

Statewide Mutual Conference
August 2023

OPTIMISING COGNITIVE ENERGY FOR PERFORMANCE



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AGENDA

- Why?
- Energy and balance
- Personal pace and productivity tools to improve performance with less effort
- The neuroscience of mental fitness and frameworks to increase it



WHY?

- Achieve your work with less effort
- Build, and retain, a high performance team and culture
- Less sickness, burnout, mental health issues



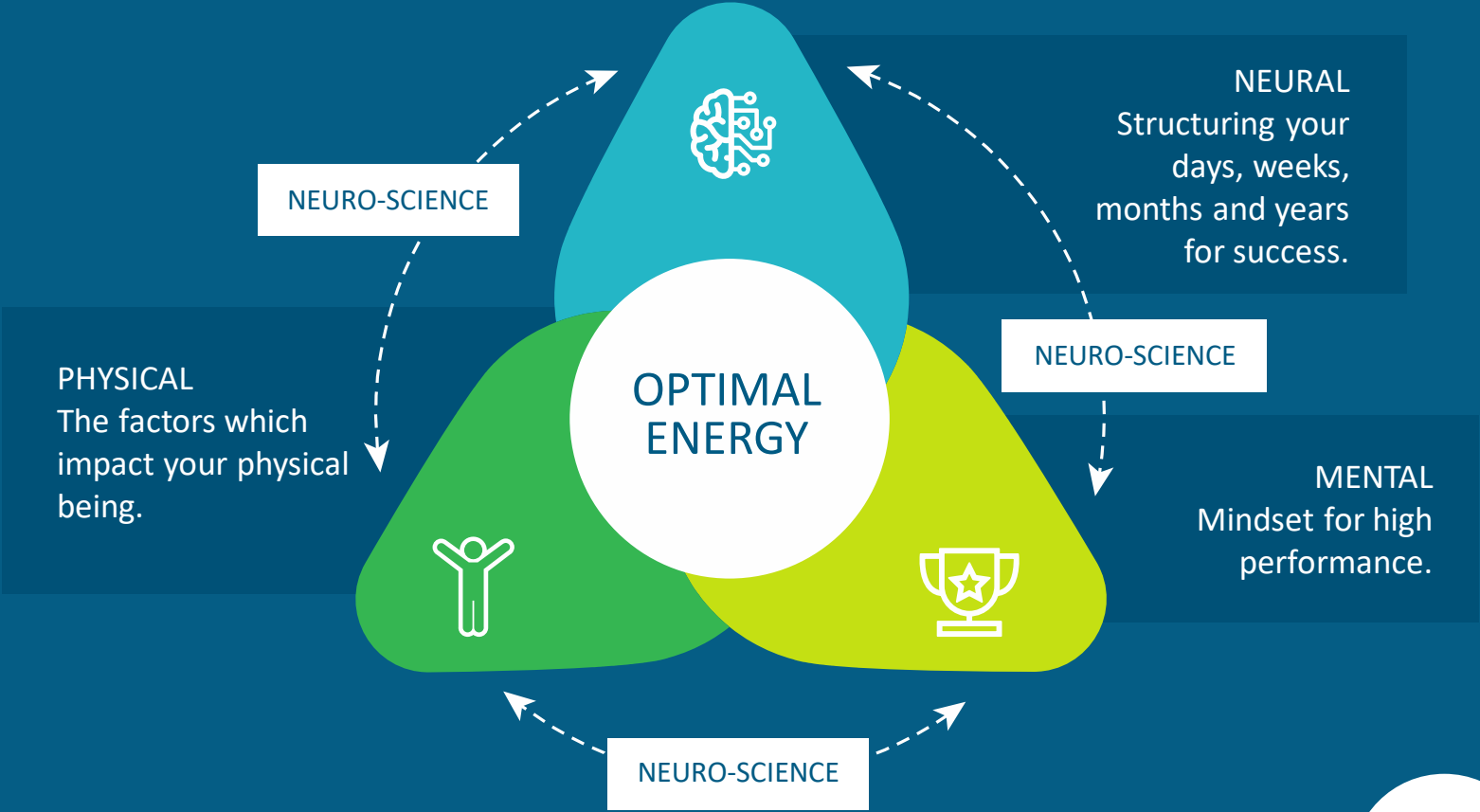


ENERGY

1. Strength and vitality required for sustained physical or mental activity
2. A feeling of possessing such strength or vitality



