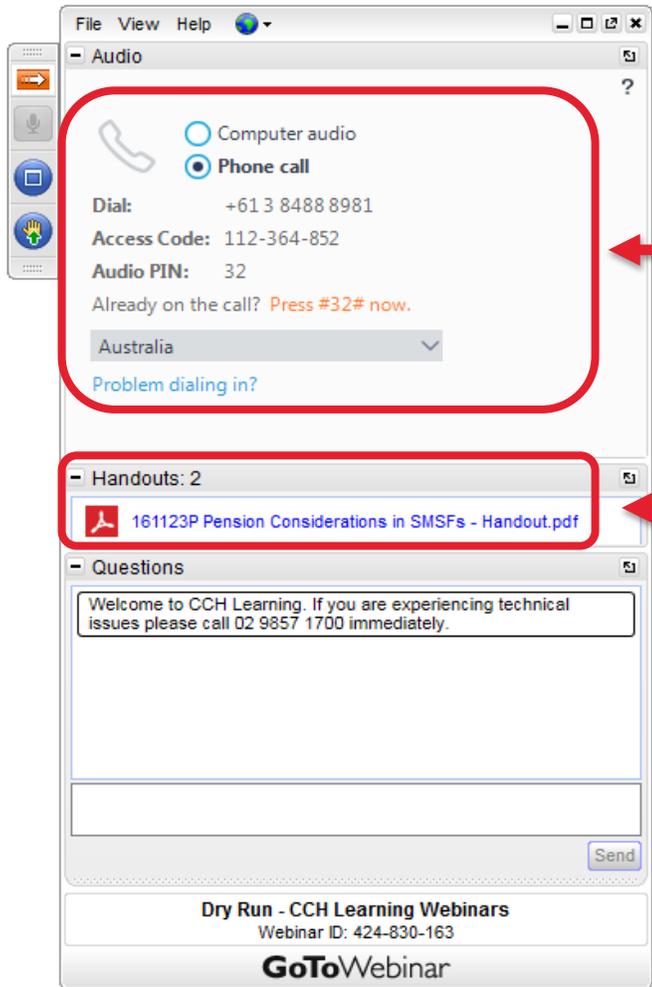

At your best all the time – Regular Practices for Delivering Sustainable High Performances

Deborah Assheton

Tuesday 11 June 2024



How to Participate Today



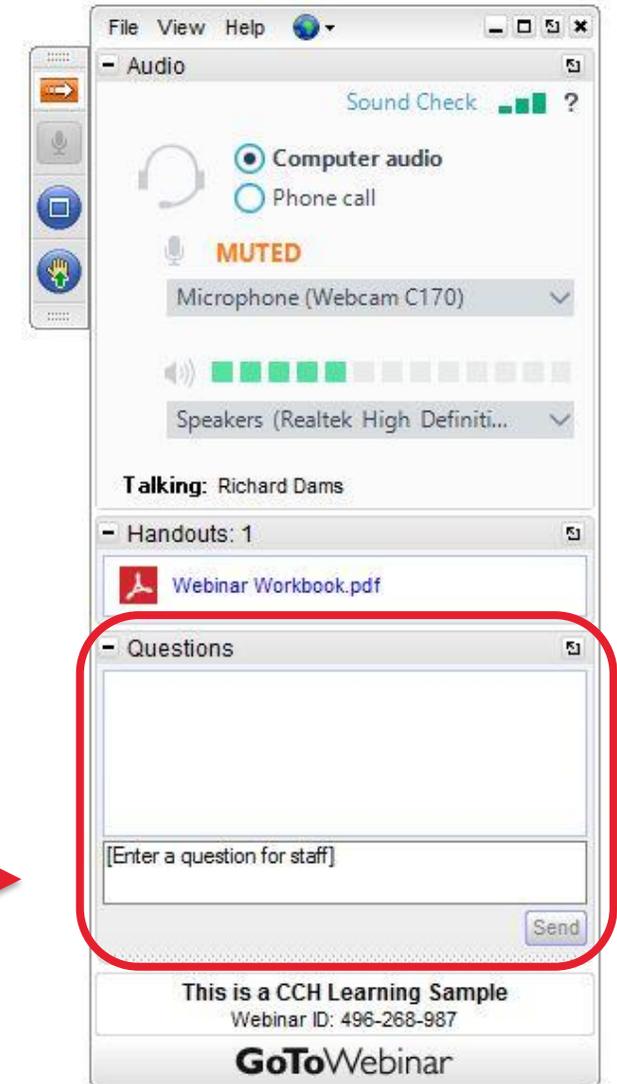
- Sound Problems? Toggle between Audio and Phone
- PowerPoint? In the Handouts Section
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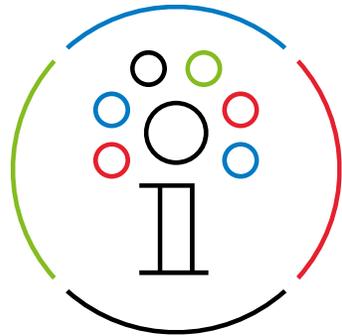
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Your Presenter



