

MANAGE YOUR ENERGY, NOT YOUR TIME

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ROADMAP

- Conduct an Energy Audit
- Explore what it means to work in conjunction with our ultra radian rhythms
- Replace will power with positive habits



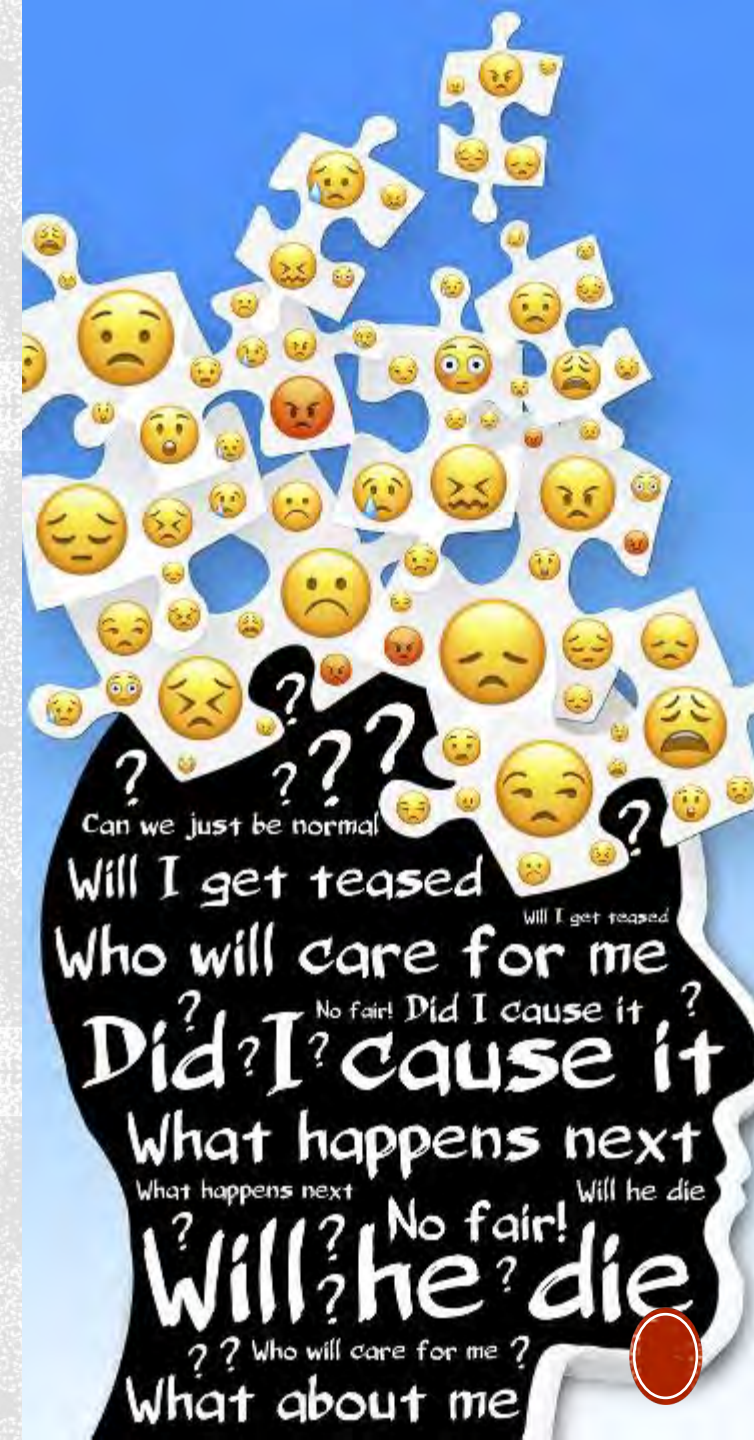
Cultural Work Myths

- Longer work hours result in greater productivity
- I can routinely cut back sleep with no consequence
- Multitasking enables more to get done in less time
- I love what I do which sustains long working hours



CONSEQUENCES

- Lack of ability to concentrate
- Impatience
- Overwhelm
- Anxiety
- Perpetual exhaustion
- Disengagement
- Sickness



