

# The First 2 Weeks and the Last 2 Weeks

7 Ideas to Use Video for On & Offboarding

Ari Bixhorn | [abixhorn@panopto.com](mailto:abixhorn@panopto.com) | @aribix





## Smart Glow Features Instructions

- **Soft Glow Display:** Soft lighting for easy reading in any light. Perfect for checking the temperature of a sleeping infant (or adult) in a darkened room.
- **8 Temperature Memory:** Automatically retains the last 8 temperature readings for instant recall to check on fever progression.
- **Programmable Beeper:** Beeping sound indicating scanning can be turned off or on to avoid waking a sleeping child (or adult). The flashing LED facing the forehead while scanning turns off when the beeper is turned off.
- **Programmable °F or °C:** Select most convenient temperature scale.
- **Elegant one-button programming and memory access.**

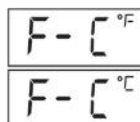
Exergen Corporation, 400 Pleasant Street, Watertown, MA 02472  
For further information visit [www.exergen.com](http://www.exergen.com)  
For assistance, email: [medical@exergen.com](mailto:medical@exergen.com)  
or call: 617-923-9900

## To Select °F or °C Mode



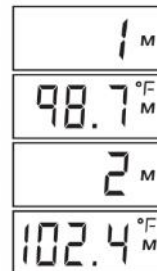
Your TemporalScanner can be programmed to display the temperature in either °F or °C, as indicated by the small °F or °C in the upper right of the display.

The original factory setting is °F. If you wish to change it to °C, follow the steps below:



1. Starting from a blank display tap the button until the flashing **F-°C** appears after the 8 memory locations (9 taps). The current temperature mode will appear in the upper right indicated by the small °F or °C.
2. To change from the °F mode to the °C mode, press and hold button until the small °F in the upper right of the display changes to °C. A beep will indicate that the setting has been changed, and the TemporalScanner will automatically shut off.
3. To change from the °C mode to the °F mode, repeat step 2, and press and hold the button until the small °C in the upper right of the display changes to °F.

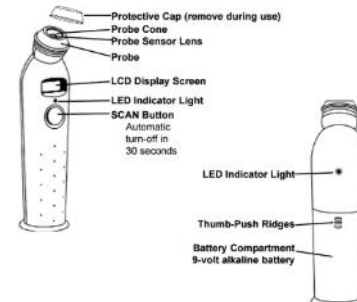
## To Use the 8 Temperature Memory Recall Mode



In memory mode, a small "M" will appear on the display with memory location (1, 2, 3, 4, 5, 6, 7, 8) and the memory location will alternate with the temperature stored in that location. The most recent temperature is stored in location 1 and the earliest temperature is stored in location 8. A reading of **188.8** means that no temperature reading is stored in that memory location. Readings already in the memory when you first use it are from the factory tests.

1. To enter memory recall mode, start from a blank display, and tap the button. **1M** will appear and alternate with the temperature stored in that memory location.
2. To access previously stored readings, tap the power button again. **2M** will alternate with the temperature in that memory location. Repeat through **8M** to access all recent memory readings.
3. To exit memory recall mode and take a temperature, press and hold the button for 1-2 seconds until the display turns off.

## Before Using, Familiarize Yourself with the Instrument



- **To Scan:** Depress the button. The instrument will continually scan for the highest temperature (peak) as long as the button is depressed.
- **Beeping and LED flashing:** Beep and LED flashing indicate a rise to a higher temperature, similar to a radar detector. Slow beeping indicates that the instrument is still scanning, but not finding any higher temperatures.
- **Retain Reading:** The reading will remain on the display for 30 seconds after the button is released.
- **To Restart:** Depress the button to restart. It is not necessary to wait until the display is clear, the thermometer will immediately begin a new scan each time the button is depressed.

## Measuring TA Temperature

What you *should* know before using the TAT:

- Measure only the side of the head exposed to the environment. Anything covering the area to be measured (hair, hat, wig, bandages) would insulate the area, resulting in falsely high readings.
- Slide the thermometer straight across the forehead, not down the side of the face. Midline on the forehead, the TA is about a millimeter below the skin, whereas at the side of the face, the TA is much deeper, and measuring there would result in falsely low readings.
- When taking the temperature behind the ear lobe (if there is perspiration on the forehead, see pg 7), first push away any hair, exposing the area. Then, tuck the thermometer on the neck under the ear lobe, in the soft conical depression, (the place where perfume might be applied).
- Wait about 30 seconds before measuring the same person again to avoid excessive cooling of the skin.
- An infant is frequently swaddled in blankets and clothing covering the neck area. Unless visibly sweaty, one measurement at the TA area is typically all that is required. Should you feel the temperature is low, then push aside any clothing or blankets covering the neck area for ~30 seconds or so, and repeat the measurement on the neck behind the ear.

### Factors that may affect measurement accuracy:

The patented AHB technology in your TemporalScanner actually makes two separate measurements (1) the temperature of the skin over the temporal artery, and (2) the temperature of the room. To determine the most accurate reading, it measures both temperatures some 1000 times a second as you sweep the TemporalScanner across the forehead. The AHB system then calculates how much the blood has cooled down during its journey from the heart to the skin over the temporal artery and makes allowance for this in the temperature it displays. The result is a highly accurate reading - delivered extremely fast and with no discomfort.



To ensure that the reading always reflects the body temperature accurately, you need to take account of the following factors which may affect an accurate reading.

### Sweating:

When a fever resolves, your body may bring its temperature down by sweating.



The TemporalScanner detects this reduction in temperature immediately - long before a rectal thermometer can do so. However, sweating also causes extra cooling of the skin. As a result the reading given by the TemporalScanner may be low. You should therefore either wait until the sweating has stopped (wiping the forehead is not recommended, since the sweating immediately begins again), or use the following method, which has been clinically proven to provide accurate results.

1. Scan the temperature as normal, keeping the button depressed
2. Gently nestle the TemporalScanner on neck directly behind ear lobe
3. Release the button and read the temperature

**Note:** Normally, the artery behind the ear lobe does not provide a sufficiently accurate reading. However, this area is less affected by sweating than the forehead. In addition, during sweating, increased blood flow produces higher skin temperature, equivalent to TA, resulting in a good reflection of body temperature.

### Environmental effects:

As part of its AHB system, the TemporalScanner measures the temperature of the surrounding environment. For this measurement to be accurate, it needs to have become acclimatised to the temperature of the room in which it is to be used. If it is taken from a cold room into a hot room, or vice versa, allow it to acclimate for at least 30 minutes before using it. Avoid holding the TemporalScanner by the head, as it will mistake the temperature of your hand for that of the room.

### What else should I know?

If your child is agitated, or squirms away before you have completed your measurement, just keep the button depressed and you can continue the measurement without having to wait.

## How to Take a Temperature



1. Remove protective cap before use. Be sure sensor lens is clean. If not, clean with cotton swab dipped in alcohol and let dry. Hold the thermometer as shown.
2. Gently position the probe flush (flat) on the center of the forehead, midway between the eyebrow and the hairline. Press and hold the SCAN button.
3. Lightly slide the thermometer across the forehead keeping the sensor flat and in contact with the skin until you reach the hairline.  
→ You will hear a beeping and a red light will blink to indicate a measurement is taking place.  
→ If perspiration is present, continue to hold button depressed, lift probe from forehead and touch the neck just behind the ear lobe.
4. Release the SCAN button and remove the thermometer from the head.
5. Read the temperature on the display. Thermometer will shut off automatically after 30 seconds. To turn thermometer off immediately, press and release the button quickly.
6. Replace the protective cap on thermometer to protect the sensor when not in use.