NEURAL, MENTAL, PHYSICAL



OPTIMAL ENERGY = 100 energy credits



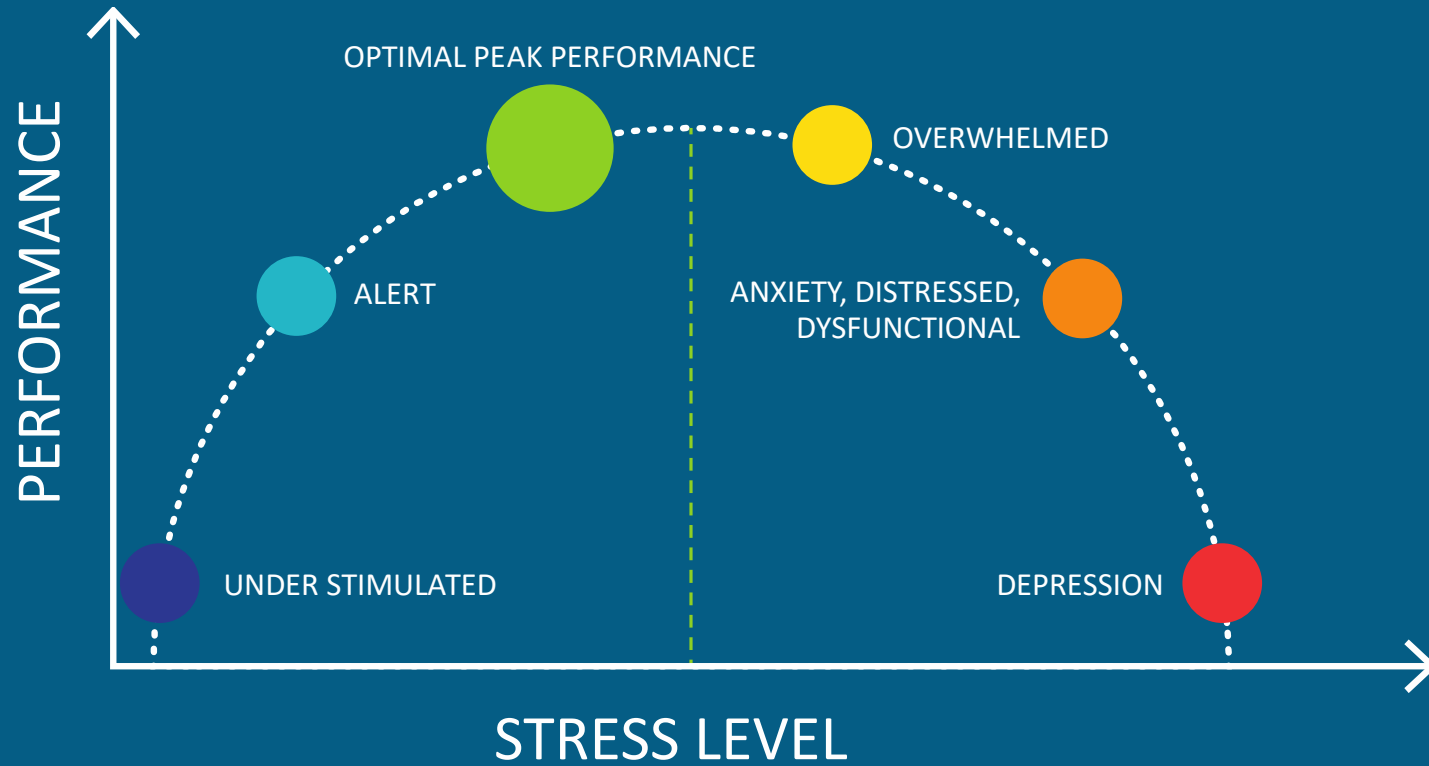


COGNITIVE ENERGY

1. Mental effort and resources you need to perform tasks
2. From paying attention to learning, decision making, analytical thinking and problem solving.



