



Orb-ix™: Unlocking Employee Well-Being by Harnessing the Power of Mindful Puzzle Play

In an age dominated by digital saturation and its ensuing stressors, safeguarding employee well-being emerges as a strategic imperative for organizational prosperity.

This white paper introduces Craft Pilot, a revolutionary multi-sensory 3D puzzle meticulously crafted to elevate employee well-being and bolster workplace productivity. Craft Pilot ingeniously integrates tactile, visual, and auditory stimuli, offering employees a therapeutic experience that nurtures mindfulness, resilience, and cognitive engagement. By encouraging employees to indulge in the puzzle for a brief period after work, Craft Pilot aims to mitigate burnout and cultivate a mindful state, ultimately revitalizing the workforce and enhancing productivity. Drawing from a wealth of research, this paper presents a comprehensive analysis of the psychological, physiological, and cognitive benefits of puzzle engagement, offering actionable insights for seamlessly integrating Craft Pilot into corporate wellness initiatives.



Introduction

Amidst the pervasive encroachment of digital technology into daily life, preserving employee well-being assumes heightened significance as a catalyst for organizational resilience and performance. Mindful puzzle play represents a promising antidote to the deleterious effects of digital overload, fostering relaxation, cognitive engagement, and interpersonal connections among employees. This paper explores how Craft Pilot's multi-sensory design can enhance employees' mindfulness and resilience, leading to improved workplace performance.



Background

Digital detoxification has emerged as a salient response to the escalating toll of screen dependency on mental health (Twenge and Campbell, 2018). However, conventional wellness paradigms often overlook the underlying causes of digital-related stress, necessitating innovative interventions that transcend traditional modalities. Mindful puzzle play, rooted in tactile stimulation and cognitive challenge, embodies a holistic approach to wellness that addresses the multifaceted dimensions of human experience.

Problem Statement

In today's modern workplaces, work-related stress and burnout are pervasive issues that have resulted in decreased productivity and increased turnover rates. Despite acknowledging these challenges, current well-being initiatives often overlook the importance of providing employees with tools for relaxation and mindfulness outside of work hours. Additionally, they fail to address the intricate relationship between digital stimuli and employee well-being, leaving employees susceptible to the adverse effects of digital overload. This oversight perpetuates the cycle of stress, impeding employees' ability to fully recharge and perform at their best.

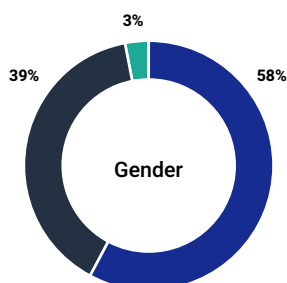
Craft Pilot aims to bridge this gap by offering employees a simple yet effective method to decompress and recharge after work. By integrating a multisensory approach, it offers employees a holistic experience that engages their senses and promotes relaxation. Through its innovative approach, Craft Pilot will empower employees to achieve optimal performance by prioritizing their well-being both in and out of the workplace.

Analysis

To provide context for Craft Pilot's potential impact on employee well-being, a survey was conducted among 107 adults to understand their perspectives and experiences regarding electronic device usage, work-related stress, and strategies for disconnecting from work-related digital stimuli. The survey results revealed valuable insights into the challenges faced by modern workers in navigating the digital age.

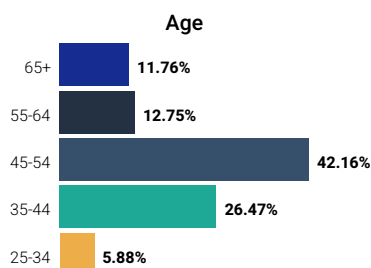
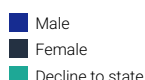


Demographics:



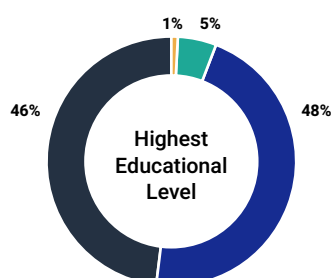
Gender Distribution

The survey participants comprised 58% males, indicating a slightly higher representation of males in the sample.



