

MANAGE YOUR ENERGY, NOT TIME FOR HIGH PERFORMANCE AND PERSONAL RENEWAL

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OVERVIEW

- ✓ Create a work and home environment that maximize human potential and happiness.
- ✓ Understand how we can take control of our life.
- ✓ Learn how we can get more from ourselves and more from others.
- ✓ Get more work done by working less time.
- ✓ Create a road map for the life we deserve and always wished for.

FULL ENGAGEMENT

1. Full Engagement begins with feeling eager to get to work in the morning.
2. Then equally happy to return home in the evening and capable of setting clear boundaries between the two.
3. It means being able to immerse yourself in the mission you are on.
4. The above also applies to your home life.



FULL ENGAGEMENT IS BEING

- **PHYSICALLY** energized
- **EMOTIONALLY** connected
- **MENTALLY** focused
- **SPIRITUALLY** aligned with a purpose beyond our immediate self interest

*Full engagement draws on 4 separate
but related sources of energy*

Physical, Emotional, Mental & Spiritual



MORE ABOUT FULL ENGAGEMENT

Less than 30 % of American workers are “fully engaged”

55% are “not engaged”

19% are “actively disengaged”

Gallop Organization



Wow, it's getting so late and I have so much to do in order to get that report done. Where is the waiter, we need to get this dinner moving along so we can get home and I can get onto my computer!

Wow, I can't believe she is taking a break from work to have a romantic dinner together. I am so happy!



**FOR BOTH OUR PERSONAL AND PROFESSIONAL
LIVES**

**ENERGY, NOT TIME
IS THE FUNDAMENTAL CURRENCY
OF HIGH PERFORMANCE**



GREAT LEADERS

- Are stewards of organizational energy.
- Begin by effectively managing their own energy.
- Must mobilize, focus, invest, channel, renew and expand the energy of others.





ATHLETIC TRAINING SCHEDULES

Sun	Mon	Tues	Wed	Thur	Fri	Sat
Train						
Train						
Train						
Train						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
Rest	Train	Rest	Train	Rest	Train	Train
Rest	Train	Rest	Train	Rest	Train	Train
Rest	Train	Rest	Train	Rest	Train	Train
Rest	Train	Rest	Train	Rest	Train	Train



LET'S LOOK AT THE AVERAGE EXECUTIVE, OFFICE WORKER OR FACTORY WORKER

Sun	Mon	Tues	Wed	Thur	Fri	Sat
WORK						
WORK						
WORK						
WORK						

All work and no play makes jack a dull boy
All work and no play makes jack a dull boy
All work and no play makes jack a dull boy
All work and no play makes jack a dull boy
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A FEW PROBLEMS WITH THE WAY MOST OF US LIVE OUR LIVES

1. We assume we have unlimited and inexhaustible energy.
2. We go-go-go without taking the time to replenish and renew.
3. As we age we have a loss of energy capacity (however we can gain it back).



WHAT IF ALL OF YOUR ENERGY SYSTEMS WERE COMPROMISED?

What would this look like?



SIGNS THAT YOU ARE IN TROUBLE





**“Don’t be concerned about the size of your cubicle.
Someone will be along soon to make you feel small.”**

- How and why does this occur?
- It may not surprise you of the things that are done that cause this.
- However it may surprise you what the things you are not doing that could be causing this too!



LESS OBVIOUS WAYS ARE:

- Lack of input from supervisors
- Lack of interaction from supervisors
- Lack of a smile from supervisors
- Lack of interest from supervisors
- Lack of appreciation from supervisors



The mood and demeanor of our leaders, coworkers and peers are contagious and infectious.

