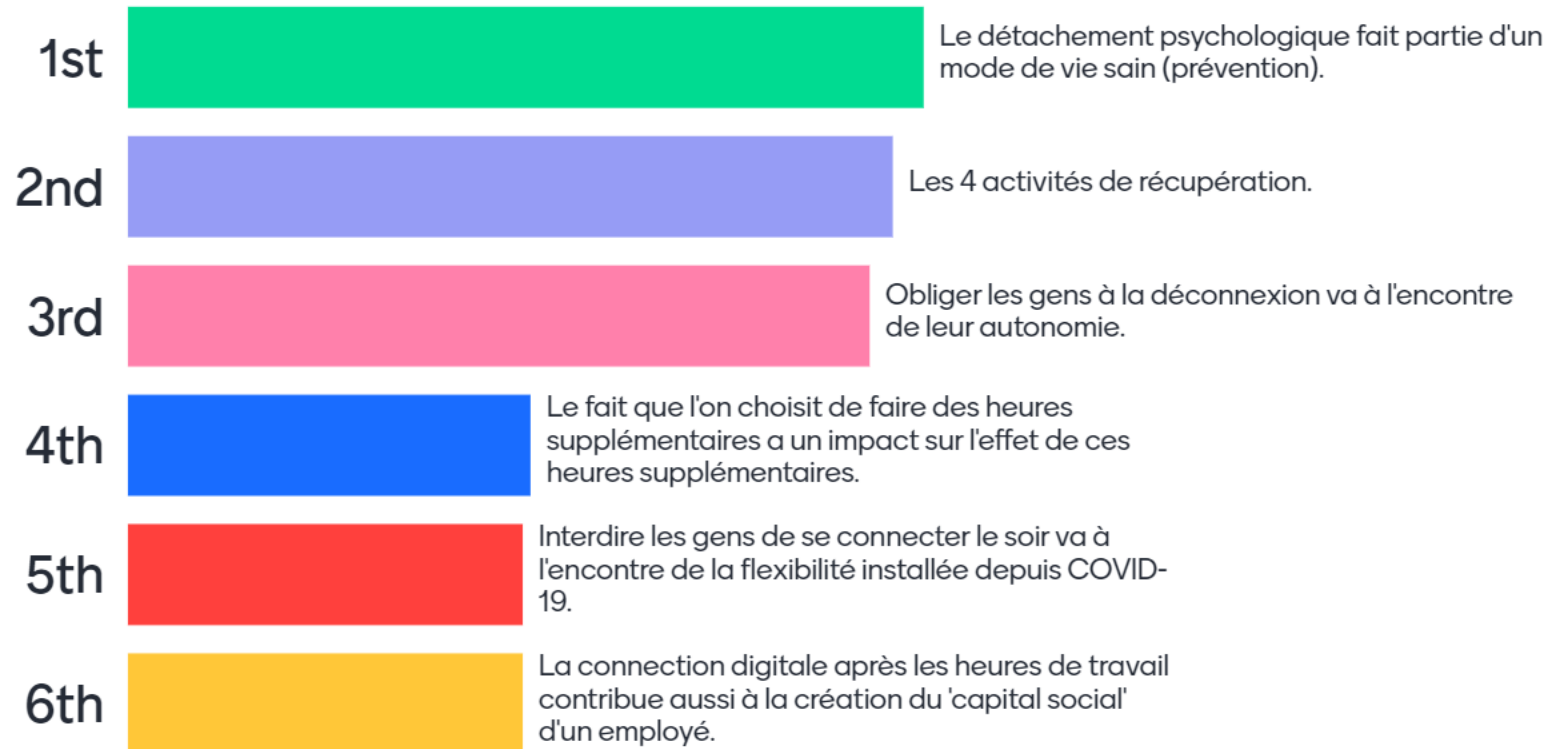


Poor psychological detachment
predicts strain symptoms and
poor well being.

Sabine Sonnentag
2015



Quelles sont les idées qui vous ont parlé le plus?