**EXERGEN**  
TemporalScanner™

#1 Pediatrician Preferred.  
Accuracy attested by more than 50  
published medical studies – more  
than any other thermometer.

New!  
98.6 °F  
Smart Glow  
Features

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## Measure

What you *should* know before

- Measure only the side of the forehead, covering the area to be measured. Do not measure the area, resulting in false readings.
- Slide the thermometer across the forehead, midline on the skin, whereas at the measuring there would be a depression.
- When taking the temperature on the forehead, see picture. Then, tuck the thermometer into the conical depression, (the area where the hair is).
- Wait about 30 seconds. Do not touch the forehead. Excessive cooling of the forehead will affect the reading.
- An infant is frequently a difficult area. Unless visible, typically all that is required is to push aside any clothing and wait for the reading.

### Factors that may affect

The patented AHB technology makes two separate measurements: one over the skin over the temporal artery and the other over the skin over the temporal vein. To determine the true temperature, the system then calculates how the temperature changes during its journey from the heart to the skin over the temporal artery and makes allowance for this in the temperature it displays. The result is a highly accurate reading - delivered extremely fast and with no discomfort.



Exergen Corporation

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190

## Use Our Exergen Temporal Thermometers to Check Your Child's Temperature



1,168 views

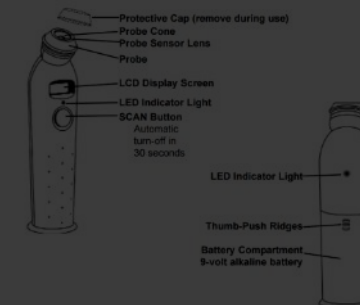
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- **To Restart:** Depress the button to restart. It is not necessary to wait until the display is clear, the thermometer will immediately begin a new scan each time the button is depressed.

5

## Temperature

Before use. Be sure the thermometer is clean and dry. Hold the thermometer

be flush (flat) on the forehead, midway between the eyebrows. Press and hold the

thermometer across the forehead, flat and in contact with the skin. A red light will blink while it is taking place. When the reading is complete, continue to hold the button from forehead and touch the forehead.

Remove the thermometer and remove the head.

When the reading is complete, the display will automatically turn off after 30 seconds. The thermometer will turn off immediately. Press the button quickly.

6. Replace the protective cap on thermometer to protect the sensor when not in use.

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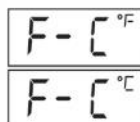
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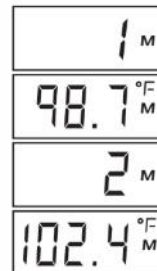
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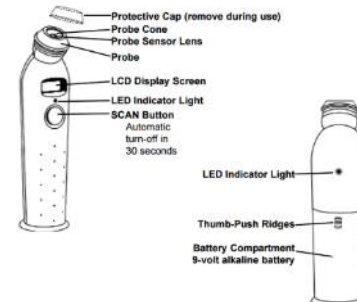
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Onboarding:  
Need to process new info  
as individuals at its highest

Offboarding:  
Need to capture info as  
businesses at its highest

Employee tenure →

Year 1

Year 2

Year 3

Year 4

Year 5



# The First 2 Weeks and the Last 2 Weeks

7 Ways to Use Video for On & Offboarding

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# Why Use Video?





# Faster Learning

A plane figure with four straight sides and four right angles, especially one with unequal adjacent sides.