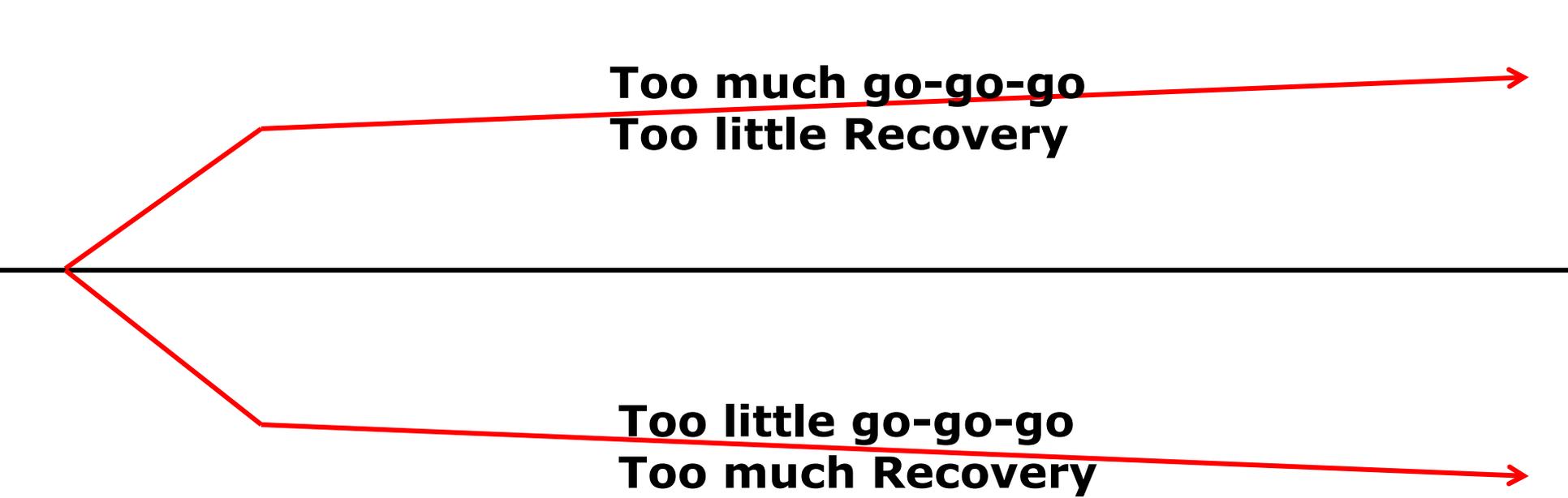


PHOTO: ANDREW HERRER/BLOOMBERG/GETTY



**WE DON'T OWN SUCCESS, HAPPINESS,
HEALTH OR FITNESS.
WE NEED TO EARN IT EVERY SINGLE DAY.**





Too much go-go-go
