



# EMPLOYEES DIGITAL WELL BEING TEST REPORT

**Aneena V**  
Report No

14576\_4919



**CONFIDENTIAL**

## Strictly Confidential

**Name** : ARJUN M  
**Age** : 26  
**Gender** : Male  
**Date of testing** : 01/10/2021  
**Occupation** : Engineer  
**Location** : Kozhikode  
**Phone** : +91- 9048002477  
**E-mail** : arj89665@gmail.com

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## DISCLAIMER

This test is designed to provide a quick analysis of whether you might have problems with screen addiction. That said, no test is 100% accurate. No matter what your score is, you should seek professional medical advice if you have concerns with your screen usage.



# SCREEN ADDICTION

Screen dependency disorder/screen addiction is a modern-day health challenge affecting people of all ages who in some way or the other use technology as a means of communication. Research shows that the excessive use of mobile phones and exposure to the blue lights of gadgets can impact children's brains which can lead to a disorder called Screen Dependency Disorder (SDD). When you stare at a screen for hours at a time, whether it is a computer, TV, phone, or tablet, you are exposed to the blue light from the device. Getting affected by screen dependency disorder can have devastating effects. Screen addiction is a term that we see more and more often in the media and has been used to denote various types of technology-related negative behaviors. This happens when screen use becomes so compulsive that it leads to impaired daily functioning in terms of productivity, social relationships, physical health, and emotional well-being. That means that your or your kid's screen use is interfering with work and family life, harming relationships, encouraging inactivity or less sleep, or generally making you feel sad or disillusioned. While many of the behaviors that are described as screen addiction look a lot like other behavioral addictions, there are currently no clinical diagnostic criteria for a disorder called screen addiction. What that means is that we need to be aware that the term 'addiction' has a particular meaning, as well as implications for the way it can be treated. That being said, we may reach a point where problematic screen use does become a recognized behavioral addiction.

# SCREEN ADDICTION IN EMPLOYEES

Addiction can be defined as a human tendency to engage in an activity even if it interferes with one's personal/professional life. Digital addiction occurs in various forms. Over-dependence on mobile phones is one of them (A tendency to look at our phones even if there is no particular use). It also includes addiction to the Internet, video games, online games, online gambling, and social media, etc. The modern workplace relies on screen time like never before. Employees record attendance using applications, talk to colleagues over Google meet, follow up with clients over email, respond to customers over social media or messaging apps—the list goes on. This can have a detrimental effect on their work output. They feel obligated to continually check their devices and stay updated, distracting them from the task at hand. Even office breaks come in the form of screen time. Very often than not we see a colleague getting up from their workspace to get a cup of coffee while browsing Facebook or Instagram. Employees who bring laptops for meetings can easily transfer secure information or simply take down notes that can be forwarded to people who are not supposed to have access to it. Instances like these demonstrate the possibility of digital addictions/dangers at work, and why organizations should be deeply concerned about it. While technology is meant to enhance productivity, there is a thin line between its use and overuse. Harvard Business Review analyzed data from the National Bureau of Economic Research to find that companies risk losing as much as 27% productivity when employees uselessly spend time online.

## AREAS OF SCREEN ADDICTION THAT IMPACTS YOUR LIFE



FAMILY & FINANCE



WORK PLACE



PERSONAL LIFE



MENTAL HEALTH



PHYSICAL HEALTH

## Your score and status of Digital well-being test



# CONGRATULATIONS



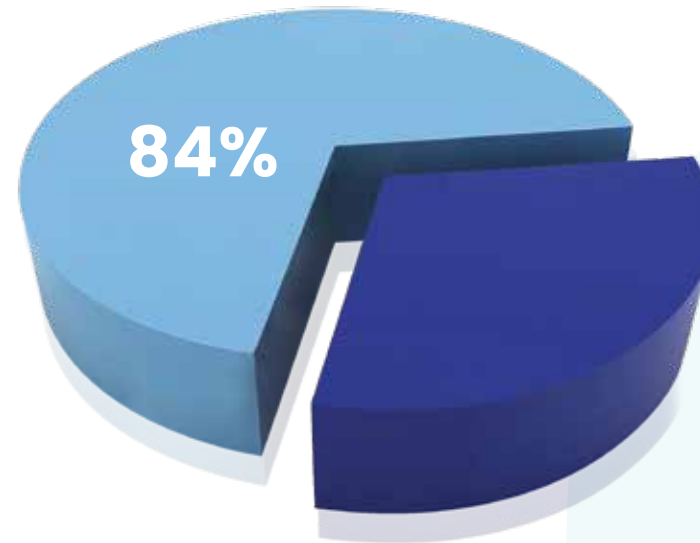
You have successfully completed the digital well-being test for employees.

