

## Take "10" for Energy Renewal at Work

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Wed Apr 2, 2008 12:40pm EDT

SAN FRANCISCO, CA, Apr 02 (MARKET WIRE) --

Less than half of Americans are satisfied with their job... two out of ten employees expect to change jobs within a year... burnout and fatigue are at all-time highs, and major depression affects one in four adults.

With all of these dire statistics floating around, what is a leader to do? It's likely that many of your own people -- and even yourself -- may be suffering the effects of constant pressure and stress.

Sue Bethanis, Founder/CEO of Mariposa Leadership, Inc., states that, "To thrive as a leader, you must renew yourself throughout the day as well as over time." She offers the following tips for daily renewal:

-- Resist the pressure to do everything at once. Just because technology can multi-task, doesn't mean you should. Optimal productivity comes from engagement, or "flow," which can only be properly harnessed one task at a time.

-- Create routines. The start of your day sets the stage. Work backwards from the time of your first meeting or deadline and give enough time to wake up, get dressed, exercise and/or meditate, and commute.

-- Take breaks. Psychologists found that the most creative thinking comes when you're not actively engaged in finding the solution. Get up, move a little, take a walk, even if it's only down the hallway and back; allow yourself time to daydream.

-- Focus on your breathing in the moment. One of the most effective ways to renew your energy is to get present with yourself, and particularly with your body. Merely focusing on your breath for a split second will center you when you need a break, or when you are upset or angry.

With every bit of renewal, the increased engagement you feel will lead to greater creativity and innovation. It's up to today's leaders to implement, support, and maintain opportunities for themselves and their employees to renew at work. What will you do to renew your team, and yourself, today?

Susan J. Bethanis, Ed.D. is the Founder/CEO of Mariposa Leadership, Inc., author of "Leadership Chronicles of a Corporate Sage," and host of the popular leadership forum "Wise Talk."

Mariposa Leadership, Inc. offers premier leadership coaching services to high-tech, biotech, and financial industries.

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