

## **Return on Energy™ (R.O.E.)**

*Free yourself and your teams from work/life balance trap*

The provocation is simple: stop seeking a utopian balance of work and personal life – which, when achieved, is at best transitory – and start reflecting on what gives you energy and what drains it. By shifting your lens on how to have a balanced and fulfilled life through getting the best return on your energy, you will make better choices of how to use this most precious resource.

The concept of the work/life balance dates back to the manufacturing laws of the 1800s enacted to protect women and children. It then cropped up in the Fair Labour Standards Act of 1938 which established the 44-hour week. Today it fuels a multi-million-dollar industry and is a term we use to berate ourselves about what we believe we are failing to achieve, often building resentment of our careers for taking away our potential happiness.

How helpful is balance as a construct to apply to our life anyway? The image of balancing on a tight rope or balancing spinning plates conjures up the showman or artist under extreme pressure. Moreover, the subliminal message that work is hard and once you get home it's all a bed of roses is equally unfounded and unrealistic. What we all crave are more moments of positive energy, fulfilment and happiness. Where they come from is far less relevant.

The challenge therefore, is not to try to balance our time, but to rather look at the energy flow, and work out how to leverage it to create more of those shiny moments and limit the self-imposed or systemic draining of our energy. We need to learn to manage how we respond to our lives in a way that makes us feel better and more energised, therefore, more fulfilled.

The R.O.E. model (below) is designed to empower the individual to do this in a simple and effective way. It is made up of four quadrants through which the creation and depletion of energy can be tracked. It can be applied to an individual, a team or across an entire organisation. Each quadrant is then underpinned by a series of psychological and leadership-based tools to support the person with the skills they need to sustain the best choices. Through this model we can highlight the importance of identifying personal 'energy shots'. What, how and where do I get my energy? Once these are known, they are less likely to be neglected, and more likely to be nurtured and prioritised.

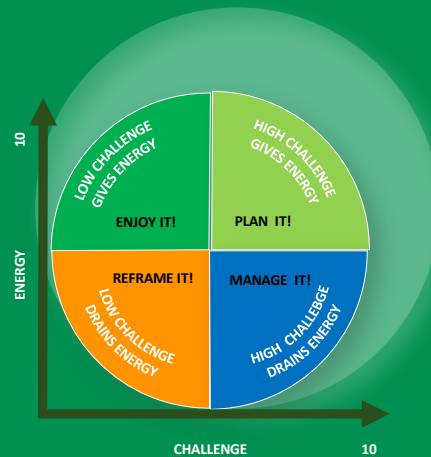
Success and happiness are OUR choice, the organisation is there to enable opportunities for both, however it is the individual who needs choose how to spend their time and use their energy. Psychologist and philosopher, William James, said, "The greatest discovery of any generation is that a human can alter his life by altering his attitude". Which brings us full circle to provoke the bigger question: Do we have the courage to look through a different lens on how we define a happy life and take responsibility for this ourselves?

# PAUSE

## PARTNERSHIP

EXECUTIVE COACHING & CONSULTING

### Return on Energy® Model



**P.A.U.S.E.**  
For Executive Coaching & Consulting

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