

# Mental Toughness and Energy For Leadership

Jack Groppe

From Willow 2005 leadership summit and “Defining Moments CD”

Life has a few key principles

- Failure is not an option
- There are storms that cause us strain
- There are “Wild Boars” - Things that are not real threats but appear to be.
- We must complete the mission

The difference between us and athletes are that

- Athletes practice a lot and perform a little.
- We practice a little and perform a lot!

We need to have the energy for facing our challenges.

Problems

- We are required to multi-task a lot which is not optimal
- We lack skills – can be learned
- We lack capacity (spiritual, mental, emotional and physical)  
These wells are either not deep enough or have not been replenished.

Capacity can be found via *energy*. Energy is *finite*. We have to mobilize, focus, and renew energy.

Breakthroughs

- Manage energy – not time
- Growth follows energy investment
- We give life to whatever we give energy to
- Extraordinary energy investment yields extraordinary outcomes

We have to choose which plants we will water!

FullEngagement  
(The Process)

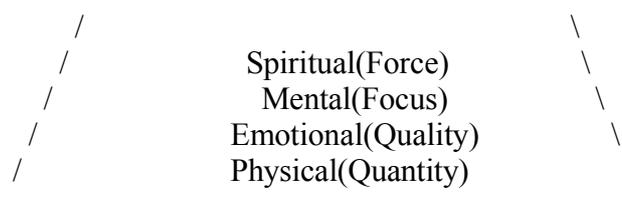
Define Purpose  
(What is the “why” behind you?)

Face the Truth  
(Being brutally honest could gain  
you 30-50% more energy!)

Take Action

## **#1 Full Engagement means drawing on 4 distinct but connected dimensions of energy.**

You are a complex energy system!



Score yourself out of ten on each of these:

Spiritual(Force)           6  
Mental(Focus)             7  
Emotional(Quality)       3

Airlines encourage you to put the oxygen mask on yourself first – then you can help others: SELF-CARE.

## **#2 Full Engagement requires that Energy Investments be balanced with Intermittent Energy Deposits.**

Every thing about human beings is rhythmic or cyclical. (EEG ECG EMG (Muscles Waves)) Nothing is linear. Our bodies are not designed to work continuously. In fact, we grow when we rest not when we stress.  
**Stress is the Stimulus for Growth!**

Think of exercise.

--- We exercise the muscle (we hurt it!)– Stress!

--- We rest and the muscle grows – Recovery.

Sooo, stress isn't bad for us... It's just bad when we don't balance it with recovery!

We need to learn the value of interval training – as in sport...

Life is not a marathon, but a series of short sprints. Even marathon runners do interval training because it gives them a mental edge.

OSCILLATION: Learn to work in bursts and to rest. This can be done on macro and micro scales.

## **#3 Full Engagement requires that we push beyond our normal limits, training like an elite athlete every day.**

We have to get out of our comfort zones to grow...

## **#4 Full Engagement requires positive rituals.**

Rituals are precise behaviours that become automatic over time.

Only 5% of our behaviours are conscious. When it comes to energy we should create habits because we don't have much willpower in these areas – we have an infinite capacity for self-deception!

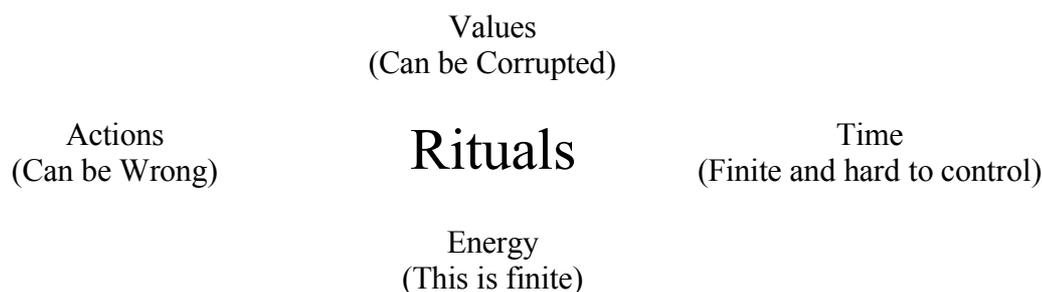
Even bad-habits have benefits (which is why we start them!) We have to get to grips with our habits and motives...