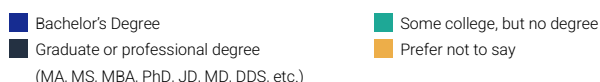
Age Distribution

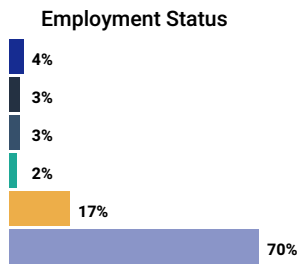
All participants were above 25 years old, with the most common age range being 44-54 years (42%). This suggests that the survey captured insights from a predominantly middle-aged demographic, potentially reflecting the age group experiencing the most significant impact from digital saturation and work-related stress.



Education Level

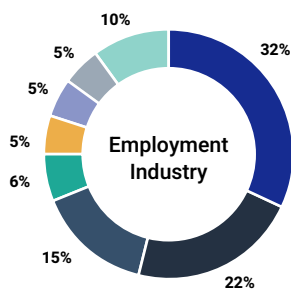
Most participants held either a bachelor's degree (45%) or a graduate/professional degree (44%), indicating a well-educated sample that may have varying levels of exposure to digital technology in their professions.





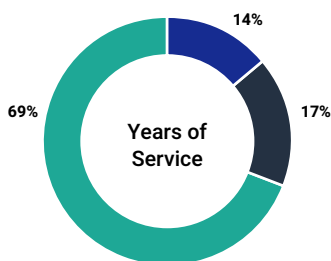
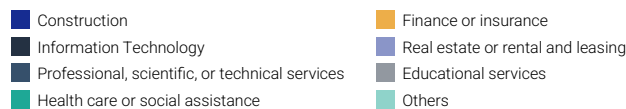
Employment Status

Approximately 70% of the participants worked as paid employees, with 17% being self-employed. This distribution suggests that most respondents were actively engaged in the workforce, making their perspectives particularly relevant to understanding workplace stress and well-being.



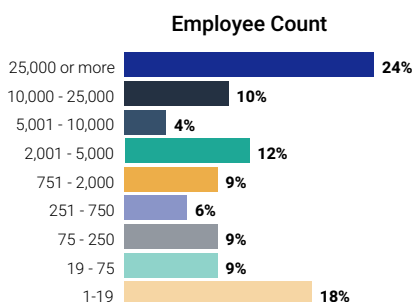
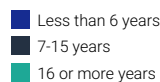
Industry of Employment

The survey captured a diverse range of industries, with notable representation from construction (32%), information technology (IT) (22%), and professional, scientific, or technical services (14.43%). These industries are often associated with high levels of digital engagement, making their perspectives crucial for understanding the impact of digital saturation on employee well-being.



Years of Service in Current Industry

A significant proportion (69%) of participants reported working in their current industry for 16 or more years, indicating a sample with extensive professional experience. This suggests that the survey captured insights from individuals with a deep understanding of industry-specific challenges and trends, enhancing the relevance of the findings.



Company Sizes

A significant proportion (24%) of participants worked in companies with 25,001 or more employees, indicating a substantial representation of individuals from large organizations. Conversely, smaller companies with 1-19 and 2001-5000 employees represented 18% and 12% of the sample, respectively. This distribution suggests that the survey captured perspectives from employees across a broad spectrum of company sizes, enhancing the diversity and representativeness of the findings.



The survey revealed:

1. Amount of Stress in Job Management

The majority of respondents (69%) agreed or strongly agreed that the amount of stress in their job is manageable. This indicates that a significant proportion of individuals perceive their job stress levels to be within manageable limits.

2. Electronic Device Usage

On average, respondents reported using approximately 4 electronic devices, with a wide range observed (from 1 to 10 devices). This suggests a high level of digital device engagement among participants, potentially contributing to the prevalence of work-related stress and difficulty disconnecting from work.

