



## THE BRIGHT SIDE® OF CHANGE

Written by Donna Rae Smith

### Health of You and Your Organization



As I mentioned in a recent [blog](#), I'm working with a national client around achieving a culture of health. These three words – culture of health – often strike fear in the hearts of leaders! They conjure images of employees forced to comply with strict diets and exercise regimes. But as I've said before, a culture of health is more than the physical—it's also about the mental and emotional. A healthy office culture is one in which people and systems perform at an optimal level. It stands to reason that healthy people working in a healthy environment create healthy business results.

So how do we get there? How do we begin the process of transforming ourselves and our work environment—creating new behaviors—to embrace healthy values and SOP's?

The first step is to conduct an honest assessment of our current state of health. I've chosen three elements of a healthy you and a healthy office culture that I think are foundational:

**Energy.** It probably goes without saying, but we can't be healthy personally or as organizations without sufficient amounts of energy in our systems. A couple of ways we gain (or lose) energy are through what we eat and how we manage our relationships. I'm not a proponent of fad diets, because they tend to not be sustainable. They do, however, focus us on eating foods in particular combinations to maximize energy. To be healthy, our relationships with food and people need to be energy-enhancing, and balanced.

**Endurance.** Endurance demands strength of character, and physical and mental discipline. It doesn't matter what your potential is if you don't set goals and hold yourself accountable to achieving them. We all know brilliant underachievers. It's through accountability to ourselves and others that we achieve the goals we commit to reach.

**Engine.** I think of the engine as our work/life balance: everything has to work in-sync. If we don't maintain the balance, eventually we burn out and cease performing to our potential. A key element of good work/life balance is trust—being able to trust ourselves to trust in the contributions of those around us. When we attempt to do everything ourselves, we often become overworked and resentful. The “engine” is out of balance and inefficient, causing it to wear down. We can rectify this and achieve balance when we trust others to carry their weight.

If you're not sure how to assess yourself or your organization in these areas, imagine having to report your appraisal to someone else on a daily basis. I had to do this when my doctor asked me to start keeping track—in writing—of what I eat each day, and to wear a pedometer. Suddenly I became acutely aware of my behaviors and began to view myself differently. The simple act of knowing that I was going to be reporting back to my doctor made me realize that I wasn't doing as well as I had thought.

Step back and resolve to see yourself and your organization as a neutral outsider would.

### **The Experiment**

1. Rate where you personally are in each of these three areas (Energy, Endurance, Engine). Give a numerical score for each from 1 to 10.
2. Rate where your organization is in each of the three areas.
3. Jot down any supporting ideas or thoughts as to why you gave the score you did.
4. Then, think about where you want to be, whether it's one year from now or five years from now.
5. Lastly, begin modeling the behaviors that reflect where you want yourself and your organization to be in order to achieve a healthy you and a healthy culture for your organization.



Next week we'll look at behavioral strategies you can employ to move you from the present to the future.

**THE CONVERSATION:** Share the results of your experiment in the comments below or contact the author directly at [donnarae@bright-side.com](mailto:donnarae@bright-side.com).

**ABOUT DONNA RAE SMITH**

Donna Rae Smith is a guest blogger for Smart Business. She has forged a career, enterprise and an applied discipline on the practice of teaching leaders to be masters of change. She is the Founder and CEO of Bright Side, Inc., a transformational change catalyst company with an emphasis on the behavior-side of change. For more than two decades, Donna Rae Smith and the Bright Side team have been recognized as innovators in executing behavioral strategies coalesced with business strategies to accelerate and sustain business results. Bright Side®, The Behavioral Strategy Company, has partnered with over 250 of the world's most influential companies. For more information, please visit [www.bright-side.com](http://www.bright-side.com) or contact Donna Rae at [donnarae@bright-side.com](mailto:donnarae@bright-side.com).

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