

RE:SET

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MASTERCRAFT + SYNERGY HEALTH

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SYNERGY

Some of our happy, healthy partners

We're proud to have helped leading organisations improve the lives of their people.

JUST SOME OF OUR PARTNERS INCLUDE:

Tabcorp
iag
Oji Fibre Solutions
Kiwi bank.
AUT UNIVERSITY
Fonterra
ASB
Inland Revenue Te Tari Taake
ACC He Kaupare. He Manaaki. He Whakaora. prevention. care. recovery.
Waikato DISTRICT COUNCIL
NEW ZEALAND POLICE Ngā Pirihimana o Aotearoa
TRANSPOWER
Te Pūkenga
KPMG
Santos

OUR AWARDS:

CIO Bulletin
'Top Innovators of the Year'

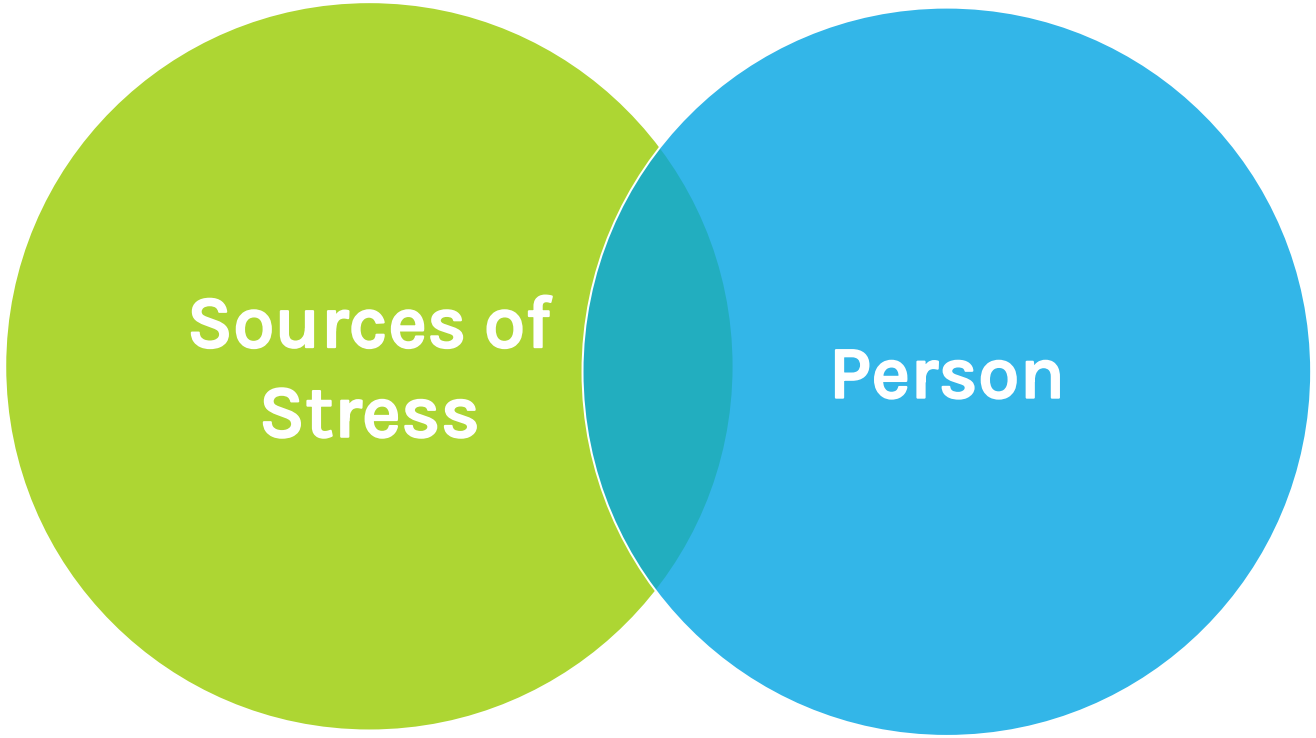
MANAGE HR
'Best Wellbeing Company in APAC'

The Silicon Review
'50 Leading Companies'

