



THE 6 CYLINDERS OF WELLNESS®

BE AT YOUR BEST WHEN WORKING REMOTELY

ALCHEMY
WELLNESS @ WORK

Wellness is a topic dominated by opinions that don't necessarily agree. To make sense of this in a practical way we take an evidence based view, looking at the scientific and neurological data.

This evidence has highlighted 6 areas that require our attention if we are to be at our best. When you get this right you are more relaxed and confident, mentally sharper with greater focus and overall, you are more successful.

Working remotely presents some unique challenges but the fundamentals are consistent. At the end of this guide, complete your scorecard and start to 'nudge' the lowest scores to be at your best.

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- THE WELLNESS@WORK FORMULA
- THE 6 CYLINDERS OF WELLNESS
- WELLNESS AND YOUR CAREER
- YOUR PROFILE

THE 6 CYLINDERS



SLEEP



NUTRITION



ACTIVITY



SOCIAL CONNECTIONS



OUTLETS



TIME OUT

WELLNESS@WORK™ FORMULA

WELLNESS is a function of our behavioural INPUT and how this influences our wellness OUTPUT.

The evidence in this guide shows the causal link between the 6 cylinders and the wellness outcomes list below, so by promoting action across the 6 cylinders, you will promote a positive shift in these wellness outcomes.

[INPUT]

THE 6 CYLINDERS

NUTRITION

ACTIVITY

SOCIAL CONNECTIONS

OUTLETS

SLEEP

TIME OUT

[OUTPUT]

WELLNESS OUTCOMES

- ✓ LOWER STRESS
- ✓ GREATER MENTAL ALERTNESS
- ✓ LOWER FATIGUE & MORE ENERGY
- ✓ HIGHER SELF ESTEEM
- ✓ BETTER MEMORY
- ✓ HIGHER SEX DRIVE
- ✓ GREATER WORK AND LIFE FULFILLMENT
- ✓ FRESHER, MORE YOUTHFUL APPEARANCE
- ✓ LESS WORKLOAD PRESSURE
- ✓ GREATER FOCUS AND CONCENTRATION
- ✓ HIGHER OVERALL LEVELS OF HAPPINESS

YOUR WELLNESS PROFILE

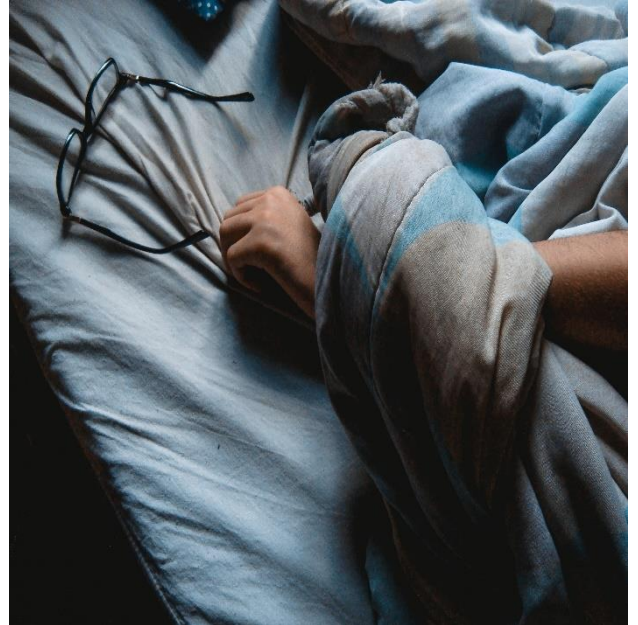
As you follow this guide, give yourself a score out of 10 for each cylinder.

SCORE KEY

10 or 9	I am a master in this area and a role model for others!
8 or 7	I'm pretty good here, but I could be more consistent
6 or 5	I don't focus on this enough
4 or 3	This is a gap for me that requires immediate attention
2 or 1	Turning this around will be a life changer!



[SLEEP]



Sleep is considered the team leader of the 6 cylinders. When we are rested, the other cylinders function better. When we are sleep disrupted, everything else is harder so let's start here.

We all have different sleep needs. What's important is to get consistent and regular sleep.

Your body has strong circadian rhythms (your body clock) which drive this, so listen to them, they will tell you when you are getting the right quality of sleep.

