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Vice President Diversity & Engagement





“When demand meets capacity, we begin to make expedient choices that get us through our days and our nights but take a toll over time. We survive on too little sleep, wolf down fast foods on the run, fuel up with coffee and cool down with alcohol and sleeping pills.”

— Loehr and Schwartz

persevere competent flexible clarity

imaginative courage effective patience

leadership

faithful empathetic innovative curious

competitive diverse humility social



55%

stressed

25%

chronic anger

83%

**Health cases
depression
& stress**

33%

insomnia

**US loses over \$500B
annually due to stress**





“At the most practical level, our capacity to be fully depends on our ability to periodically disengage.”

- Loehr and Schwartz

be·ing

Existence being alive; living

Arise & Shine



a·rise

Emerge become apparent, come into being; originate.



shine

Give out a bright light. Very talented or high performer.

DON'T DRIVE ON EMPTY



You can't pour from an
empty cup.



Take care of yourself first.

*“Keep your vitality.
A life without health
Is like a river without water”*

Maxime Lagace

Nurturing yourself

IS NOT SELFISH -

it's essential

TO YOUR SURVIVAL AND

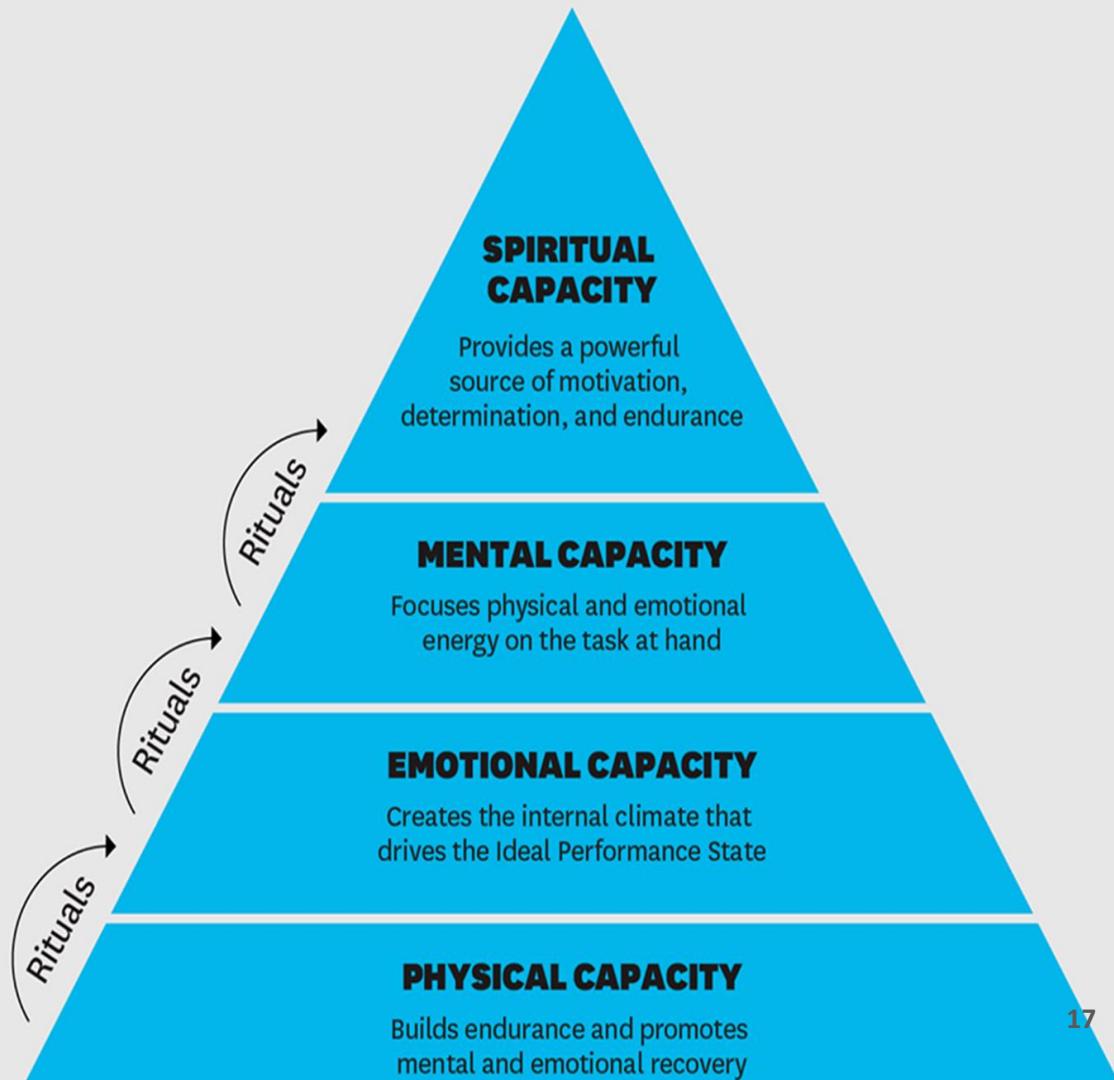
your well-being.