OUR RETENTION RATE:

9.3 YEARS
...and increasing.

BUSINESS AS USUAL



Severity of Stress Response



Alarm

- Increased heart rate
- Nausea or churning stomach
- Shallow breathing
- Very high energy level, shakiness, fidgeting
- Inability to concentrate
- Sweatiness
- Dry mouth
- Emotional

Stress Arousal

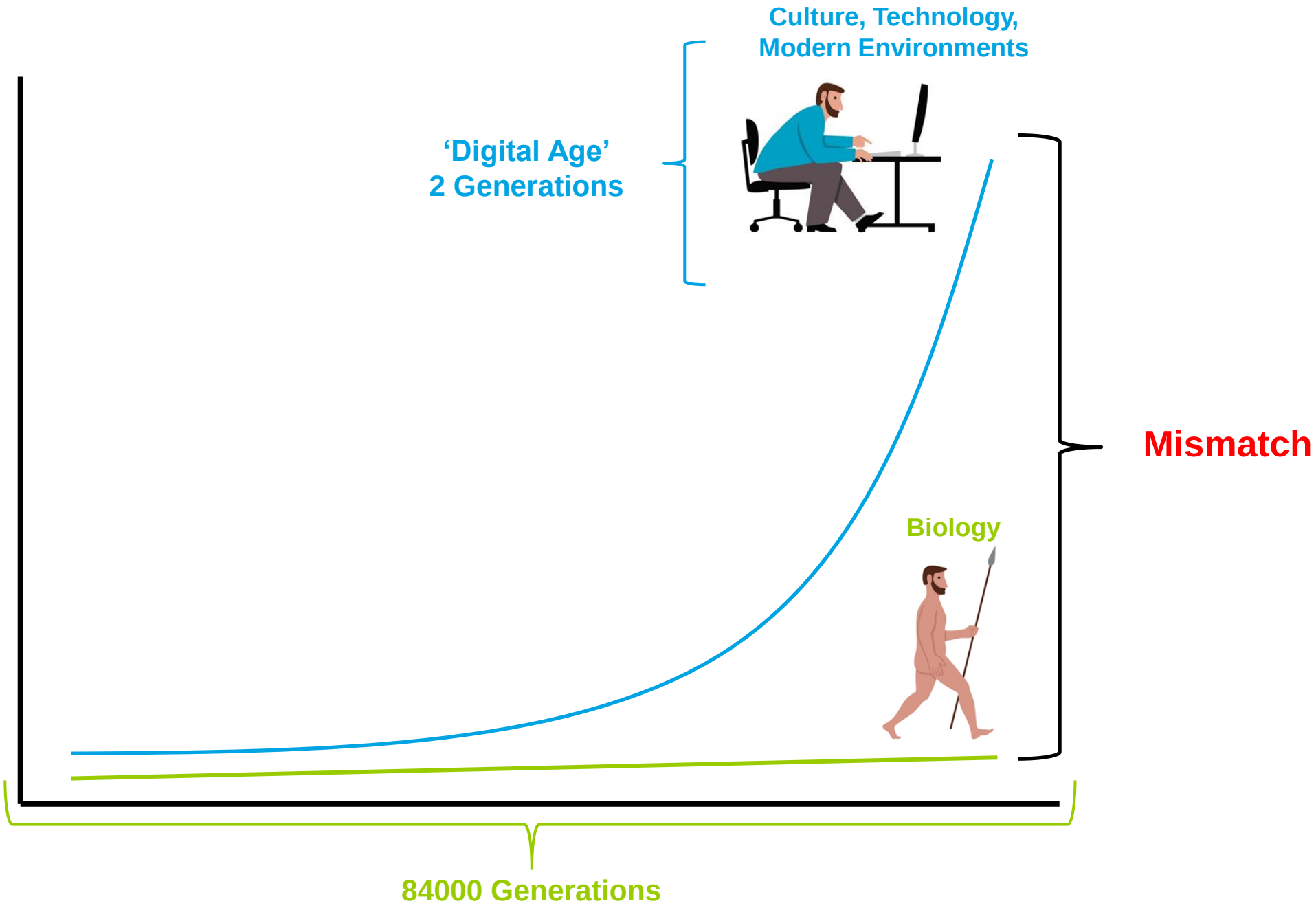
- Persistent irritability
- Persistent anxiety
- Bruxism (grinding of teeth at night)
- Heart palpitations
- Inability to concentrate
- Insomnia
- Periods of high blood pressure
- Forgetfulness
- Headaches

