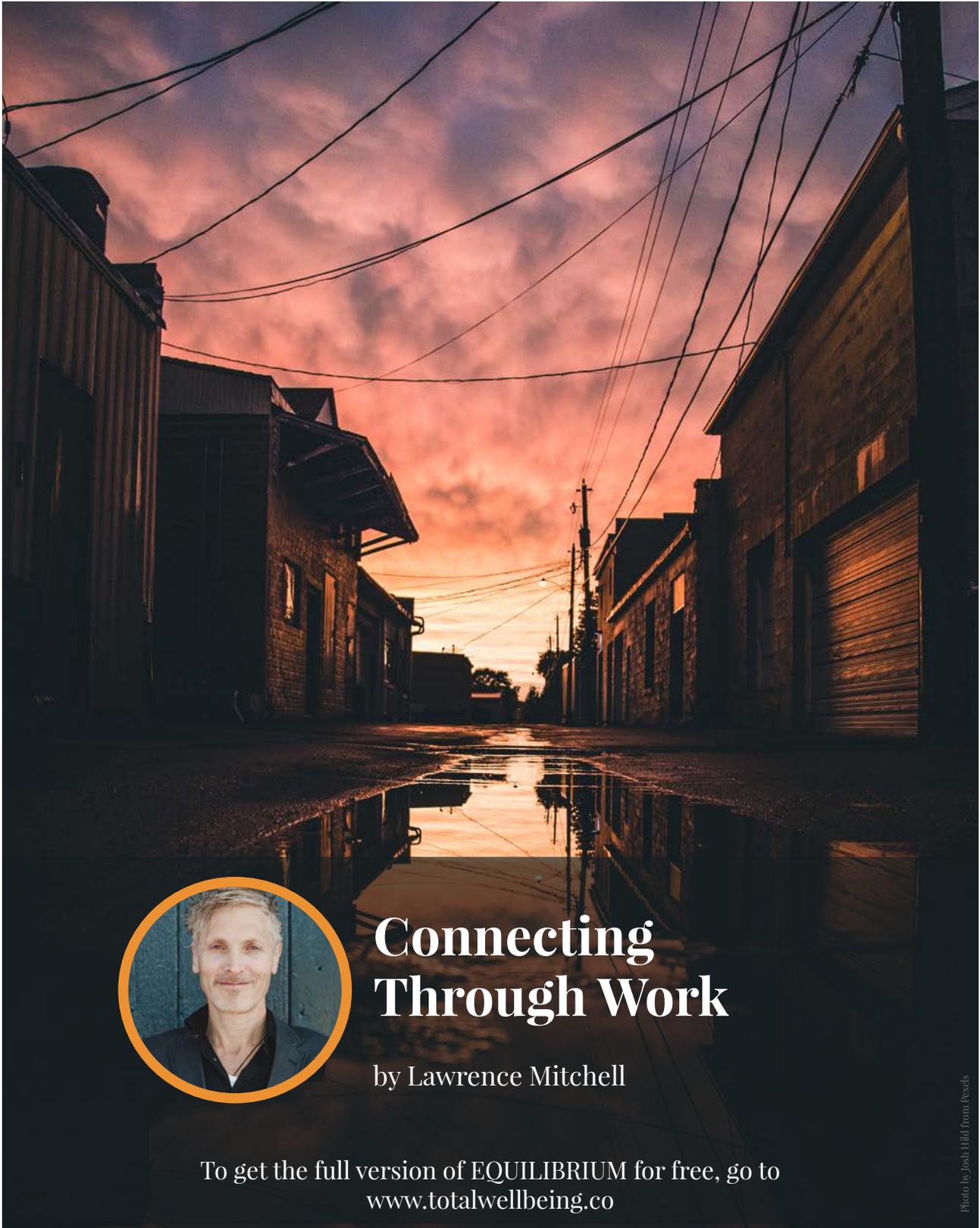


# EQUILIBRIUM

*Your Total Wellbeing & Resilience Guide*

PART 03

CONNECTION



## Connecting Through Work

by Lawrence Mitchell

To get the full version of EQUILIBRIUM for free, go to  
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**RAW**energy  
Resilience - Authenticity - Wellbeing



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# Connecting Through Work

by Lawrence Mitchell

**Research by Gallup shows that as many as 87% of people are not engaged with their work. Think about that for one moment.**

87% of people are NOT engaged in their work! That means that just 13% of people are engaged. The positive news is that there's a lot of room for improvement and one of the impacts of the lock-down period is that organisations are being forced to reinvent their working contexts, embrace flexible and remote working and deeply consider their own personal wellbeing, and the wellbeing of their employees and customers.

