

# The Enerpace PaceSetter

August 2023: Burnt Out? You're Not Alone!



## We Grow Agile Leaders Who Grow Purpose-Driven Firms

Hello Subscriber,

The statistics are alarming. 49% of the US workforce is struggling. Gallup's State of the Global Workplace 2023 report found that 57% of women and 48% of men reported experiencing "Daily Negative Emotions during a LOT of the prior day"! There was no significant difference based on whether someone worked at home, the office or in a hybrid situation. And, no surprise, managers experienced more of those "daily negative emotions" than individual contributors.

According to the World Health Organization, general burnout signs include:

- depletion or exhaustion
- being mentally distant from their job or having negative feelings or cynicism about their job
- having reduced professional efficacy

When you've got folks just trying to make it to the end of the day, obviously business results suffer with lower quality, innovation, employee retention, productivity and customer service!

What's the solution? Better leaders! 70% of employee engagement is attributable to the manager. When we address the key drivers of manager burnout, and give them the tools they need to become better leaders, their stress level decreases, as well as that of the people they manage.

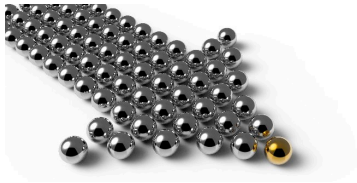
The Enerpace team is doing our part by offering a series of mini-workshops in a lunch & learn format each day from 9/11-9/15 at noon CT. We're spotlighting 5 solutions that elevate leaders and their teams. Lower stress leads to better team performance... which decreases the managers stress even further... which improves their leadership and creates better engagement, performance and employee well-being... and the "virtuous cycle" continues, creating positive change.

I've long believed that companies can be profitable without destroying people and the environment. Burnout is destroying people. Help us fix that! Read and share the articles below. Invite your team, your coworkers, your family members, your mentees and anyone you know who is burned out to join us for the Summit. You can [register here](#).

Please take time to recharge this holiday weekend – we ALL clearly need it!

Elene

p.s. I'll be live on LinkedIn every day 9/5-9/8 with each of our experts to give you a "Sneak Preview" of their workshop the following week. Join us live around lunchtime or watch the video afterwards @ <https://www.linkedin.com/in/elenecafasso/>



**"When life feels too big to handle, go outside.  
Everything looks smaller when you're standing  
outside."**

L. R. Knost

Author, Founder and Director of Little Hearts/Gentle Parenting Resources and Editor-in-Chief of Holistic Parenting Magazine



## Leadership Learnings

### Emotional Intelligence: The Antidote to Stress in the Workplace

Dr. Dawn Sant, *Health at Work Centre*

Join Diana Atkins as she kicks off our Leadership Summit on 9/11 speaking about *Leveraging Your Emotional Intelligence Skills* to improve employee engagement and stress levels – for you and your team!



## Business Building Blocks

### 4 Essential Factors for Successful DEI Programs

Diverseek, *diverseek.com*

This concise summary underlines what we at Enerpace believe: a successful DEI initiative is one that supports a company's business objectives and values, as well as pure DEI metrics.

On Wednesday, 9/15, Tom Home will share other ways to create a DEI program that actually delivers results!

[Read More](#)

[Read More](#)



## Career Management Corner

### Ask an Expert: How Does Stress Affect the Brain's Capacity?

Ryan Curl, Ph.D, Rachel Cardero and Sam Burch,  
*NeuroLeadership Institute*

Listen to this short (3 minute) video to find out how stress & overwhelm impact our brain and how we can better manage the negative impact.

Then join Ari Moisiades on Tuesday, 9/12 to learn how to prevent burnout by choosing the 'right' brain for the job!

[Read More](#)



## Cool Tools

### 3 Types of Burnout, and How to Overcome Them

Melody Wilding, *Harvard Business Review*

The Enerpace team sees a LOT of the first type of burnout, but the 3<sup>rd</sup> actually can create the most lasting emotional/mental damage!

[Read More](#)



## Upcoming Events & Enerpace News

Join the Enerpace Coaches to *Elevate Your Leadership & Decrease Your Stress!*

Leadership Summit September 2023

The week of September 11th, Enerpace will be offering 5-Mini-Workshops to

*Elevate Your Leadership & Decrease Your Stress!*

**Learn More and Register today!**



## Leadership Summit "Tasters"

Want to get a taste of the topics we're covering at our Leadership Summit?

We'll be holding short LinkedIn and Facebook Live Preview Sessions the week before the summit begins. We want to give you a sneak peak at the upcoming sessions and how they help decrease stress for you and your team!

- Tues, 9/5 - *Leveraging EQ and Brain Science to Prevent Employee Burnout* - Live at 12 pm CST
- Wed, 9/6 - *DEI Programs that Actually Deliver Results* - Live at 11 am CST
- Thurs, 9/7 - *6 Types of Working Genius* - Live at 1 pm CST
- Fri, 9/8 - *Leadership Agility* - Live at 12 noon CST

Join us on [Elene Cafasso's LinkedIn Page](#) at the starting time. Can't make it live? The videos will be posted to Elene's profile afterwards.

We're looking forward to sharing this free Leadership Summit Preview !



### **Enerpace Expert**

**Leadership agility: a global imperative**

**Bill Joiner, *ChangeWise***



### **Great Books**

**The 6 Types of Working Genius: A Better Way to Understand Your Gifts, Your Frustrations, and Your Team**

On 9/15, Elene will share the Leadership Agility model and how to use the 4 types of Agility to deal with our "VUCA" (Volatile, uncertain, complex & ambiguous) stress-inducing world!

by **Patrick M. Lencioni**

This great new model from the prolific Patrick Lencioni supports both leaders and teams.

On Thursday, 9/14, Dr. Candace Goodwin will be giving us an introduction to all 6 Types and sharing how to use this model to diminish stress while improving team outcomes.

[Read More](#)

[Read More](#)

## **Need a People Plan to Make Your Business Plan a Reality?**

**We have Solutions for Individuals, Teams & Entire Companies**

Go to [Enerpace.com](http://Enerpace.com) to request a complimentary consultation or contact us at

#630-832-4399 or [mail@enerpace.com](mailto:mail@enerpace.com)

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