

The Enerpace PaceSetter

May 2023: Sustainable Optimism



We Grow Agile Leaders Who Grow Purpose-Driven Firms

Hello Subscriber,

I learned that May was Mental Health Awareness Month when I heard Licensed Psychotherapist Joyce Marter speak on "Promoting Positive Mental Health & Resilience During Challenging Times".

While I knew things were tough, the statistics she shared were startling. NAMI found 65% of Americans identified with symptoms of anxiety. The 2022 American Psychological Association Study on Stress in America found:

- 27% of all adults said that most days they're so stressed they can't function
- 46% of those under 35 and 42% of those ages 35-44 felt the same way
- 56% of black adults, 46% of white adults, 44% of Latino adults and 43% of Asian adults under 35 feel the same

The covid pandemic was a global, chronic, collective trauma. Add to that wars, racial injustices, economic issues and political divides and is it any wonder that our collective physical, medical, emotional, relational, cognitive and financial functioning is impaired?

Basically, we're all suffering from burnout, which Joyce defined as the emotional and physical exhaustion caused by excessive & prolonged stress. The implications for business are very visible: resignations, silent quitting, difficulty recruiting new staff, decrease in productivity from existing staff, low morale & absenteeism.

What's the solution? According to Joyce, we can build resilience with:

- Mindfulness

- Increased emotional intelligence - - something Enerpace can help with!
- Conscious leadership, focused on the company's mission and vision – ditto!
- Support for leaders – ditto!
- Promoting psychological safety in the workplace, including productive conversations and bullying prevention – ditto and see our 'Career Corner' below!
- Addressing conflicts constructively – ditto!
- Positive thinking – ditto & see our 'Leadership Learnings' section below!
- Detachment strategies – ditto!
- Accessing support – ditto!
- Work/life integration – ditto!
- Gratitude – see below

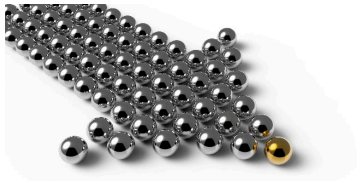
I saw a powerful piece on [Michael J. Fox on Facebook](#). While it highlighted his daily struggles with Parkinson's, he said something that stopped me in my tracks. The quote is below.

That's why this issue is dedicated to ways to cultivate sustainable optimism – whether through Joyce Marter's solutions or the articles featured this month. Most importantly, please schedule and take as much vacation time as possible. If you don't block the time in your calendar now, it won't happen. Even if it's a stay-cation, it will help your resilience and burnout.

As for all the dittos in the above list? Give us a call – we're happy to share our available resources and/or design one right for you!

Happy summer –

Elene



"With gratitude, optimism is sustainable. If you can find something to be grateful for, then you find something to look forward to, and you carry on."

Michael J. Fox (1961-)

Canadian-American Activist and Retired Actor



Leadership Learnings



Career Management

The Boss' Guide to Creating a Mentally Healthy Workplace

Amy Morin, *Psychology Today*

Here's how leaders can help – and it doesn't require a big financial investment!

[Read More](#)

How to Stop Workplace Bullying

Joyce Marter, *Psychology Today*

Joyce provides helpful suggestions we can use when we find ourselves in this situation AND tips on how to safely help others when we observe it.

[Read More](#)



Upcoming Events & Enerpace News

Elene had the pleasure of meeting the founder of EcoCentre, Tinatin Maghedani and other amazing women from Georgia at a recent Professional Women's Club of Chicago (PWCC) event.

And, their interaction was all about gratitude! Tinatin was grateful for feeling welcomed by the PWCC leaders and Elene was grateful for the passion behind Tinatin's very important work. **[Read about their interaction.](#)**

Tinatin is also an activist for Gavigudet, which means "We are Suffocating". They're doing wonderful work to save our planet at EcoCentre and at Gavigudet by focusing on air pollution and other environmental issues - topics close to Elene's heart.

Many small organizations are making a difference! Please take the time to learn how you can help by clicking on the links below.

[EcoCentre](#)

[Gavigudet \(We are Suffocating\)](#)



Enerpace Tool

What is Gratitude and Why Is It So Important?

Tiffany Sauber Millacci, *Psychology Today*

Here's an in-depth look at gratitude and its importance. This one-stop-shop contains information, videos and ideas on how to demonstrate gratitude and appreciation.

You can also download 3 free gratitude exercises to help you put this important tool into action.

[Read More](#)



Great Books

Start a Gratitude Journal!

Amazon has over 10,000 possibilities – pick the gratitude journal style that's right for you & make it a daily habit!

[Read More](#)

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