Technology [e.g. smartphones and tablets] are a popular bedtime companion, however they emit a short wavelength blue light that is scrambling your sleep patterns. Power down well before bedtime. Then get to bed when you're tired and get up at the same time each day to give your body the most restful and rejuvenating sleep.

YOUR OBJECTIVE

REGULAR SLEEP PATTERNS AND A GOOD ALARM CLOCK

THE EVIDENCE

Not surprisingly, it's been shown that insufficient sleep results in **irritability and moodiness**, but it also prevents us from doing things differently, multi-tasking and remembering (Dinges: Sleep, Sleepiness and Performance, 1991).

When we don't get enough sleep, we're **not as mentally sharp** (Pilcher, Huffcutt 1996) and we **produce more stress hormones** (Stein, 2005).

Leading Australian researcher Professor Shantha Rajaratnam recommends that our **devices should be shut down up to two hours before bedtime**.

An Australian study of workplace accidents showed fatigue caused performance impairment equivalent to **0.1% blood alcohol level** [twice the legal driving limit].

GCC insights from 4,500 companies in 185 counties in 2014 showed that staff with below average sleep were 140% more likely to **less productive** and 54% more likely to experience **high stress**.

THE LESSON

We need regular sleep to stay focused, relaxed, productive and in a good mood.

YOUR SCORE
/ 10

[NUTRITION]

Our pace of life makes it harder and harder to meet our body's nutrition requirements and when working from home, our needs change.

Under pressure, our body and mind crave more resources, yet we often give them less through irregular eating patterns or poor food choices.

Eating well and staying hydrated is part of the picture. We also recommend that you see your healthcare professional and get a diagnostic of what your body has and needs (usually through a blood test).

If your body is starved of nutrients, you'll be operating at a fraction of your capability.



YOUR OBJECTIVE

GET THE DIAGNOSTIC SO YOU CAN FUEL YOUR BODY WITH WHAT IT NEEDS RIGHT NOW

THE EVIDENCE

Your healthcare professional will advise you on the right mix of foods and supplements however the evidence shows:

TO REDUCE STRESS

B vitamins

Meat, fish, eggs, whole grains

Magnesium

Nuts & seeds, green leafy veg

Vitamin C

Blueberries, capsicum

Antioxidants

Green tea, dark chocolate

FOR ENERGY

Smart Carbs

Bananas, whole grains

Protein

Lean meats, chicken, eggs

Fibre

Beans, whole fruits & vegetables

Water

Fresh & unflavoured

YOUR SCORE
/ 10

[ACTIVITY]

This does not mean hitting the gym for 10 hours a week or running a half marathon. Being ACTIVE is the key. Whether it's walking, stretching or playing with the kids.

We are designed for motion which provides our brain and our body with the blood flow that they need to work well.

This can be a challenge when working from home, but we can still be active in our home and outside with our household unit, while complying with physical distancing rules.

When we're active, we have more energy, we sleep better and the blood flow increases our cognitive capacity.



YOUR OBJECTIVE

MOVE EVERY 45MINS AND STAY ACTIVE

THE EVIDENCE

A University of Georgia study in 2008 showed that just 20 mins of low intensity exercise a day, like walking, resulted in a **65% drop in fatigue**.

In the now famous study published in Lancet in 2012, physical inactivity accounted for **9% of all premature deaths worldwide – that's 5 million people**. A further study of over 9000 Australians in 2012 showed that excessive **sitting is a lethal activity** and for each extra hour of TV watching, our risk of dying prematurely jumps by 11%.

A US study in 2010 also demonstrated that sitting more than 6 hours a day increases the risk of heart disease by 64% and **reduces our life expectancy by 7 years**.

On the positive, a German study in 2008 also showed that walking 30 mins a day for just 10 days **increased happiness and reduced depression**.

And finally, a study in Holland showed that more active people were smarter (i.e. **performed better on cognitive tasks**) compared to the less active.

THE LESSON

When we're active, we live longer, we're smarter and happier with less fatigue.

YOUR SCORE
/ 10

[SOCIAL CONNECTIONS]

Regardless of our personality, humans are social animals. We're happier when we're connected to others and more depressed if we're isolated.