- Deborah Assheton
- Director
- The Amplify Group

Today's session will cover



At your best all the time – regular practices for developing sustainable high-performance

- Feeling fatigued? - the average week
- Taking responsibility for change
- Bringing your A-Game
- What are you aiming at?
- Your ideal week
- Practices for sustainable high-performance

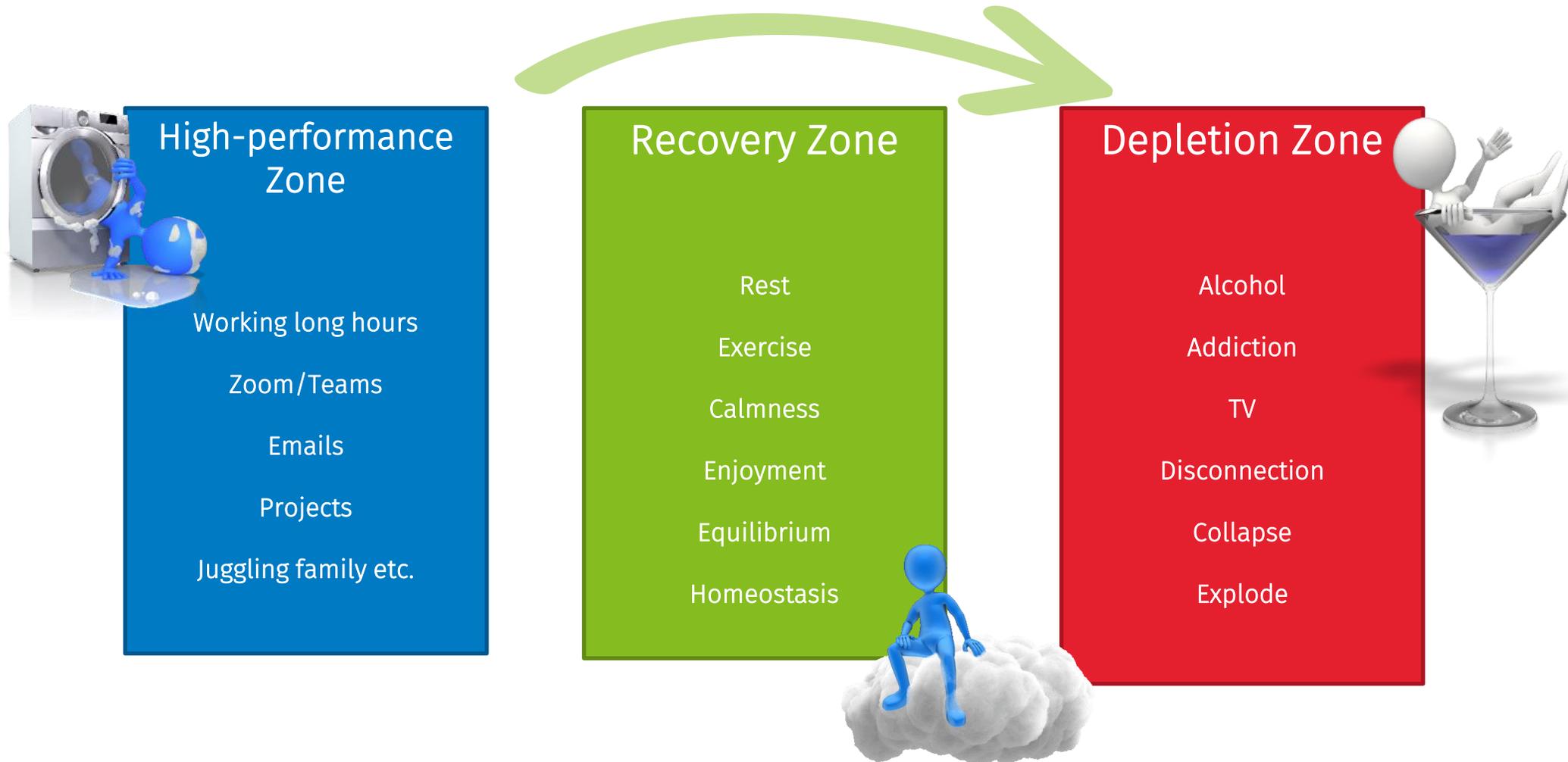
The Phases of Burnout

