

# The Enerpace PaceSetter



[www.enerpace.com](http://www.enerpace.com) 630-832-4399

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

June 2021

Hello Subscriber,

Hard to believe the 2021 is half-way over. It feels like this year has only just begun, as the miraculous COVID vaccines have allowed us to resume all the activities we missed.

Unfortunately, many are still suffering the side-effects of the virus. For the long-haulers, those unable to be vaccinated and those who live in states where the majority refuse to be vaccinated, the pandemic is far from over.

This stark difference in our current experience was underlined for me when I had the privilege of hearing Dr. Martin Seligman speak recently. He's known as the "Father of Positive Psychology", because he recognized that there's more possible than what the medical model of psychology historically delivered. Traditional psychology is focused on removing suffering. This can be thought of as taking a patient from a -5 on a number line back to zero. Dr. Seligman's work focuses on moving us to + 5, + 10 and beyond!

Once you move above zero, you are developing "well-being". The drivers of well-being are summarized as PERMA:

1. Positive emotion
2. Engagement
3. Relationships
4. Meaning & purpose
5. Achievement & accomplishment

Many of these were negatively impacted by the pandemic, especially for those predisposed to anxiety and mental disorders. Others of us moved from flourishing in February, 2020 to a state of languishing by

December 2020 – since languishing is defined as a lack of PERMA.

So what's this got to do with a mid-year check-up? Pause for a moment over this holiday weekend and check-in with yourself. How are you doing on each of the PERMA factors? If you're low on any or all of them, or if you feel like you are languishing, please reach out for help. I'll gladly point you to the right resource for your specific situation.

You can also check out the 30 questionnaires on [Authentic Happiness](#) at the University of Pennsylvania Positive Psychology Center to assess your levels of flourishing, resilience, grit, optimism and so much more.

Here's to your well-being!

Elene



## In This Issue:

### Leadership Learnings

How to Manage the First Day Back in the Office (Hint: No Parties, but Lots of Flexibility)

### Enerpace News

Elene is writing a book!

### Great Books

Surrounded by Awesome Women: Unlocking a New Model of Women's Success in Business and Entrepreneurship for the Next Decade

### Career Management Corner

How to Build a Meaningful Career

### Enerpace Expert

Dr. Martin Seligman

### Quotes You Can Use

Noam Chomsky

### Business Building

Long-term Employee Well-Being Hinges on this One Employee Benefit

### Cool Tools

A Guide to Gender Identity Terms

### [Enerpace Website](#)

---

## Upcoming Events



Elene has already started working on her book! “The Growth Approach – The 6 Step People Plan that Makes Your Business Plan Work” is targeted for release before the end of this year.

The book will be practical and action-oriented, sharing case studies and best practices for aligning people development and business results. It supports our mission to grow agile leaders who grow purpose-driven firms.

Learn more about how we do that with our Enerpace Solution Pyramid.

Enerpace Solution Pyramid



---

We've received several requests lately for DEI (Diversity, Equity & Inclusion) training & workshops. You can see our offerings on the Enerpace website

under Speaking and Workshops. In all we do, we customize these offerings for your specific needs.

Even our website supports our DEI values - we've added an Accessibility Icon in the upper right corner of each page to make it more user-friendly for all our visitors!

[DEI Training and Workshops](#)

---



## Leadership Learnings

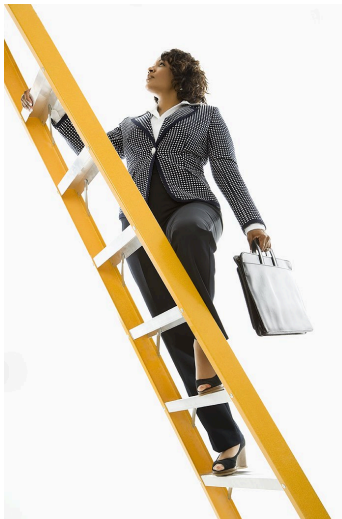
**How to Manage the First Day Back in the Office (Hint: No Parties, but Lots of Flexibility)**

**Sophie Downes, *Inc.***

With the well-being of your employees in mind, keep these ideas at the forefront when opening up the office again. Folks are handling re-entry into life and work differently, so it's best to be gentle and understanding.

[Find Out More](#)

---



## Career Management Corner

**How to Build a Meaningful Career**

**Amy Gallo, *Harvard Business Review***

One of the factors in well-being is "Meaning & Purpose". We all strive to make a difference through the work we do. Luckily, there are ways to achieve that, without even changing your current job or profession!

[Find Out More](#)

---



## Business Building Blocks

**Long-term Employee Well-being Hinges on This One Employee Benefit**

**Sarah Danzl, *Fast Company***

Can you guess what that one employee benefit may be? Read on to find out, and get some tips on how to implement this important

benefit in your business. And if you need help - give Enerpace a call!

[Find Out More](#)



## Enerpace News

Read about Elene's entrepreneurial journey in the book, [\*Surrounded by Awesome Women: Unlocking a New Model of Women's Success in Business and Entrepreneurship for the Next Decade\*](#) by Sheila Long. It's all about women entrepreneurs, who share the obstacles they overcame and the paths they took to grow their businesses.

If you've ever considered starting a business, it's a great resource for inspiration and empowerment - which is why we selected it as our June "Great Book" as well!

[Surrounded By Awesome Women](#)

---

## July 5th marks Enerpace's 19th Anniversary!

We are forever grateful to the leaders, teams and companies we have worked with over the years. It's an honor to have been part of your lives and businesses. Thank you.



## Enerpace Expert

**Positive Psychology in a Pandemic**

**PERMA Theory of Well-Being**

## Dr. Martin Seligman

We can't pick just one resource for you this month!

Learn about "[Positive Psychology in a Pandemic](#)" to hear how we can flourish even in a pandemic – and how Dr. Martin Seligman used these techniques when his entire family came down with Covid after spending Thanksgiving together!

To learn more about PERMA and creating greater well-being, click below.

[PERMA Theory](#)

---



## Cool Tools

### A Guide to Gender Identity Terms

Laurel Wamsley, *NPR*

A great resource to help us ALL better understand the different gender terms which are becoming more commonly used. This knowledge will certainly help us show greater respect, equality and understanding!

[Find Out More](#)

---



## Great Books

### Surrounded by Awesome Women: Unlocking a New Model of Women's Success in Business and Entrepreneurship for the Next Decade

by Sheila Long

Looking to start or grow your own business? Learn from the journeys of these women and how they overcame many types of obstacles along the way.

[Find Out More](#)

---



## Quotes You Can Use

*"Optimism is a strategy for making a better future. Because unless you believe that the future can be better, you are unlikely to step up and take responsibility for making it so."*

Noam Chomsky (1928 - ) - American Author, Linguist, Philosopher, Cognitive Scientist, Historian, Social Critic, and Political Activist.

Go to [www.enerpace.com](http://www.enerpace.com) to request

a complimentary consultation!

**Questions?** Contact us today 1-630-832-4399



You are receiving this email either because you have asked to receive Enerpace's newsletter or because you have met or interacted with Elene Cafasso or a member of the Enerpace team. It is hoped that this information is useful to you. Please feel free to pass this information on to a friend who you feel will find it useful. We absolutely respect your privacy. To no longer receive our emails, select the "Manage Your Subscription" button below.