Too little Recovery

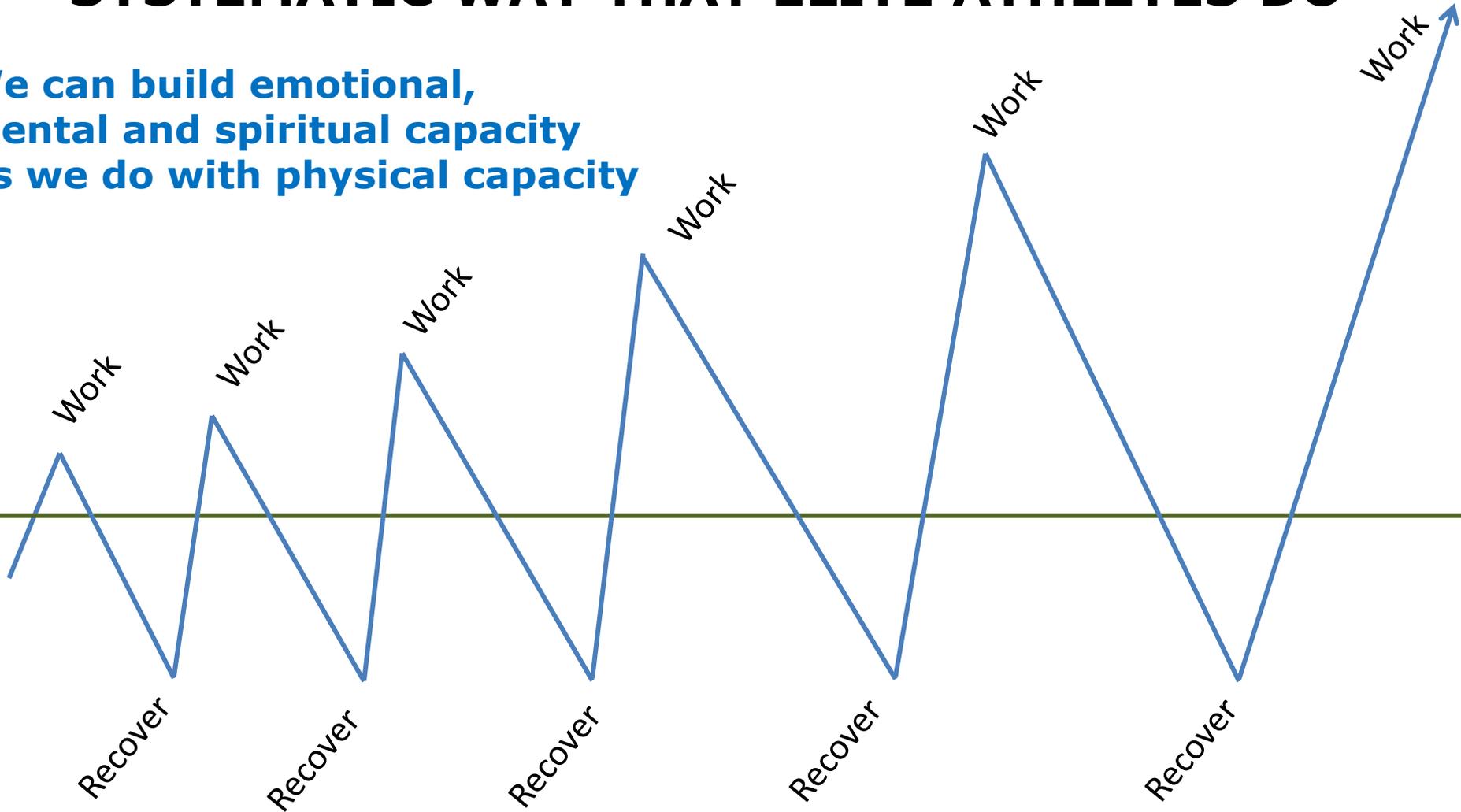
Too little go-go-go
Too much Recovery

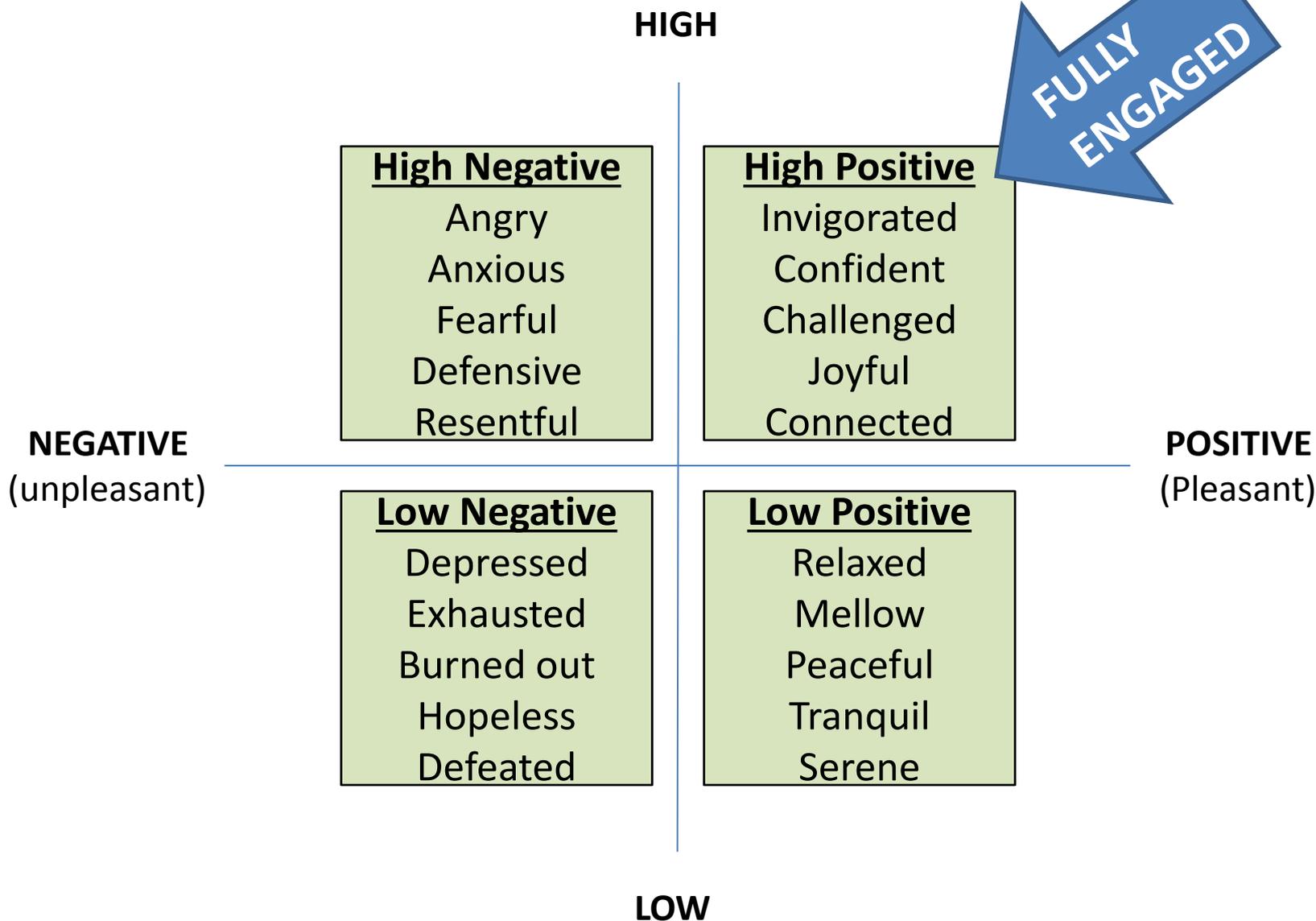
This is a LINEAR life



TO BUILD CAPACITY, WE MUST PUSH BEYOND OUR