Hours

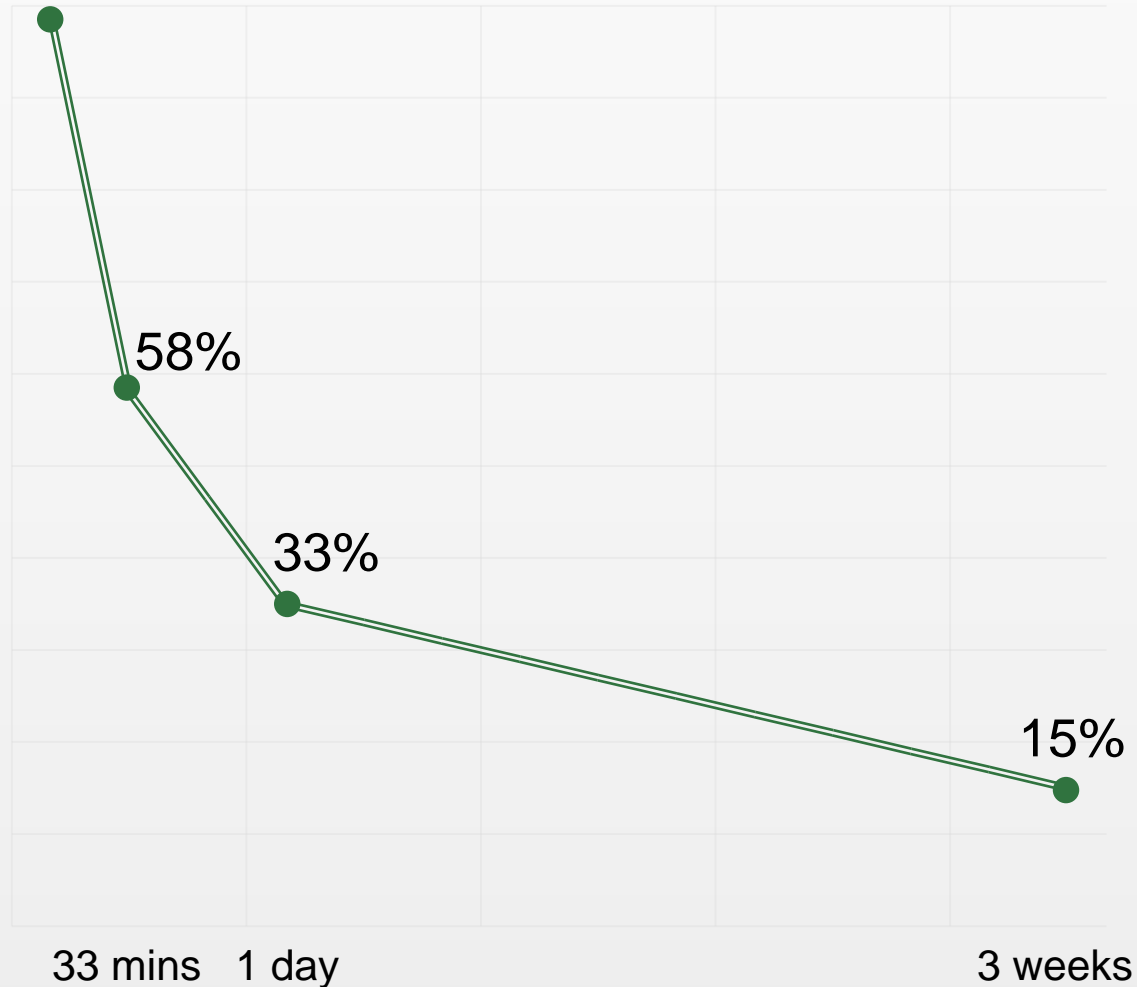
Minutes

Seconds

Milliseconds

00:00:00.0 13

# Better Retention

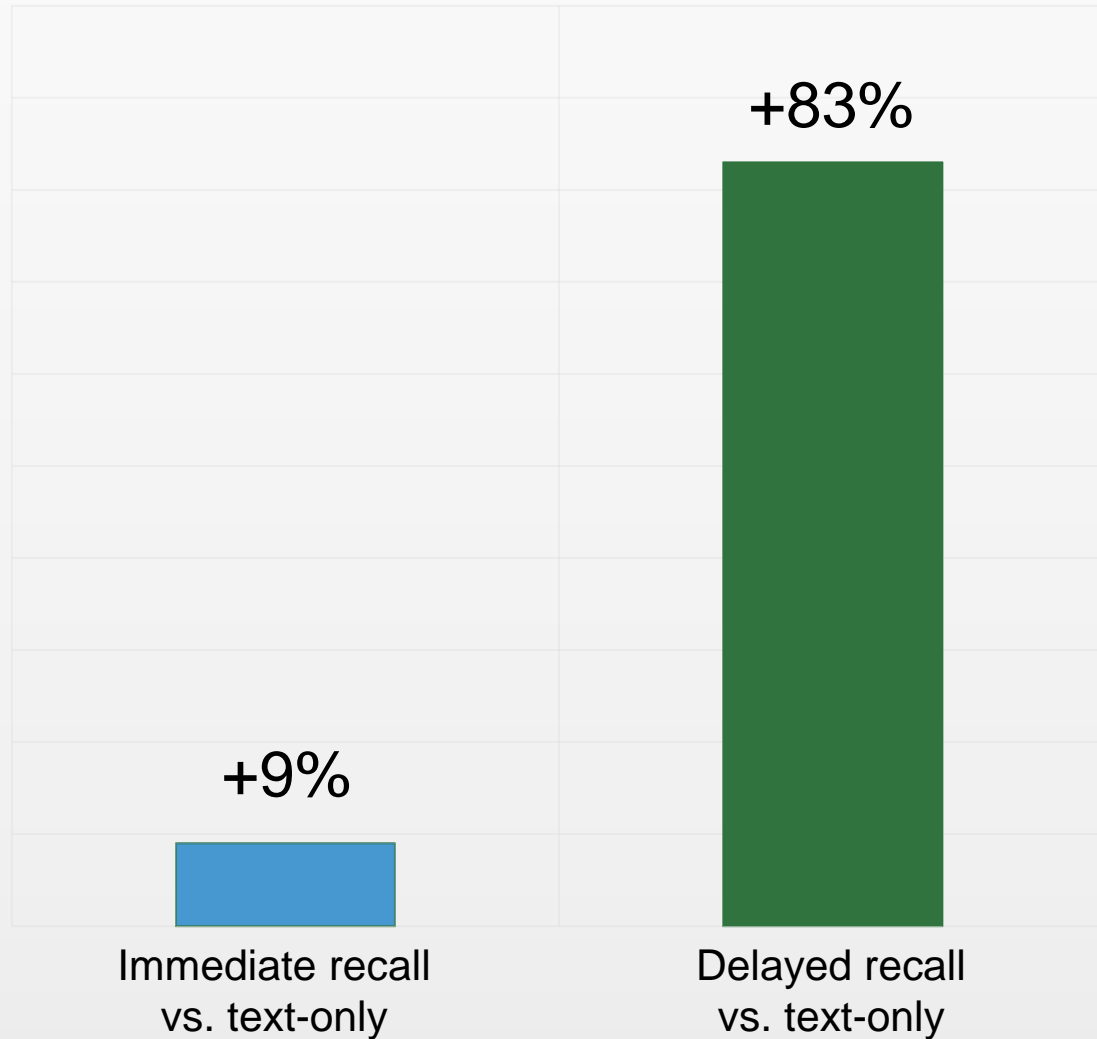


67% of recall is lost over one day

85% of recall is lost over 3 weeks

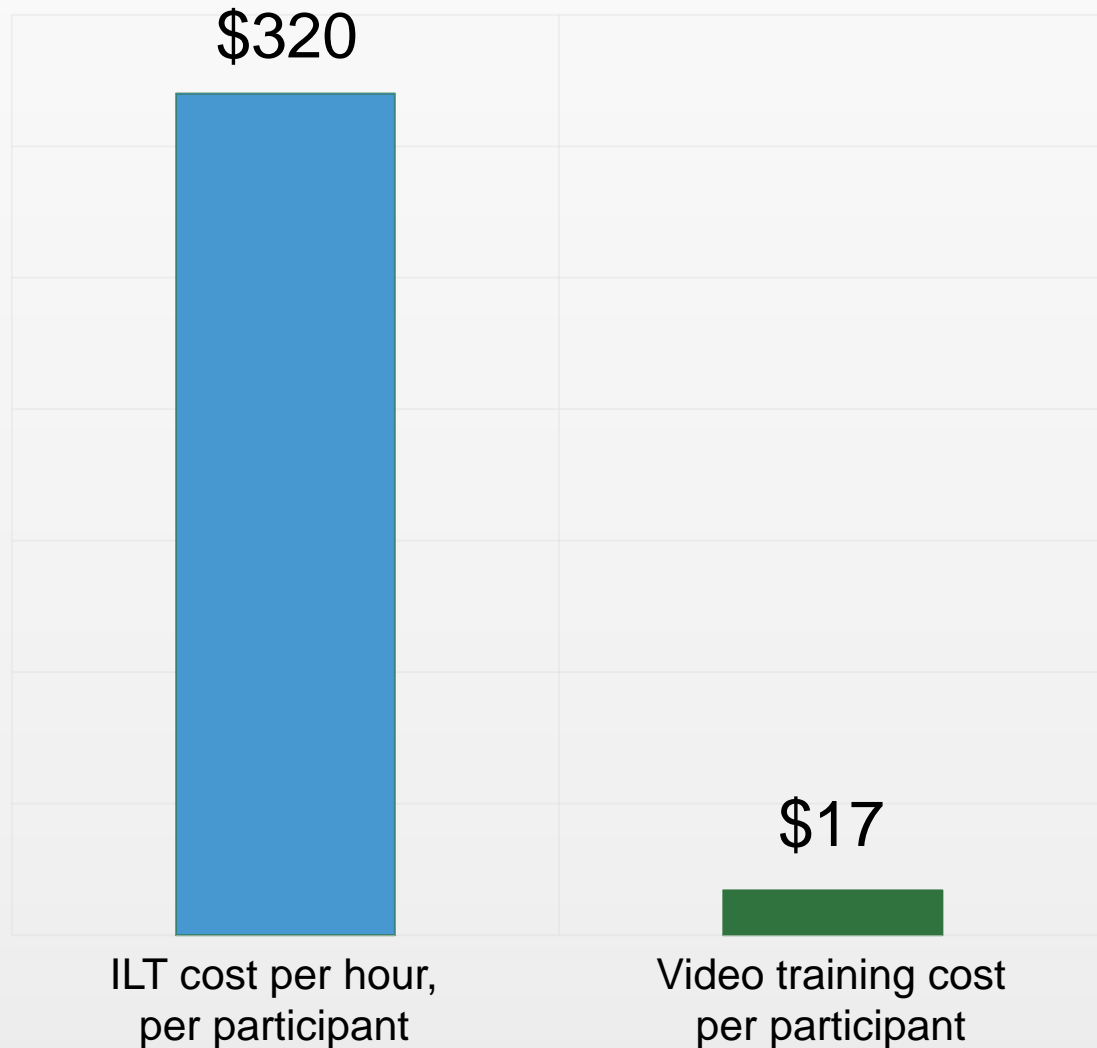


# Better Retention



Imagery significantly improves information recall over time

# Reduced Costs



Microsoft dramatically reduced training cost per employee through the use of video

