

## Investing in Ourselves...

'Cause The Way We're Working  
Isn't Working



## The Power of Positivity



[Positivityratio.com](http://Positivityratio.com)

## Here's Your Sign...



We are so busy getting things done,  
that we never stop to consider  
if we are doing the right things.

## Information Overload!

“We are the most over-informed, under-reflective people in the history of civilization. True development is about transforming the operating system itself, not just increasing your fund of knowledge or your behavioral repertoire.”

Robert Kegan and Lisa Lahey, Harvard

## When was the last time...



## A Prize for the Winner!



What is the longest you have gone without checking email **at all** in the past six months?

# Do you have nomophobia?



## Scary Statistics

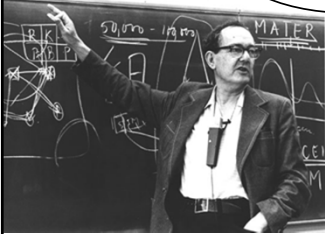
\* +294 billion  
**94%**  
\* ~24 minutes

\* 1/3 unnecessary=2 hrs a day  
**79%** (33%)      **95%**      **93%**  
**78%**

**76%**      **15%**

**11%**

What information consumes is rather obvious. It consumes the attention of its recipients. Hence...




**a wealth of information creates a poverty of attention.**

Herbert Simon, 1971

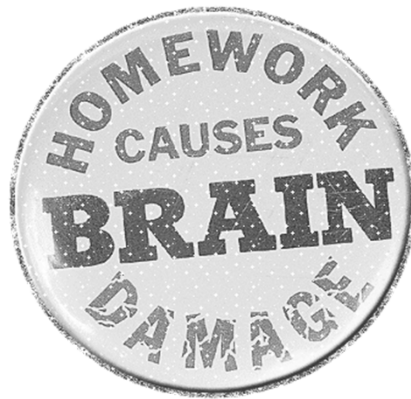
## Impact of Overload

- \* Anxiety / Stress
- \* Delay in Decision Making
- \* Lack of Job Satisfaction
- \* Waste of Time
- \* Working Longer Hours



**\* BURNOUT!**

## Maybe our kids are right!



## Test Time



- \* I don't regularly get at least 7–8 hours of sleep and/or I often wake up feeling tired.
- \* I frequently skip breakfast, or I settle for something that isn't particularly healthy.
- \* I don't do cardiovascular training at least three times a week, and strength training at least twice a week.
- \* I don't take regular breaks during the day to renew and recharge.
- \* I often eat lunch at my desk, if I eat lunch at all.

**Count the number of True statements and indicate below:**

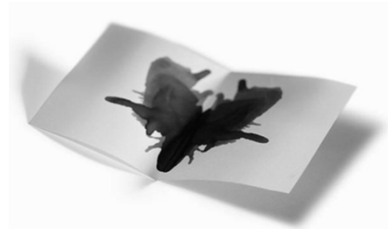
**Physical= \_\_\_\_\_**



- \* I frequently find myself feeling irritable, impatient or anxious at work, especially when demand is high.
- \* I don't have enough time with my family and loved ones, and when I'm with them, I'm not always really with them.
- \* I take too little time for the activities that I most deeply enjoy.
- \* I rarely stop to express my appreciation to others or to savor and celebrate my accomplishments and blessings.
- \* I often feel that my life is just a relentless set of demands I'm expected to meet and tasks I have to complete.

**Count the number of True statements and indicate below:**

**Emotional= \_\_\_\_\_**



- \* I have difficulty focusing on one thing at a time and I am easily distracted during the day, especially by email.
- \* I spend much of my time reacting to immediate demands rather than focusing on activities with longer-term value and leverage.
- \* I don't take enough time for reflection, strategizing and thinking creatively.
- \* I rarely have any time when my mind is quiet and free of thoughts.
- \* I often work on evenings and weekends and/or I rarely take an email-free vacation.

**Count the number of True statements and indicate below:**

**Mental= \_\_\_\_\_**



- \* I don't feel passionately committed to what I do.
- \* I spend too little time at work doing what I do best and enjoy most.
- \* There are significant gaps between what I say is important in my life and how I actually live.
- \* My decisions at work are often more influenced by external demands than by a strong, clear sense of my own purpose.
- \* I don't invest enough time and energy in making a positive difference to others and/or in the world.