1. La déconnexion est-elle importante?
2. La déconnexion est-elle difficile?
3. Solutions?

Go to www.menti.com and use the code 7192 0065

 Mentimeter

Quels sont les 3 mots que vous retenez?



Le détachement mental est
compromis par des 'job
stressors'.

Sabine Sonnentag
2015



Le détachement mental est compromis par des 'job stressors'

- ✓ Pression temporelle
- ✓ Surcharge de travail
- ✓ Complexité du travail
- ✓ Interruptions
- ✓ Surcharge de rôles
- ✓ Conflit de rôles
- ✓ Ambiguïté des rôles
- ✓ Harcèlement
- ✓ Supervision abusive

Le détachement mental est compromis par des 'job stressors'

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Speaking of
PSYCHOLOGY™



Why our attention spans are shrinking

WITH GLORIA MARK, PhD



AUDIO ONLY



2004

150'

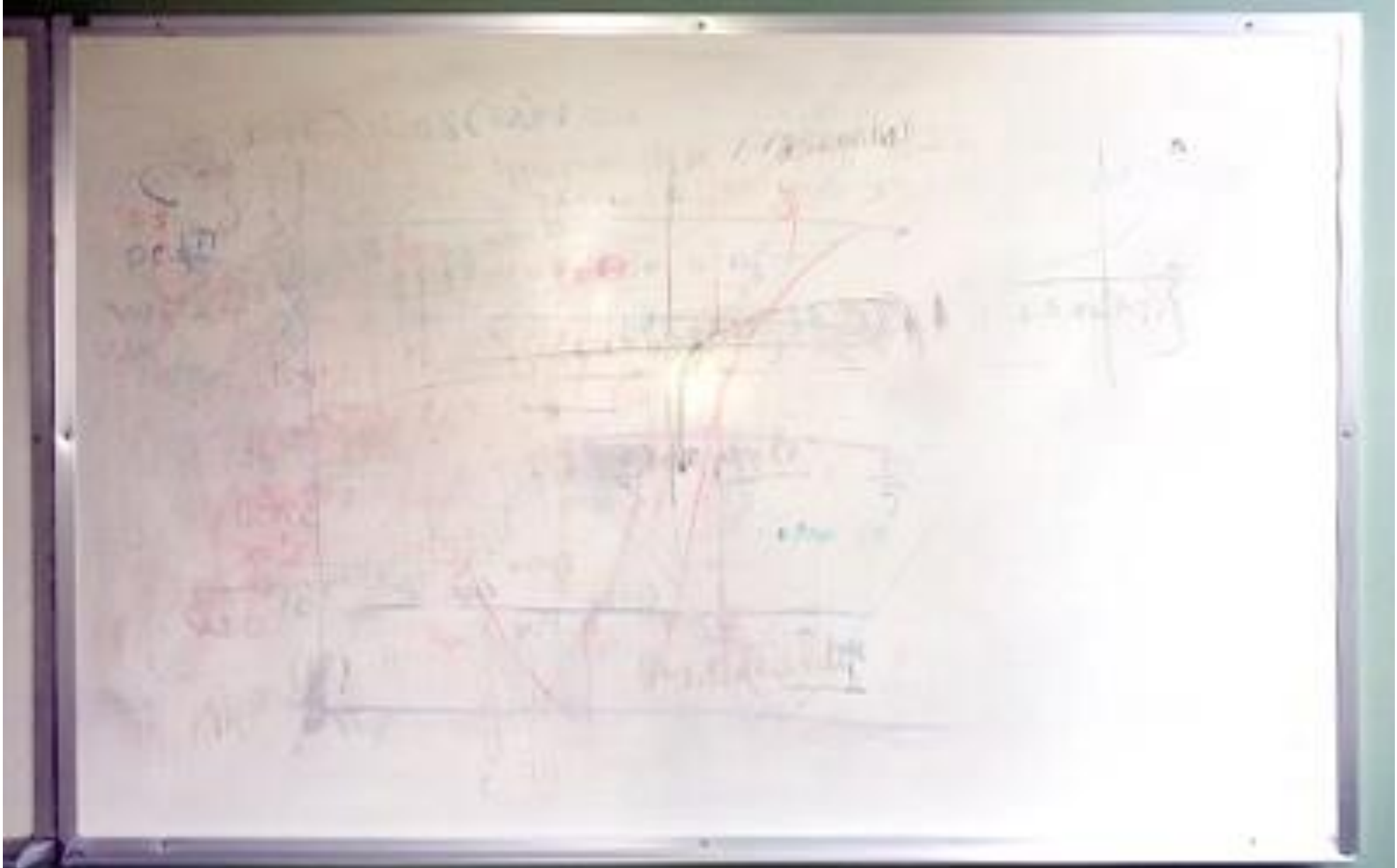
2011

75'

2023

47'

25'26"



SWITCH COST

fatigue + fautes + stress

Le détachement mental est compromis par des 'job stressors'

- ✓ Pression temporelle
- ✓ Surcharge de travail
- ✓ Complexité du travail
- ✓ **Interruptions**
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Le détachement mental est compromis par d'autres éléments ...





Harvard Business Review

HBR.ORG
March–April 2023



The *Busyness* Trap

Activity is not
a metric for
success.

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The
ENTREPRENEUR
Awards of the year
by TOP MANAGEMENT