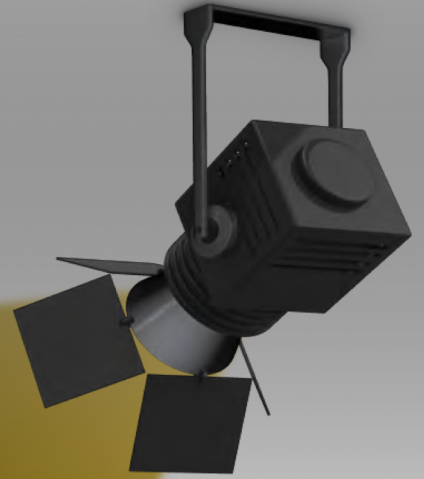


**MOST OF US LIVE IN A GREY ZONE WHERE
THE POSSIBILITIES OF WHAT WE CAN
ACHIEVE ACTUALLY PALE IN COMPARISON
TO WHAT WE DO ACHIEVE**



The way we are
working isn't
working!





**What does sustainable
success look like?**

Expert Performers

- **PRACTICE**

intensely for max of
4 hours a day

(Erikson, 1993)

- **RECOVER** more
intensely + **SLEEP**
longer

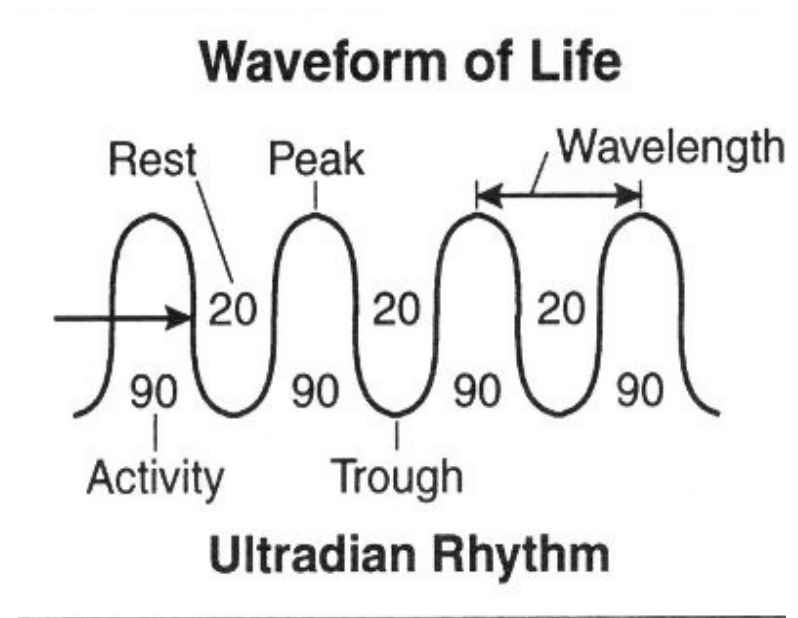


Nearly all violinists agreed that **practice** alone had the greatest impact on their performance. And by their own admission, it was also the **most difficult activity** in their lives & the **least enjoyable**. So they had to make it a habit (as opposed to relying on will or discipline)

What can we learn
from our violinists?

Work in conjunction with your ultra radian rhythms

- Every 90-120, we cycle from a high energy state to a physiological low
- At the end of the cycle our bodies crave recovery
- It is at this time we should break to rest and renew



2



AUTOMATE BEHAVIOR

Do not rely on will
power to change
behaviour





The Power of Automaticity (habit)

- You do not wake up & contemplate whether or not to brush your teeth
- It is an automatic behaviour
- It's effortless
- It leaves room in your brain to focus on more important tasks





AN EXPERIMENT IN SELF-DISCIPLINE

BAUMEISTER & COLLEAGUES (1998)



Why did the
radish eaters
quit the
second task so
easily?