**Count the number of True statements and indicate below:**

**Spiritual= \_\_\_\_\_**

## Your Scores



- |           |                            |
|-----------|----------------------------|
| * 17-20   | Full out energy crisis     |
| * 13-16   | Imminent energy crisis     |
| * 9-12    | Significant energy deficit |
| * 5-8     | Moderate energy deficit    |
| * Below 5 | Fully energized            |

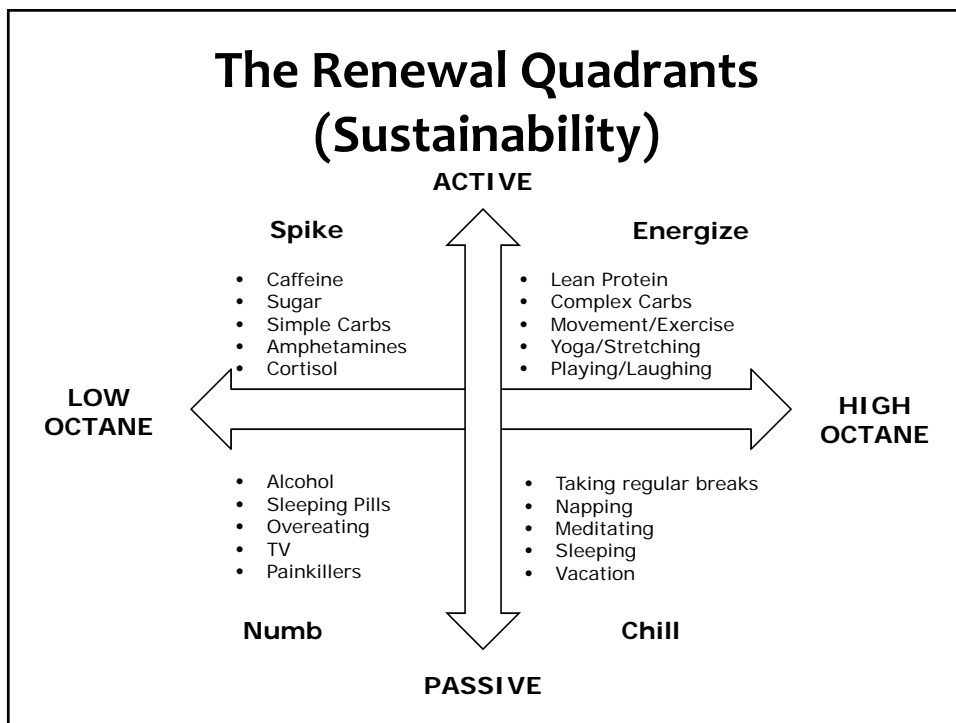
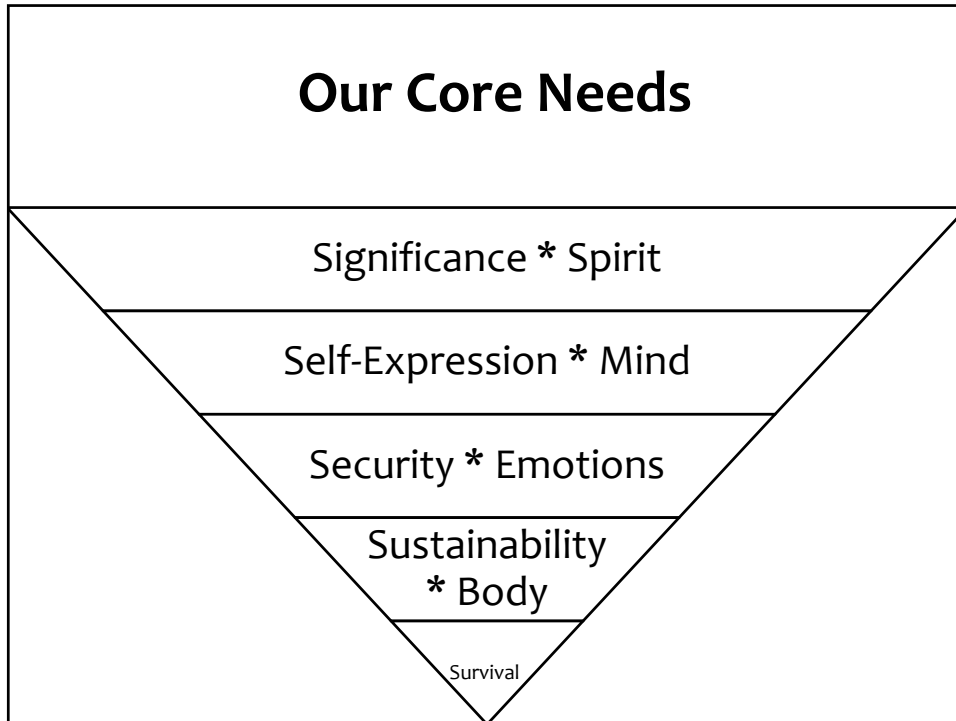