Working from home and physical distancing makes this more difficult. However think about how you can adapt using technology, there are novel and fun ways to stay connected with friends, family and colleagues.

Under stress, we can become more insular and avoid these connections. This social withdrawal can be an early warning sign that pressure is having an impact.

Now is the time to say 'yes' and go one step further to promote social connections. Connect with someone you haven't seen for ages! Stay connected with those closest to you.



YOUR OBJECTIVE
BE CONNECTED AND STAY CONNECTED

THE EVIDENCE

Dr. Nicholas Christakis of Harvard showed that if your friend is happy it **increases your happiness probability by 15%** and you get happiness influences as far as 3 degrees of separation away. So stay connected with happy and positive people and avoid excessive negativity.

Harvard Medical School also found that not having close friends or confidants is a significant health hazard, up there with smoking or being overweight. Numerous studies in the 1980's and 90's show that loners are **2 to 5 times more likely to get sick**.

A study of 733 work relationships among colleagues from a variety of industries found that relationship quality was more closely tied to "perceived proximity"—or **relational closeness**—than it was to physical proximity. So when we have something in common or share something personal, we share more of the friendship drug, oxytocin, and boost relationship quality, even remotely.

THE LESSON

We're happier and less stressed when we connect with our professional and social network.

[OUTLETS]

We all need something to take our minds off the day to day. Good outlets are activities that completely engage our bodies and minds.

Yoga, meditation and surfing are popular examples as are hobbies like reading, gardening or cooking.

Our outlets give us what are called FLOW experiences where we lose track of time. (Hence the saying. "Time flies . . . "!).

These are neurologically important moments that give our brain a chance to get back to neutral, to re boot and re charge.



YOUR OBJECTIVE

HAVE AN OUTLET AND DO IT OFTEN

THE EVIDENCE

FLOW experiences have a strong, documented correlation with **performance enhancement** (Csíkszentmihályi et al., 1993; Perry, 1999; Sawyer, 1992). More specifically, these activities have been shown to promote **high concentration, high self-esteem, and improved health** (Hektner, 1996).

Using PET scan technology (Positron Emission Tomography), researchers at the University of California have shown that when we're 'in the zone', **our brains are more efficient** (i.e. greater skill with less effort).

Mindfulness meditation is not new, but its recent popularity has demonstrated many benefits for our modern lives including significantly **improved working memory, executive functioning** (Zeidan et al, 2010) as well as **reduced stress and anxiety** (Science Daily 2012).

THE LESSON

Regularly engaging in your hobby improves your health, brain function and overall performance.

YOUR SCORE
/ 10

[TIME OUT]

Taking a break makes a big difference to our day to day stress management but this one is going to be tough in the current environment.

While we don't know exactly when we are going to travel again, we encourage you to think ahead to the end of the year and start planning for the possibility.

Even a weekend getaway nearby or a hotel stay in your city, it's a good investment in time to think, plan and see what can be done. You may find some very good deals that support your travel and tourism industry.



YOUR OBJECTIVE

PLAN SOMETHING TO LOOK FORWARD TO

THE EVIDENCE

The Grant Thornton International Business Report 2011 shows that countries where managers take more time off for holidays report **lower stress levels** than those who are too busy for that holiday (For example, the highest ranked time off takers are the Netherlands, Russia and Denmark).

The results of the landmark Framingham study reveal that men and women who took vacations regularly **lived longer, healthier lives** than those who took only occasional vacations and were up to **50% less likely to suffer a heart attack**.

A UK study showed that just the **anticipation of a holiday** provided a wellbeing boost and a 2010 study in the journal of Applied Research showed that just planning and anticipating your trip can make you happier than actually taking it.

THE LESSON

Without a break, we risk burnout so think ahead and plan.