Self-supervision

- Radish eaters
- Requires energy & effort
- Draining
- Needs replenishment

Automaticity

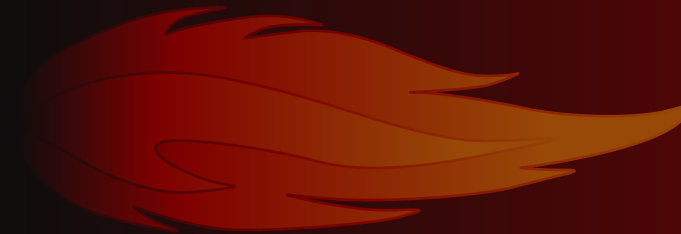
- Cookie eaters
- Behaviour is automatic
- Effortless (Driving a familiar route)
- Any behavior that has become nearly or completely involuntary - without cognition



Self-Supervision Burns Energy



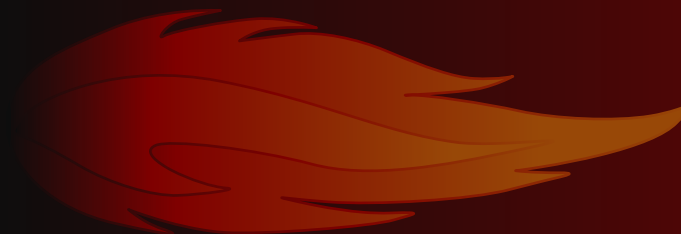
ACTIVELY WORKING TO
INHIBIT IMPULSES



ACTIVELY WORKING
TO DENY EMOTIONS



ENGAGING IN DECISION
MAKING TRADEOFFS
(DELL, REGISTRY)



IMPORTANT PROBLEM
SOLVING (JUDGES)

“[Self-supervision] cannot be performed with little consequence. It's like using a muscle: After exercising it, it loses its strength, gets fatigued, & becomes ineffectual, at least in the short-term”



*Baumeister (1998)
Journal of personality & Social Psychology*



SUSTAINABLE SUCCESS

- The development of **POSITIVE HABITS** frees up energy for the really important stuff
- **REST & RENEWAL** provide the necessary fuel for long-term sustainable success



Optimal Performance



Source: The energy project



Physical Energy

- Sleep
- Nutrition
- Exercise
- **Rest**
- **Renewal**
- **Rejuvenation**



SIGNALS THAT WE CRAVE RECOVERY

- Yawning
- Hunger
- Physical restlessness
- Difficulty concentrating
- Irritability





PHYSICAL RENEWAL

- Break every 90-120 min
- Eat every 3-4 hours
- Do not eat at your desk
- Chat with a colleague
- Walk
- Listen to music
- Meditate, stretch, breath



The easiest
solution is to
go to bed
earlier

ights
Out!

TURN TO THE PERSON TO YOUR RIGHT

What one thing can you do this
week to **physically** recharge?



Emotional Energy

- Positive emotions
- Our core emotional need is to feel valued, appreciated & respected



“I have been struck by the frequency with which I received the same answer when I asked prisoners, or mental health patients, why they assaulted or even killed someone. Time after time, they would reply, ‘because he disrespected me’... I never got so much respect before in my life as I did when I pointed a gun at some dude’s face”

James Gilligan Professor of Psychiatry at U of Penn



Emotional Renewal

- Make time for significant relationships & be “present” when you do
- Engage in activities you enjoy
- Engage the human moment at work
- Show up with emotional and intellectual presence



TURN TO THE PERSON TO YOUR RIGHT

What one thing can you do this week
to **emotionally** recharge?



Mental Energy

The ability to control our attention is fundamental to optimal performance and the highest levels of satisfaction

Mihaly Csikzentmihalyi



Oh, The Temptation

THE MARSHMALLOW TEST



- We are not wired to undertake tasks simultaneously
- Each X you are distracted from a task it takes 25 min. to return to the original task if at all
- We reach for our gadgets b/cs it's more fun than working on our most difficult tasks



Strategies to regain focus

- Do your most important work **first** & decide before what that will be
- Work in 90-120 min. & refuel
- Determine specific X's to check email
- Train people - Call only if urgent
- Indicate response X's
- Adapt these strategies to fit your life



TURN TO THE PERSON TO YOUR LEFT

What one thing can you do this
week to **mentally** recharge?