NORMAL LIMITS, TRAINING IN THE SAME SYSTEMATIC WAY THAT ELITE ATHLETES DO

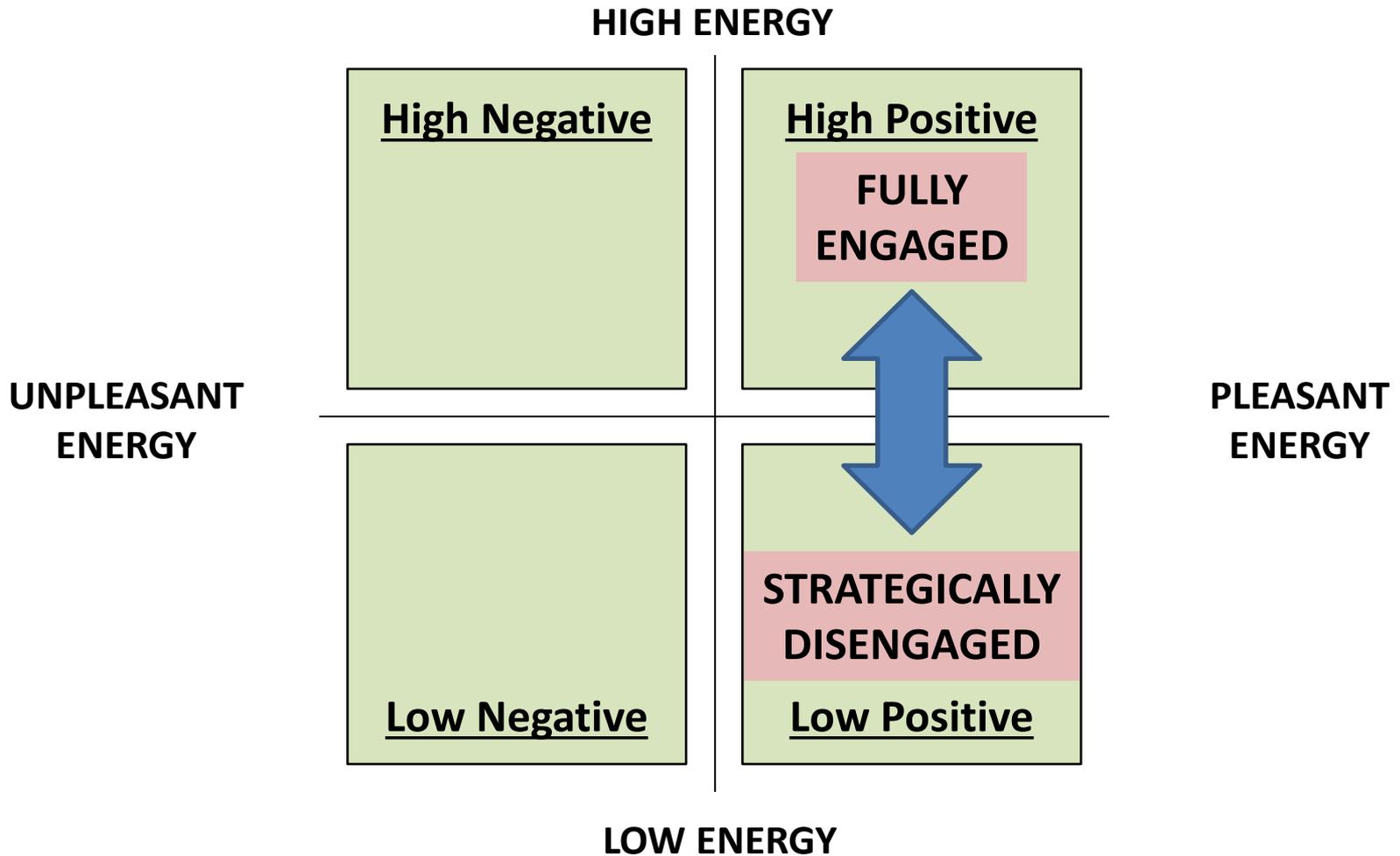
We can build emotional, mental and spiritual capacity
As we do with physical capacity