Happiness
Makes You
More
Productive

Action
Changes
Things



“Energy, not time,
is the fundamental currency
of high performance.”

Jim Loehr and Tony Schwartz
The Power of Full Engagement

Physical

Builds endurance and promotes mental and emotional recovery.

Benefits of Physical Health

- Sharper memory and thinking
- Higher self-esteem
- Better sleep
- More energy
- Stronger resilience





Ernestine Shepherd
81 years Old
Started working out at 56

Same Age





Emotional

Creates the internal climate that drives the ideal performance recovery

Loehr, J. and Schwartz, T. (2001) *The Making of a Corporate Athlete*"



*Positive emotions ignite energy
that drives performance.*

Emotional Formation



Sometimes it's difficult—or impossible—to see objectively our areas of brokenness.

In our areas of brokenness, we develop elaborate *defense mechanisms*.



I can't
do it

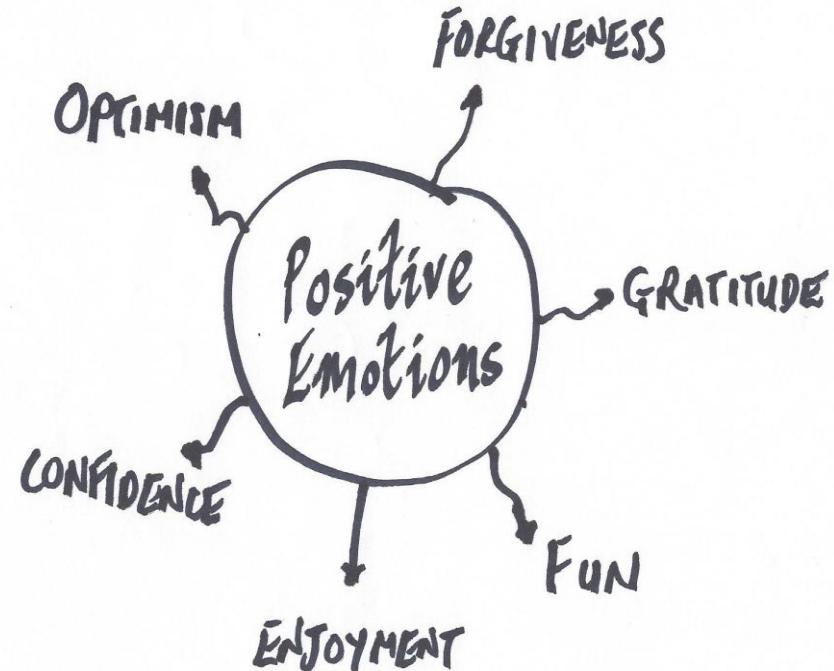


CHARACTERIZED
LOW OCCASIONALLY
BEHAVIOR IMPLIES
COMMON ACCOUNT
UNCONTROLLABLE ASHAMED
COPE
PATTERN BULIMIA
FEELINGS REALITY
YOUNG ACCOUNT
EXCESSIVE BEHAVIOR
TEENAGERS
FILL WOMEN
DEPRESSED CONSISTS COPE
PURGE COMPULSIVE
REALITY FEELINGS REALITY
EATING SYMPTOM LOW EATING FREQUENT FREQUENT
OVEREATING DEPRESSED
SHAMED SYMPTOM SUFFER RAPIDLY EATING DISGUST
VOID SHAME CHALLENGES AMOUNT FOOD OVERWEIGHT
CONSUMES DISORDER EXPERIENCE BINGE DISGUST
UNCONTROLLABLE OVEREATING REPORT AMOUNT DISORDER
CHALLENGES BINGE IMPLIES OVEREATING
SYMPTOM CONSUMES REPORT BINGE AMOUNT DISORDER
OVEREATING CONSUMES REPORT BINGE AMOUNT DISORDER
IMPLIES OVEREATING EXPERIENCE



Developing Positive Emotion

- Ask yourself, “**What am I telling myself about this situation?**”
- **Challenge** your thoughts and **examine** their truth and accuracy.
- **Reframe** the thought to a more rational/balanced/helpful thought.
- Rather than catastrophizing the situation, say to yourself:
 - “**What is the worse thing that can happen?**”
 - “**What is the best thing that can happen?**”



The greatest limitations
you will ever face will be
those you place on
yourself

- Denis Waitley





Courage isn't
being fearless.
Courage is being
afraid and doing
it anyway.



Mental

Focuses physical and emotional energy on task at hand

A dark, moody photograph of a woman with long dark hair. She is wearing a grey long-sleeved shirt and is leaning forward with her head resting in her hands. Her fingers are clasped around her forehead, and her eyes are closed. The lighting is low, creating strong shadows and highlights on her face and hair.

Approximately
1 in 4 adults will
experience a mental
health problem
this year.



Negativity



UNINSTALLING...