The Mindlessness of Organizational Behaviors

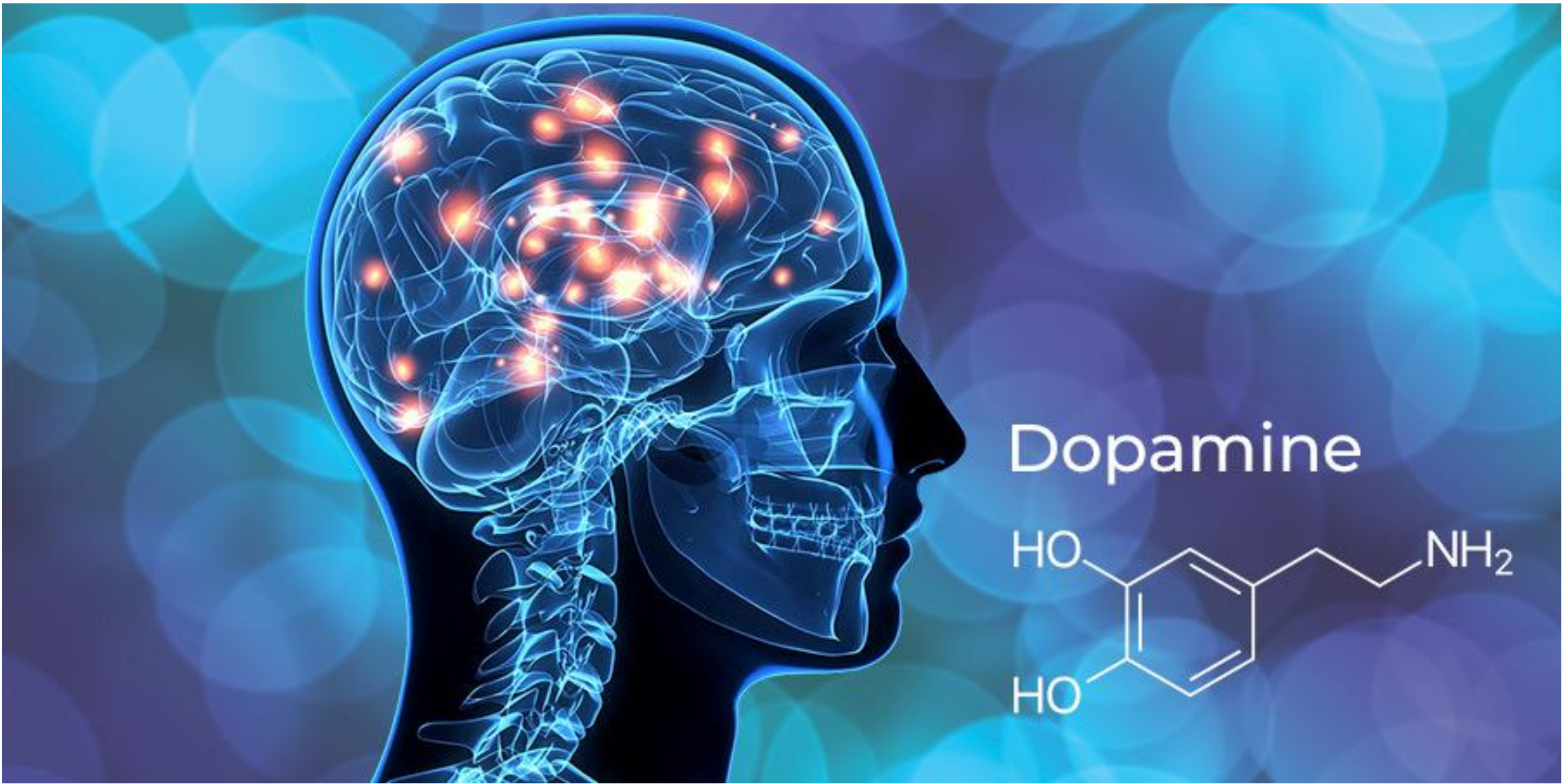
Blake E. Ashforth^{1,2}

Concordia University

Yitzhak Fried¹

Wayne State University

Much organizational behavior is argued to be performed mindlessly, on the basis of scripts learned through organizational socialization, work experience, and symbolic management. While scripts conserve cognitive capacity, provide a basis for organizing and evaluating behavior, legitimate organizational activities, moderate role conflict, and facilitate sense making, prediction, and control, they also induce a lack of vigilance and authenticity in operating routines, and blinkered perceptions, premature closure, and superstitious learning in decision making. Directions for future research include documenting the existence and effects of mindlessness, and exploring the predisposing conditions of script processing and means of maximizing the functional and minimizing the dysfunctional aspects of scripts on organizational effectiveness.



Dopamine

Sexe – chocolat – cocaine – nicotine – amphétamine.



Dopamine is the Kim Kardashian
of all molecules.

Vaughan Bell
Clinical psychologist

A portrait of Oliver Burkeman, a middle-aged man with a receding hairline and blue eyes, wearing a dark blue button-down shirt. He is sitting with his arms crossed against a solid mustard yellow background. The name "OLIVER BURKEMAN" is printed in large, white, bold, sans-serif capital letters across the bottom of the image.

