



# Productive Energy



## Does your workplace need an energy boost?

Productivity, performance and organisational resilience are underpinned by a healthy and mentally well workplace. It's all about supporting great energy.

An organisation that develops a workforce that is healthy and mentally well will enjoy higher levels of engagement and discretionary effort, improved retention, increased creativity and innovation and a greater tolerance for managed risk and change. Employees with good levels of personal wellbeing have energy, are able to focus, and build collaborative workplace relationships. These conditions are a breeding ground for productivity.

Conversely, organizations that do not have a healthy and mentally well workforce will experience greater levels of burnout and fatigue, lower engagement, absenteeism, presenteeism and turnover. A workforce like this does not like to embrace change and tends to avoid trying anything new. These conditions are a productivity killer.

The best and most productive workplaces are places of 'support' and 'success', not places of 'stress'. Taking time to make a plan that focuses on workforce mental health and wellbeing is a worthwhile investment

in human energy, productivity, and business risk mitigation.

Here are 3 tips to get you started:

- ✓ Show your managers how to build their skills and improve their confidence so they can lead an energetic workplace.
- ✓ Show your employees how to proactively take responsibility for their own energy, resilience and wellbeing, and, how to support each other
- ✓ Check that your organization has the elements of a mentally well and energetic workplace – like making sure there are reasonable job demands, good communication, the right resources available, inclusivity and supportive relationships.

Want to know more about how you can create and manage an energetic and productive workplace?

- ➔ [Read about Luemo's Five Energies and leverage our service strategies at www.luemo.com.au](https://www.luemo.com.au)

## The winter 'blues' are a real thing!

Seasonal Affective Disorder (SAD) is a type of depression that's related to changes in seasons. It can start about now in the autumn and continue through the cold winter. Subsiding symptoms coincide with the onset of spring.

Don't brush off depression symptoms in yourself or others. Stay on top of your mood with consistent exercise, good food, great friends and sleep. Treatment for serious SAD may include light therapy (phototherapy), psychotherapy and medication. If you are feeling very low on energy, consistently sad, hopeless, no longer enjoy your favourite things, can't get out of bed or overusing substances you may need to reach out for help. Try your GP first.

## Did you know...

Swearing can make you feel better when you are in pain! During a study, participants were asked to submerge their hand into a bucket of cold water. Astonishingly, swearing participants reported less pain and were able to withstand the cold water longer than non swearers!

Atkins & Kingston (2009). Keele University.



**Would you like to help your emerging leaders handle workplace situations with more confidence and skill?**

**Why not chat to us about the Luemo Glo Leadership program?**

**Our program format is flexible and can include group work, personal coaching, and comprehensive behavioural strength assessments. Face to face and online delivery options to suit your needs.**

**Talk to us now to book the dates you need. 1300 284 198.**