Energy Conservation

- Lateness for work
- Needed three-day weekends
- Persistent tiredness in the mornings
- Cynical attitudes
- Increased coffee / tea / cola consumption
- Procrastination
- Decreased sexual desire
- Social withdrawal
- Resentfulness
- Apathy

Exhaustion

- Chronic sadness or depression
- Chronic mental fatigue
- Chronic headaches
- The desire to move away from friends and work
- Chronic stomach or bowel problems
- Chronic physical fatigue
- The desire to drop out of society
- The desire to move away from family


Culture, Technology,
Modern Environments
‘Digital Age’
2 Generations
Mismatch
Biology
84000 Generations


Reduce
FAKE
FOOD


EAT
Real
FOOD


Move
SLOWLY
LOTS


MOVE
Quickly
ONCE IN
A WHILE


GET
Strong


GET
ADEQUATE
Sleep


GET
ADEQUATE
Sunlight


Play


MANAGE
YOUR
Thinking


ENGAGE
Yourself

B S I A X N L A E T N T E A R S

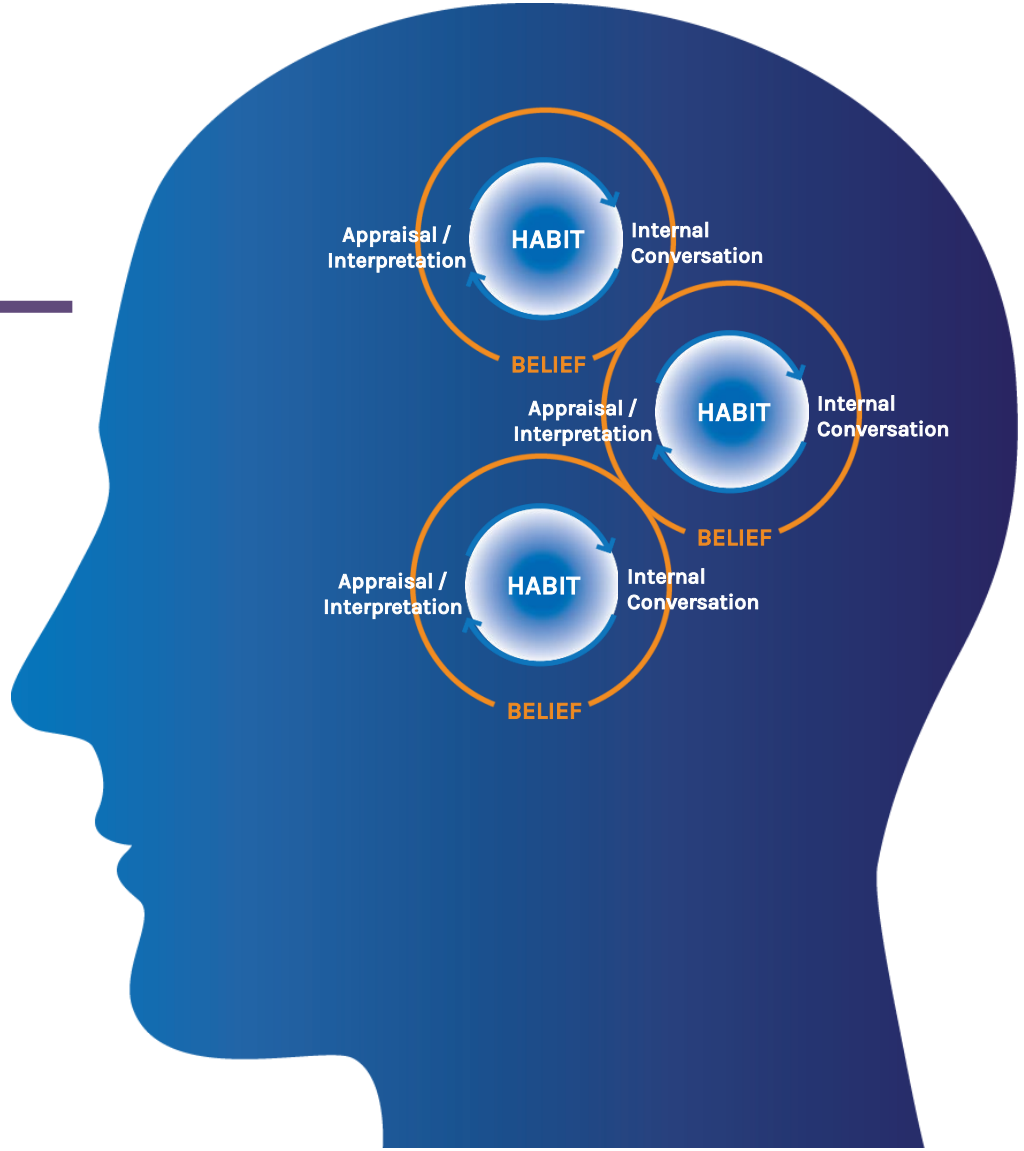
Cross out six letters to make an English word