**HERE IS YOUR RESULT.....!**



### Representation of your screen addiction

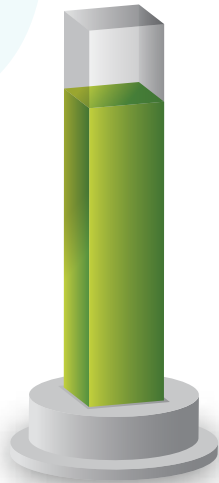
81% - 100%	High level of screen addiction
62% - 80%	Average level of screen addiction
20% - 61%	Low level of screen addiction



# GRAPH 1.1

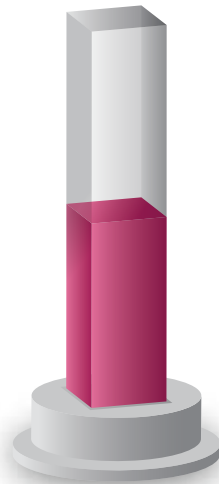
indicates which screen-related activity you are most addicted to

85%



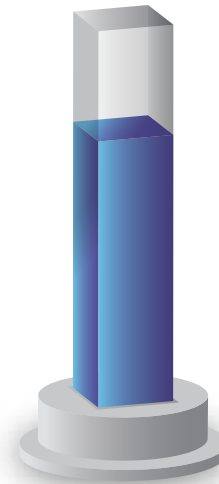
INTERNET ADDICTION

42%



VIDEO GAME & GAMBLING ADDICTION

82%



ANY DEVICES  
(SMART PHONE  
/LAPTOP/COMPUTER)

70%

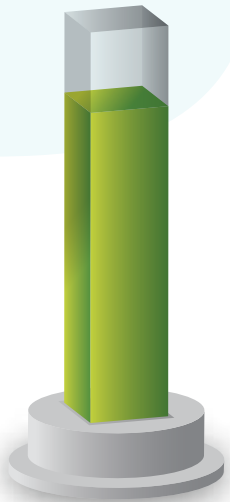


SOCIAL MEDIA  
ADDICTION

## GRAPH 1.2

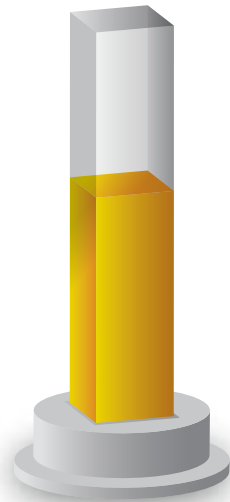
indicates how screen addiction has impacted particular areas of your life

95%



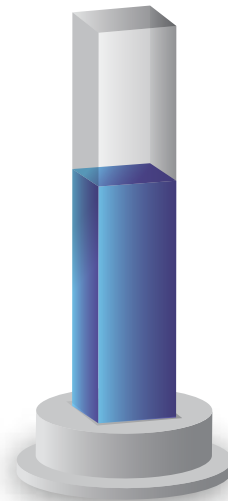
■ IMPACT ON WORKPLACE

53%



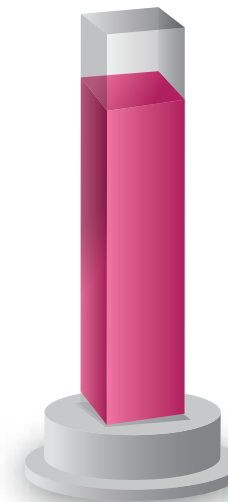
■ PERSONAL IMPACT

67%



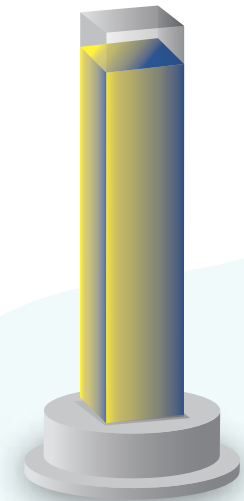
■ MENTAL HEALTH  
IMPACT/ PSYCHOLOGICAL  
IMPACT

92%



■ PHYSICAL HEALTH  
IMPACT

98%



■ FAMILY & FINANCIAL  
IMPACT



# ANALYSIS OF RESULTS

According to your score, your screen addiction stands at 84%. You are currently in a danger zone. This means that it affects your mental health, work productivity, professional and personal life.