Over 30% of adults report feeling permanently fatigued.

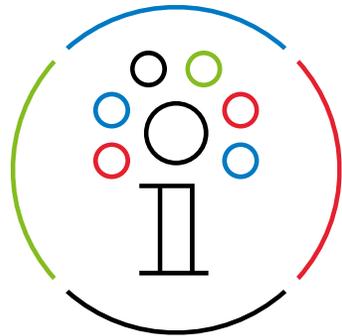
Burnout begins here



The Fatigue Zone



POLL Q1: My weekends tend to be...



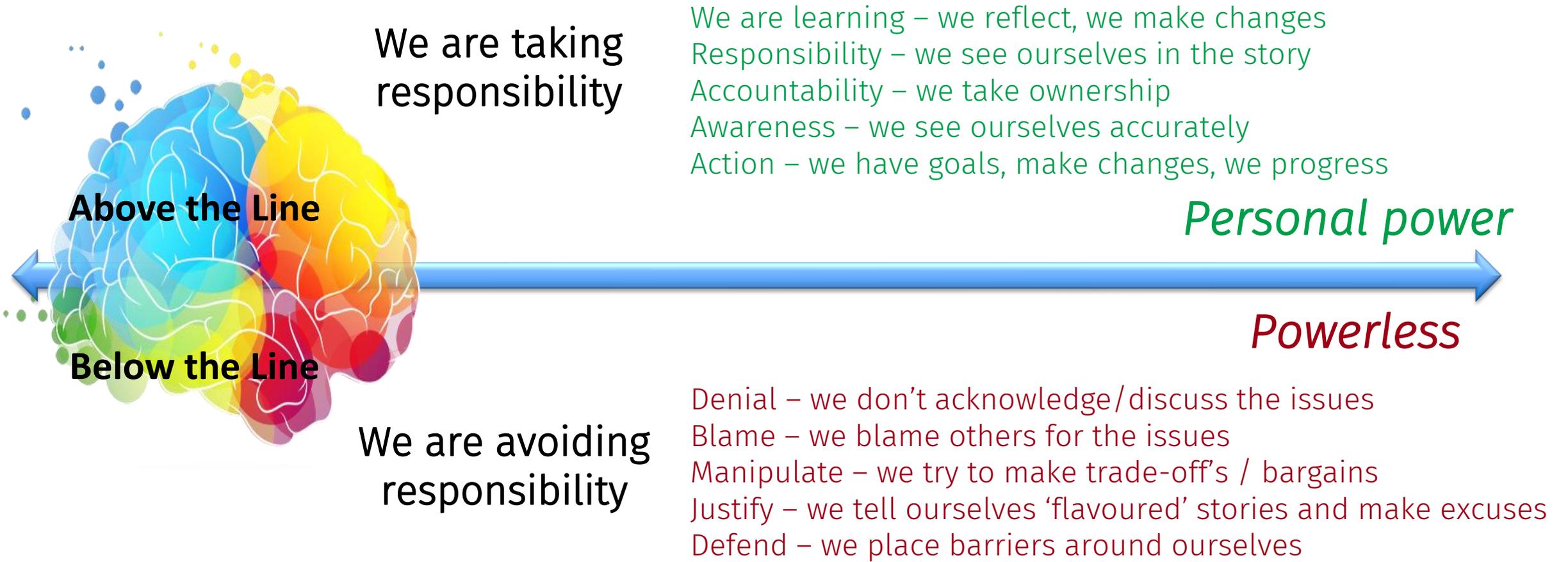
- a) Mostly in the High-performance zone
- b) Mostly in the recovery zone
- c) Mostly in the depletion zone
- d) A combination of recovery and depletion
- e) Every weekend is different for me

Taking responsibility ..