OLIVER BURKEMAN

JOB STRESSORS

SOCIETE

ORGANOGRAMME

TYRANNIE DE L'EQUIPE

NOTRE CONDITION HUMAINE + NOTRE CERVEAU

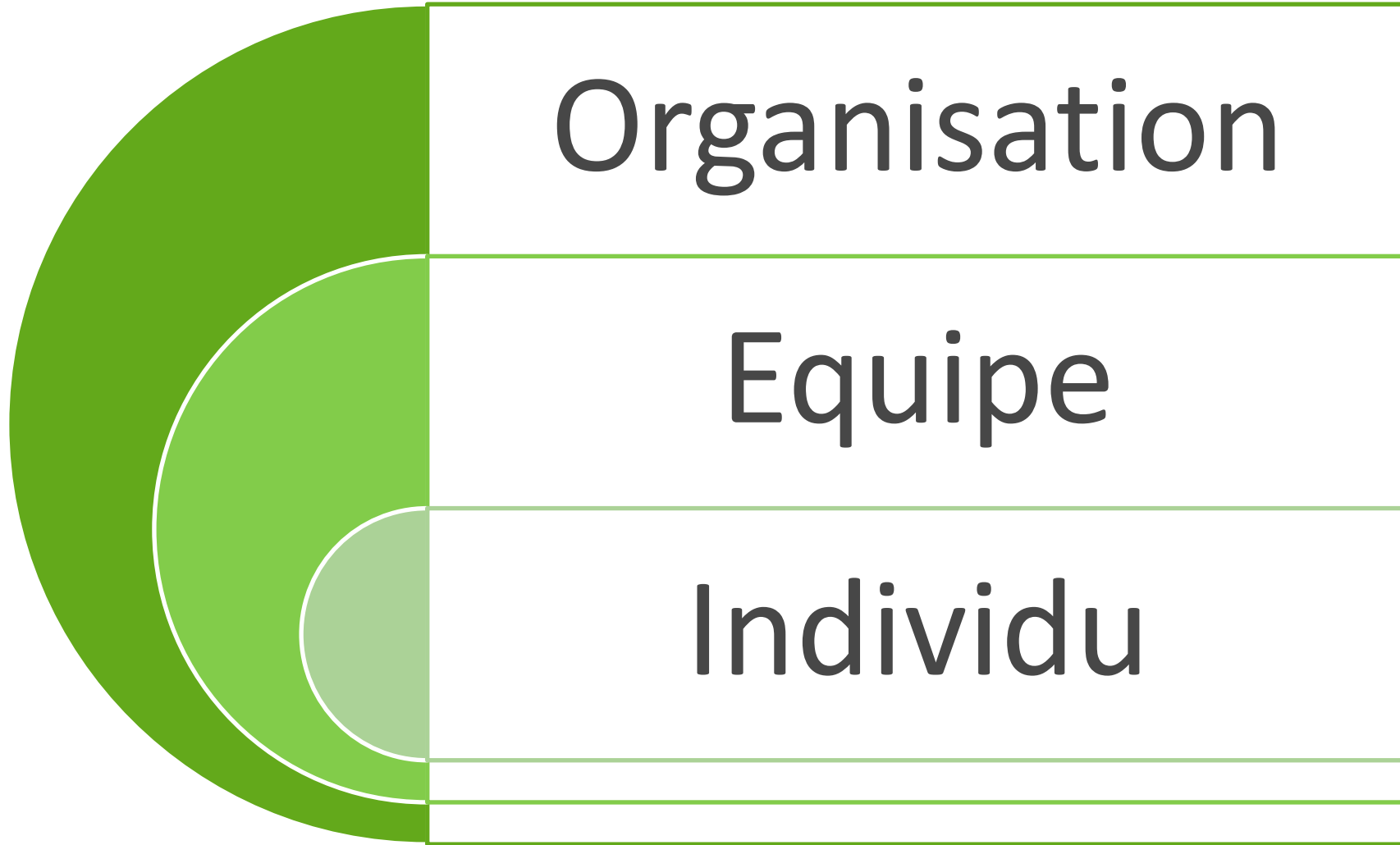
1. La déconnexion est-elle importante?
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 Mentimeter

Quels sont les 3 mots que vous reprenez?







Discipline: NON à la flexibilité infinie

Discipline: désactivez les notifications

Discipline: les tâches difficiles le matin



Organisation

Equipe

Individu



Axel Smits – CEO PWC – Belgique



Karin De Koning
Manager Benelux Beiersdorf

Beiersdorf want to be a **sustainable** employer,
focusing on **energy** and **value creation**,
with our core value **trust** as base of this policy.



I HIT MY
TARGET OF
50 ARROWS
A MINUTE.



I HIT MY
TARGET OF
50 ARROWS
A MINUTE.



I HIT AN
ACTUAL
BUSINESS GOAL.

