



# Rethinking ENERGY

*Getting started, keeping going, getting started again – it seems to me this is the essential rhythm, not only of achievement but of survival, the ground of convinced action, the basis of self-esteem and the guarantee of credibility in your lives...*

Seamus Heaney

## What is it?

Resilience – as in bounce-back-ability, but energy is also more than this: it's inspiration, creativity, wholeheartedness and momentum.

## Why does it matter?

Without resilience, people suffer. With 'just about enough' resilience to get by, people may not suffer, but nor will they flourish, and neither will your business. To build and maintain energy is to protect your people, increase engagement, and maximise creativity.

## Why do we feel so depleted right now?

Because our brains have been processing unprecedented amounts of uncertainty, and because our bodies and minds have been living for months with elevated levels of adrenalin and cortisol, which are great for a short sprint from a lion, but which over time inhibit our performance. Because our boundaries are blurred and many of us have objectively too much on our plates. And because we miss each other.

## Things to Try and Questions to Ponder

- Build resilience by giving people a sense of control. Give facts where you can, and give short term tangible goals.
- Encourage personal responsibility. Remind people of their past achievements to boost their confidence in coping now. Make it clear where people have agency and ask them to use it. Then back them when they do.
- Build optimism and a positive and proactive approach in your team through great story-telling, and by focusing on building belonging and confidence.
- Remain open, adaptable and as flexible as possible – prioritise wellbeing, inclusion and the deepening of understanding.
- Think about how you could get your people united around a common goal, and bonding as a community in pursuit of it.
- Think about momentum – once you have people moving and on board, what else could you do?
- Think about purpose – reconnecting people with their purpose ignites creativity and motivation.