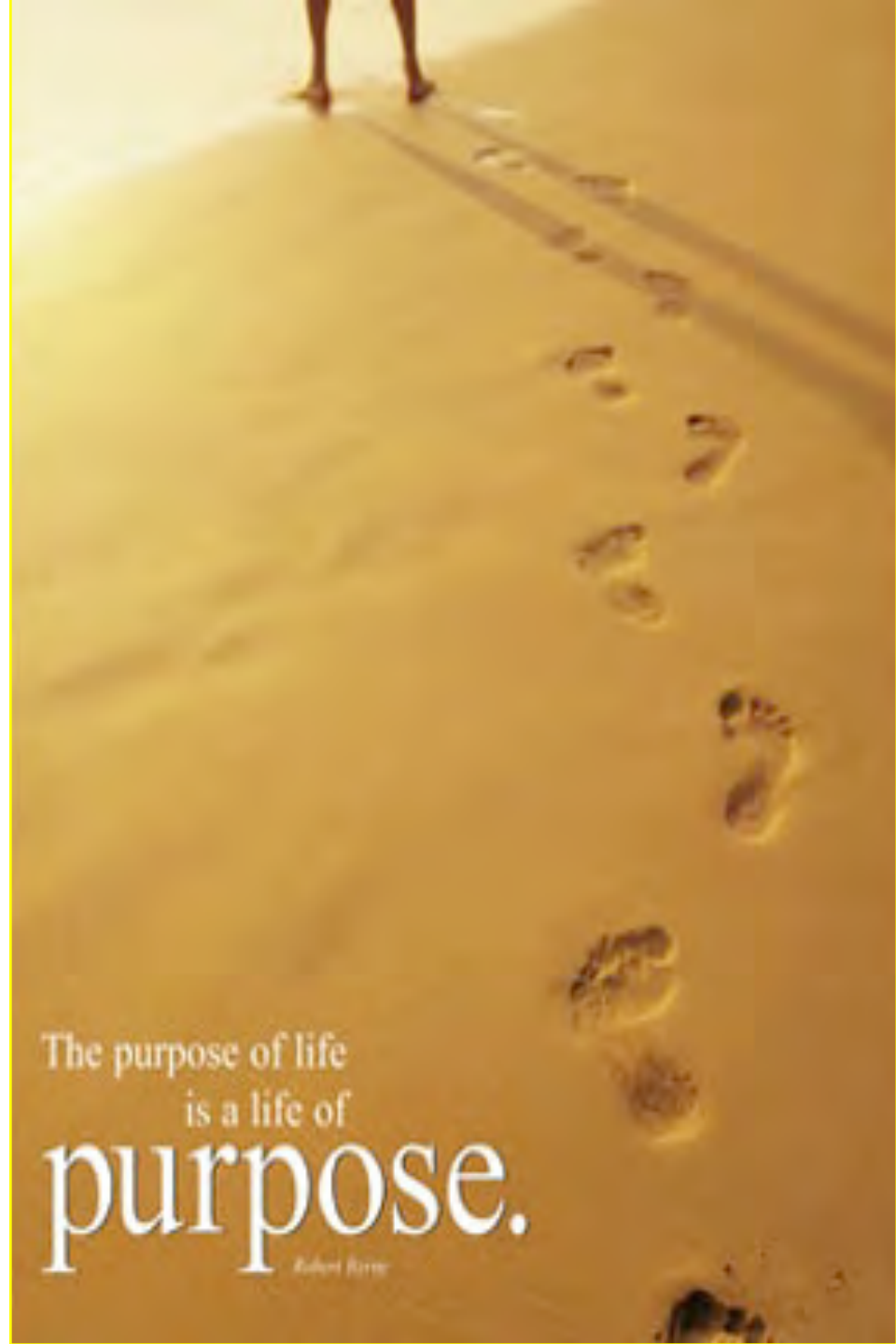
The Spirit

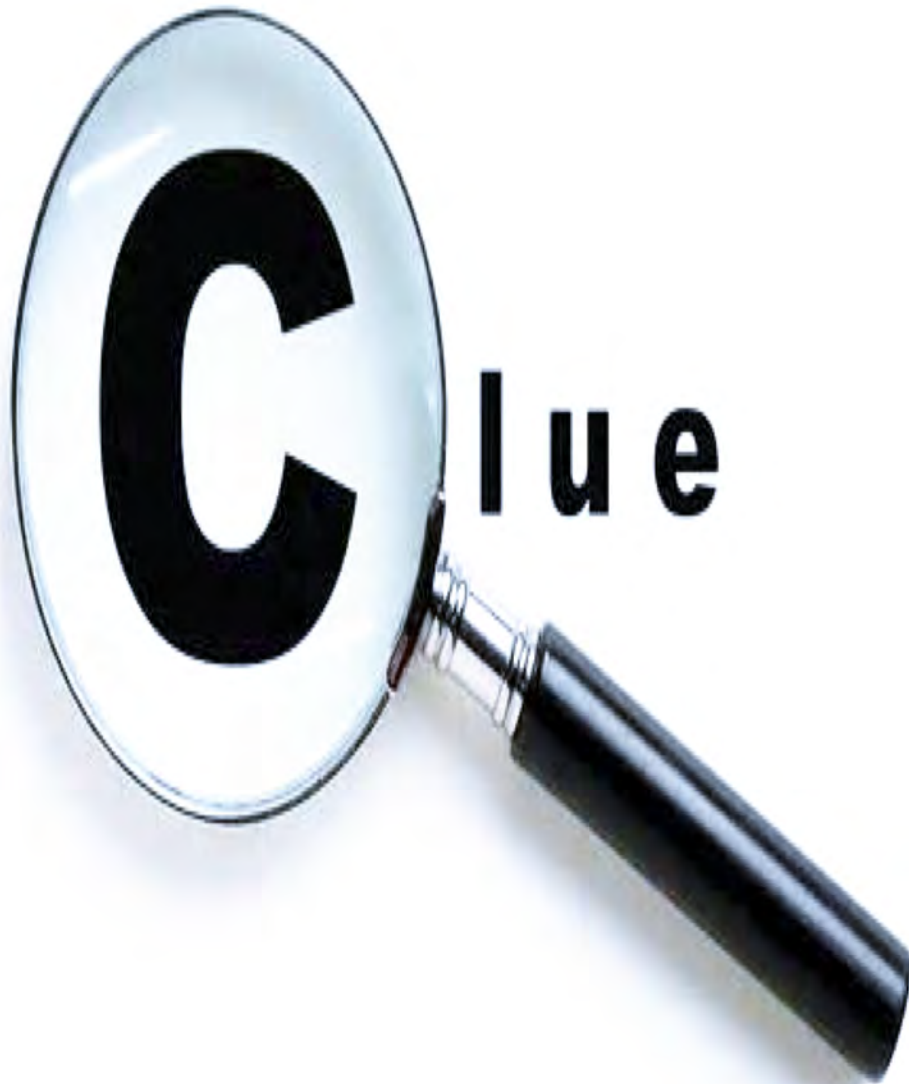
The energy of meaning & purpose

- Being of service to a cause larger than oneself
- Living in alignment with what you truly value
- Results in engagement, enthusiasm, perseverance
& higher performance



- Who in your life do you admire? Why?
- Imagine someone especially close to you is describing you. What would you want them to say?





The qualities you
admire, or the words
you chose to
describe yourself
are clues as to what
you value



Are you living a life that is in
aligned with your values?