You are the pilot



Above or below the line?



Processing difficult emotions



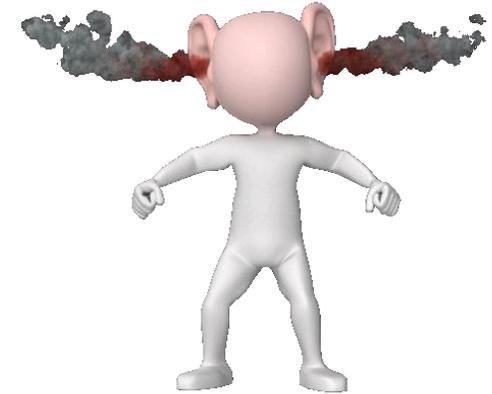
Repress



Experience

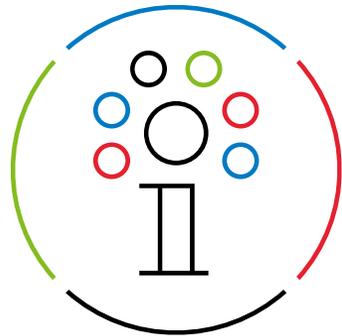


Express



Explode

POLL Q2: What is your top go-to behaviour?



- a) Repress
- b) Experience
- c) Express
- d) Explode
- e) I'm not sure

Your A Game...Being at your best looks like

1. You prioritising your physical & mental health above everything else – sleep, nutrition, exercise, relaxation
2. You prioritising strong relationships in every area of your life – partner, family, friends, workplace
3. You working intentionally – you are the cause of, not a reaction to...
4. You enjoying the path – at peace with your journey



We need to have our BIG rocks and our SMALL rocks in place across the domains of our life.

What are you aiming at?



Your ideal week

1. How much sleep?
2. How many exercise sessions?
3. Who are you spending time with?
4. How many hours do you want to work?
5. How do you transition and rest?
6. Where does life-admin get done?

Your ideal week

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
THEME							
4							
5							
6							
7							
8							
9							
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12							

Intentional Behaviour

What is the source of your motivation?

Quit smoking. Lose weight.
Work less hours

I will run 5 kms. I will
work 45 hours this week.

Avoidance

What we want to move away from

Failure rates up to 9 times higher
than approach goals

Approach

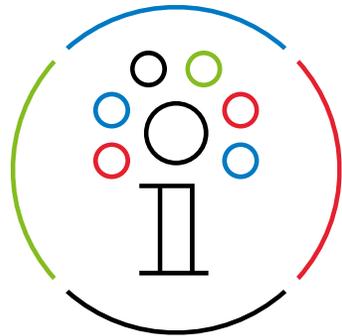
What we want to move towards

More likely to achieve, and at a higher rate
Emotionally approach goals generate greater
cheerfulness and happiness