3. Percentage of Work-Related Device Use

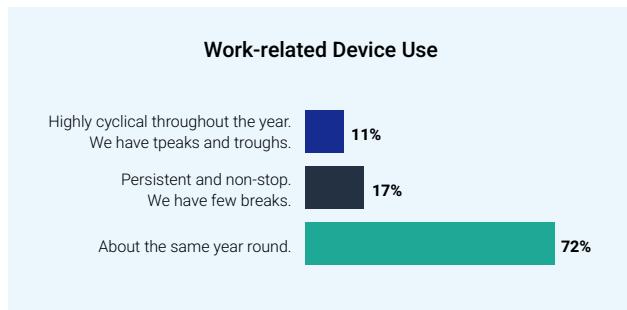
Participants reported that, on average, 63% of their daily device use is related to work. This indicates that a substantial portion of their device usage is dedicated to work-related activities, highlighting the pervasive nature of work-related digital stimuli in their daily lives.

4. Daily Hours Spent Using Devices:

Respondents reported spending an average of approximately 8 hours per day using electronic devices during weekdays. This suggests a significant portion of their waking hours is devoted to digital device use, further underscoring the impact of digital saturation on work-life balance and well-being.

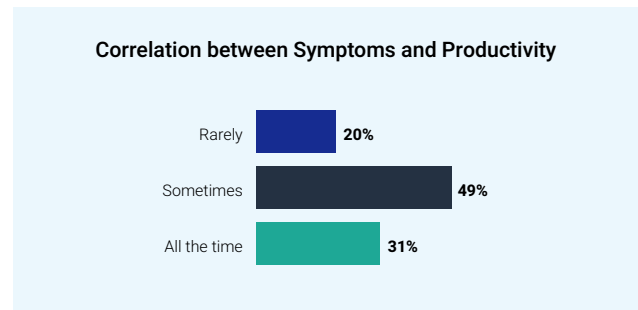
5. Cyclical vs. Persistent Work-Related Device Use

Most respondents (72%) indicated that work-related device use is about the same all year round, suggesting a consistent level of engagement with work-related digital stimuli throughout the year.



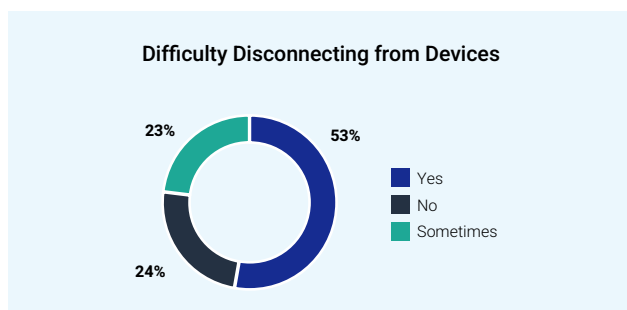
8. Correlation between symptoms and productivity

The majority of respondents (80%) believed that symptoms associated with device use correlated with lower productivity at work, highlighting the potential impact of work-related stress on job performance.



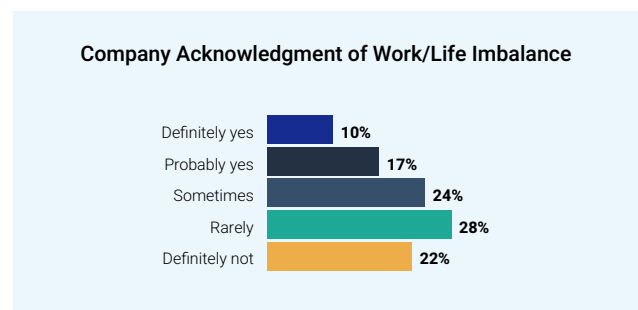
6. Struggles with Disconnecting from Devices

Over half of the respondents (53%) reported struggling to disconnect mentally or physically from electronic devices used for work. This indicates a widespread challenge in maintaining work and personal life boundaries, potentially contributing to stress and burnout.



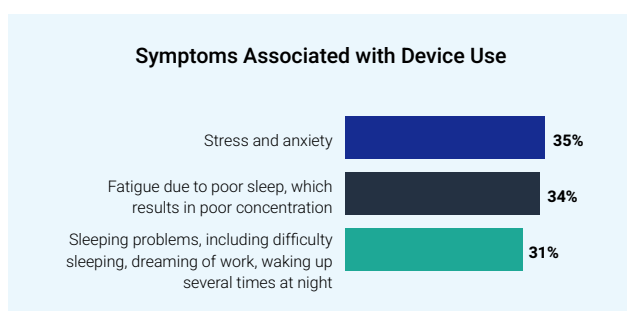
9. Company Acknowledgment of Work/Life Imbalance

A substantial proportion of respondents (67%) indicated that their company acknowledges work/life imbalances due to a constant “always on” device-centric culture. However, there is room for improvement, as a significant minority either disagreed or were unsure about their company’s acknowledgment of this issue.