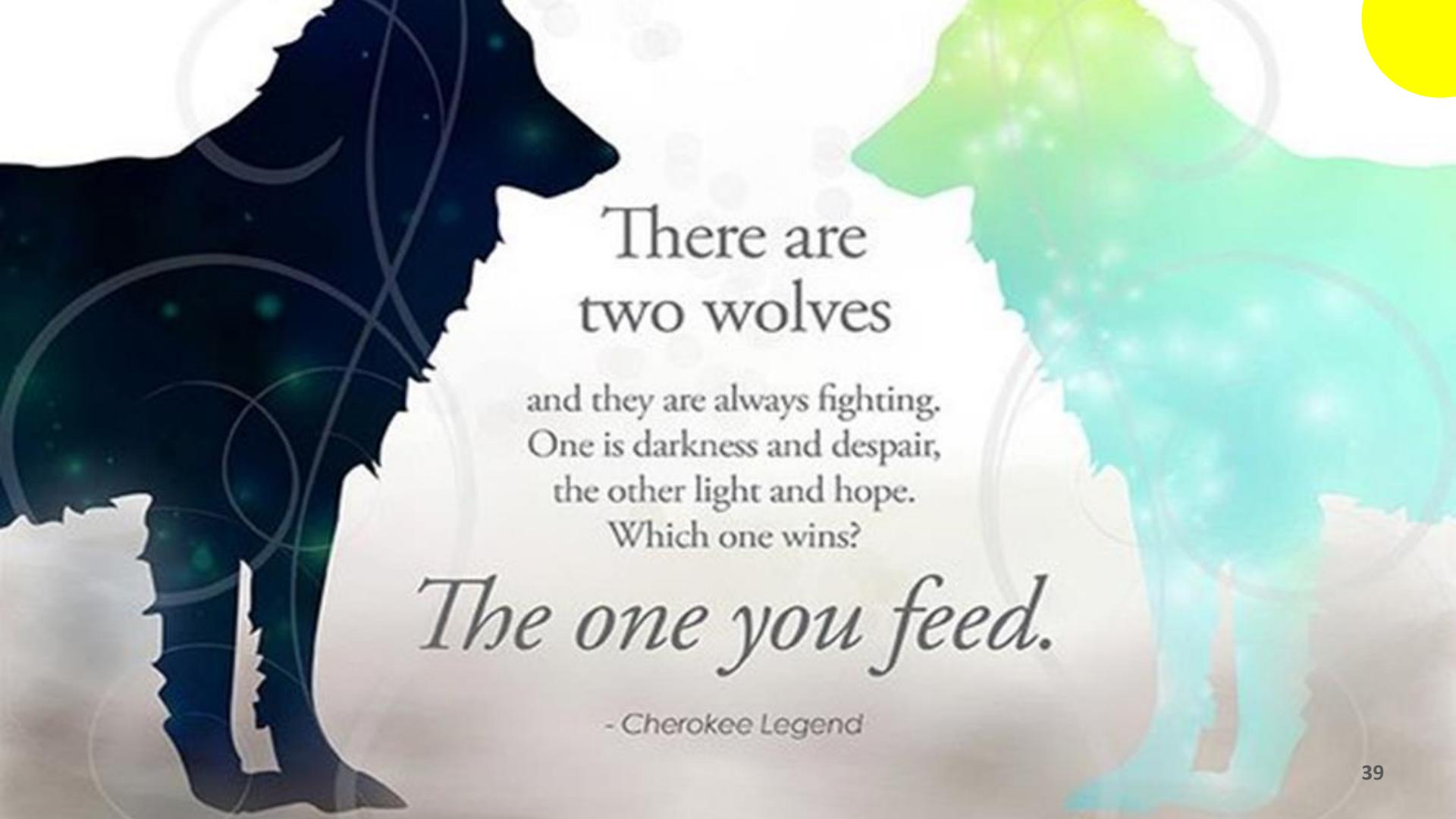
Make sure your mouth
matches your mission.

www.WORDFORLIFESAYS.com

Don't speak against
your own destiny!

SPEAK LIFE



A stylized illustration of a human head in profile, facing right. Inside the head, two wolves are depicted. One wolf is dark blue/black with white highlights, representing darkness and despair. The other wolf is light green/yellow with white highlights, representing light and hope. They are shown in a dynamic pose, as if fighting or competing.

There are
two wolves

and they are always fighting.
One is darkness and despair,
the other light and hope.

