

BE EXTRAORDINARY TOGETHER.

Culture Considerations and Conversation Starters

Energy

Conversation Starters

This month we are focusing on Energy. There are four main sources of energy we draw upon:

- **Physical** - our diet, exercise, and sleep habits
- **Mental** - the appropriate focus and optimism we bring into our work
- **Emotional** - experience the positive emotions of enjoyment, challenge, and opportunity; and not experiencing perceptions of threat, danger, or fear
- **Inspirational/Spiritual** - connection to deeply held value and purpose beyond our self-interest

The best energy comes from positivity, and our energy can diminish both with overuse and underuse. In our work world we often overtax our mental and emotional energy and underuse our physical and inspirational energy. We have to balance our energy expenditure and find those opportunities to recharge. Whether this means taking a walk over lunch, doing yoga in the morning, or turning off all devices in the evening; we must find ways to effectively manage our energy. Energy use and management can be trained (just like someone who trains for a half-marathon), and we must develop intentional routines and rituals to ensure we are balancing our energy use. When we have these positive energy routines, we can sustain high performance and high engagement both at home and at work.

Ask them to consider:

- Energy, like moods, can spread quickly. It is easier to be more energized around positive people, and draining to be around negativity. What can we do as a team to maintain high levels of positive energy, and to protect our energy against negativity?
- What source of energy are you focusing on and what behaviors are you implementing to help build that energy (e.g., changing your diet to build your physical energy, challenging yourself to learn a new skill to boost your emotional energy, keeping a gratitude journal to build your mental energy and optimism at work)?
- Last month we talked about Blue Chips. Think of the time(s) where you were able to focus on your Blue Chips – what was your level of energy during that time? What can you do to maintain that level of energy?

Inclusion and Diversity

- How can we be intentional with our energy around the effort to be more inclusive? Think of the types of projects and work that you complete, how can you be intentional around your energy use in seeking out different opinions, building a psychological safe environment, and creating a more inclusive environment?

BE EXTRAORDINARY **TOGETHER.**

Our Journey to Zero Harm

In these very demanding times, at work and in life, we need to be aware of our energy. Being aware of our energy allows us to know when we have enough to do more or when we need to slow down, rest and build reserves.

Your risk of making an error increases when you are performing a familiar routine or task. This risk is even greater when you are under pressure, multi-tasking, distracted, interrupted, bored, mentally or physically exhausted or just not paying attention.

Leverage the STAR tool when you are feeling low on energy.



- Stop** Pause for **at least 1 Second** to focus our attention on the task at hand
- Think** Consider the action you're about to take
- Act** Concentrate and carry out the task
- Review** Check to make sure that the task was done correctly and that you got the correct result

STOP is the most important step. It gives your brain a chance to catch up with what your hands are getting ready to do.

STAR reduces your chances of making an unintended mental slip or lapse by **more than 10 times.**