MANAGE
YOUR
Thinkin

EMOTION

‘Empowered’

‘Stress’



Event	Habit of Thought	Emotion	Alternative	Benefits
Change	• I hate change, I just want things to stay the same • It isn't going to work	Resistance and Stress	• I've coped with change before and managed • This is an opportunity • I need to give it time • Maybe the changes will be better • I'm not in this alone	Reduced resistance Less stress Increased performance

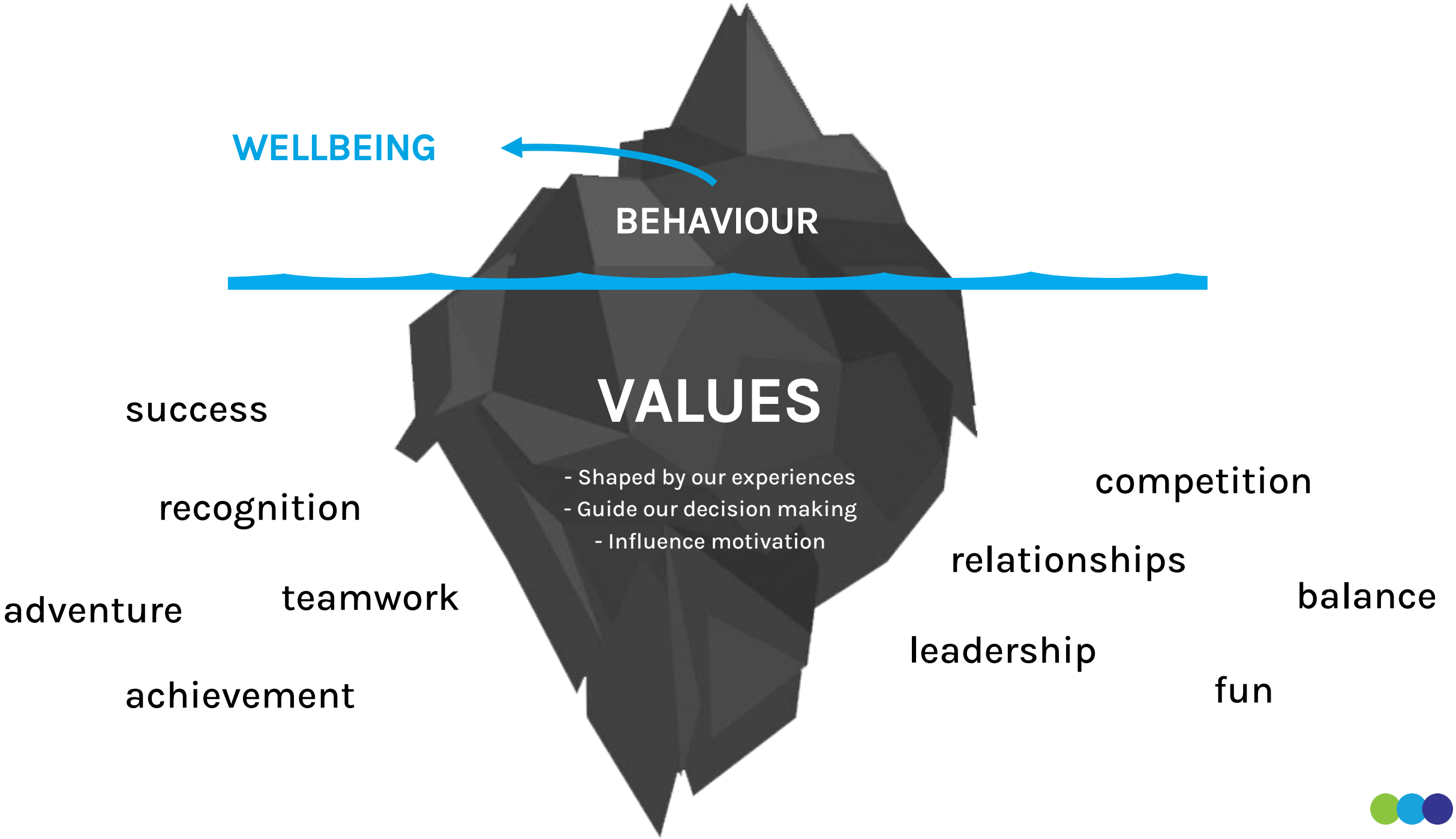
TOP 20 – Things positively associated with having no security:

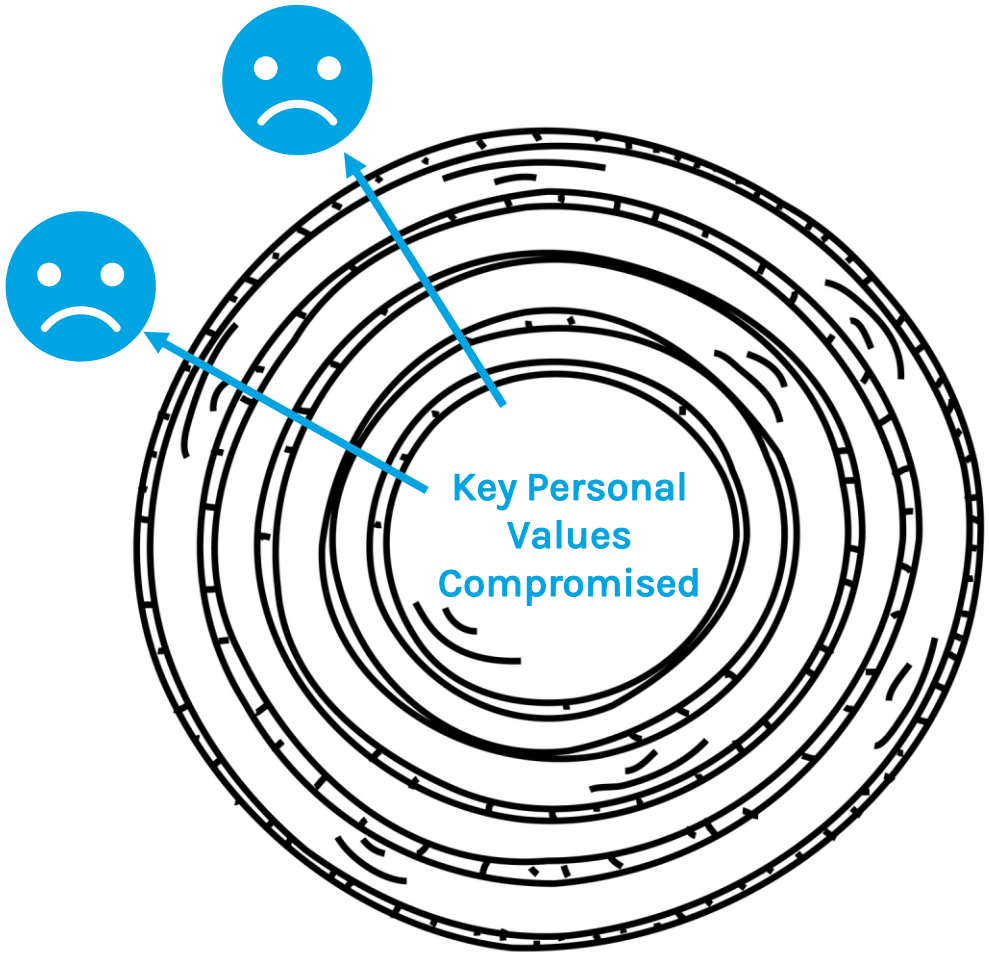
1. You can look forward to the good things that have yet to occur
2. It presents an opportunity to take control of a situation to shape it into something you want
3. It brings risk, which then fuels adrenalin and helps you perform sharply
4. Not knowing how things will play out allows you to apply your imagination to what is possible and likely
5. Is ultimately controlled by the most powerful; by making best use of your available resources that can be you
6. Intrigues the world
7. Is multivariate and compounds so as to drive economies
8. Gives you an excuse to talk to great people to seek their council
9. Offers you free time, provided you take the opportunity to stop dwelling on it
10. Climaxes at a conclusion – for better or worse
11. Is punctuated by moments of certainty that vary in duration
12. Mastering uncertainty is an opportunity presented to us all
13. Teaches the mind to play some pretty cool tricks, whether in jest, denial or assumed confidence
14. Provokes emotions, which when harnessed and appropriately applied lead to great things
15. Allows people to understand their life preferences
16. Ensures ‘hope’ is a driving force in all people
17. Is a sensation that any person in any part of the world can relate to
18. Ensures we never stagnate
19. It drives a ‘cycle of renewal’
20. Gives way to creativity
21. Bonds people together in an attempt to strengthen their resolve
22. Offers people the opportunity to build their resilience to the way of the world
23. It also offers people the opportunity to learn the ways of the world
24. Is the insurmountable challenge to the human psyche…
25. It is what keeps life interesting



