Micro-Reset Framework

By: Thrive WLB (Work.Life.Balance)

Evidence-Based Practices HR Teams Can Deploy Instantly.

5 Minutes to Reduce Burnout + Improve Focus

Why Micro-Interventions Matter

Employees aren't just overworked, they're cognitively overloaded. Multitasking, constant notifications, emotional labor, and back-to-back meetings leave little room for mental recovery.

Research shows that **3–5 minute daily resets** improve:

- Focus + productivity
- Emotional regulation
- Team connection + psychological safety
- Employee engagement + retention

The good news? These resets can be simple, easy to implement, and require **no extra budget or resources**.

Example Practices 💛

1️⃣ Cognitive Reset - 60 Seconds

- Sit back, close your eyes
- Relax jaw + shoulders
- Inhale 4, hold 2, exhale 6
- Repeat twice

Leader Tip: Encourage teams to take 1 reset per day and model the behavior.

2️⃣ Gratitude + Connection Prompt

- Send a short note or Slack message of appreciation to a colleague
- Even 2 sentences strengthen team cohesion

Leader Tip: Share your personal note to set the tone.

3️⃣ Single-Task Focus Challenge

- Pick one task, set a 5-minute timer, work fully on it
- Notice how less scattered your attention feels

Optional metric: Track number of single-task blocks completed per week

4️⃣ Reflection & Planning 📝

- Ask: “What supported my wellbeing this week? What drained me?”
- Journal or post in Slack

Leader Tip: Encourage teams to reflect weekly to track impact

How to Use Weekly ⏱️

- Assign a specific micro-intervention to each day or week
- Encourage team participation through Slack, email or daily stand-ups
- Track engagement with check-ins or participation metrics
- Lead by example - managers who participate increase adoption

Optional Metrics ⏱️

- Participation rate (how many employees do the micro-intervention)
- Self-reported focus or energy (1–5 scale)
- Number of gratitude notes sent
- Team engagement / connection feedback

Measuring impact helps you demonstrate **ROI to leadership**.

CTA 💛

- If you want **monthly, ready-to-run wellness systems** designed to support your employees’ focus, resilience, and engagement:
- **Learn more + join →** **HERE**

- *Note:* Corporate Wellness Insider includes 3 ready-to-run team wellness activities, a mini wellness calendar, HR email templates, and member perks like 10% off wellness gift boxes + event access.

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