



## **Chat Transcript: Fireside Chat with Nick Taylor**

11:04:10 - Heather Sittler:  
Yoga and physical therapy

11:04:18 - Marisa Jacobs:  
Barre blend, elliptical, drink water

11:04:20 - Marisa Jacobs:  
Sleep

11:04:30 - Stephanie Jones:  
exercise, sleep, gratitude, meditation

11:04:30 - Casey Shambayati:  
cycling

11:04:37 - Kari Annen:  
Stretching, reading, lots of water

11:04:41 - Casey Shambayati:  
take daily vitamins

11:04:41 - cbeaman:  
walk and hydration

11:04:45 - Pamela O'Reilly:  
Sleep, meditation, journaling, water

11:04:48 - Lori Thomas:  
Sleep

11:04:54 - Lori Thomas:  
Chase my children around

11:05:02 - Edwina L:  
Trying to avoid unnecessary stress

11:05:13 - Lori Thomas:  
I let (make) my husband do all of that, LOL

11:05:16 –  
Stephanie Jones: I have set boundaries with lots of people. I also don't use social media

11:05:17 - Heather Sittler:  
Schedule lawn maintenance - hooray for outsourcing...



11:05:36 - Kelsey Lang:  
I have a fitbit

11:05:36 - Marisa Jacobs:  
Garmin Vivoactive 4s

11:05:37 - cbeaman:  
Fitbit Flex

11:05:37 - Julie Stiles:  
yes but can't remember what it is LOL

11:05:38 - Edwina L:  
FitBit

11:05:39 - Stephanie Jones:  
Yes, wear a garmin

11:05:39 - Heather Sittler:  
Apple

11:05:39 - Lori Thomas:  
Samsung Galaxy Watch

11:05:43 - Madison Jones:  
apple watch

11:05:45 - Pamela O'Reilly:  
Yes--Samsung Galaxy 3 watch

11:05:49 - Nereida Yanez:  
Yes to track overall activity

11:06:03 - Arianna Ramirez:  
Apple - track steps, heart rate while exercising

11:06:12 - Julie Stiles:  
I supposedly track my steps and it can track sleep. Do I ever check the app? Well.....

11:06:18 - Heather Sittler:  
It helps me remember to move every hour while I'm working

11:06:19 - Lori Thomas:  
Track activity, sleep, and ability to know about calls/texts if I don't have my phone on me.

11:06:40 - Pamela O'Reilly:  
I love that thing. I totally use it when I'm stressed.



11:06:51 - Stephanie Jones:

I mostly use mine for steps and tracking my activity (including runs). My company is doing a fitness challenge right now so I have synced with the challenge

11:06:52 - Lori Thomas:

@Julie, I love that! I am that way too.

11:07:21 - Heather Sittler:

I also use it to approve my teenagers phone activity since she's on screen time lock down right now!

11:07:43 - Kelsey Lang:

I call mine fitty-bitty

11:07:53 - Stephanie Jones:

@Kelsey-cute!

11:08:01 - Lori Thomas:

LOL @Kelsey!

11:08:11 - Heather Sittler:

I specifically turned OFF my text and message alerts to help focus on habits versus reacting to incoming info.

11:08:35 - Kelsey Lang:

Yes the DND feature is very satisfying to use sometimes when I do get overwhelmed

11:09:43 - Kelsey Lang:

I love my Quip

11:09:49 - Stephanie Jones:

me too Kelsey!

11:09:52 - cbeaman:

@Heather- I turned off messaging because it was too stressful getting texts. There was no escape it seemed.

11:09:58 - Heather Sittler:

When you first start - two minutes feels like FOREVER!!

11:10:31 - Julie Stiles:

I never trust the sleep data so that doesn't help w/ utilizing it. I'm old school with teeth - regular toothbrush for me.

11:14:18 - Julie Stiles:

Love this perspective. Makes me realize how much the energy work I do has components that are very much about prevention/maintenance of mental health for me.



11:14:23 - Heather Sittler:

I guess that's why parents focus on academics more than behavior for kids. We can measure grades but it's harder to measure actions.

11:15:33 - Heather Sittler:

Physical is so much easier to validate when tracking.

11:15:45 - Heather Sittler:

How do you validate mental wellbeing and emotions?

11:16:26 - Stephanie Jones:

I agree Heather!

11:16:36 - Pamela O'Reilly:

My psychiatrist uses a bunch of forms that ask about how often you feel a certain way--there are three or four forms that she uses to gauge mood.

11:17:03 - Kelsey Lang:

I like the self-competition factor of the Calm app for meditation. I'm a big fan of streaks and trying not to break it

11:17:05 - Pamela O'Reilly:

It may be a bigger issue with companies, though--just due to privacy requirements.

11:17:18 - Casey Shambayati:

we're participating in the wisdom labs resilience challenge this month

11:17:28 - Kelsey Lang:

There's a daily mood check-in too that you can see patterns over time

11:18:44 - Stephanie Jones:

I use the calm app and I love it.

11:18:58 - Pamela O'Reilly:

I hear all the time from people that they can't tell that I have anxiety.

11:19:31 - Heather Sittler:

Love the science of neuroplasticity. Dr. Caroline Leaf has some epic research in this area.