What you focus on is what you feel.


ENGAGE
Yourself


WELLBEING
BEHAVIOUR
VALUES
- Shaped by our experiences
- Guide our decision making
- Influence motivation
success
recognition
adventure
teamwork
achievement
competition
relationships
balance
leadership
fun


Key Personal
Values
Compromised

Intrinsic Values	rating/10	Work Relationships	rating/10	Work Environment	rating/10	Work Content	rating/10
Influence		Management		Quiet		Variety	
Contribution		Individualism		Structured		Advocacy	
Integrity		Teamwork		Learning		Analytical	
Responsibilty		Friendships		Fast-paced		Challenging	
Achievement		Cooperation		Relaxed		Creative	
Self respect		Caring		Benefits		Conceptualising	
Honesty		Harmony		Flexible		Organising	
Belonging		Competition		Location		Leading edge	
Commitment		Leadership		Excitement		Initialising	
Spirituality		Recognition		Predictable		Helping	
Power		Diversity		Security		Detailed	
Balance		Loyalty		Time freedom		Physical	
Equality		Fun		Comfortable income		Research	
Respect		Trust		High earnings		Adventuresome	
Independence		Support		Personal safety		Security	
Control		Social recognition		Sense of community		Decision making	
Freedom		Social acceptability		Aesthetically pleasing		Problem solving	
Comfort		Open communication				Public contact	
Passion							
Success							
Security							
Recognition							
Health							
Giving to the Community							

What do you do to demonstrate this value?

What do you expect from others when they are fufilling this value for you?

How/when do you know this value is NOT being fufilled?