THE DYNAMICS OF ENERGY





THE DYNAMICS OF ENGAGEMENT

	<i>URGENT</i>	<i>NOT URGENT</i>
<i>IMPORTANT</i>	<p>I</p> <p>URGENT IMPORTANT</p> <p><i>EXAMPLES</i> Project deadline tomorrow Tax pmt. due in 3 days</p> <p><i>RESULTS</i> Stress, burnout Feel out of control</p>	<p>NOT URGENT IMPORTANT</p> <p>II</p> <p><i>EXAMPLES</i> Planning, Setting up Systems Strategy & Goal-Setting</p> <p><i>RESULTS</i> Long-Term Perspective Few crises, Control, Growth</p>
<i>NOT IMPORTANT</i>	<p>URGENT NOT IMPORTANT</p> <p><i>EXAMPLES</i> Unimportant requests Social phone calls</p> <p><i>RESULTS</i> Progress is delayed. Deadlines jeopardized</p> <p>III</p>	<p>NOT URGENT NOT IMPORTANT</p> <p><i>EXAMPLES</i> Playing games at work Purely social Facebook</p> <p><i>RESULTS</i> Never get ahead OR Complete Failure</p> <p>IV</p>

WHAT SHORTCUTS IN LIFE ARE YOU TAKING?

THE POWER OF FULL ENGAGEMENT

OLD PARADIGM

Manage time

Avoid stress

Life is a marathon

Downtime is wasted time

Rewards fuel performance

Self-discipline rules

The power of positive thinking

NEW PARADIGM

Manage energy

Seek stress

Life is a series of sprints

Downtime is productive time

Purpose fuels performance

Rituals rule

The power of full engagement

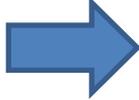


HOW IS THAT WORKING FOR YOU?

CHOICE & THE CAPACITY FOR CHANGE

"We are what we repeatedly do" Aristotle

1. Stop doing what doesn't work.
2. Start doing more of what you know does work.
3. Try things you've never done before & see if they work.

Reactive or Inactive  Proactive



PHYSICALLY ENERGIZED

Energy is the quantity of raw fuel for anything

- ✓ Physical energy is the fundamental source of fuel in life.
- ✓ Eat strategically.
- ✓ Drink to stay hydrated.
- ✓ Sleep 7 to 8 hours a night.
- ✓ Interval training leverages time.
- ✓ Take a recovery break every 90 to 120 minutes.
- ✓ Breathe deeply, not shallow.