Graph 1.1 indicates which screen-related activity you are most addicted to. About 85% of you are addicted to the internet. It implies a high level of screen addiction. About 82% of you are addicted to things like smartphones or electronic gadgets. This is also an indication of a high level of screen addiction.

About 70% of you are addicted to social media, which once again shows a high level of screen addiction.

This report indicates that you are highly addicted to the internet, gadgets, and social media.

Up to 42% of you are addicted to video games and gambling. This shows a moderate level of addiction but it is only a matter of time before it becomes severe.

Next, we find out which areas of your life have been affected by screen use. Graph 1.2 indicates how much screen addiction has affected your life. The worst affected areas are your workplace, mental wellbeing, and physical health. Your personal life is also affected due to your screen activity on an average level; it is around 53%.

About 98% of your family is affected by your screen addiction. So it can be negatively influencing your relationship with your kids, wife, and other family members. Your screen addiction has caused a rift in your friendships and social interactions. Up to 95% of excessive screen addiction affects your work environment. This is also a critical level of addiction. It can become a reason for you to lose your job, which in turn might make you mentally exhausted.

Up to 92% of your physical health damage is due to screen addiction. You have to realize that you are at a critical/dangerous level. It will adversely affect your life. A good life is possible only if you have good mental health. About 67% of you have mental health problems due to screen addiction. This is considered a danger zone. This again seriously affects your life.

Uncontrolled screen use can adversely affect up to 53% of your personal life, which is considered an average level. This level is called a borderline. Whenever your results show a borderline addiction, it means that it is the beginning of something damaging, so you must control it. All of these are interrelated, so if you have difficulties in any one area it will affect every area that has a connection with you.



# RECOMMENDATIONS/SUGGESTIONS

*To provide a better workplace atmosphere, employers can follow certain ways by which the mental health of their employees can be improved.*

- A monitoring system in laptops and smartphones assessing internet use which provides adequate feedback when it is used excessively.
- Internet-based mental health apps to assist employees in addressing their mental health issues.
- Digital detox to be implemented in the workplace for guiding employees every day.
- Appointing a mental health professional at the workplace to address psychological issues.
- Appreciations at the workplace for employees who make lifestyle changes by reducing internet usage and also motivate others for doing the same
- De-stressing games do a lot of good. Include simple logic-based games in the work portal.

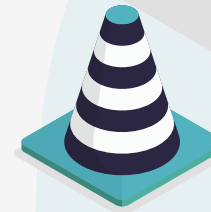
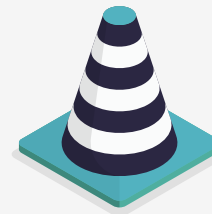
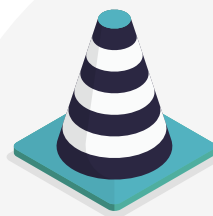


# RISK FACTORS

We all know the importance of physical health but rarely are we concerned about mental health. It's time for us to maintain healthy screen use in the workplace so that our personal-work-life balance and mental health are being taken care of. The consequences of mental health problems in the workplace include but are not limited to:

- Absenteeism: Increase in overall sickness absence, particularly frequent short period absence; Poor health (depression, stress, burnout); Physical conditions such as high blood pressure, heart disease, headaches, sleeping disorders, neck and backaches, and low resistance to infections.
- Work performance: It includes a reduction in productivity, output, and an increase in error rates.
- Increased number of accidents, poor decision-making skills, and deterioration in the overall control of work.
- Attitude and behavior: Loss of motivation and commitment, poor timekeeping, and decreased labor turnover.
- Formal relationship issues: Tension and conflicts between colleagues and increase in disciplinary problems.

*Consult medical health professionals if the persisting problems are not solved*





Etechan International Educational Technologies Research & development 413 IT Plaza Building, Dubai Silicon Oasis, Dubai, UAE