Check it out!  
[theenergyproject.com](http://theenergyproject.com)

**More and More...**  
**Less and Less**





**Breathe in, breathe out...**



**Sleep or Die**

“The percentage of the population who need less than five hours of sleep per night, rounded to a whole number, is **ZERO.**”

Thomas Roth, Henry Ford Sleep Disorders and Research Center

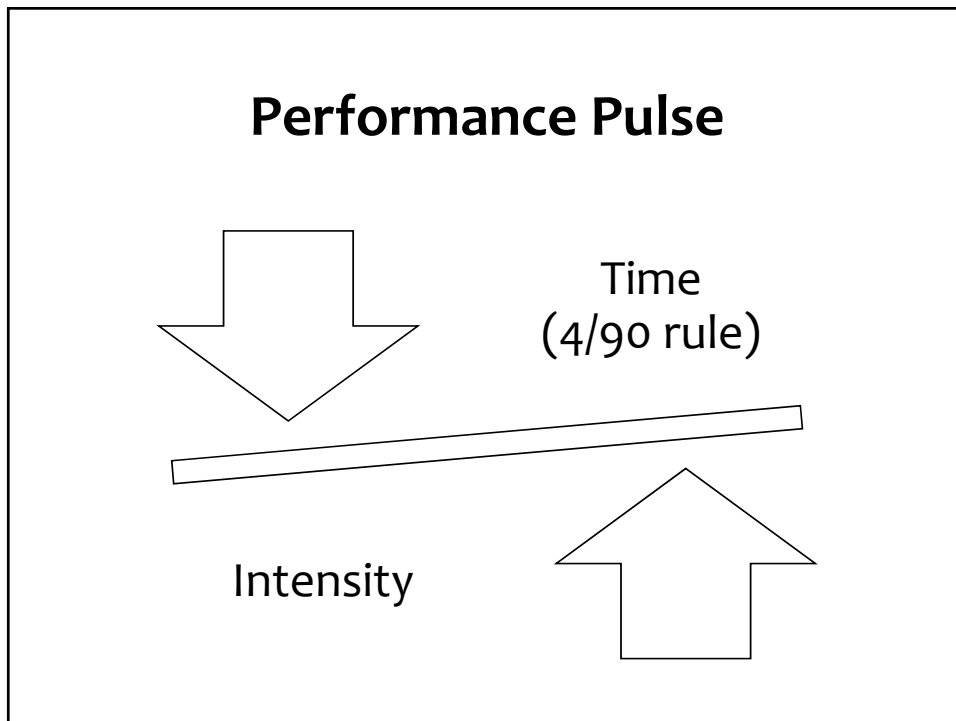
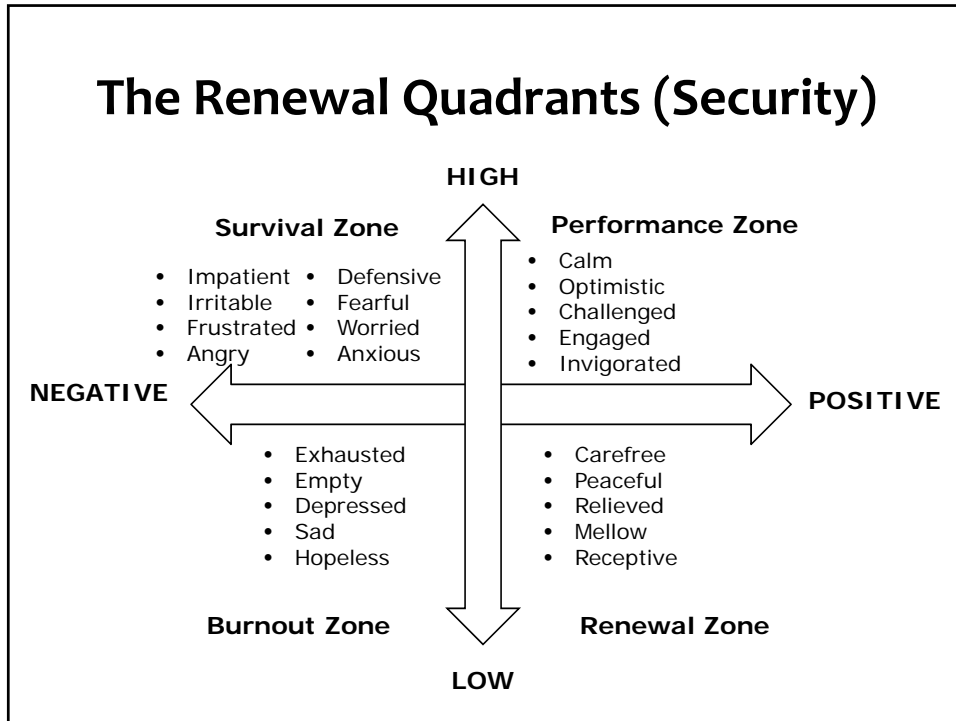
## Resting Pulses in Daylight