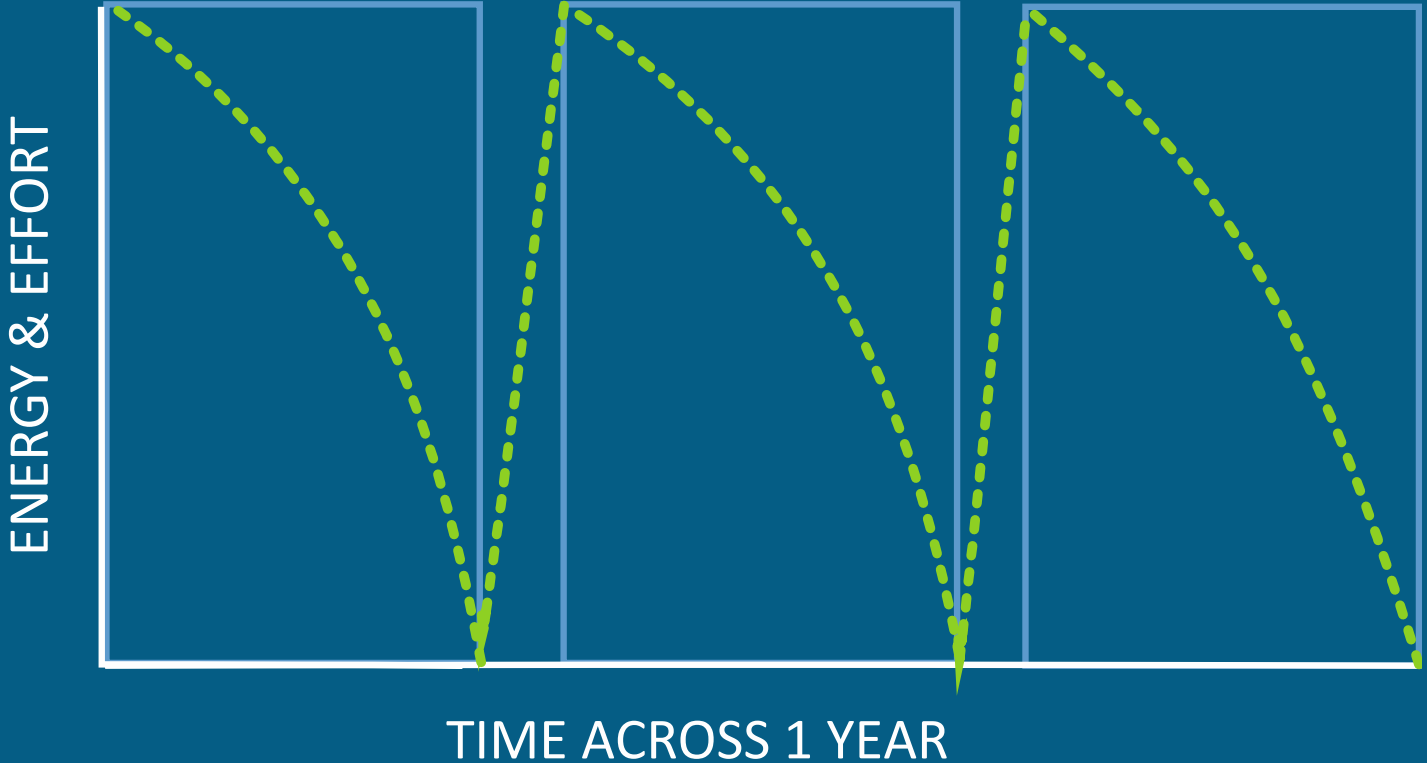
OPTIMAL STRESS



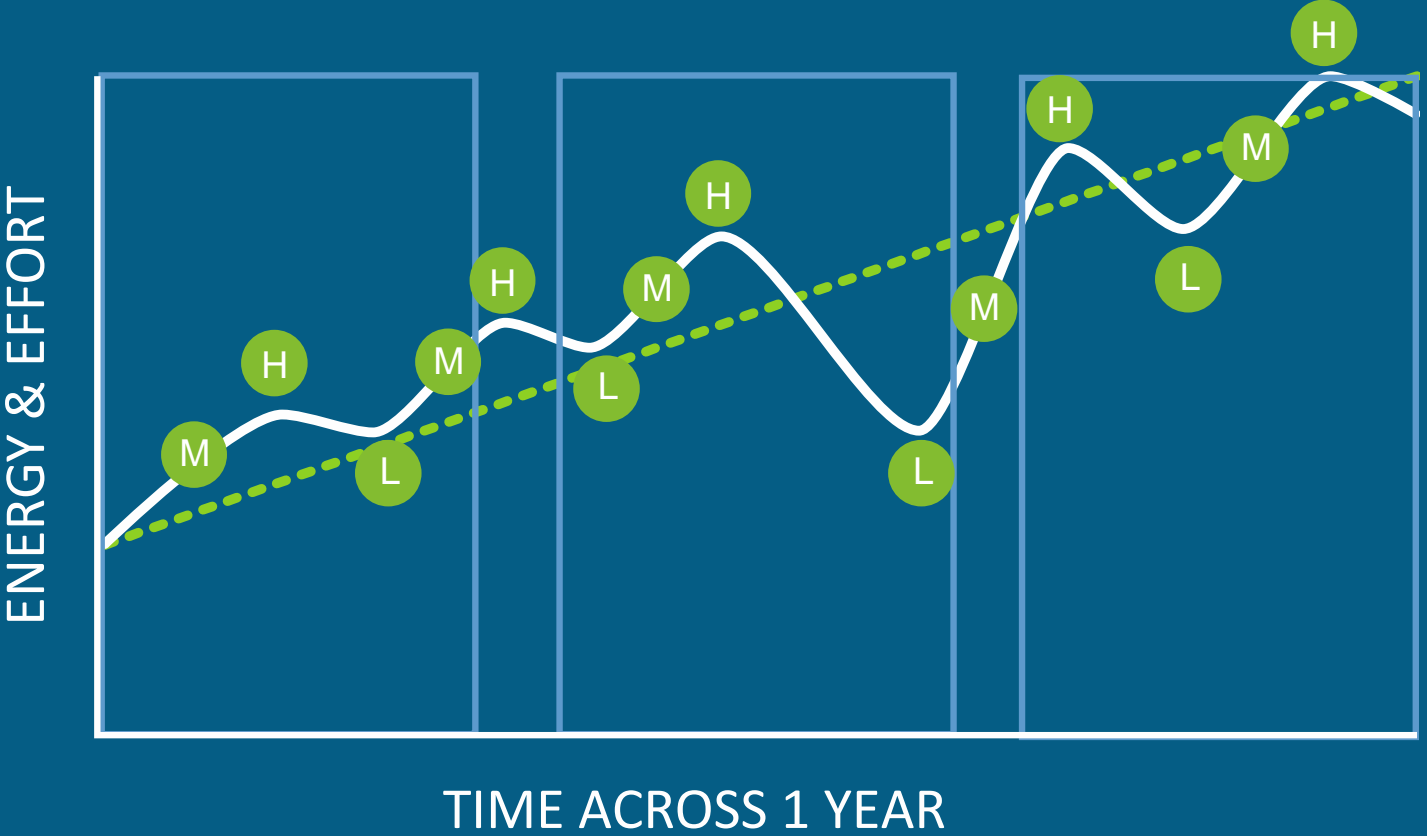
ENERGY & EFFORT



PERFORMANCE



PERFORMANCE



PRODUCTIVITY

Heavy - work	Medium – work	Light – work
Heavy – non-work	Medium – non-work	Light – non-work



PRODUCTIVITY

	Mon	Tues	Wed	Thurs	Friday	Sat	Sun
AM 1	n/a						
AM 2	L						
AM 3	L						
Lunch							
PM 1	H						
PM 2	M						
PM 3	H						





H > M > L

- Does it really need to be done?
- Automate it
- Can it be outsourced?
- Re-assign it
- Do it at a different time
- Change pace
- Change your mindset about it