This has been a very challenging process for us all, but there's always a bright spot in any situation. And a bright spot amongst all of this darkness is that Wellbeing is no longer perceived to be "fluffy", but is instead a strategic enabler of personal and business performance, the force powering every other priority to achieve its potential.

Work, what we do every day, is a huge source of connection. Yes, a key motivator of work is to earn money, but over and above that, work is a source of learning new skills, connecting and engaging with different people, exposing ourselves to other ways of thinking, gaining a sense of worth and feeling part of something bigger than ourselves.

With the world of work changing around us, the future of work will look different to the past. More and more people are working with their heads, rather than their hands. Technology is increasingly automating different processes, removing many jobs, but creating others, roles that we don't yet know are needed.

What we can do, though, is to control what we can control and learn and integrate the skills of resilience and adaptability.

To help you, we've created two new propositions so you can cope with change, adapt to change and ultimately drive change, designing the future that you want to be a part of.

Advertorial

## Finding EQUILIBRIUM: Mindset & Emotional Wellbeing Programme

Having spent years learning the hard way on the front-lines running global teams through the ups and downs of business cycles, the core of our belief is that transformation starts by taking baby steps and doing tiny changes consistently, until they become habits. You can then build in more “micro habits” as the company evolves.

Right now, the challenge is to keep your people **connected, engaged** and **supported** as you travel through the high seas of change. One thing I can say for sure is that when people feel calm and relaxed, they're more nuanced, more creative, they more rapidly see the bigger picture and rarely, if ever, behave in ways they regret. Alternatively, when they are in fight-or-flight, stressed, scared, ashamed or overwhelmed, they see things as black-or-white, right or wrong, and quite often behave in ways they regret.

To guide your people from a state of stress to a state of EQUILIBRIUM, armed with the knowledge, skills and tools to achieve balance, whatever is going on around them, we've developed a **four-step programme**:

- 1:** Finding EQUILIBRIUM For Resilience & Wellbeing@ Work Webinar
- 2:** Where are you on the EQUILIBRIUM scale?
- 3:** From Fight/Flight to EQUILIBRIUM 7-Day Challenge
- 4:** From Fight/Flight to EQUILIBRIUM the next 21 Days

To find out more about the Finding EQUILIBRIUM: Mindset & Emotional Wellbeing Programme:

[CLICK HERE](#)

[www.totalwellbeing.co/ex](http://www.totalwellbeing.co/ex)



Lawrence Mitchell

Chibs Okereke



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## Advertorial

# ENERGISING The Energisers

Creating positive change in any community or organisation requires champions on the ground who have the skill and the ability to connect at an emotional level with other people to drive progress. However, we often see people who have the passion and desire to make a difference in some way, but lack the skillset required to lead the change and often get frustrated and waste energy trying different things that don't work.

Within the context of business, the Wellbeing and HR Leaders are champions that need support to have more impact and create a "High Capacity Organisation", one where productivity, innovation, inclusion, creativity, agility and performance are high.

Over the last few months, we have created a programme that we're calling **ENERGISE the Energisers**. In a nutshell, this is a Fun, MBA-type experience centred on the key themes, knowledge, skills and behaviours that champions need to develop to have positive impact. The programme is organised into four parts:

## Phase One: Leadership Immersion

Four half-day masterclasses delivered over four weeks to give you the knowledge and resources you need to make a difference. We'll cover:

- Moving From Crisis to Confidence to Competitive Advantage
- The EX Factor for Employee Experience
- Innovation and Inclusion in Practice
- Leading Change and Prioritising For Impact

## Phase Two: Pilot Scoping and Business Case Development

Once you complete the Leadership Immersive, it's time to put the knowledge into action as knowledge without action won't get the results.

We'll support you the whole way to:

- Craft the story of the future - your vision
- Articulate the opportunities and risks
- Create an impactful business case to engage your executive leadership
- Develop the implementation plan to build a bridge to the future

## Phase Three: Pilot Implementation

Once you've been given the green light on your pilot, the fun can start as we're in the implementation phase! We always recommend starting with a pilot so that we can test, learn and build confidence ahead of roll-out. We'll be there to support you through the pilot:

- Weekly zoom coaching sessions
- Whatsapp support for day-to-day troubleshooting
- Access to a network of vetted delivery partners
- Invitation-only access to the EX Factor peer-to-peer community for networking and advice
- Support to develop a case study to share with sponsors and stakeholders and for award entry

## Phase Four: Scale Readiness

Finally, you are now at a stage where you'll have the knowledge, skills, experience and insights to extend your pilot and start to grow and scale so that you can impact more people. The journey ahead is exciting and we'll be there the whole way through.

**To learn more and to apply for the ENERGISE the Energiser programme:**

**CLICK HERE**



Lawrence Mitchell

Sean Hall

*"Be humble, for you are made of earth.  
Be noble, for you are made of stars."*

- Serbian proverb

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