



KETS DE VRIES
INSTITUTE

KDVI LEARNING LAB

The Connectivity Paradox – Mental Health Challenges of Remote Working

Dr Caroline Rook

KDVI Research Associate & Lecturer in Leadership Henley Business School

Mental Health in the Workplace so far

“Mental health is the way we think and feel and our ability to deal with ups and downs.”¹

57% of work-related illnesses cases are due to work-related stress & depression or anxiety.²

1 in 6.8 people experience mental health problems in the workplace.³

1) Mental Health Foundation (2017). How to support mental health at work. Retrieved from: <https://www.mentalhealth.org.uk/publications/how-support-mental-health-work>

2) Health and Safety Executive (2019). Work-related stress. Retrieved from: <https://www.hse.gov.uk/stress/index.htm>

3) Mental Health Foundation (n..d.). Mental health statistics: mental health at work. Retrieved from: <https://www.mentalhealth.org.uk/statistics/mental-health-statistics-mental-health-work>

Challenges of Working with Digital Communication Technology

- Work-life boundaries blurred
- Changing technology expertise
- Overexposure to information
- Work fast paced & always on
- Constant distraction
- FOMO/Social comparison
- Depletion due to disturbed sleep



The connectivity paradox –
feelings of loneliness

Interpersonal relationships
not as effective

Lower attention and task-
performance due to
distraction

Uncontrollable compulsive
behavior or addiction

Reflection

What are your challenges when working remotely?

How many hours per day do you spend on digital communication technology (phone, tablet, computer etc.)?

What do you find most challenging when it comes to working with digital communication technology?

“... a modern disease of adaptation caused by an inability to cope with new computer technologies in a healthy manner” (Brod, 1984).

- Overload
- Invasion
- Complexity
- Insecurity
- Uncertainty

People with **high levels of conscientiousness** and with **high levels of extraversion** experience more technostress.

What makes it so challenging for us to work with digital communication technology
in a healthy manner?

What can we do about it in order to create a healthy and productive (working) life?

Report back with one key idea.

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Conclusion

How to lead a healthy and productive working life?

Being busy vs. being productive (the need for rethinking working cultures)

Input vs. output (the need for creative downtime)

Constant collaboration vs. strategic collaboration (the need for meaningful connectivity)

Active procrastination vs. active self-motivation (the need for self-control)