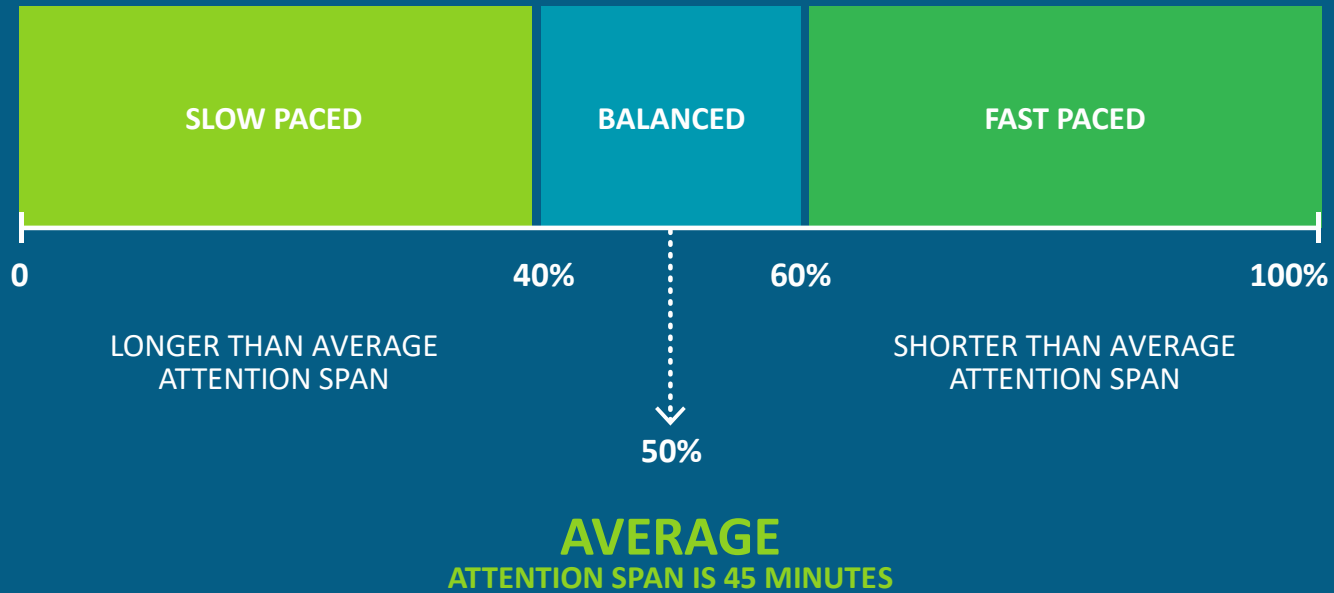


NATURAL BIORHYTHM

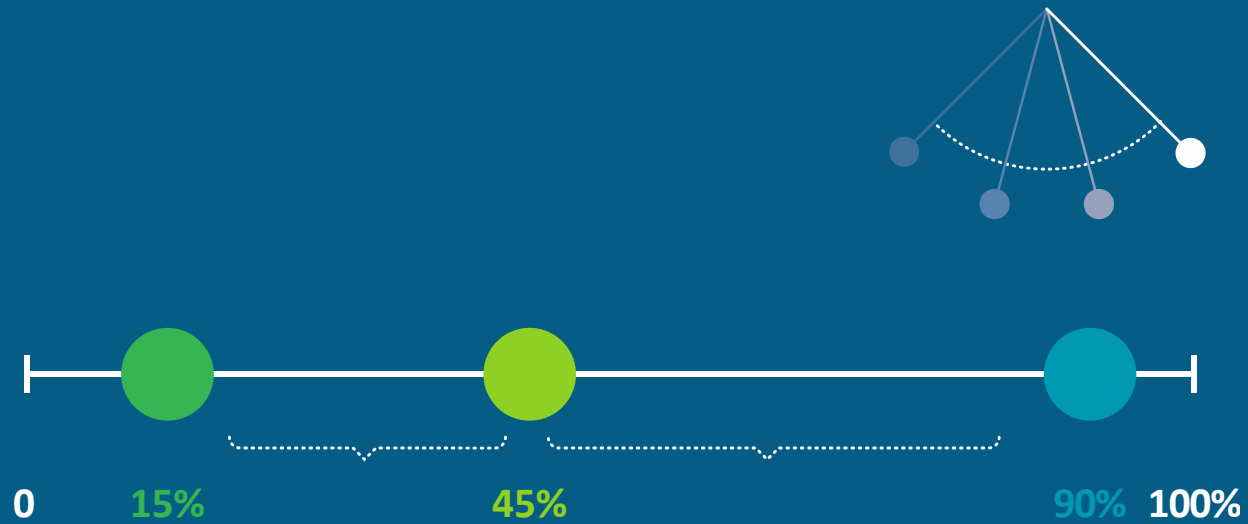
Fast & slow



PERSONAL PACE



EXAMPLE



THE GAPS BETWEEN YOUR NATURAL PACE AND OTHER PACES WILL CAUSE UNNECESSARY DRAIN OF ENERGY CREDITS AND REDUCE PRODUCTIVITY