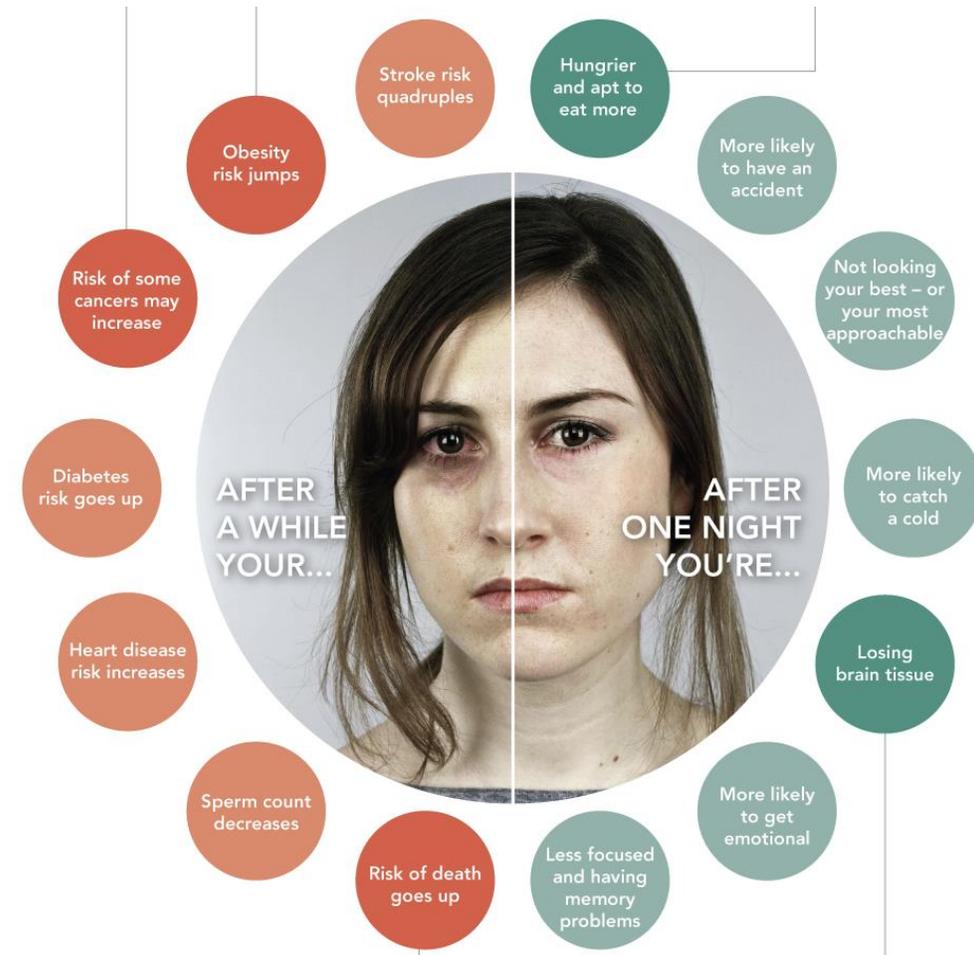
POLL Q3: I tend to have...

- a) Approach Goals
- b) Avoidance Goals
- c) A mixture of both
- d) None of the above



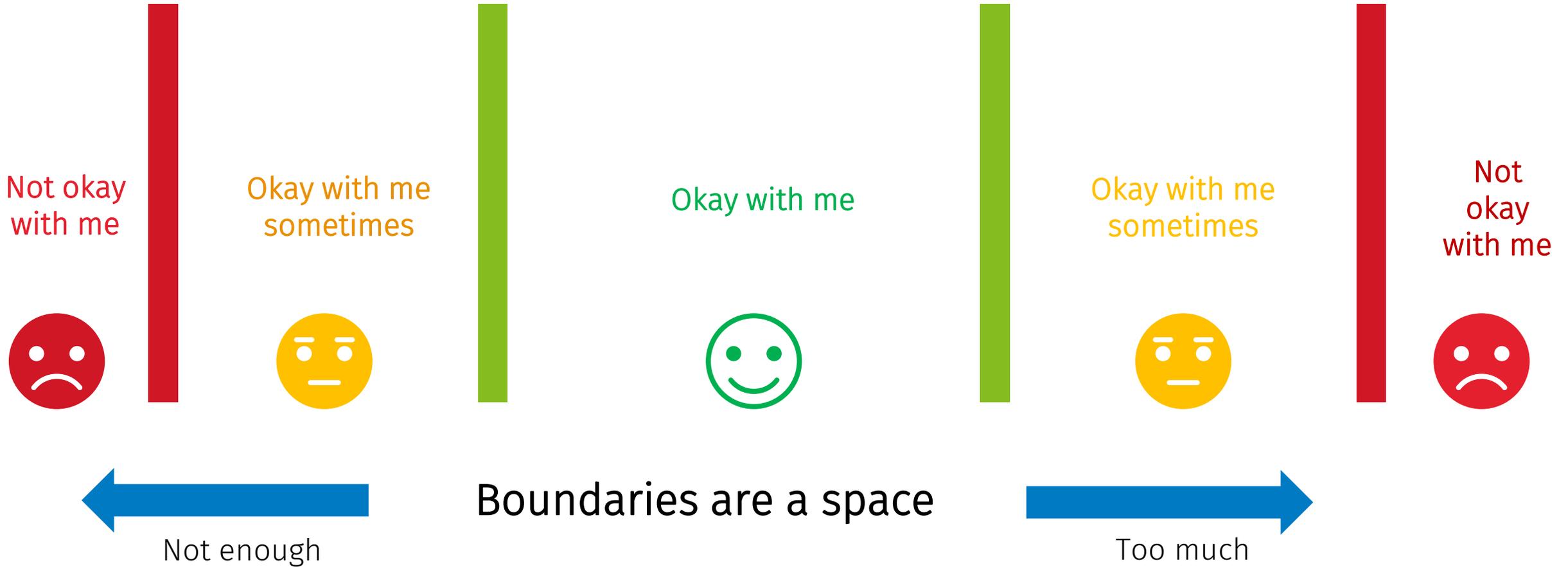
How does a lack of sleep create a performance risk?

