



# Energising teams

**LUEMO**  
WORKPLACE WELLBEING

***In the workplace, great employee mental health and wellbeing provides a powerful energy source. When leaders can generate this type of energy and direct it in the right way, teams can do anything! On the flip side, teams with poor mental health and wellbeing can generate negative energy and direct energy in the wrong ways, resulting in damage to individuals, teams and organisations. So what is the right workplace energy and how do you get it?***

At Luemo we talk about 5 types of energy in humans. When leaders and teams produce and direct these 5 energies in the workplace, high performance will result. Here are the five human energies:

#### **Energy 1: A calm, clear, creative mind**

A powerful mind does not start with busyness, confusion, or anxiety. A powerful mind can expel distraction and focus with razor sharp clarity so that all knowledge, talents and creativity come together in the genius zone. Good leaders can create conditions for the powerful mind to flourish starting with clarity of direction, a calm manner, appropriate job design and active listening.

#### **Energy 2: Genuine human connection**

Human connection can be energising or exhausting. Genuine, transparent, and collegiate relationships generate positive emotional energy. Toxic and uncommunicative relationships are energy drainers. Great leaders tune into relationships, promote conditions for trusting relationships and facilitate conflict resolution.

#### **Energy 3: Vitality in the physical body**

Eating a non-inflammatory diet low in processed food is proven best for our bodies and mood. Adequate sleep and daily exercise are mandatory for continual physical renewal. Leaders who talk about and model good lifestyle habits in this way will feel the vitality in their own body and can influence their teams to do the same.

#### **Energy 4: Intrinsic motivation that comes with pursuing a worthwhile purpose**

When humans are engaged in the pursuit of what they perceive to be worthwhile, a powerful energy source is unleashed. Lack of energy in this area leads to turnover, burnout, and low engagement. Leaders who are genuinely engaged with workplace purpose are able to articulate vision and valuable goals that resonate with team members, inspiring positive energy and discretionary effort.

#### **Energy 5: The power to conquer behaviours that undermine personal energy**

The world has escalated in complexity in the last 50 years. This has resulted in overstimulation, confusion and stress which is uncomfortable! In response, humans engage in cathartic behaviours that can be damaging, things like drinking too much alcohol, gambling, excessive social media, pursuing hollow goals, excessive expenditure, and debt. Great leaders are in touch with their personal stress cycle. They learn how to acknowledge and respond to stressors in mindful positive ways and support others to do it too.

Have you felt the 5 energies? Where does your team rate on the energy dial?

➔ [Luemo members can read more about leadership on the exclusive Luemo Member Resource Centre](#)



## Grit or resilience?

The terms 'resilience' and 'grit' are sometimes used interchangeably but they are actually different concepts – both important to individuals and teams! Resilience is the human ability to face and work through challenges and adversity, and ultimately return to a state of healthy normality, or even stronger. Grit, on the other hand, is the ability to keep working toward worthy or difficult goals, even though times are very tough. Having 'worthy or difficult goals' is a very important part to distinguish grit. With no worthy goal, continuing to work through tough and adverse conditions feels pointless and can ultimately result in cynicism, exhaustion, and hopelessness (and that's burnout!). So, if you observe someone who you think has 'no grit' ask yourself "have they a worthy goal that is making this tough going worthwhile?".

## Did you know...

Research\* into the development of contemporary leadership shows that as today's work environment changes, leaders must embrace human-centric leadership. Human centric leadership is defined by three traits:

- ✓ **Authenticity:** Enable true self-expression for themselves and their teams
- ✓ **Empathy:** Show genuine care, respect, and concern for employee well-being
- ✓ **Adaptivity:** Enable flexibility and support that fits the unique needs of team members

Are you seeing human centric leadership in your workplace? Is this something you could focus on?

\*Gartner research conducted in July 2022



# Connected leaders

Being connected to your team is the key to good leadership and achievement of the required business outcomes. Connected leaders have loyal teams that are motivated and inspired to achieve their work goals. So how do you become a leader that is well connected? The good news is that there are key actions that leaders can learn to grow and

maintain their team connectedness. Why not join the Luemo Glo Leadership Coaching Program and learn these techniques? Sessions are available in a personal coaching format or in bite size micro coaching sessions delivered virtually and by video. **Get in touch to discuss your format options 1300 284 198.**