EMOTIONALLY CONNECTED

Can transform threat into challenge

- ✓ Access pleasant & positive emotions via challenge, adventure & opportunity. (Goldie Locks Challenges)
- ✓ Seek positive connections with family, friends and coworkers.
- ✓ Choose activities that release stress (physical).
- ✓ Spend time doing activities just for the pleasure of doing them. Include activities that are enjoyable, fulfilling and affirming.
- ✓ Negative emotions of leaders are infectious to others.
- ✓ **Drawn to what is urgent vs. what is important?**
- ✓ **Shut off the media.**



EFFECTIVE COMMUNICATION

- ✓ Word Choice = 8%
- ✓ Vocal Tone = 37%
- ✓ Body Language = 55%



MENTALLY FOCUSED

- ✓ Mental capacity is what we use to organize our lives and focus our attention.
- ✓ The mental energy that best serves full engagement is realistic optimism, seeing the world as it is, but always working positively toward a desired outcome or solution.
- ✓ Always seek to challenge our brains.
- ✓ **Find your Power Hours.**
- ✓ **Stop multi-tasking.**



HOW TO GET THE HIGHEST FORM OF CREATIVITY

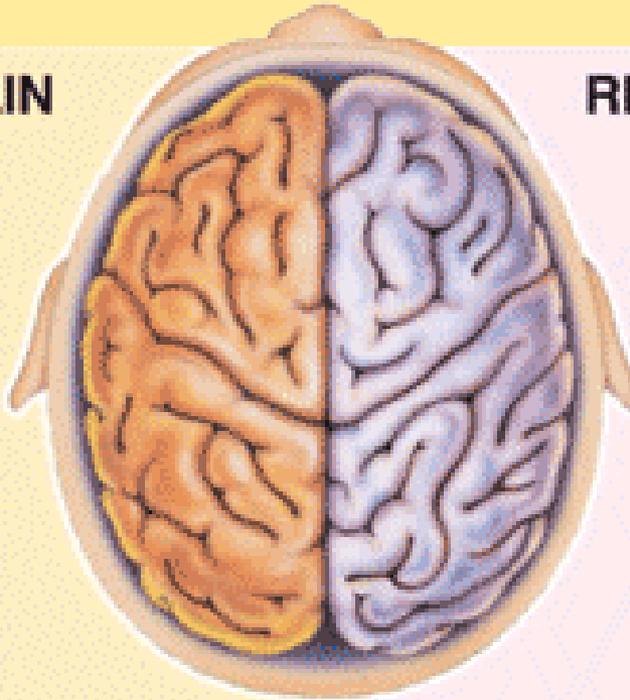
When are you the most creative?

WORK

RENEWAL

LEFT BRAIN

LOGIC
ANALYSIS
SEQUENCING
LINEAR
MATHEMATICS
LANGUAGE
FACTS
THINK IN WORDS
WORDS OF SONGS
COMPUTATION



RIGHT BRAIN

CREATIVITY
IMAGINATION
HOLISTIC THINKING
INTUITION
ARTS (Motor skill)
RHYTHM (Beats)
NON-VERBAL
FEELINGS
VISUALISATION
TUNE OF SONGS
DAYDREAMING



SPIRITUALALITY

Aligned with a purpose beyond our immediate self interest
Spiritual energy is what motivates us

- ✓ Spiritual energy provides the force for action in all dimensions.
- ✓ Spiritual energy is derived from a connection to deeply held values and a purpose beyond our self-interest with adequate self care.



INTRINSIC vs. EXTRINSIC MOTIVATION



Extrinsic = The desire to get more of something that we don't feel we have enough of.

Intrinsic = Grows out of the desire to engage in an activity because we value it for the inherent satisfaction it provides.

ESTABLISHING POSITIVE RITUALS

Instead of relying on **WILLPOWER & SELF DISCIPLINE**

- **PHYSICALLY** energized
- **EMOTIONALLY** connected
- **MENTALLY** focused
- **SPIRITUALLY** aligned with a purpose beyond our immediate self interest



THERE IS OVERWHELMING EVIDENCE

