



## RESILIENT!

LEADERSHIP & THE INTEGRAL LIFE

November 2006

Edited by Dr Sven Hansen

Welcome to RESILIENT! - Our client newsletter which aims to bring you topical and practical ideas to improve leadership, build resilient organisations and create a meaningful life.

## Sleep is Power!

By Stuart Taylor

Our experience with professionals in Australasian organisations reveals an all too common story - "I get home late, eat late, work after dinner, go to bed late, wake during the night, get 6 hours during the week and sleep in on the weekend. Sound familiar? Last month's issue of Harvard Business Review includes an article from Harvard Medical School entitled "Sleep Deficit: The Performance Killer". The article is a timely reminder of how critical sleep is to our health, happiness and performance.

### The Performance Killer

In our busy world, many of us burn the proverbial candle at both ends extending our daytime into night by clearing emails, global teleconferences, watching TV, exercise and many other activities that can have a severely detrimental impact on our sleep quality.

Resilience Institute research across Australasian organisations shows that 50% of employees have sleep issues (trouble getting to sleep, staying asleep, experience fatigue) and half of this group have chronic symptoms including sleep apnea.

The detrimental affect of sleep deprivation (low quality or quantity) is very clear:

- × Poor emotional self-control (inflamed amygdala)
- × Inability to focus
- × Occupational Safety implications
- × Difficulty with decision making
- × Dulled creativity
- × Lack of engagement and motivation
- × Increased susceptibility to negative stress
- × Reduced physical energy
- × Suppressed immune system
- × Susceptibility to pessimism, "death spiral" and depression

- × Increased Cardiovascular risk
- × Digestive issues
- × Strained relationships
- × Reduced productivity
- × AND generally lower levels of happiness!!

...and this is the only the personal impact.

With 50% of staff suffering, sleep must represent a massive opportunity for performance improvement in our organisations.

### Sleep is Power!!

There is no doubt that sleep is the foundation for our stress mastery, physical vitality, emotional wellbeing, optimism, focus and ultimately our resilience. If peak performance, health and happiness are in your priority set then honour yourself by making sleep your number one priority.

### A Perfect Night's Sleep

We recommend that you experiment with the following 5 practices (not an exhaustive list ☺)...



## Practice #1 Rise at the same time every day

This is the most critical principle. This practice locks in your body clock and eliminates the need for a stressful alarm clock. When we sleep in on a weekend we shift our circadian rhythm leading to reduced sleep quality and health risks – not to mention difficulty rising on Monday morning. Furthermore, the sleep we get after our normal wakeup time is of minimal rejuvenation benefit.

## Practice #2 Catch the optimal wave to sleep

Every 90 minutes we experience a wave of tiredness. The wave that occurs between 9.30pm and 10.30pm is the optimal wave to catch for a perfect night's sleep. This wave allows us to have the best quality deep sleep (which occurs around midnight).

## Practice #3. Recover sleep debt smartly

There are health risks associated with consistently getting less than 6 hours sleep and more than 8 hours. If you do accumulate a sleep debt, recover this by going to bed earlier on the next night or take a power nap during the afternoon. "Sleeping in" on the weekend is not the solution - refer Practice #1.

## Practice #4. Avoid breaking your sleep

There are many factors that can lead to broken sleep, such as:

- \* Falling asleep on the couch
- \* Toilet stops
- \* Children/pets
- \* Overactive mind
- \* Too hot, too cold
- \* Pain or discomfort
- \* Restless/noisy partner

All steps should be taken to eliminate broken sleep as you cannot recover the sleep quality once this occurs. However, when they do occur, minimise all arousal and resume sleep ASAP using breathing, relaxation and mindfulness practices.

## Practice #5 Minimise arousal after dark

Coffee, exercise, television and working at night can all lift your level of arousal making it difficult to get to sleep and/or reducing the quality of your sleep. These activities should all be done earlier in your day.

## **What can Organisations do?**

Organisations can play a huge role in helping employees improve their energy levels and sleep, and in doing so reap significant benefits in employee engagement, productivity and safety. Some suggestions...

1. Understand and accept that "Sleep is Power"
2. Provide employee education on sleep optimisation principles
3. Create cultural acceptance of power napping and provide facilities
4. Allow more flexible work hours to fit with sleep rhythms such as tolerance of Night Owls
5. Where nightshift is used, carefully design the shift patterns and support mechanisms for staff using evidenced-based principles

## References...

1. "Sleep Deficit: The Performance Killer"; Harvard Business Review October 2006

### **About Us**

Based in Australia, New Zealand and Canada, The Resilience Institute works with senior executives and the entire employee base to build organisational and personal resilience. The Resilience Institute uses an evidence-based approach to introduce the personal disciplines of sustainable high performance within a meaningful life. The Resilience Institute achieves sustainable and measurable improvements using assessment instruments, consulting reviews, workshop interventions and personal coaching.

