Preserve Your Personal Energy!

Tasha Rihm, MSW Intern, Healthy IU Work+Life

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Let’s check in…How are you feeling today?

Feeling great!
Keep meeting your needs and practicing self-care.

Feeling okay.
How can you make your day a tiny bit better?

Feeling good!
How can you maintain the levels you’re currently at?

Meh.
How can you love on your self today? Be extra kind to yourself.

Struggling.
Practice triage. What area of your life is suffering the most right now? Focus on that one today.

I’m empty.
Pinpoint what’s draining you and try to create a boundary then do one thing that fills you up.

Adapted from https://www.blessingmanifesting.com/2019/01/self-care-battery-recharge-yours.html

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Human energy is...

“An affective experience that entails a sense of positive arousal and eagerness and ability to act.”

Quinn & Dutton, 2005
Defining Energy

Personal Energy

• AKA “vigor”
• Depletes throughout the day
• Replenishment = reduced anxiety, depression; increased job satisfaction
• Four Dimensions: Physical, Emotional, Spiritual, Mental

Zhang, Tong, & Huo, 2018
Defining Energy

Physical Energy

• Nutrition, exercise, sleep, rest
• Most fundamental
• Aids in regulating emotions, ability to focus, and maintain attention

Zhang, Tong, & Huo, 2018
Defining Energy

**Spiritual Energy**
- Daily practices are consistent with values, provide meaning and purpose
- Facilitates greater positivity, focus, and perseverance

**Mental Energy**
- Capacity for engagement; ability to concentrate, filter
- Preservation and/or replenishment is key to avoid burnout

Zhang, Tong, & Huo, 2018
Why is it important to replenish our energy?
Consequences of Energy Depletion

**Psychological Stress**
- Our reaction to the loss of energy resources or a lack of gain following utilization of energy resources
- Job demands that require sustained attention and effort deplete energy resources
- Depletes our energy resources

**Inadequate Energy Recovery**
- Requires additional effort just to keep up with normal tasks
- Leads to long-term health deterioration and potentially illness

Zhang, Tong, & Huo, 2018; Kinnunen et al., 2015
Consequences of Energy Depletion

- Emotional exhaustion
- Depressive symptoms
- Sleep disturbances
- Disengagement
- Work and/or life dissatisfaction
- Health complaints/illness
- Absenteeism

- Avoidant behaviors (procrastination)
- Job exhaustion → Burnout
  - Feelings of overstrain, tiredness, and fatigue
  - Chronic, ongoing work in an over-demanding situation or environment
  - Not relieved by daily or weekly rest

Zhang, Tong, & Huo, 2018; Kinnunen et al., 2015
The Energy Bucket

“You cannot pour into others from an empty bucket.”

Quinn & Dutton, 2005
Energy Recovery

A **multifaceted** definition:

- The process of unwinding
- Psychologically, we have capacity to meet current and/or new demands
- Physiologically, our body responds to decreased stress
- Gain of personal energy

Recovery of energy can **only** occur when we are **no longer under stress** and utilizing our **systems of resources**.

- Personal energy is no longer being used

Zhang, Tong, & Huo, 2018; Siltaloppi, Kinnunen, & Feldt, 2009
How to Replenish Energy

Adopting energy recovery strategies reduces tension and/or work-related stress, allowing us to accumulate energy.

All four dimensions of energy need to be replenished:

- Emotional strategies allow greatest opportunity to reduce stress
- Physical strategies allow greatest opportunity to gain energy

Zhang, Tong, & Huo, 2018; Siltaloppi, Kinnunen, & Feldt, 2009
How to Replenish Energy

Energy Recovery Strategies create opportunities for **Recovery Experiences**

Recovery Experiences are the **means by which energy is replenished**

- **Four types**: Psychological Detachment, Relaxation, Mastery, Control
- Create space for positive work engagement

Zhang, Tong, & Huo, 2018; Siltaloppi, Kinnunen, & Feldt, 2009
Strategies to Replenish Energy

**Physical**
- Healthy eating habits
- Brief breaks at regular intervals throughout the day
- Noticing signs of energy depletion (awareness)
- Exercise
- Sleep

**Emotional**
- Mindfulness
- Defuse negative emotions (Thought-stopping)
- Expressing gratitude
- Practicing empathy
- Random acts of kindness

Zhang, Tong, & Huo, 2018
## Strategies to Replenish Energy

### Spiritual
- Meditation
- Practice what fills your bucket!
- Do something you enjoy or that you do well
- Explore your values and what gives you meaning/purpose

### Mental
- Minimize interruptions/distractions
- Set boundaries
- Time block meetings on your calendar
- Prioritize tasks
- Recognize mental fatigue
- Look for opportunities to master a new skill

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*Zhang, Tong, & Huo, 2018*
## Internal vs. External Strategies

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
</tr>
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<tbody>
<tr>
<td>Occurs during the workday</td>
<td>Occurs during downtime</td>
</tr>
<tr>
<td>Coffee breaks, lunch breaks</td>
<td>Weekends, evenings after work</td>
</tr>
<tr>
<td>Transitions between tasks</td>
<td>Commute time</td>
</tr>
<tr>
<td>“Micro-breaks”</td>
<td>Taking a vacation</td>
</tr>
<tr>
<td>Relaxing activities OR positive work-related activities</td>
<td>Work detachment</td>
</tr>
<tr>
<td>Good for short-term recovery</td>
<td>Most beneficial for long-term recovery</td>
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Recovery Experiences

Psychological Detachment
- Disconnecting from all work-related tasks/duties, allowing mental disengagement
- Lack of thinking about work
- Allows recovery from job-related stress; associated with positive mood and decreased fatigue

Relaxation
- A state of minimal activation associated with positive feelings
- Strategies can be deliberate, such as practicing meditation; or passive, such as reading a book or listening to music
- Contributes to a sense of serenity

Siltaloppi, Kinnunen, & Feldt, 2009
Recovery Experiences

**Mastery**

- Opportunities to learn a new skill; individual challenges
- Unrelated to work
- Enhance recovery by developing new internal resources, such as competence or self-efficacy
- May energize and activate our systems

**Control**

- Choice related to action when given multiple options
- Creates autonomy; allows us to engage in preferred activities

Siltaloppi, Kinnunen, & Feldt, 2009
Energy Renewal Planning

List things in life that **GIVE** you energy:

1. ____________________

2. ____________________

3. ____________________

Adapted from Advisa, 2019

- Sleep
- Being outside
- Elliptical
- Downtime
- Being creative
- Playing sports
- Cooking
Energy Renewal Planning

List things in life that DRAIN your energy:

1. ______________________
2. ______________________
3. ______________________

- Screen time
- Work-related travel
- Multi-tasking
- Interruptions
- Negativity
- Dishes
- Boredom
Energy Renewal Planning

Which energy centers **most need to be improved**?

- How full is my bucket?
- What depletes my physical energy most? My emotional energy? Etc.
- What action can I take to fill my bucket?
- What can I do to ensure my bucket is not empty?

How does this relate to your **ability to effectively engage** in your work?


Thank you and be well!
We are here to support you!

Remember to take care of yourself. You can’t pour from an empty cup.