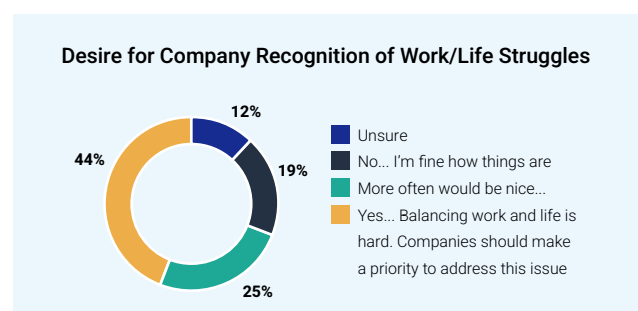
7. Symptoms Associated with Device Use

Among those who reported struggling to disconnect, a significant proportion experienced symptoms such as sleeping problems (31%), fatigue (34%), stress, and anxiety (35%). These symptoms may adversely affect well-being and productivity.



10. Desire for Recognition of Work/Life Balance Struggles

The majority of respondents (69%) expressed a desire for their company to recognize work/life balance struggles more often, indicating a need for organizational support in addressing this issue.



11. Availability of Wellness Programs

Approximately 43% of respondents reported that their company offers wellness programs, counseling, or solutions to help cope with the effects of an “always on” work environment. However, there is variability in the consistency and availability of these programs.

12. Preferred Company Offerings

Among respondents whose companies offer wellness programs, counseling, or solutions, common offerings include funds for wellness benefits, counseling services, and other unspecified programs.

13. Desired Company Offerings

Among respondents whose companies do not offer wellness programs, counseling, or solutions, desired offerings include stipends for wellness programs, strategies to help disconnect from devices, counseling services, and other unspecified solutions.

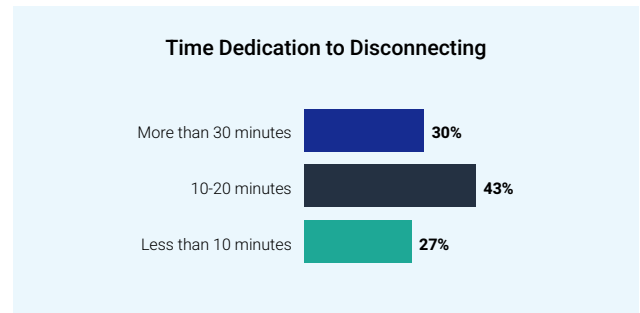
14. Strategies to Disconnect

Respondents identified various strategies to help disconnect from electronic devices, including mindfulness practices, creative tasks, reading non-electronic books or magazines, yoga or stretching, and taking baths.



15. Time Dedication to Disconnecting Practices

Respondents indicated a willingness to dedicate time to disconnecting practices, with the majority willing to spend between 10-20 minutes (43%) or more than 30 minutes (30%) daily.



16. Interest in Researching Solutions

A majority of respondents (71%) expressed some level of interest in researching solutions to the challenge of disconnecting from electronic devices daily, with varying degrees of skepticism and active pursuit of solutions.

Orb-ix™ aims to mitigate burnout and cultivate a mindful state, ultimately revitalizing the workforce and enhancing productivity.

Orb-ix™ is specifically designed to address the identified problem and promote employee well-being:

Spherical Shape

Craft Pilot's spherical shape promotes mindfulness and engagement during puzzle-solving activities, helping employees transition from work to a state of relaxation.¹

General Design and User Experience

The puzzle's organic feel and aesthetic appeal provide employees with a visually pleasing and mentally stimulating experience, enhancing their overall well-being.²

Individual Puzzle Posts

Each post of Craft Pilot is assembled individually, adding complexity and satisfaction to the puzzle-solving experience while encouraging cognitive engagement.³

Magnetic Assembly

Craft Pilot's magnetic assembly provides users with a user-friendly experience, allowing them to enjoy the tactile and auditory feedback of snapping the pieces together.