Scale

Consistency

Faster to create

Always available for JIT

Better at capturing complexity



# 7 Use Cases for Video



# Employee Intro Videos

People actually watch them

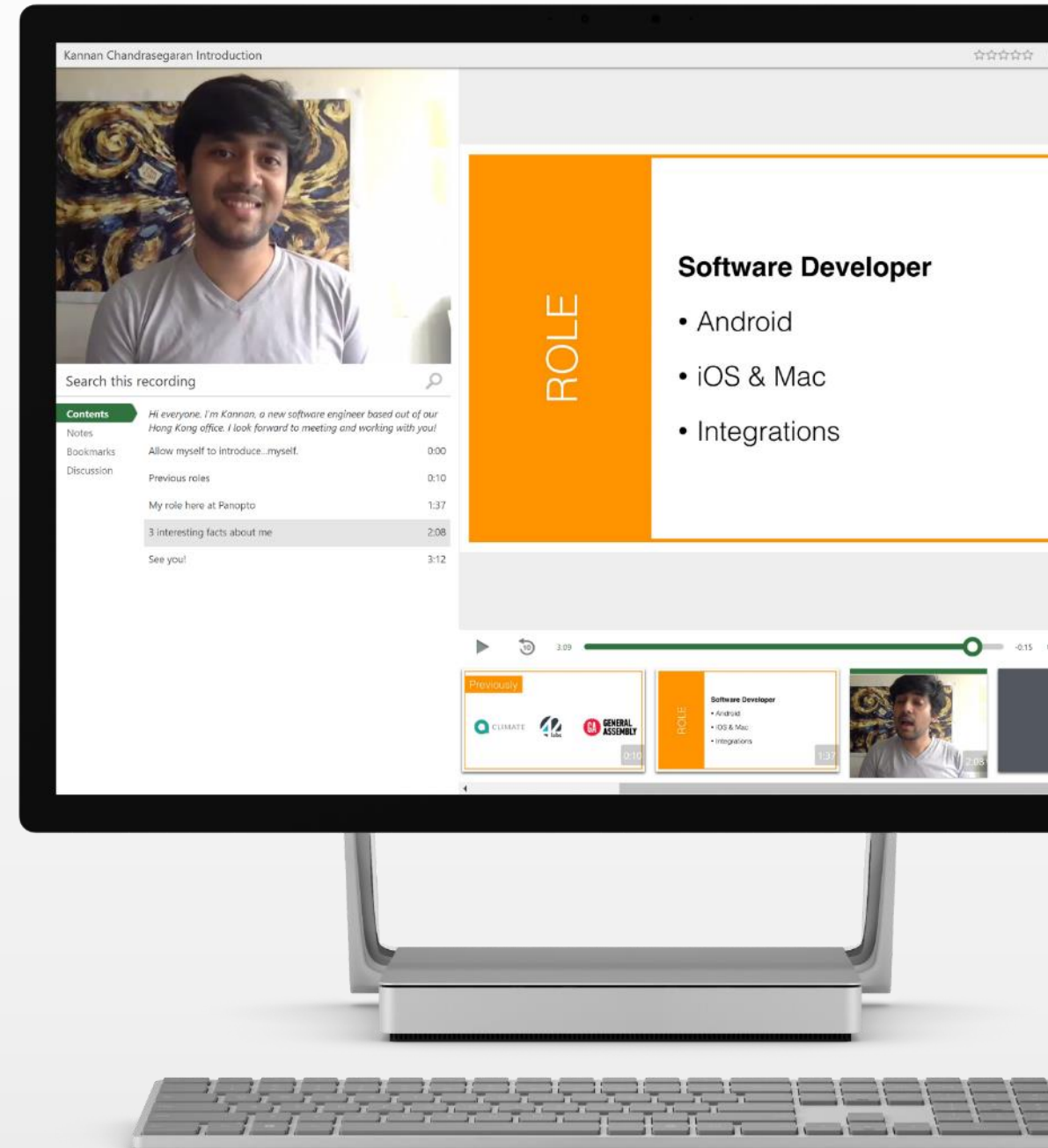
Builds empathy among employees

Video employee directory

Everyone has something interesting

Works for all roles

Helps connect global workforce



# Company Strategy and Culture

Great opportunity, low risk

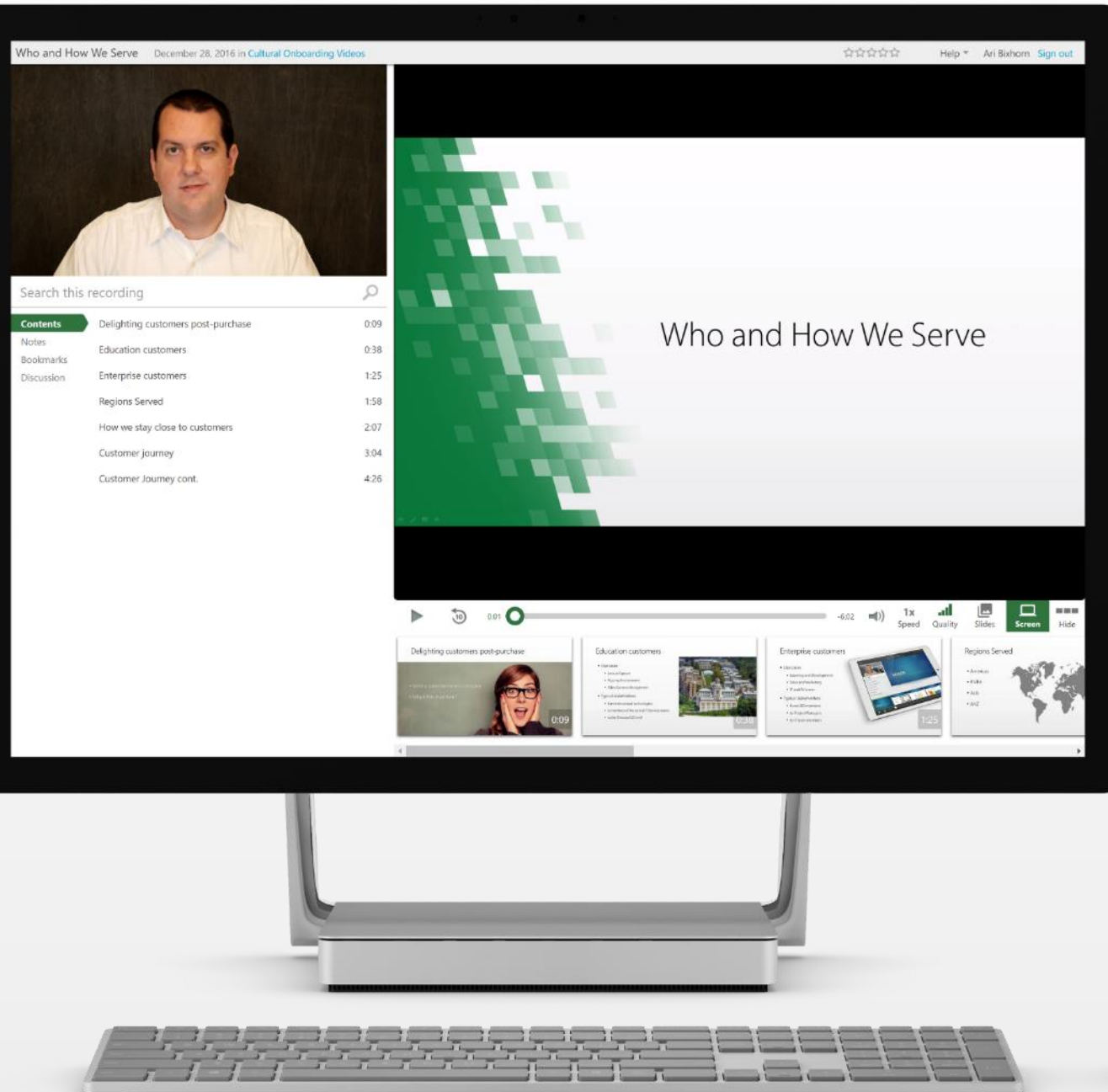
Emotional impact of onboarding

3-minute executive videos

Voice of the employee

Annual sales meetings

Quarterly town hall meetings





# Sales Rep Rehearsal

“Graduate” new sales reps

Demonstrate hard, soft skills

Live web meeting

Peer and manager feedback

Self-reflection with on-demand





# Employee Experience

Benefits overviews

Productivity tool overviews