- ❑ 6 hours of sleep or less drops time to mental exhaustion by up to 30%
- ❑ 6 hours of sleep or less decreases your ability to expire CO2 and inhale oxygen, impacting your ability to think clearly
- ❑ Under-slept employees will take on fewer work challenges, are more likely to slack off in groups and are less likely to come up with creative solutions
- ❑ Measurable impairments to neurological functioning if you're operating with 7 hours or less
- ❑ 4 hours of sleep or less is equivalent to a blood alcohol count of >0.05 or low-level brain damage



Sources: Adrianna Huffington Thrive (2014), The Sleep Revolution (2016). Sleep Foundation 2020

How do boundaries work?



Who is responsible for our boundaries?

We are responsible for setting, maintaining and managing our boundaries

Healthy Boundaries

Self-awareness – What works for us and why

Self-responsibility – Taking responsibility for setting, maintaining and managing our boundaries

Presence - Openness and Acceptance

Flexibility – Give and take

Poor Boundaries

Collapsed

Withdraw – no boundary

Pretend - denial

Placate - subservience

Flight – avoidance

Rigid

Power over – dominate/control

Arrogant – no integration

Judgmental – superiority

Absolve ourselves – no flex

Processing difficult emotions



Experience

- Exercise
- Write
- Meditate
- Contemplation
- Retreats/holidays



Express

- Talk to a confidant
- Therapy
- Open up a dialogue
- Vent (whine time)
- Clear your head/refine your thinking

At your best...

Adapting to the pressure/stress in your life..

Exposure to Stress

Coping Mechanisms



At your best all-day - practices

Exposure to Stress

Coping Mechanisms



Internal Recovery (at work/workplace) Techniques:

1. Utilise Off-time or Unplug to create tech free zones/times.
2. Take a cognitive break every 90 minutes to recharge your batteries.
3. Stop eating lunch at your desk/while you work. Eat outside in a garden or at the park for 30 minutes. Get some sunlight – Vitamins!
4. Take your holidays – every year and buy some extra. Think enjoyable mini-breaks – several a year
5. Have some “Weetings” every day – walking meetings around a park
6. Talk about resilience within your workplace, make it ‘okay’ for everyone to take conscious steps to internally recover
7. Put the phone away!

External Recovery (at home) Techniques:

1. Strategically ‘stop’ thinking about complex, difficult tasks and decisions, such as renovations
2. Get adequate restorative sleep and exercise - these reduce stress, anxiety and lowers likelihood of depression
3. Maintain a healthy diet and keep your weight within a healthy range

At your best all day - practices

Exposure to Stress

Coping Mechanisms



Connect with others

1. One of the single biggest factors supporting your well-being is your connection with family and close friends
2. Accepting help and support from those who care about you and will listen to you, strengthens your resilience
3. Aim for enjoyable social interaction that allows you to connect with others

Pace yourself & stay flexible

1. Set yourself up for the marathon and you will run the marathon, not the sprint
2. Drop goals that are no longer attainable, and switch them for new goals that are
3. Accept circumstances that cannot be changed, focus on what you can alter
4. Work to build a high-frustration tolerance, and ability to let frustration go
5. A “say-yes-to-life” attitude – find ways to say ‘yes’ to whatever challenges come

At your best all day - practices

Have internalised goals, & take action

1. Move toward your goals. Do something regularly — even if it seems small – PROGRESS is the magic word
2. Take decisive actions. Act on adverse situations as much as you can