Key

1 -circle

2 -rate top 5

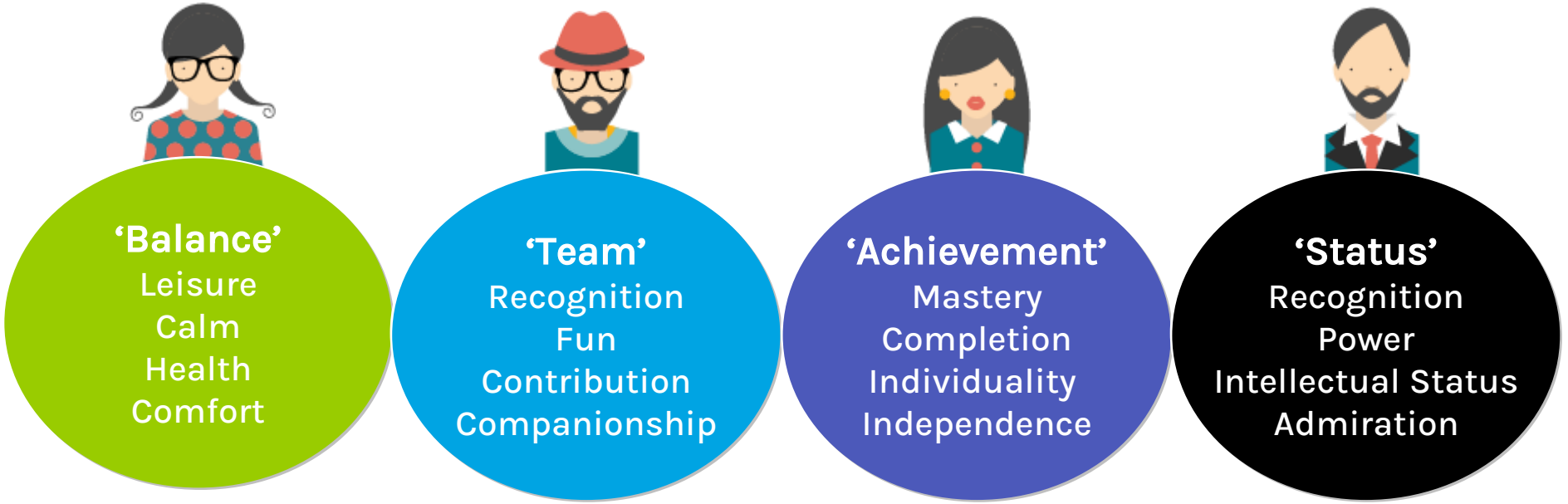
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Value

rate out of 10 your degree of fufilment

Feeling Good:
What values have been promoted?

Feeling Frustrated:
What values have been compromised?