Location-specific videos

# Emergency Brain Dump

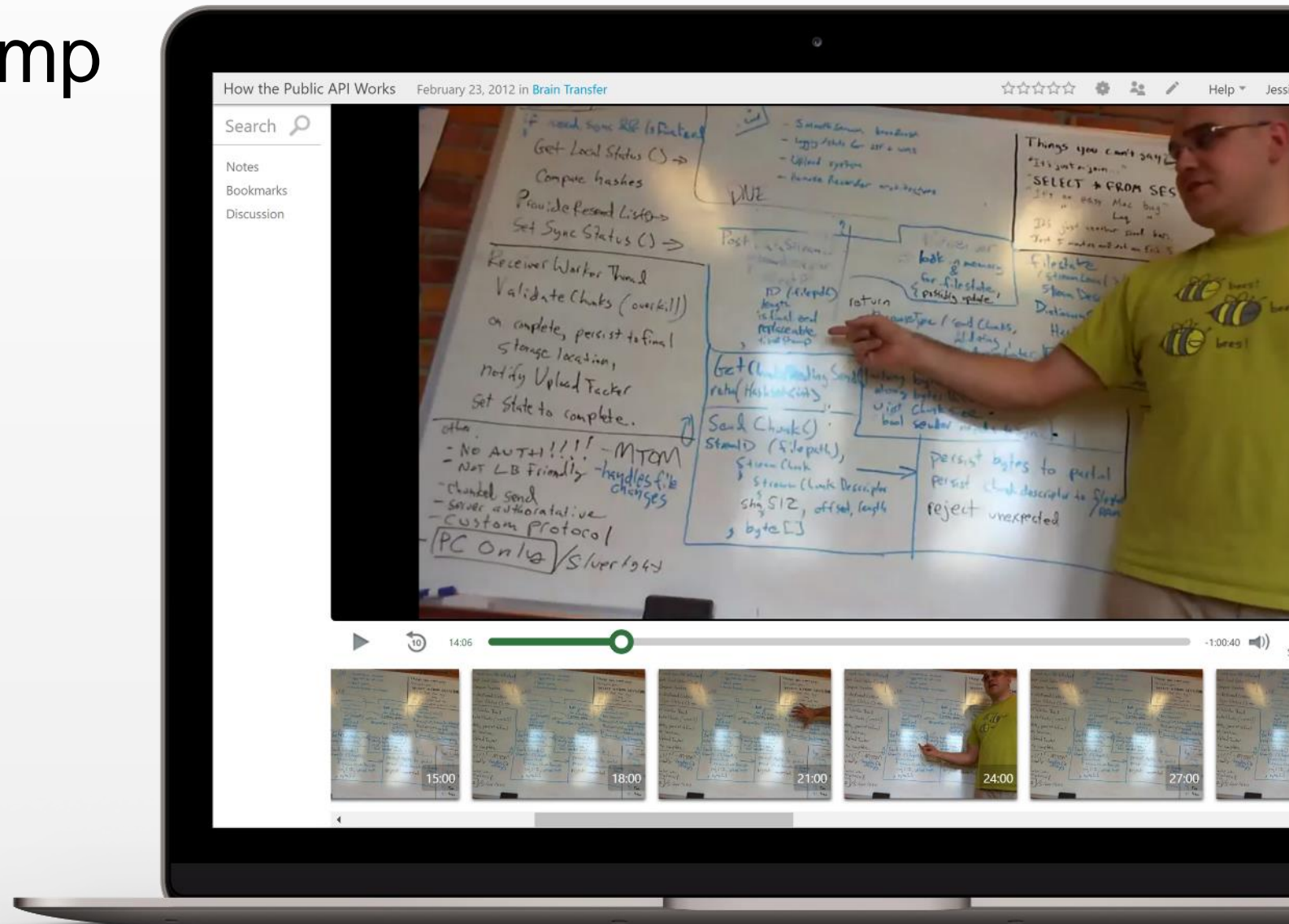
Two weeks notice

Most scalable approach

Whiteboard meetings

Roundtable Q&A

Solo screencasts





# Proactive Succession Planning

Identify and record key skills

Scheduled status update recordings



# Job-Specific Skills

Scalable training

Helps manage growth and turnover

Helps HR and L&D scale

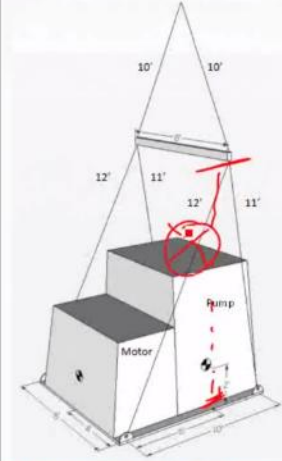
5-2D Preparing a Lift Plan Demo Video March 18, 2015 in [Demo Videos](#)

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Discussion [Sign in](#) to ask a question or share a comment

**FUNDAMENTALS OF RIGGING ENGINEERING**

Preparing A Lift Plan



motor end  $12^2 - 6^2 = 108$ ,  $\sqrt{108} = 10.4$

pump end  $11^2 - 4^2 = 105$ ,  $\sqrt{105} = 10.3$

$(L/H) \times (SOLW/2) = T$  in lbs.