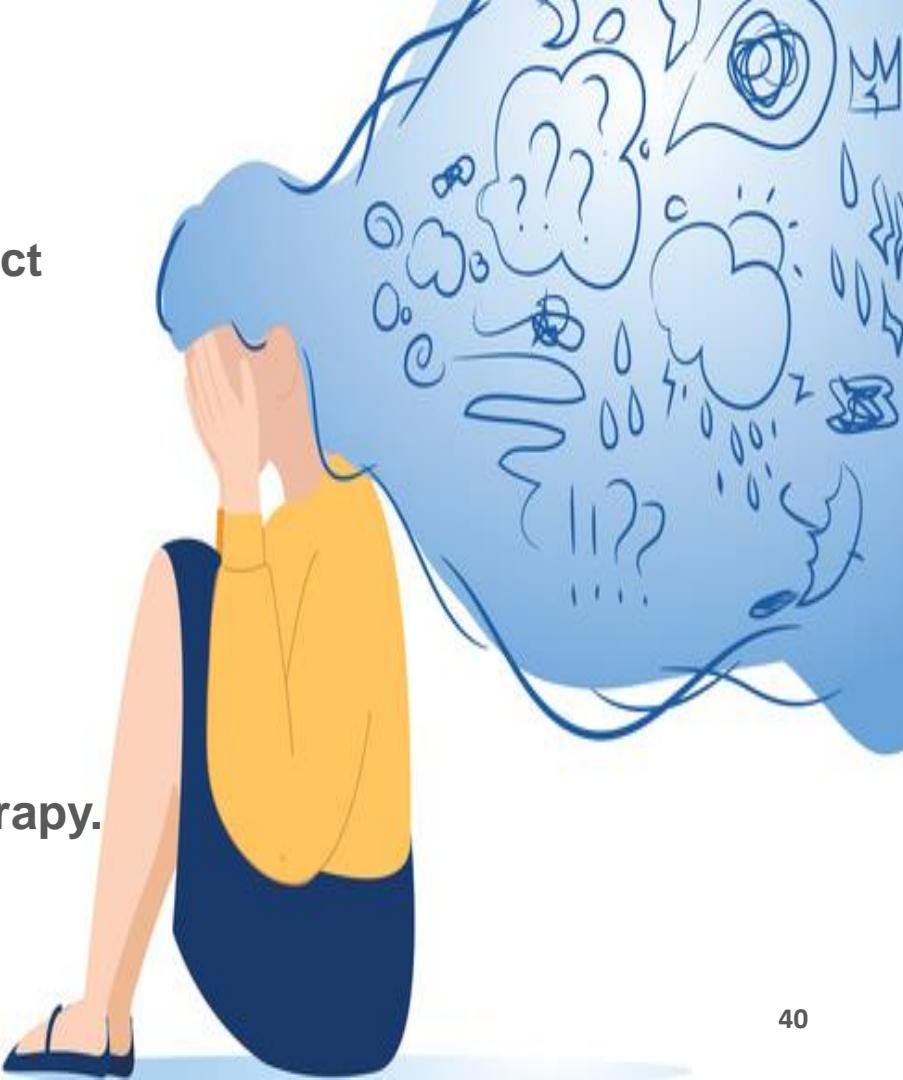
Which one wins?

The one you feed.

- Cherokee Legend

Mental Health Allies

1. Understand that mental illness can affect anyone at any time.
2. Ask twice.
3. Take it seriously.
4. Choose your words carefully.
5. Pay attention to others' stress levels
6. Recognize they're the same person.
7. Actively welcome colleagues
8. Challenge your own perceptions of therapy.
9. Follow their lead.
9. Talk about mental illness.



Spiritual

Provides a powerful source of motivation, determination, and endurance.



What good is it to gain
the world's approval but
have no peace?



Ways to Build a Stronger Spiritual Life

Be Thankful

Worship

Turn worries over to God

Use your talents

Take a step of faith

Meditate on Scripture

Speak words of life

Serve those in need

Fast and pray

Spread love wherever you go

Be reliable

Restore someone's faith

Be a river, not a swamp

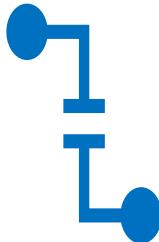
Spend time in nature

Be a blessing to someone today

4 Principles of Full Engagement



It requires drawing on all 4 sources of energy.



We must balance energy expenditure (stress) with intermittent energy renewal (rituals to manage stress).



To build capacity, we must push beyond our normal limits, training in the same systematic way athletes do.



Positive energy rituals are the key to full engagement and sustained high performance.



The greatest limitations you will ever face
will be those you place on yourself.

- Denis Waitley





IT'S OKAY
to
START SMALL.

#1Thing

MONDAY, JULY 7

TODAY



Workout

3
PM

✓ Work on presentation

3:30
PM

Team Meeting
Monet Conference Room

4

5

Workout

6
PM

✓ Pick up groceries

Arise & Shine

You are destined for Greatness

Thank You

Any questions?

You can find me at @merarysimeon

“self-care... makes it possible to achieve our fullest potential”

– Merary