

# Burnout Prevention

There is a point when productivity actually decreases by doing more work! Grinding on for hours and hours every day is not the way to success.

Research shows that in order to keep productivity high, we need balance. In the book by Loehr and Swartz called "The Power of Full Engagement," work life balance is described as intentionally managing your energy in addition to managing time. Managing your time alone is not enough. **Energy is the fundamental currency of high performance.**

In order to manage energy, the authors recommend "oscillation." This is the rhythmic balance between activity and rest. Simply, a period of energy expenditure followed by a period of rest.

## So what is optimum oscillation?

The authors recommend 90-120 minutes of active engagement followed by 15-30 minutes of disengagement. The richest, happiest and most productive lives are characterized by the ability to fully engage in the task at hand, but also to disengage periodically and seek renewal. The authors also suggest that how you spend your time disengaged is very important. Your periods of disengagement should be organized within the four sources of energy

## Four sources of energy:

**Physical Energy** – How well you sleep, eat, and exercise – example: take a walk, do yoga, workout

**Emotional Energy** – Includes the emotional intelligence categories of self-awareness, self-management, social awareness, and relationship management – example: meditate, read, spend time with family and friends

**Mental Energy** – Is your personality, dedication, motivation, focus, and concentration – example: playing mind stimulating games, having a deep conversation, building a model

**Spiritual Energy** – spiritual energy comprises character, moral compass, ethics, beliefs – example: read scripture, pray, connect with a purpose, volunteer

For high performance, you need to optimize and replenish these four sources of energy.