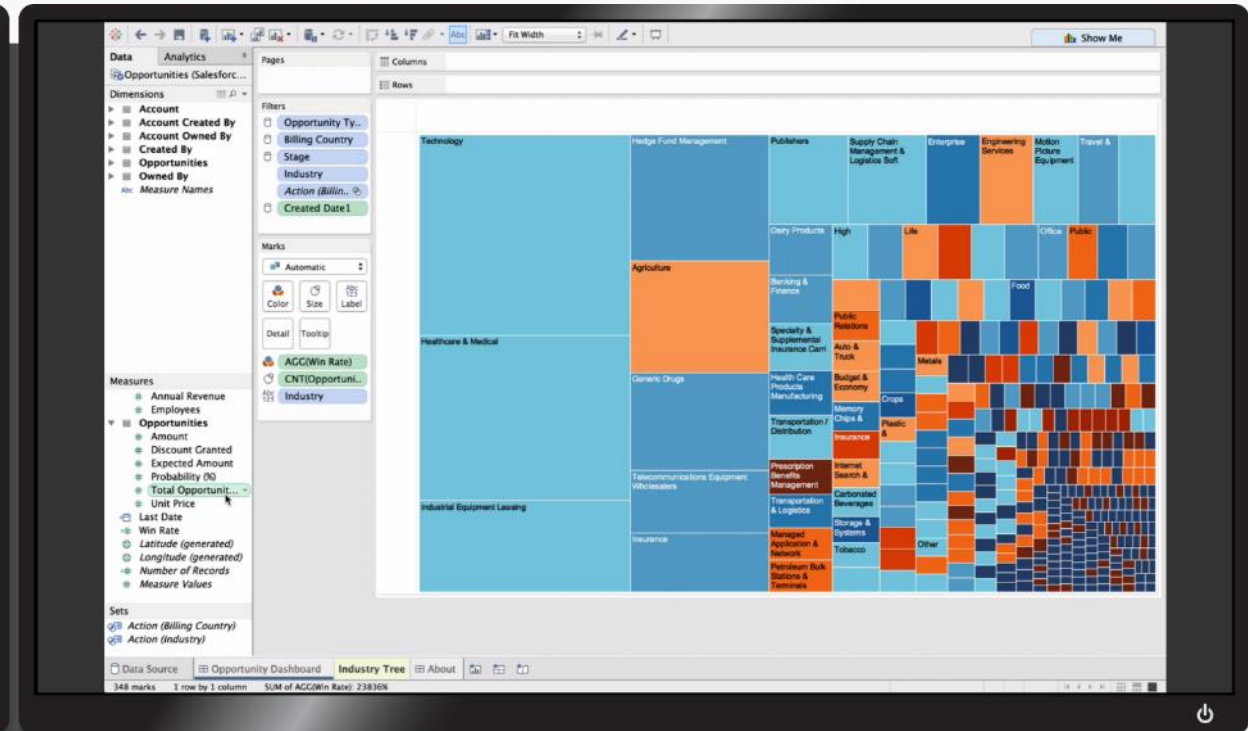
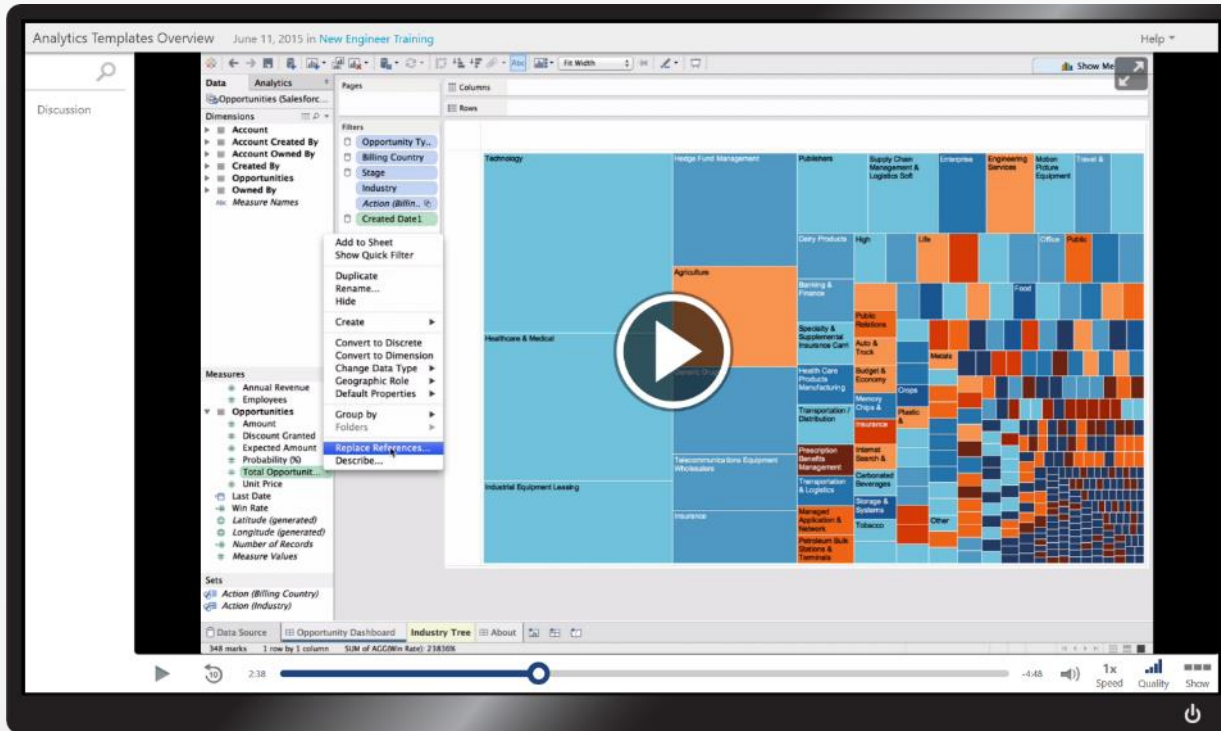
CLP – Page 3, rigging calculation