Exterior and Interior Illustrations

Unique illustrations on each post and a cohesive pattern on the exterior enhance the puzzle's visual appeal and provide users with a sense of accomplishment upon completion.

Colour and Visual Appeal

Craft Pilot's color scheme, informed by research, features a combination of blue and red/orange hues. Brighter colors like red/orange are known to evoke primarily positive emotional associations, while blue promotes relaxation and calmness. This deliberate choice aims to enhance the overall user experience by leveraging the psychological effects of color, helping employees unwind after a long day at work.⁴

Tactile Experience

Craft Pilot incorporates soft materials and varying textures to enhance the tactile experience, providing users with a multisensory journey linked with positive emotions and stress relief.⁵

Therapeutic Breathing and Interaction

Craft Pilot encompasses an accompanying app that encourages users to engage in slow, therapeutic breathing during puzzle assembly, further promoting relaxation and mindfulness.⁶

Sensory Engagement

By engaging multiple senses, Craft Pilot creates a holistic experience that promotes mindfulness and relaxation, allowing employees to recharge and refocus.⁵

1 Aronoff, 2006; Armbruster et al., 2014

2 Chevalier et al., 2012; Oschman, Chevalier, & Brown, 2015

3 Chen, Jian, Zhang, 2018

4 Hurlbert and Ling, 2007; Schloss, Strauss, & Palmer, 2013; Valdez and Mehrabian, 1994

5 Bertheaux et al. 2019; Fisher, 2004

6 Haynes et al. 2022

Benefits of Puzzles for Mindfulness and Cognition

Orb-ix™ leverages the cognitive and mindfulness benefits of puzzles to enhance employee well-being and productivity:



Promoting Mindfulness

Promoting Mindfulness: Engaging in puzzle-solving activities helps employees transition from work to a state of relaxation, promoting mindfulness and reducing stress levels.¹



Enhancing Cognitive Function

Puzzle-solving challenges various cognitive functions, including problem-solving, spatial reasoning, memory, and attention, leading to improved cognitive function and performance.²



Providing Stress Relief

The act of solving puzzles triggers the release of dopamine, promoting feelings of reward and satisfaction, and reducing stress levels.^{1 3}



Boosting Creativity

Puzzle-solving encourages creative thinking and divergent problem-solving strategies, fostering innovation and creativity in the workplace.⁴



1 Hutchinson et al., 2003

2 Dykens, 2002; Elber and Kim, 2022; Levine et al., 2012; Fissler et al. 2018

3 Wolfram Schultz, 1998

4 Sheng Weng, 2022; Tik et al. 2018



Recommendations

To implement Craft Pilot effectively, organizations should encourage employees to engage with the puzzle for 10-20 minutes after work, allowing them to reduce stress and recharge at home.

Conclusion

Craft Pilot emerges as a simple yet effective solution to elevate employee well-being and productivity. Through its promotion of relaxation and mindfulness, Craft Pilot empowers employees to recharge and refocus, fostering resilience and ultimately contributing to a more productive workforce. By transcending traditional wellness paradigms and addressing the cognitive, emotional, and tactile dimensions of human experience, Craft Pilot harnesses the therapeutic potential of puzzles to equip employees with the tools needed to navigate the complexities of the digital age with equanimity and grace.