Stay Positive

1. Be Optimistic: remember “this too shall pass” and ask yourself how do I make the most of it?
2. Fine-tune your stress responses. Do everything you can to reduce negative thinking. Instead teach yourself how to avoid overestimating the probability of negative outcomes

Exposure to Stress

Coping Mechanisms



Keep an open mind

1. Don't catastrophize: Avoid seeing crises as insurmountable problems. Stretch to achieve realistic optimism. Choose to believe that you can improve and then act to make things more workable for you.
2. Look for opportunities for self-discovery and meaning. Difficult situations often reveal valuable insights and capacities that easy tasks will never do. Respect your capacity to grow through struggle.

Achieving Sustainably



High-performance Zone

- Have clear boundaries
- Disconnect from work each day
- Take Cognitive Breaks
- Mono-task
- Mindfulness practice
- Connect with family & friends
- Pace yourself with projects

Recovery Zone

- Do enjoyable activities
- Have Power Naps
- Reflect on progress
- Get some exercise
- Nature, nature, nature
- Gratitude Practice
- Stay above the line



Depletion Zone

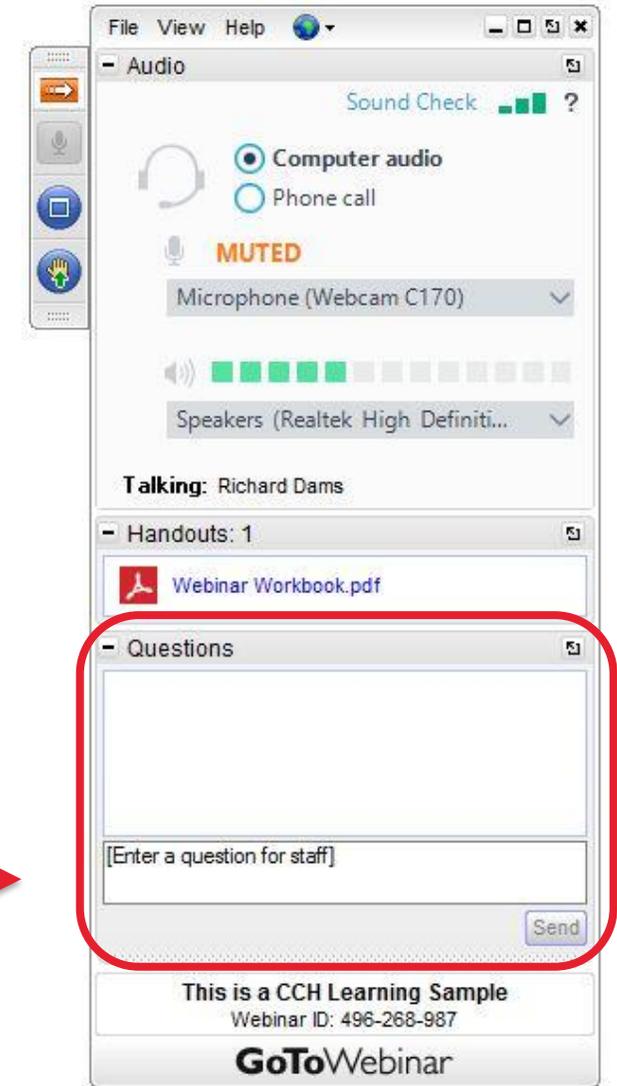
- Limit Alcohol when tired
- Stop checking your phone
- Take binge breaks
- Limit people who are not good for you
- Limit dramatic 'news'
- Limit junk food

Questions?

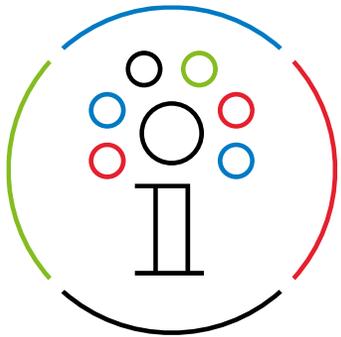


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- 13 June – Work-related Expenses Hotspots
- 18 June – ATO and Bankruptcy & Winding up Cases
- 18 June – Building a Resilient Brain with Mindfulness

Questions



- Deborah Assheton
- Director
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- deb@theamplifygroup.com.au

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