For further information...

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## Resilience Programs

### Practical Resilience Program – Public Program - Melbourne

There is more to life than living in negative stress, fatigue and illness that is often associated with the “dash for cash” and “dash for career”. Resilience is a key competence to help you to live and work with **higher engagement, health and happiness** and ultimately reach out to your full potential.

In two half-day workshops, learn how to train your brain and build your happiness and resilience...

- ✓ Health & Resilience assessment
- ✓ Introduction to Resilience
- ✓ Mastering Relaxation and Fatigue
- ✓ The Practice of Flow
- ✓ Health and Physical Vitality
- ✓ Emotional Intelligence
- ✓ Brain Training & attention control
- ✓ Spirit in Action

#### Previous attendee said...

- ✓ *The Resilience session presented by Stuart was sensational. My Wife and I are going to go over the material again as we can see real benefits to our family life.*
- ✓ *What a great inspirational speaker!*
- ✓ *The program has made me take an honest look in the mirror.*
- ✓ *I have noticed a change in my personal attitude to handling stress. I'm a much happier person and life is great again!!*
- ✓ *I feel a renewed enthusiasm for getting the balance in my life right for me, my work and my family*
- ✓ *The resilience program provided tools to address both physical and psychological wellbeing*
- ✓ *I liked the way Stuart delivered the program with honesty, authenticity and sharing his own personal stories.*
- ✓ *The resilience program was great. I found it very relevant. Now I have some techniques to help me move in more positive/optimistic directions.*

#### Next Programs

##### 21 November & 14 December in Melbourne

- Visit our website [www.resilienceinstitute.com.au](http://www.resilienceinstitute.com.au) and download a registration form
- Contact Stuart Taylor in Melbourne on +613 9822 6176
- Email [info@resilienceinstitute.com.au](mailto:info@resilienceinstitute.com.au)



## Resilient Products

### Freeze-Framer: Own a Resilience Building Biofeedback Device

FREEZE-FRAMER, from the Institute of HeartMath, is the most practical way to assess & build resilience under different situations.

➤ **Why we use FREEZE-FRAMER for Resilience Training:**

The HeartMath Institute has a long scientific background with hundreds of clinical studies showing measurable benefit & positive outcomes.

FREEZE-FRAMER quickly helps our clients build proficiency in a number of our Resilience Disciplines, these include:

- Mastery of effective diaphragmatic breathing (Stress Mastery)
- Quick relaxation & stabilisation (Physical Vitality)
- Cardiovascular biofeedback for lowering pulse and blood pressure (Physical Vitality)
- Building emotional resonance for stronger empathy and resilience (Emotional Competence)
- Preparation for critical meetings, presentations and negotiations (Emotional Competence)
- Management of attention disorders in kids and adults (Cognitive Discipline)
- Feedback on negative and helpless thinking (Cognitive Discipline)
- Create physiological state for optimal mindfulness, prayer or meditation (Spirit in Action)

**\$450.00\***  
\*plus GST & Postage



### Practical Resilience Books

Dr Sven Hansen has written five practical books on the five disciplines of Resilience. They are practical & user friendly introductions to the concepts of Resilience & help you build your own practice strength.

1. Stress Mastery: Being Calm, Alert and Engaged
2. Physical Vitality: Enhance and Extend your Life
3. Emotional Competence: The Feeling of Being Alive
4. Cognitive Discipline: Creativity, Decisions & Execution
5. Spirit in Action: Moral Resilience, Leadership and Enlightenment

**Full Series \$60\***  
\*plus GST & Postage

**Each Book \$15\***  
\*plus GST & Postage



### Facial Expressions Training CD by Paul Ekman

**Build empathy: develop accurate, fast facial expression recognition.**

We display around 250,000 facial expressions per day. In a busy complex workplace this is one of the leading sources on knowledge and emotional intelligence. With this CD you can train yourself to recognise micro-expressions (flashed in 0.5 seconds) and subtle expressions (part expressions).

Including tests, practice, tutorials and progressive difficulty this CD is the key to developing your capacity to read other and apply your leadership with skill and understanding.

*"Probably the best hour's investment you can make!" Dr Sven Hansen*



**\$70.00\***  
\*plus GST & Postage

For more information on products, visit our website [www.resilienceinstitute.com.au](http://www.resilienceinstitute.com.au)