YOUR SCORE

/ 10

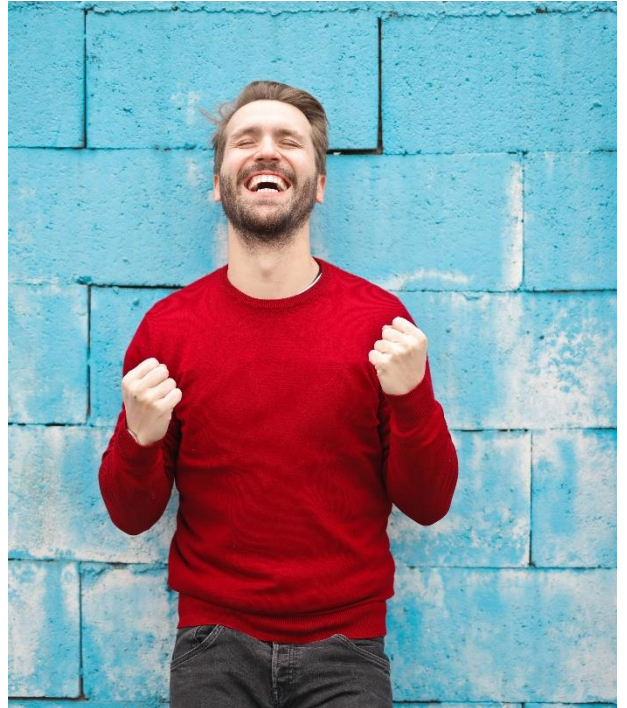
WELLNESS AND YOUR CAREER

Better career outcomes are achieved by those who are at their best. Whether your goal is to achieve more in your current role or to change your career, make the 6 cylinders part of your plan.

The evidence in this report speaks for itself, however by firing on all 6 Cylinders you will also achieve the following career outcomes. Fact, not our opinion.

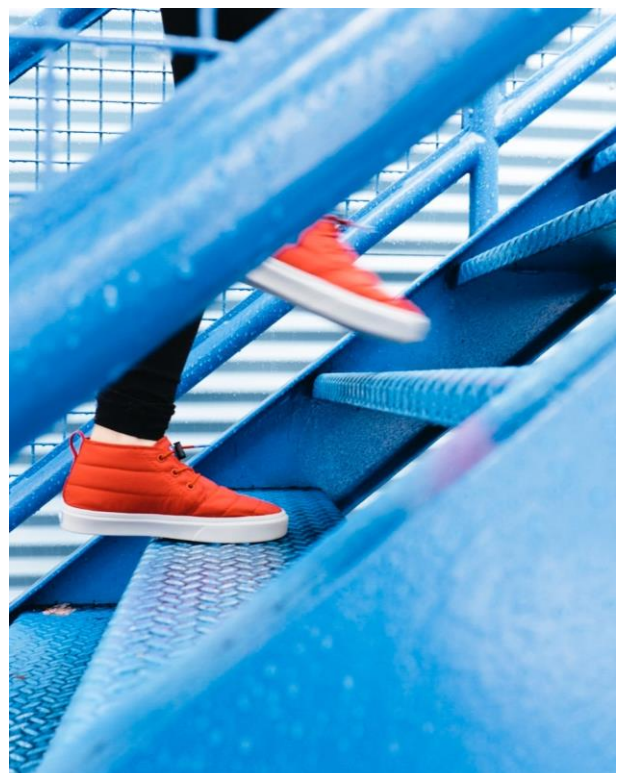
IN YOUR CURRENT ROLE

- Better stress and pressure management
- More advanced problem solving
- Greater creativity and innovation
- Faster skill building
- Better performance with more focus
- An energy boost to achieve more each day.



WHEN CHANGING YOUR CAREER

- More assertive career objectives
- Networking with confidence
- More relaxed and polished interview performance
- Better negotiation and decision making
- Faster and stronger rebound from setbacks
- More impressive promotion of your skills and assets



COMPLETE YOUR WELLNESS PROFILE

In the table below, insert your ratings.

What are you 3 lowest scores? Identify a specific action for each one that will 'nudge' this in the right direction.

It's not about making big changes, our research shows that small nudges, built into the DNA of your day lead to sustained change.



6 CYLINDERS	Your Score (/10)	Your ACTION Plan
1) SLEEP		
2) NUTRITION		
3) ACTIVITY		
4) SOCIAL CONNECTIONS		
5) OUTLETS		
6) TIME OUT		

STAY ON TRACK

To stay on track with your wellness plan, book a reminder in your diary once a week for 6 weeks.

Each week celebrate your progress and remind yourself of the things to do in the week ahead.

NEED MORE HELP?

We are passionate about your wellness so if you need any information, guidance or assistance, contact us at www.alchemy.com

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