- \* Renewal phases (90-120)
- \* Naps
  - \* 90 mins 1-3 pm (not likely 😊)
  - \* Power naps (less than 30 mins)
- \* Vacation is not optional

## Eat... Ate... Fit... Fat

- \* Do you follow the Sumo Wrestler Diet?
  - \* Skip breakfast
  - \* Never eat before noon
  - \* Consume 1-2 huge meals in a day
  - \* Sleep immediately after eating





## The War between the “States”



## To Be Successful...

**You must drive fear out of your mind  
and out of your organization!**

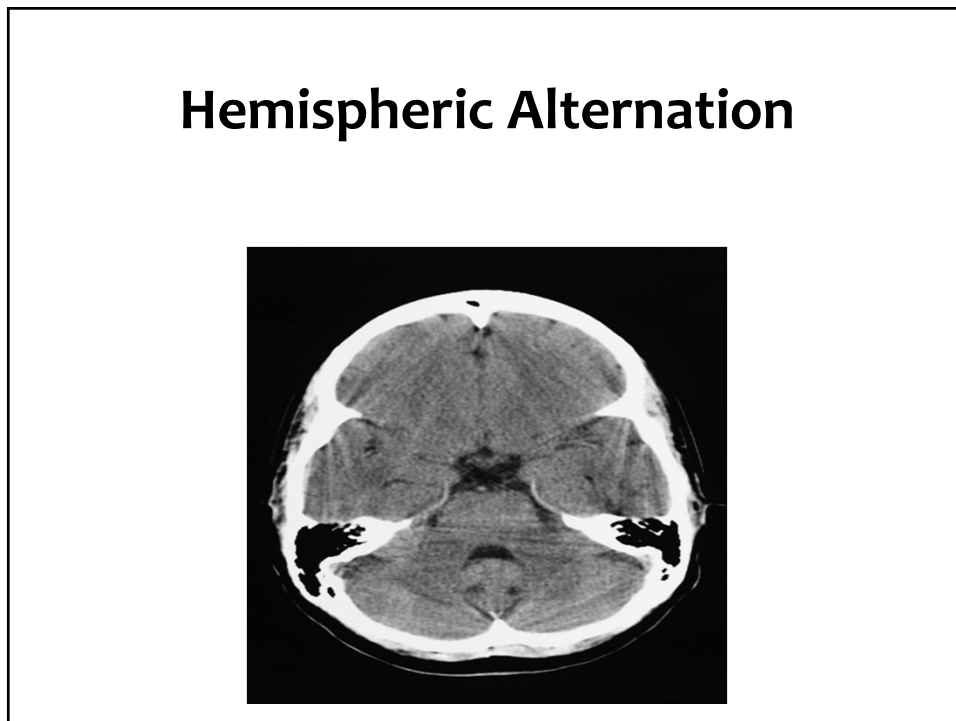
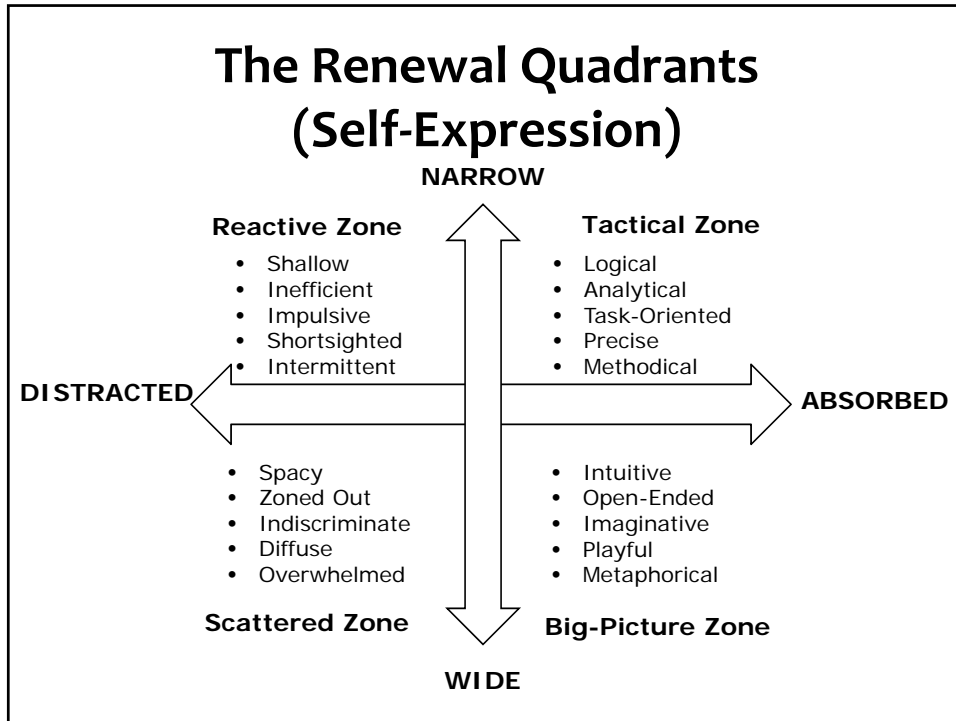
Do one thing each day that scares you!

Remember that bad is stronger than good!

Find your passion!

Live life out loud!





## Does this describe you?

- \* Often has difficulty in sustaining attention in tasks
- \* Often does not seem to listen when spoken to directly
- \* Often has difficulty organizing tasks and activities
- \* Often avoids, dislikes, or is reluctant to engage in tasks that require sustained mental effort
- \* Is often easily distracted by extraneous stimuli

## Congratulations!



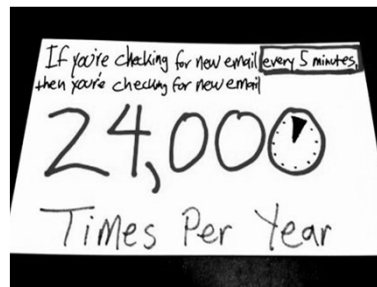
**You have now be diagnosed  
with ADHD!**