24

0:03 -2:23

# Watching video...

# ...and applying lessons



# 4 Tips for Using Video







Start with a central repository



Start with a central repository



# Corporate YouTube

Unlimited storage and streaming

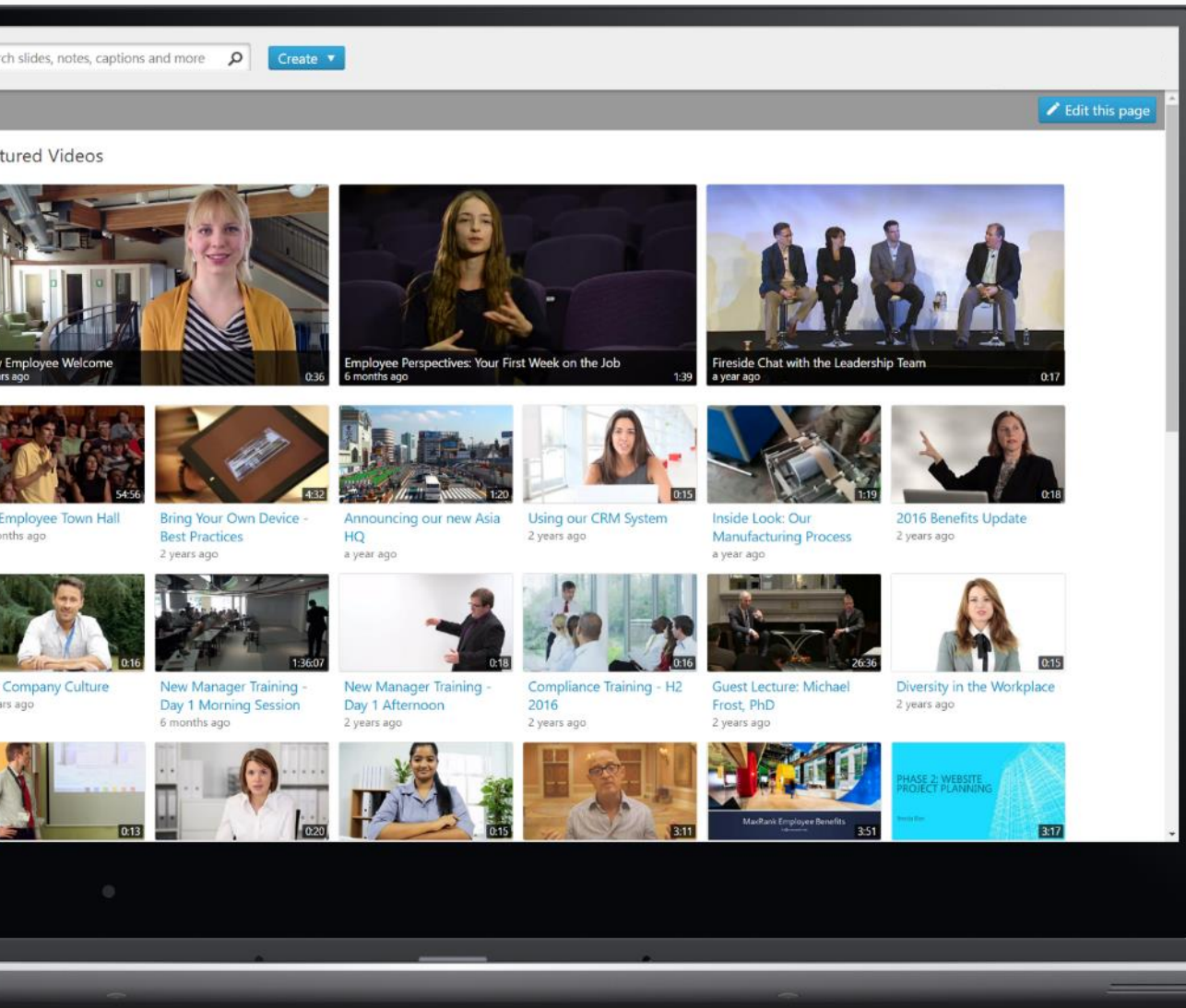
Integration with existing portals

Inside-video search for just-in-time learning

Universal support for any video, any device

Analytics to measure viewing behavior

Quizzing to improve long-term recall





## Gartner Magic Quadrant for Video Content Management

<http://panop.to/gartner-leader>



Support any recording device

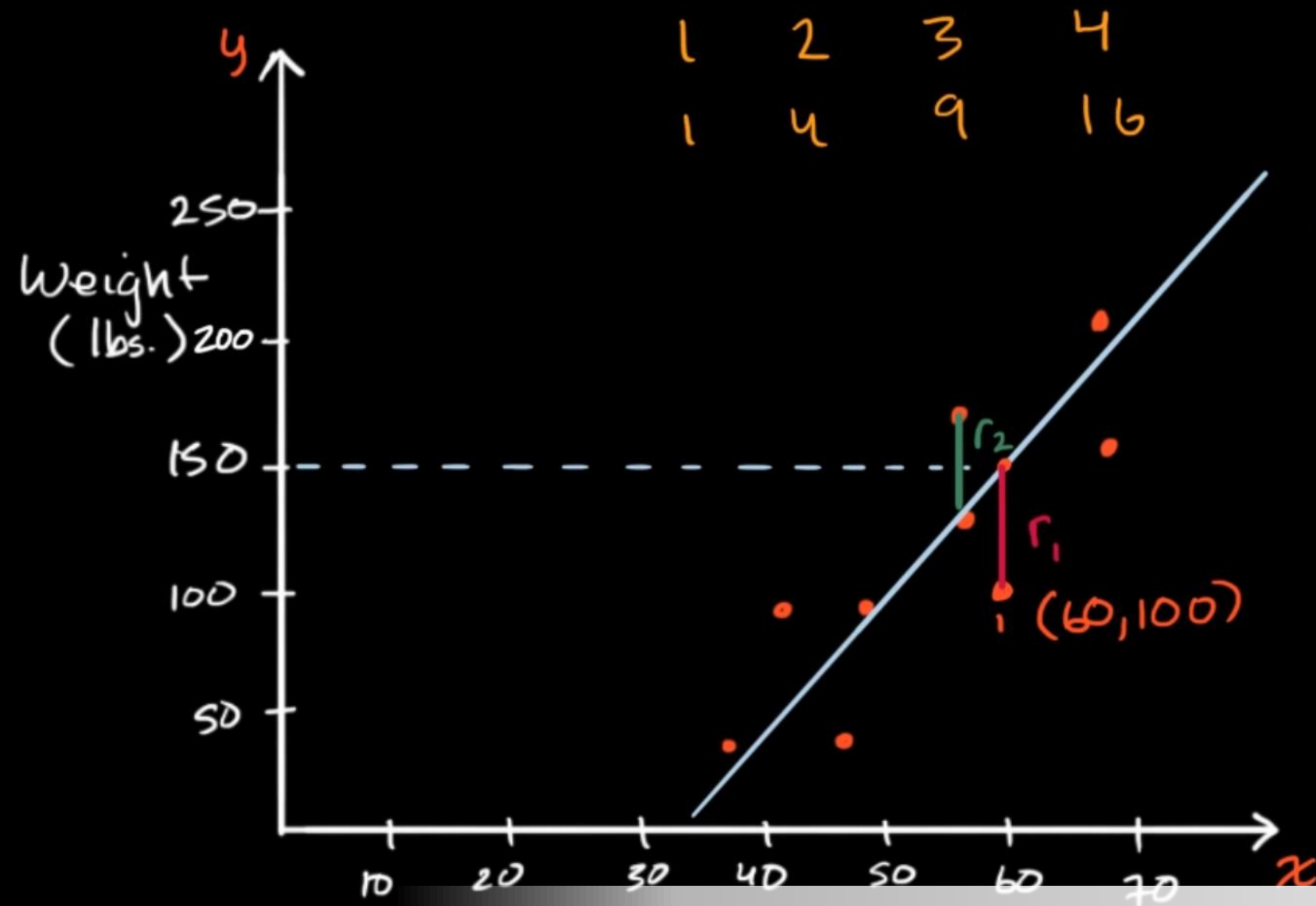




Support any recording device