References

- Armbruster, D., Suchert, V., Gärtner, A., & Strobel, A. (2014). Threatening shapes: the impact of simple geometric configurations on peripheral physiological markers. *Physiology & behavior*, 135, 215–221. <https://doi.org/10.1016/j.physbeh.2014.06.020>
- Aronoff, J. (2006). How we recognize angry and happy emotions in people, places, and things. *Cross-cultural research*, 40(1), 83-105. <https://doi.org/10.1177/1069397105282597>
- Bertheaux, C., Toscano, R., Fortunier, R., Roux, J. C., Charier, D., & Borg, C. (2020). Emotion Measurements Through the Touch of Materials Surfaces. *Frontiers in human neuroscience*, 13, 455. <https://doi.org/10.3389/fnhum.2019.00455>
- Chevalier, G., Sinatra, S. T., Oschman, J. L., Sokal, K., & Sokal, P. (2012). Earthing: health implications of reconnecting the human body to the Earth's surface electrons. *Journal of environmental and public health*, 291-541. <https://doi.org/10.1155/2012/291541>
- Dykens, E. M. (2002). Are jigsaw puzzle skills spared in persons with Prader-Willi syndrome?. *Journal of Child Psychology and Psychiatry*, 43(3), 343-352.
- Elber, G., & Kim, M.S. (2022). Synthesis of 3D jigsaw puzzles over Freeform 2-manifolds. *Computers & Graphics*, 102, 339–348. <https://doi.org/10.1016/j.cag.2021.10.014>
- Fisher, T. H. (2004). What We Touch, Touches Us: Materials, Affects, and Affordances. *Design Issues*, 20(4), 20–31. <http://www.jstor.org/stable/1511999>
- Fissler, P., Küster, O. C., Laptinskaya, D., Loy, L. S., von Arnim, C. A. F., & Kolassa, I. T. (2018). Jigsaw Puzzling Taps Multiple Cognitive Abilities and Is a Potential Protective Factor for Cognitive Aging. *Frontiers in aging neuroscience*, 10, 299. <https://doi.org/10.3389/fnagi.2018.00299>
- Haynes, A. C., Lywood, A., Crowe, E. M., Fielding, J. L., Rossiter, J. M., & Kent, C. (2022). A calming hug: Design and validation of a tactile aid to ease anxiety. *PloS one*, 17(3), e0259838. <https://doi.org/10.1371/journal.pone.0259838>
- Hurlbert, A. C., & Ling, Y. (2007). Biological components of sex differences in color preference. *Current Biology*, 17(16), R623-R625. <https://doi.org/10.1016/j.cub.2007.06.022>
- Hutchinson, S. L., Loy, D. P., Kleiber, D. A., & Dattilo, J. (2003). Leisure as a coping resource: Variations in coping with traumatic injury and illness. *Leisure Sciences*, 25(2-3), 143-161. <https://doi.org/10.1080/01490400306566>
- Levine, S. C., Ratliff, K. R., Huttenlocher, J., & Cannon, J. (2012). Early puzzle play: a predictor of preschoolers' spatial transformation skill. *Developmental psychology*, 48(2), 530.
- Oschman, J. L., Chevalier, G., & Brown, R. (2015). The effects of grounding (earthing) on inflammation, the immune response, wound healing, and prevention and treatment of chronic inflammatory and autoimmune diseases. *Journal of Inflammation Research*, 8, 83–96. <https://doi.org/10.2147/JIR.S69656>
- Schloss, K. B., Strauss, E. D., & Palmer, S. E. (2013). Object color preferences. *Color Research & Application*, 38(6), 393-411. <https://doi.org/10.1002/col.21748>
- Tik, M., Sladky, R., Luft, C. D. B., Willinger, D., Hoffmann, A., Banissy, M. J., Bhattacharya, J., & Windischberger, C. (2018). Ultra-high-field fMRI insights on insight: Neural correlates of the Aha!-moment. *Human brain mapping*, 39(8), 3241–3252. <https://doi.org/10.1002/hbm.2407>
- Valdez, P., & Mehrabian, A. (1994). Effects of color on emotions. *Journal of Experimental Psychology: General*, 123(4), 394–409. <https://doi.org/10.1037/0096-3445.123.4.394>
- Chen, Jian, Zhang, (2018). Therapeutic approaches for improving cognitive function in the aging brain. <https://www.frontiersin.org/journals/neuroscience/articles/10.3389/fnins.2022.1060556/full>
- Schultz, W. (1998) Predictive Reward Signal of Dopamine Neurons. <https://doi.org/10.1152/jn.1998.80.1.1>
- Sheng Weng T, (2022). Enhancing Problem-Solving Ability through a Puzzle-Type Logical Thinking Game <https://doi.org/10.1155/2022/7481798>



© 2024 Craft Pilot LLC and Orb-ix™.

No part of this document may be distributed, reproduced, or posted without written permission from Craft Pilot. All rights reserved.

www.craft-pilot.com