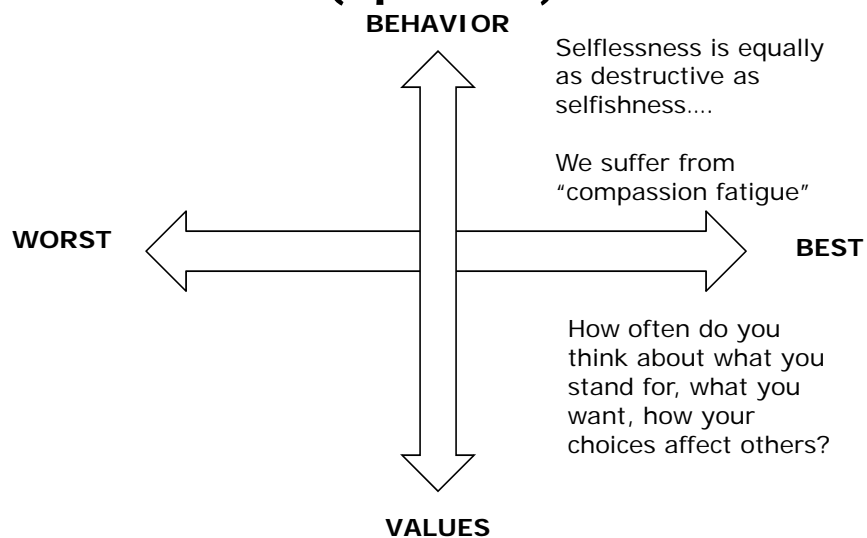
## Eliminate Distractions



- \* Internal chatter needs silencing
- \* External distractions (like email)



## The Renewal Quadrants (Spiritual)



## Steve Jobs

“Your time is limited, so don’t waste it living someone else’s life. Don’t let the noise of others’ opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become.”

Stanford Graduation Speech, 2005

## Define Yourself

“He who has a why to live for  
can bear almost any how”

-Nietzsche



## Are you a CEO?



## Questions for Leaders

- \* Do you actively support people in taking care of themselves physically? Do you model these behaviors yourself?
- \* Do you truly value, regularly recognize, and express appreciation to those who work for you?
- \* Do you respect and trust your employees and treat them as adults capable of making their own decisions about how best to get their work done?
- \* Do you believe passionately in what you are doing and do you give the people who work for you a compelling reason beyond a paycheck to come to work everyday?

## How Do I Fix It?

- \* Awareness is essential
- \* Practice makes perfect (“The Unbearable Automaticity of Being”)
  - \* Building rituals
  - \* Precision and specificity
  - \* Focus on what you do, not what you resist doing
  - \* What are you doing to avoid getting what you want?
  - \* Leaders must be “all in”

## The Ultimate Question

Is the life you are living  
worth the price you are paying  
to live it?

## **The Ultimate Lesson**

**They like you at work,  
they love you at home.**

**Make your time at work count,  
so your time at home matters.**

## **What Really Matters about the "Work" Part of Work-Life Balance?**

The hidden type of balance that we  
crave in our organizations



**I have a clear understanding of what my organization is trying to achieve and why**

1. Yes
2. No

**I have a clear line of sight between my tasks and our team and organization's goal**

1. Yes
2. No

## **I am satisfied with the work I have accomplished at the end of the week**

1. Yes
2. No

## **What Can I Do About The Work Part ...**

- \* --Only 37% said they have a clear understanding of what their organization is trying to achieve and why.
- \* --Only 1 in 5 were enthusiastic about their team's and organization's goals.
- \* --Only 1 in 5 workers said they have a clear "line of sight" between their tasks and their team's and organization's goals.
- \* --Only half were satisfied with the work they have accomplished at the end of the week.
- \* --Only 15% felt that their organization fully enables them to execute key goals.