A key question is to rank the following and then be honest about the discrepancies.

<i>My Priorities on Paper</i>	<i>Areas in my life</i>	<i>My Priorities in Reality</i>
_____	Job Performance	_____
_____	Health	_____
_____	Happiness	_____
_____	Family	_____
_____	Work/Life Balance	_____

The key is to have great habits and these start as *rituals*.

The creation of habits...



How?

1. Work to establish some meaningful rituals this in 30 days
2. Be precise in time and behaviour
3. Create a supportive environment.

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## Interview with Jack Groppe and Bill Hybels.

- How to bring your **best self** to your most critical situations and functions.
- How to be at the top of your game when you need it most
- How to bring your talent and skill to the fore when you need it most.
- How to expand your capacity and maximize your energy.
- Learn how to recover and replenish your energy before you max out.

The drain is dangerous! Bill shared on how his emotional drain was very dangerous for him. Compassion disappeared...

Common myth is that stress is the problem – no stress means no growth.  
The problem is not stress, but inadequate recovery. (See Oscillation Principle above)

### ***Some tips for recovery:***

1. We need at least 7 hours of sleep
2. We need to balance energy output with energy gaining activities.
  - Daily: “Attack” a problem for 45 mins then take a 5-7 min “Brain Break”  
Should involve getting up – moving around – changing focus.
  - Define Boundaries:  
Bill has a running appointment that gives him an “end of the day”  
Acts as a protection for his “me and family time.” He can say “I have an appointment.”
  - Choose a weekly finish line that marks an escape and period of rewarding relaxation.  
Getting geographical separation may be critical.  
Do an activity that you enjoy so much that it fills your heart again!
3. Lessons:
  1. Create structure
  2. Life is a series of sprints. Work around intervals. (Athletes do interval training)
  3. Create boundaries to protect you.
  4. Become intentional in your pursuit of rest and replenishment.

### ***Fitness***

1. Two benefits:
  - Movement: Increases Oxygen and Bloodflow
  - Fitness: Increases capacity – Are you tired at the end of the day? Getting fitter can help.
2. Three areas of fitness: Aerobic, Flexibility and Strength.
3. Why don't we exercise?
  1. We have trained ourselves to be sedentary

2. We say “I don't have time...” but the payoff is huge!
3. Lack of Accountability – We should pay money and put systems in place.
4. Advantages for those who are fit:
  1. You can out-think people at 15h00 in the afternoon – mentally more agile.
  2. You can handle bad news and bad situations better. (There is a fairly technical discussion on “fear” and “challenge” hormones that are respectively decreased and increased through exercise.

## **Nutrition**

1. The area where the greatest gains are possible and the greatest losses experienced.
2. Here we can have total control. It is a myth to say that we travel a lot or whatever. We can pack snacks, energy bars and sandwiches. We can order differently and say no to puddings. Have to lose the victim mentality.
3. If you eat well 80% of the time you can eat what you like 20% of the time.
4. If you eat badly you have energy slumps, depression, sugar lows and health issues.
5. Daily pattern
  - Breakfast: Light 40% carb, 40% fruit/veg 20% protein
  - Snack: Fruit/Veg
  - Lunch: Similar to Brekkie
  - Snack: Fruit/Veg
  - Supper: Similar to Brekkie
 Yields high energy and quick metabolism.
6. Water = vital.
  1. Dehydration: Lose judgment, reaction time, speed and co-ords.
  2. Carry a bottle of water to meetings.
  3. Remember that coffee etc are better than nothing, but they are “polluted water.”

## **Conclusions**

1. Be intentional – create structures – as many as it takes.
2. Create a supportive environment – tell people what you are doing and ask for their help.
3. Set realistic expectations – don't expect too much too soon.

Bill:

“These things benefit me now!”

“I have as much energy now as I had 20 years ago.”

“Replenishment is vital.”