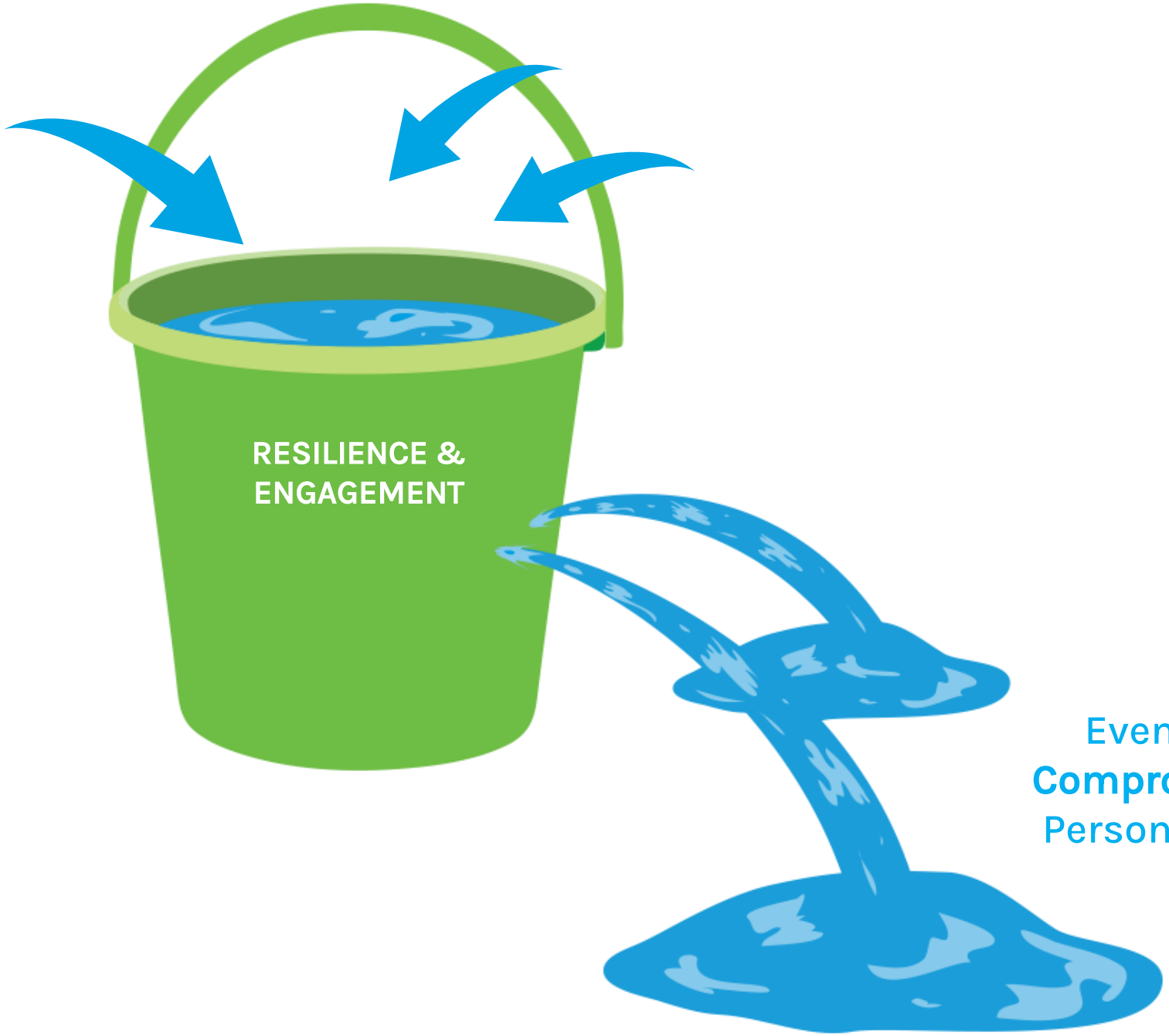
Relaxation Strategies

Time with Friends

Recording Successes

Reviewing Positive Feedback

Events that **Promote** Our Personal Values



Events that **Compromise** Our Personal Values

Value	Strategy
Control	• Write a list of all concerns. Cross out what you do not have control over.
Security	• Perform scenario planning. Map out all possible outcomes with a plan to implement.
Teamwork	• Prioritise and schedule team meetings even if outside of your standard meeting times.
Socialisation	• Prioritise and schedule social catch ups (virtual if required).
Achievement	• Use a task list and cross off tasks as you complete them. Keep the list. • Set a new goal that you can achieve and track progress made towards achieving it.
Recognition	• Keep a note of all of the pieces of positive feedback or establish a network of people you can share your successes with.
Health	• Prioritise and schedule health related activity. • Spend time in nature where possible.
Giving to the Community	• Look for opportunities to perform a random act of kindness.
Independence	• Ensure you prioritise and schedule time for you to do the things that are most important to you – even for a short period of time each week.

Value	Rating	Strategy
Health and Vitality	6	• Sleep before 10.30pm (particularly at times of stress) • Be outside in the sun • Visit beaches / forests / the bush • Drink more water
Passion / Creativity	6	• Spend time alone • Reading and drawing • Planning and design • Arranging flowers
Love and Intimacy	3	• Once per week take turns to plan something new • Wednesday lunch with co-workers
Success	3	• Reflect on the positive things • Be organised • Create a happy teaching environment • Write in a success journal • Regularly ask what the students enjoyed
Honesty	10	• Perform a regular self-evaluation of values
Adventure	5	• A trip overseas per year

Focus On…

- Determine your level of control
- Identify your indicators of stress
- What action can you take to enhance the fulfilment of your personal values? Both inside and outside of the workplace.
- What is the thing you enjoy the most that you often stop doing when work becomes busy – lock this into your diary!

“Life isn't about waiting for the storm to pass. It's about learning how to dance in the rain.”

Vivian Greene

SYNERGY

SYNERGY HEALTH

Helping organisations improve people's lives.

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