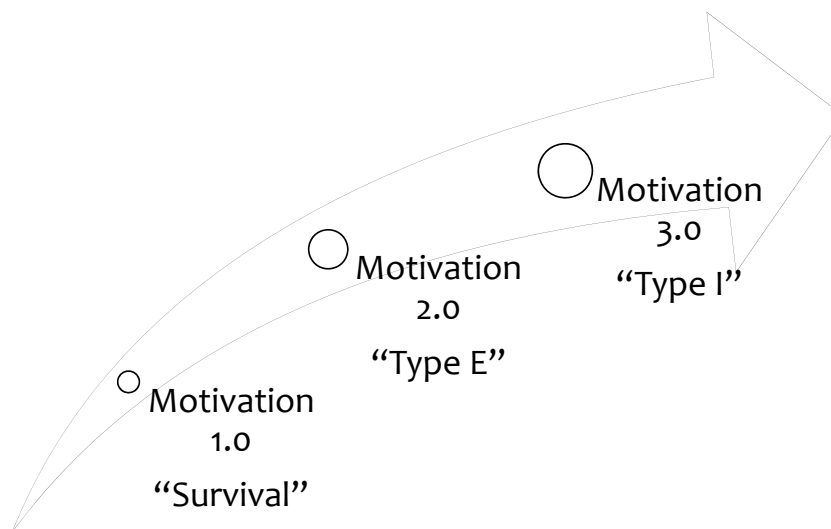
Source: Harris Interactive

## More on the Work Part ...

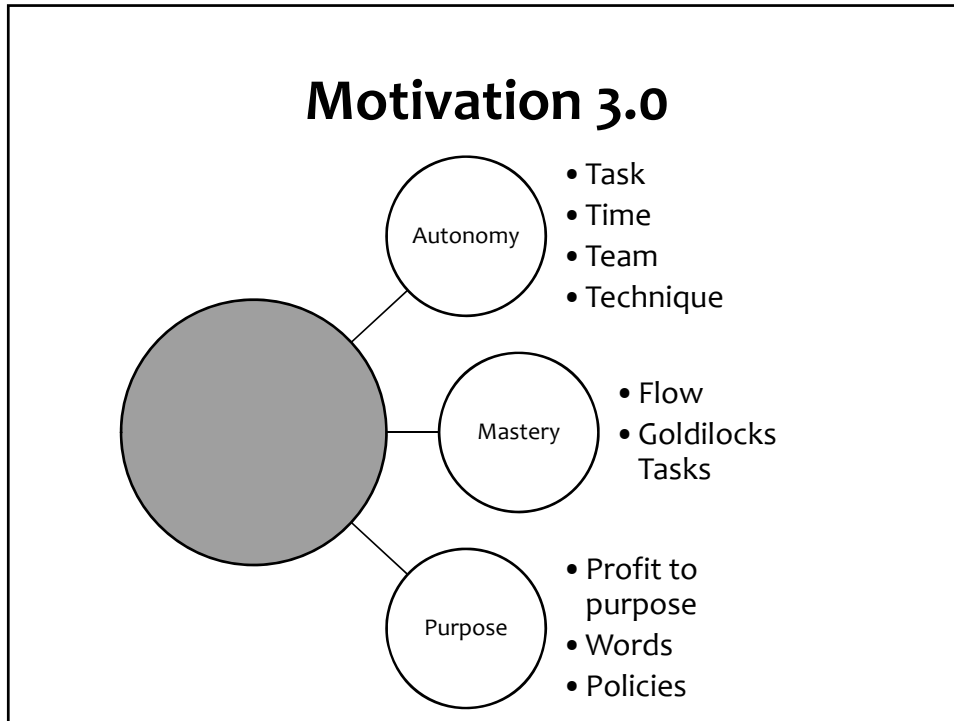
- \* --Only 15% felt they worked in a high-trust environment.
- \* --Only 17% felt their organization fosters open communication that is respectful of differing opinions and that results in new and better ideas.
- \* --Only 10% felt that their organization holds people accountable for results.
- \* --Only 20% fully trusted the organization they work for.
- \* --Only 13% have high-trust, highly cooperative working relationships with other groups or departments.

Source: Harris Interactive

## Drive... The Surprising Truth







## How much Autonomy Do You Have over Your Tasks?

1. Almost None
2. ...
3. ...
4. ...
5. ...
6. ....
7. ...
8. ....
9. Huge Amount

## How much Autonomy Do You Have over Your Time?

1. Almost None
2. ...
3. ...
4. ...
5. ...
6. ....
7. ...
8. ....
9. Huge Amount

## How much Autonomy Do You Have over Your Team?

1. Almost None
2. ...
3. ...
4. ...
5. ...
6. ....
7. ...
8. ....
9. Huge Amount

## How much Autonomy Do You Have over Your Technique?

1. Almost None
2. ...
3. ...
4. ...
5. ...
6. ....
7. ...
8. ....
9. Huge Amount

## Type I Organization Improvements

- \* 20% training wheels time
- \* Peer-to-peer rewards
- \* Autonomy Audit
- \* Give up control
- \* Whose Purpose Is It Anyway?
- \* Pronoun Test
- \* FedEx Days

## How to Rectify "Work" Balance Needs Per Stephen Covey....

- \* -- **Discipline 1: Focus on the Wildly Important**
- \* -- **Discipline 2: Act on the Lead Measures**
- \* -- **Discipline 3: Keep a Compelling Scoreboard**
- \* -- **Discipline 4: Create a Cadence of Accountability**

## Organizational Sustainability