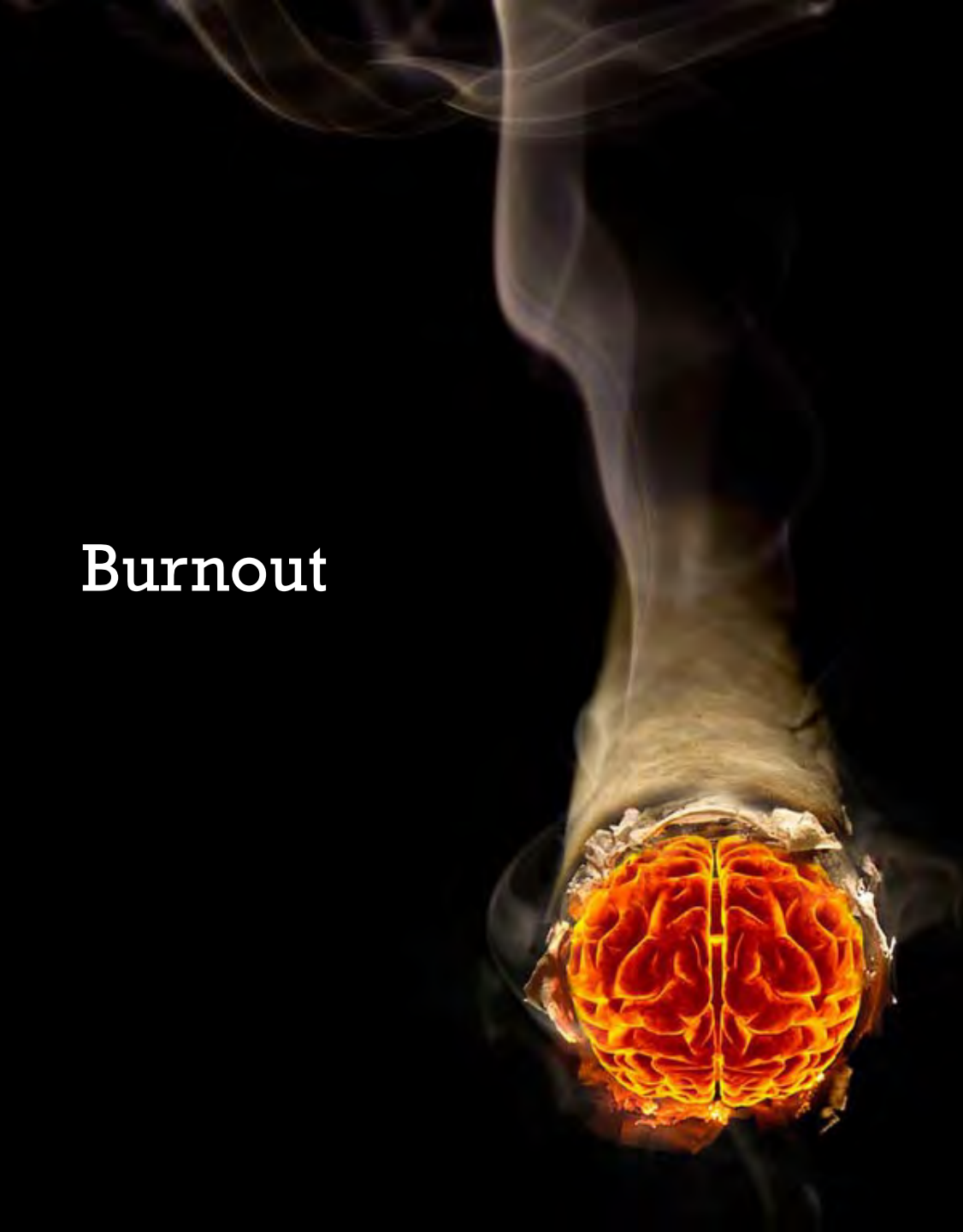


The Energy of Meaning & Purpose

- Results in greater productivity
- Nourishes our soul
- Cultivates & energizes
- Engenders greater focus, enthusiasm & engagement



Burnout





Right
brain

I am the right brain.

I am creativity. A free spirit. I am passion.

I am the sound of roaring laughter.

I am taste. The feeling of sand beneath bare feet.

I am movement. Vivid colors.

I am the urge to paint on an empty canvas.

I am boundless imagination. Art. Poetry. I sense. I feel.

I am everything I wanted to be.

Lose your passion

RECAP

- Do your most “valuable work” first
- Work for 90 – 120 min. & break
- Make + rituals part of your unconscious & automatic behavior
- Incorporate service in to your life



Thank
you



CONNECT WITH ME!

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