

NOW
2018
Staff Career Development
Conference

Inspiring
Sustainable
Opportunities

Renewal as a Professional Strategy

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Learning & Development, Central HR

Workshop Purpose

To discover and commit to behaviors that will increase our energy and engagement.

Fully Engaged

To be fully engaged we must be physically energized, emotionally connected, mentally focused and spiritually aligned with a purpose beyond our immediate self-interest.

~Jim Loehr and Tony Schwartz



The Crucial Factor

Energy, not time, is the fundamental currency of engagement and high performance.



Not Fully Engaged

1. Exhausted
2. Overwhelmed at times
3. Easily irritated
4. Impatient
5. Anxious
6. Challenged to focus on one thing at a time
7. Less satisfied with your life than you would like to be
8. Constantly racing just to keep up



Four Sources of Energy



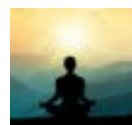
Physical (quantity – high/low)



Emotional (quality – positive/negative)



Mental (focus – absorbed/distracted)

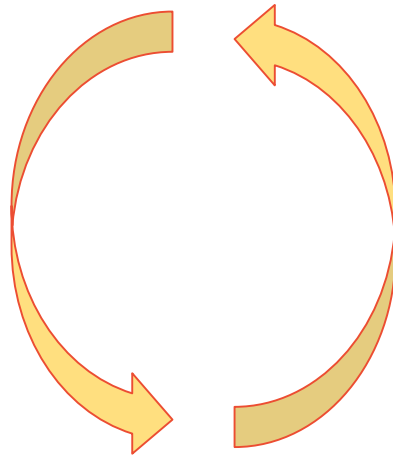


Spiritual (force – internal/external)

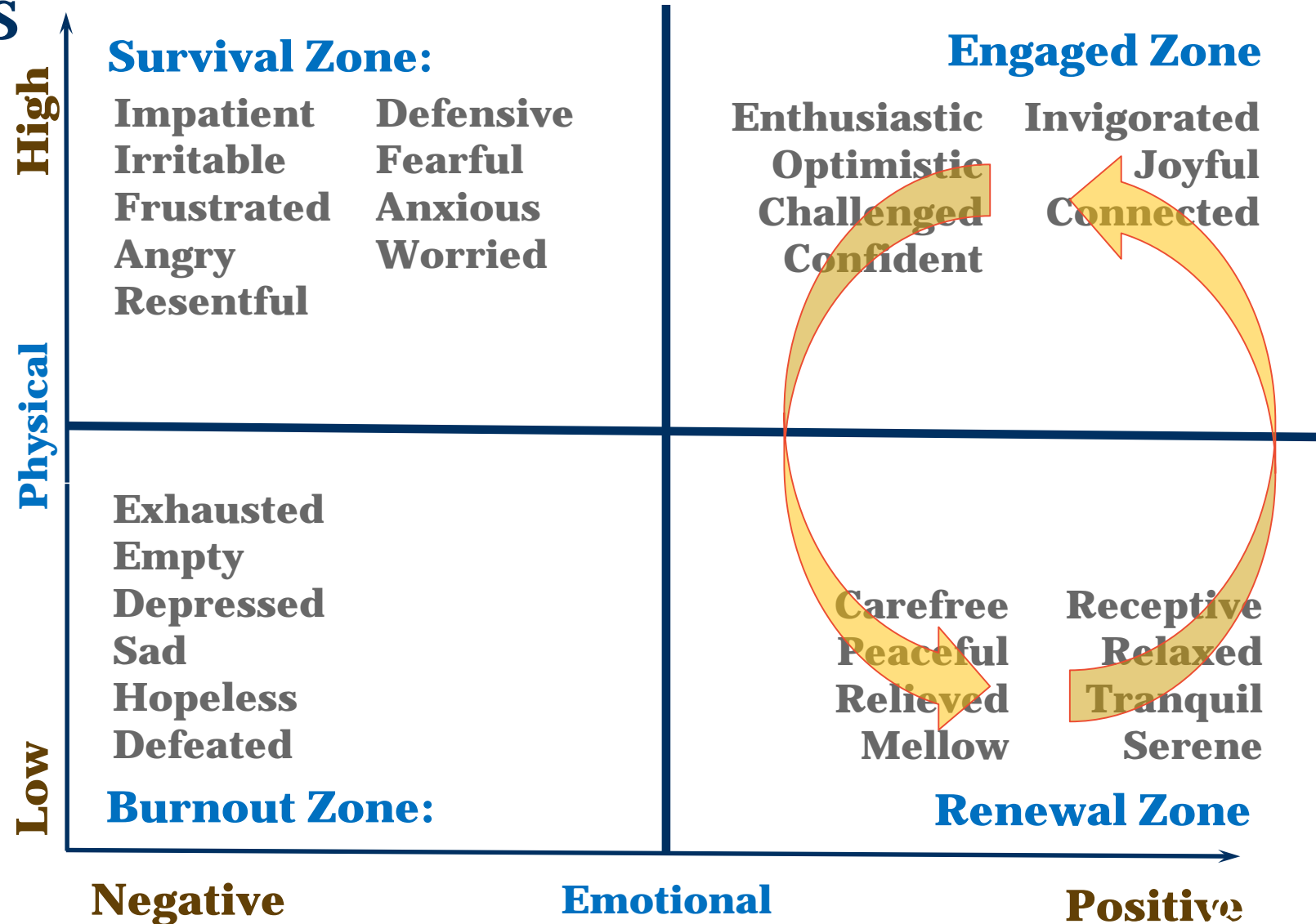
Oscillation

“The richest, happiest and most productive lives are characterized by the ability to fully engage in the challenge at hand, but also to disengage periodically and seek renewal.”

~Jim Loehr and Tony Schwartz



Energy Quadrants



Renew Energy – 5 Steps

1. **Assess current state**
2. **Determine positive practices**
3. **Create incremental plan**
4. **Implement plan**
5. **Monitor progress**

Step 1: Assess Current State

Complete *The Energy Audit*

- ▶ Answer 20 questions (*pages 8-9*)
- ▶ Complete scoring sheet and total (*page 10*)
- ▶ Transfer scores to interpretation sheet (*page 11*)

Step 2: Determine Positive Practices

- ▶ Pick **one** energy area to focus on
- ▶ Read *Energy Practices* section related to selected area
(pages 12-15)
- ▶ Select 2-3 practices from this section that most appeal to you

Step 3: Create Incremental Plan

- ▶ Keep it simple (1-3 practices)
- ▶ Detail the precise behavior (*page 22*)
- ▶ Specify when, where, how long, how often, what support you will need

Step 4: Implement Plan

- ▶ Take action
- ▶ When?....Immediately!

Step 5: Monitor Progress

- ▶ Write each practice on *Renewal Accountability Log (page 23)*
- ▶ Check off daily progress
- ▶ Review log weekly
 - ▶ Celebrate successes
 - ▶ Restructure as necessary for success

Thank you!

Renewal as a Professional Strategy

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