11:23:21 - Nereida Yanez:

@Heather same! I loved the book The Brain That Changes Itself

11:24:35 - Heather Sittler:

Human capital and financial resources.

11:24:39 - Marisa Jacobs:

Making it applicable across the board and not being experts



11:24:45 - cbeaman:  
Stigma

11:24:55 - Pamela O'Reilly:  
Education. I think people who don't have problems don't feel like they need help.

11:25:06 - Nereida Yanez:  
Budget. We spoke with a rep from Unmind and really wanted to partner but not getting the support financially at this time.

11:25:10 - Stephanie Jones:  
people are aware of the resources but don't utilize them, don't want to admit they need help

11:25:33 - Edwina L:  
Trusting the people you are talking to.

11:25:34 - Heather Sittler:  
Makes me think of EAP utilization. We had one company that positioned it as a concierge service and utilization jumped!

11:25:42 - Heather Sittler:  
The words we use are important.

11:26:01 - Pamela O'Reilly:  
@Heather, that's so true. I love the idea of the concierge service.

11:26:06 - Stephanie Jones:  
That's interesting Heather, I love that idea

11:28:46 - Edwina L:  
@Heather that's a really great idea!

11:31:18 - Stephanie Jones:  
mind impacts the body and vice versa

11:32:12 - Heather Sittler:  
Can't really have one without the other!!

11:33:23 - Stephanie Jones:  
it's a great point Stuart

11:34:18 - Lori Thomas:  
I love the way Joel Bennett put it - How much is it going to cost us to NOT do this?

11:34:42 - Stephanie Jones:  
Yes Lori!



11:35:04 - Kelsey Lang:

Yes the cost reflection on what it could cause down the line instead of treating it as preventative care just like we do with physical

11:35:19 - Heather Sittler:

We also struggle with language barriers. We've got a lot of Burmese speakers - and many aren't speaking the same dialect or have the ability to read.

11:35:38 - Heather Sittler:

It's hard when you realize you are subject to the budget.

11:37:30 - Lori Thomas:

Our narrative to 'sell' the idea is just as important as the narrative we use to market things to employees to participate/utilize these resources.

11:38:09 - Stephanie Jones:

or in general

11:38:13 - Kelsey Lang:

That's an understatement hahahah

11:38:15 - Edwina L:

For us it comes down to the ROI, which is hard to show in Wellbeing.

11:38:37 - Nereida Yanez:

@Edwina Agreed!

11:38:38 - Heather Sittler:

I've come to loathe those letters (ROI)

11:38:57 - Heather Sittler:

You can't measure what doesn't happen which is the exact point of prevention.

11:39:07 - Edwina L:

@Heather me too, I try to redirect to VOI.

11:39:47 - Stephanie Jones:

That's a great point, I like the idea of using VOI.

11:39:49 - Nereida Yanez:

@Heather exactly. It's been a challenge trying to get senior managers to see this.

11:41:30 - Julie Stiles:

Noom has just recently started our Healthy Mind program, which is based on the same idea, right now for consumers but hopefully eventually will be something like our Healthy Weight that companies will want to offer as well.



11:46:53 - Lori Thomas:

Please share your feedback with us about today's session by completing this survey:

<https://www.surveymonkey.com/r/20210324-fc-taylor>

11:48:57 - cbeaman:

If only the mood rings from the 1970s could make a comeback. All joking aside, it would be great for a wearable device that could detect anxiety, stress, etc...

11:49:14 - Lori Thomas:

@Cindy, I love that!

11:50:10 - Heather Sittler:

@Cindy That's a great idea!

11:50:36 - Lori Thomas:

Great perspective @Nick

11:50:57 - Heather Sittler:

It makes me wonder what my physical state is when I am in a state of anxiety/stress/etc.

11:52:20 - Heather Sittler:

I would hate to be limited to only "good" emotions.

11:52:27 - Kelsey Lang:

I can't remember who shared something about that but they convinced their owner to invest in mental health when they asked them what they would prioritize if their grandchild worked there and could benefit from them having a program

11:52:49 - Lori Thomas:

It's about learning and recognizing your own personal kaleidoscope and know what to do if it gets too far off kilter

11:54:49 - Stephanie Jones:

we trade privacy for ease

11:54:59 - Edwina L:

I feel like it if is a third party rather than the employer collecting the data employees are ok with providing it.

11:55:16 - Stephanie Jones:

@Edwina-I think that's true

11:56:03 - Lori Thomas:

Another quick reminder to share your feedback with us by completing this survey:

<https://www.surveymonkey.com/r/20210324-fc-taylor>

11:56:42 - Lori Thomas:

[nick@unmind.com](mailto:nick@unmind.com)



11:57:07 - Edwina L:  
Thank you Nick!

11:57:21 - Kelsey Lang:  
Thank you so much!

11:57:24 - Pamela O'Reilly:  
Thank you Nick! This was great. Love what you're doing at Unmind.

11:57:50 - Julie Stiles:  
Thank you Nick! Totally taking these ideas back to my team.

11:58:01 - cbeaman:  
Nick- thank you for bringing mental health to the forefront