- Natural
- Work
- Leisure

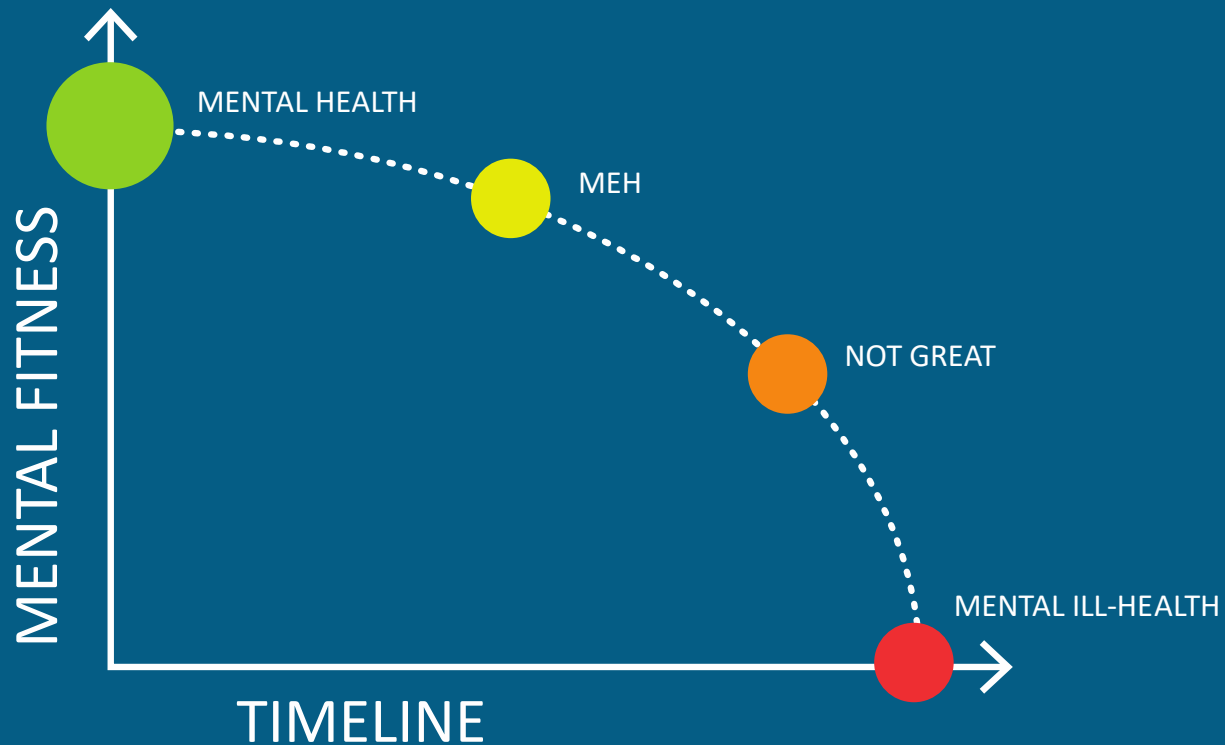


MENTAL HEALTH - WHO

- A state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.



MENTAL HEALTH CONTINUUM



MENTAL FITNESS

- Psychological capital includes hope, resilience, self efficacy (confidence) and optimism
- The ability to think flexibly and helpfully
- Ability to set boundaries
- Opportunities versus obstacles





PSYCHOLOGICAL SAFETY

The belief that you won't be punished or humiliated for making a mistake, or speaking up with questions, concerns or ideas.

- Questioning ideas vs threatening
- Disagreeing vs being disagreeable





ACCOUNTABILITY MINDSET

Taking conscious control of your responses to the events and circumstances in your life – being positive and solution driven with helpful thinking



Blame, victim mentality, negative, unhelpful thinking.
problem driven – not taking responsibility





JUMP IN THE “CAR”

- Change
- Accept
- Remove





3 STAGES - ACE

- Agreement - why, who, what, how and when
- Communicate / Check-in
- End date





TOOLS - BEGINNER

- Breathing techniques
- Gratitude / “What went well”
- “I get to” / “I have to”
- Ta-da list vs To-do list
- #crushinglife
- Notice negative automated thoughts





ACTION PLAN - PERSONAL

- Name **one** change you are going to make in the next **two weeks** to improve your energy and productivity.



CONCLUSION

- A high level of cognitive energy is a prerequisite for enhancing psychological capital.
- Thinking differently requires cognitive energy.
- Promote accountability and psychological safety.





FINAL THOUGHTS

You can have RESULTS or EXCUSES.
NOT BOTH!



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