Harvard Business Review

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Communication asynchrone



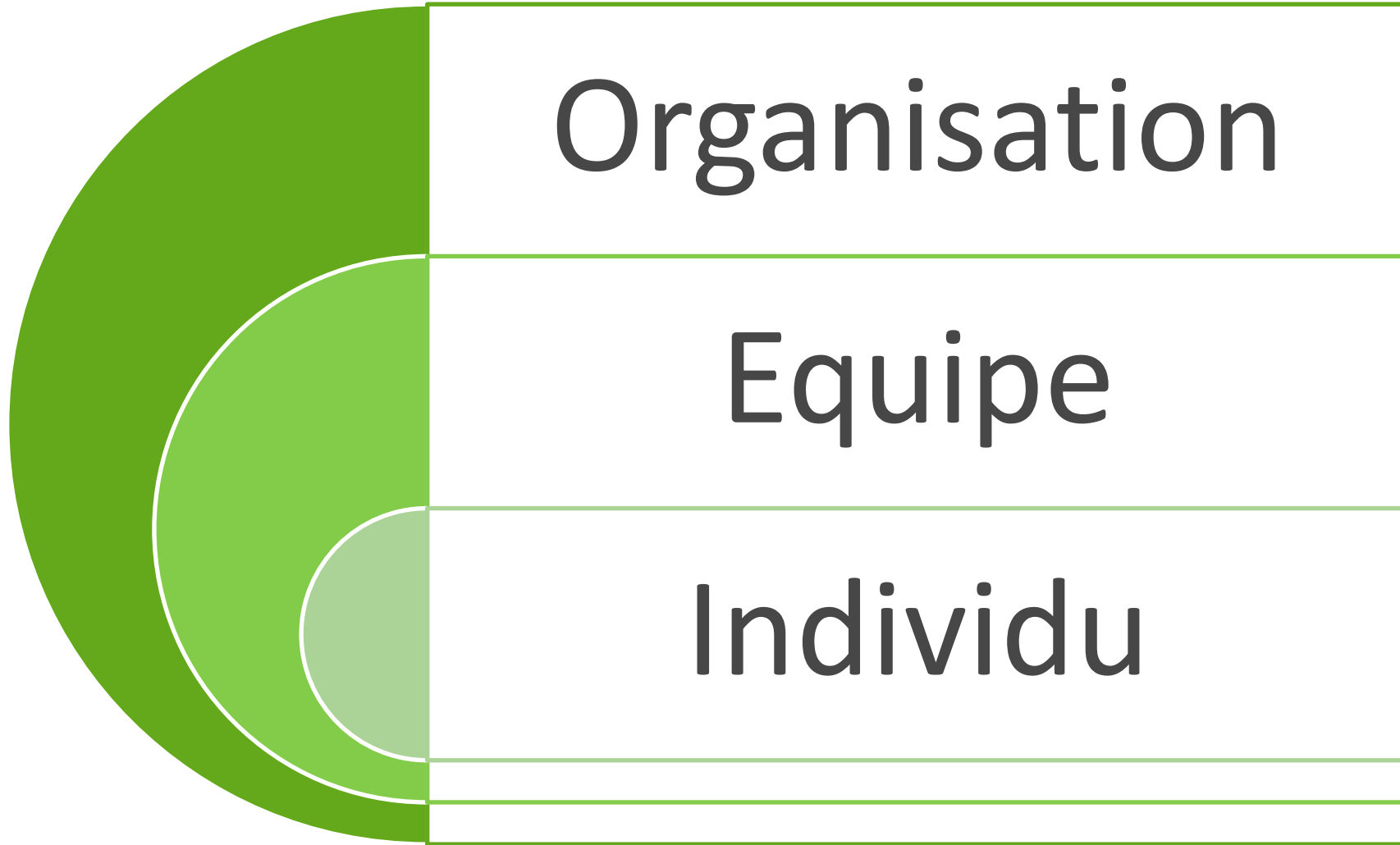




Le détachement mental est compromis

- ✓ Pression temporelle
- ✓ Surcharge de travail
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Sabine Sonnentag



1. Organisation

- leaders donnent l'exemple
- on promeut la création de la valeur ajoutée au lieu de l'activité
- on explique le pourquoi
- on écoute ses employés

2. Equipe

- the magic is in the mix (asynchrone + synchrone)

3. Individu: discipline

- éteindre les notifications
- horaires fixes
- commencez par les tâches difficiles

Quels sont les 3 mots que vous reprenez?

62 answers

