



# Employee Energy Model

# Employee Energy Model Agenda

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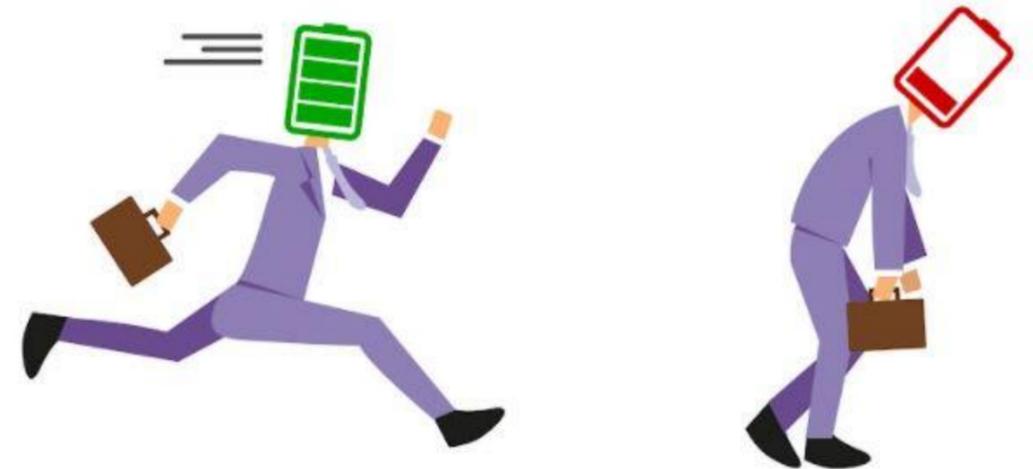
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## Monitoring Employee Energy Levels (And Why It Matters)

When you think about the fabric of any organisation, it's largely made up of the employees within it. It is this collective team effort that determines the output, productivity and ultimately success of the business. Which is why employee wellbeing and employee energy levels must be considered for business growth to be achieved.

Especially now, as we emerge out of a global pandemic, self-care in workplace environments has never been more important. The long-term impact of remote working with limited contact has led to a number of new challenges - plus there's back to work stress to contend with as well.

In this feature we're going to take a look at the significance of employee energy and how to harness it better.



## What is employee energy and why it matters?

Without energy, we wouldn't have the ability to function or perform. It underpins our actions, and gives us the mental or physical strength to do things. In the workplace, for instance, physical energy can be anything from participating in meetings to using machinery. While mental energy can range from creative thinking to self-motivation. All of these make up the rich tapestry of functioning to our optimum.

Although they go hand-in-hand, energy shouldn't be confused with engagement. Employee engagement is about one's enthusiasm for a job, with a focus on job satisfaction and labour retention - an asset seen in high-performing employees. However, it is employee energy that sustains this high-performance.

In simple terms, employee energy is essential for individuals to carry out tasks to their potential. It can be the vital difference between success and failure for a business. For this reason, it's important to track employee energy levels and act accordingly.



## **Removing barriers for growth**

Before we look at how to harness employee energy in the workplace, let's take a look at some of the main factors that can impact upon it.

# Removing barriers for growth

## Work culture

We know that workplace culture can determine the way people behave and interact with each other. Yet, staggeringly, 70 percent of people have worked in a toxic work environment.

It is essential for business leaders to create a positive and healthy work environment that puts self-care in workplace front and centre. If your business hasn't already conducted an internal audit of employee morale and wellbeing, don't delay the opportunity to delve deeper.

# Employee burnout

Contrary to popular opinion, being overworked does not equate to high productivity. It's a short-term solution to a long-term problem, which can zap employees of all energy and motivation in the long run. Responsible managers should have visibility over their team's workloads, and empower them with the right tools to achieve these. They must also be mindful around setting realistic goals and reasonable work hours. What's more, managers should be educated to spot the signs of employee burnout, and help put measures in place to tackle them.



# Lack of support or gratitude



As a final thought, are your managers practicing gratitude in the workplace? If not, they should be. Studies tell us that employees that are made to feel valued and their contributions recognised, are higher performing and less likely to leave a job.

# What does it take for employees to be at their best or most productive energy levels?

For the best results, employee energy levels should be tracked and reviewed frequently, to better understand what is making your team's energy go up, down, or plateau. One of the best ways to achieve this is by conducting an Employee Energy Survey. This frequent 'temperature check' is a useful benchmark for management to adopt.

Additionally, let's take a look at some effective ways to boost internal engagement and energy levels, whilst monitoring them at the same time.

## **Energised leadership**

Company culture is implemented from the top down. If you don't have an energised leader, you won't have an energised team. Up to 82 per cent of business leaders aren't working to their optimum energy levels. Ask yourself what is the business doing to optimise the performance of its senior leadership team, and what more can it do?

## **Humanised approach**

Professionals in the field suggest the key to optimising employee energy is to 'measure, reflect and change' tack accordingly. Managers should develop individual and specific goals that directs the employee energy towards these goals, whilst monitoring impact along the way. This ensures everyone is working at a pace sustainable to their capabilities, for optimum productivity.

# Influencers

Every business has them – a set of high-energy, high-performing individuals that yield positive influence over others. And guess what? These are some of your most valuable assets, and can be used to help deliver business goals.

Using a network analysis tool to identify them, use your internal influencers to deliver your company vision, whilst engaging and motivating teams at the same time. It's a great way in how to improve employee productivity at low cost.

# Handling 'hot spots'

On a similar note, hot spots, or areas of great energy concentration, are highly valuable to a company. But knowing how to manage them is an art in itself, to glean the very essence of what they bring.

# Employee engagement

We know that employee engagement best practice is something that progressive companies understand. After all, businesses with high employee engagement have higher output, lower labour turnover and experience stronger growth as a result. Tracking employee engagement is the best way to understand where you sit as a business, giving you the opportunity to hone in on areas for improvement.



# A final thought



It's time to stop looking for quick-fixes, and start looking for long-term ways keep teams energised in the workplace. Consistent dialogue with staff is a great way to understand and improve upon employee energy levels. It's also an opportunity to act upon this feedback, since it's often the small things that can make a big difference when it comes to energising and galvanising a workforce. And while its impact may not happen overnight, you're creating a self-care in workplace blueprint that will help to prevent employee burnout, and keep individuals energised to their potential in the long-run. Isn't that something to be proud of? We think so.