Worry less about quality



$$y = \underline{m}x + \underline{b}$$

$$\text{weight} = m(\text{height}) + b$$

Residual

$$r_1 = 100 - 150 = -50$$

$$\boxed{\sum |r_n|}$$

$$\sum (r_n)^2$$

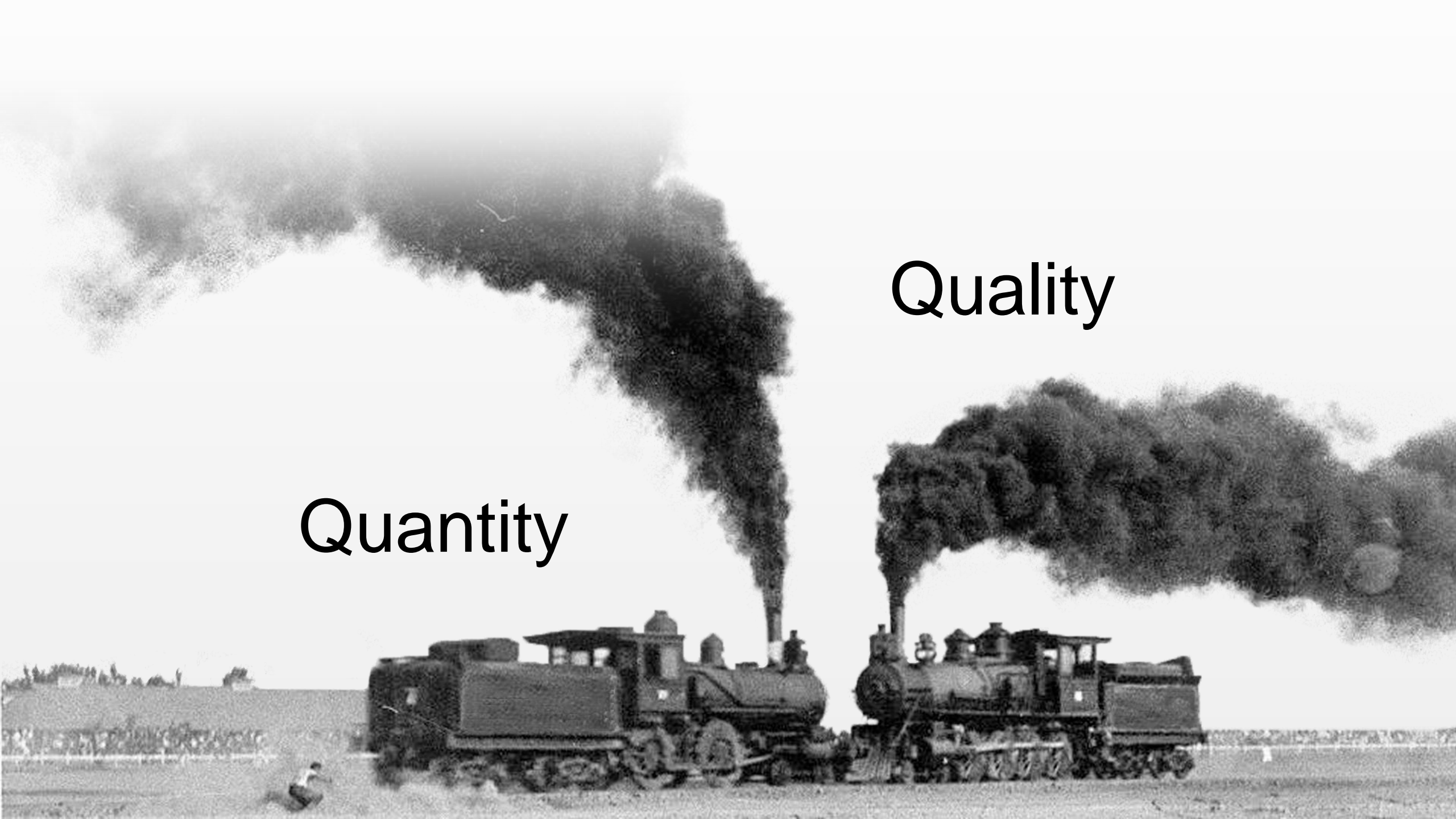
Worry less about quality











Quantity

Quality



Embrace user-generated video



Employee Knowledge Sharing Portal

Encourage employees to share expertise

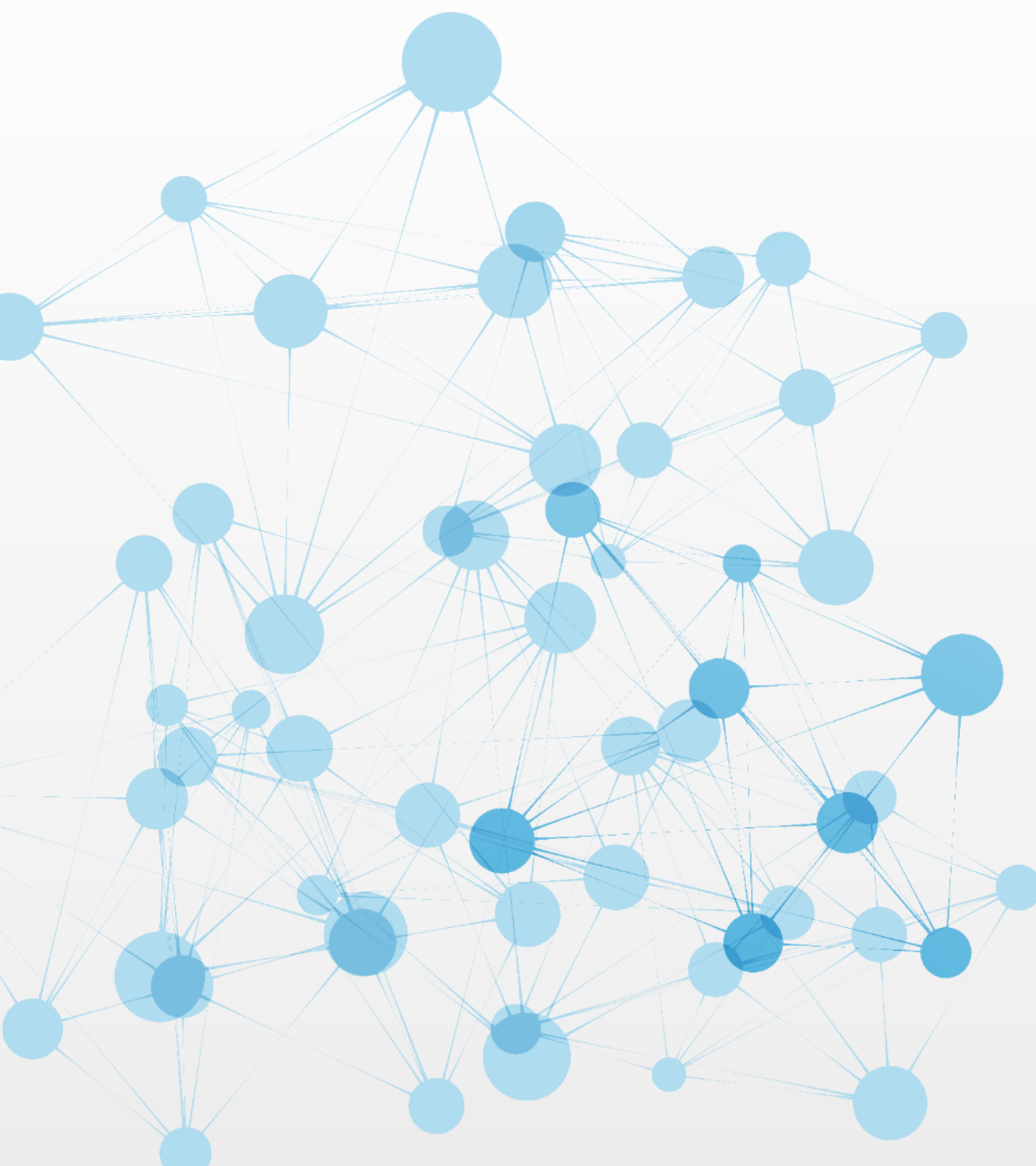
Reward those who do

Start at the top

This won't  
happen







Your employees are  
your biggest source  
of expert knowledge

# Comments and Questions

You can also reach me anytime at  
abixhorn@panopto.com  
@aribix