

Strategies to Create Personal ROI

Key Lessons for Leadership in
Challenging Times



ROI

Return On Investment measures the efficiency of our financial or economic investment.

Personal ROI measures the efficiency of our personal investment at work and in our life outside of work.

Increased Personal ROI will increase personal motivation, reduce absenteeism and improve productivity.

Why Personal ROI

“Lost productivity at work due to health related matters can cost an average Canadian organization up to \$10 million each year. And much of that is attributable to mental health and stress.”

Joseph Ricciuti
Watson Wyatt

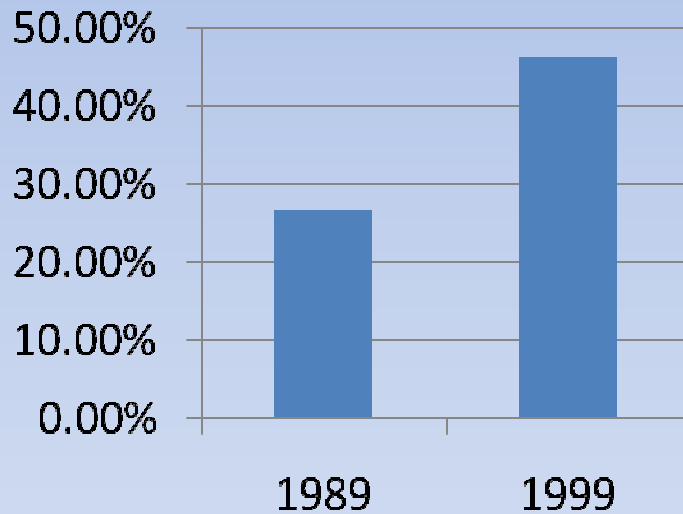
Why Personal ROI

- 75% of employees indicated that they had sufficient physical or mental energy to do their jobs most of the time.
 - 25% are not as productive as they could be
- Stress and work-life balance are the two most common reasons for leaving an organization

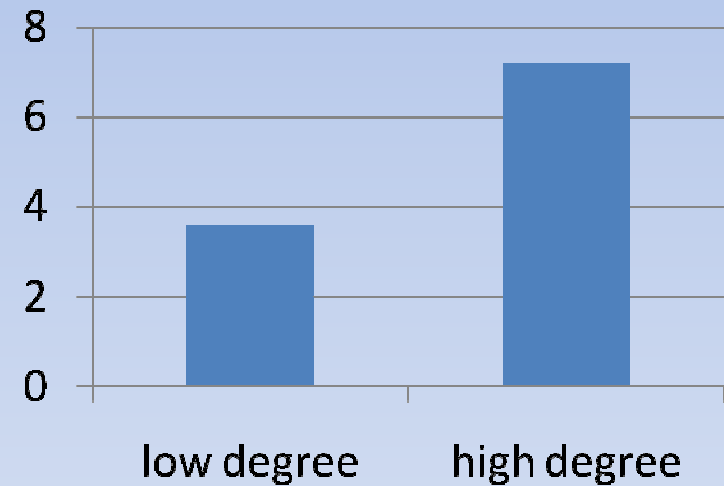
Watson Wyatt's study - *2007 Work Canada*

Why Personal ROI

Stress Levels



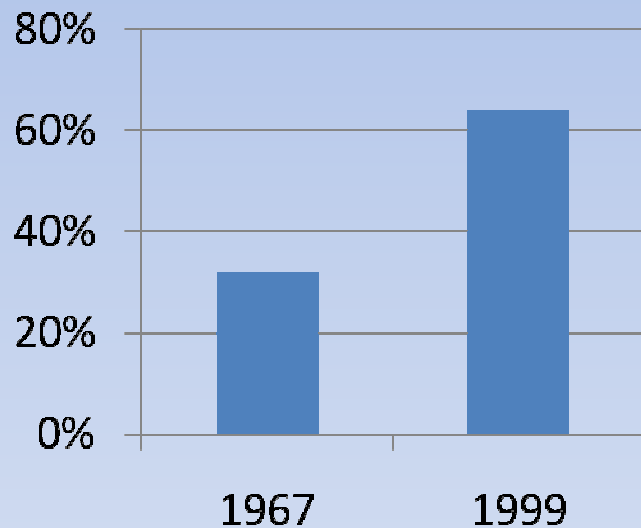
Of missed days/degree of work-life stress



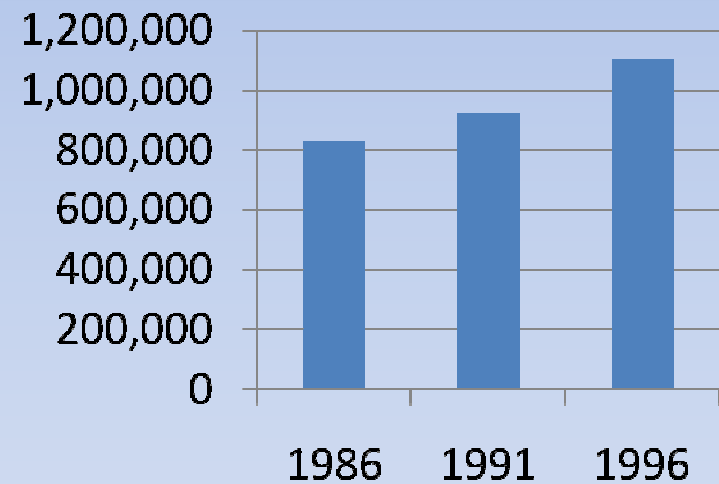
Conference Board of Canada's *Survey of Canadian Workers on Work-Life Balance* (1999)

Why Personal ROI

Dual Income Earners



Lone Parents in the Workplace



Work-Life Balance in the New Millennium – Linda Duxbury and Chris Huggins (2001)

Why Personal ROI

Working 50 or more hours per week

1991: one in ten

2001: one in four

- Downsizing
- Corporate culture to work long hours
- Always on technology
- Global competition with work hours extended across time zones
- Speed of change where organizations are practicing crisis management resulting in increased workloads



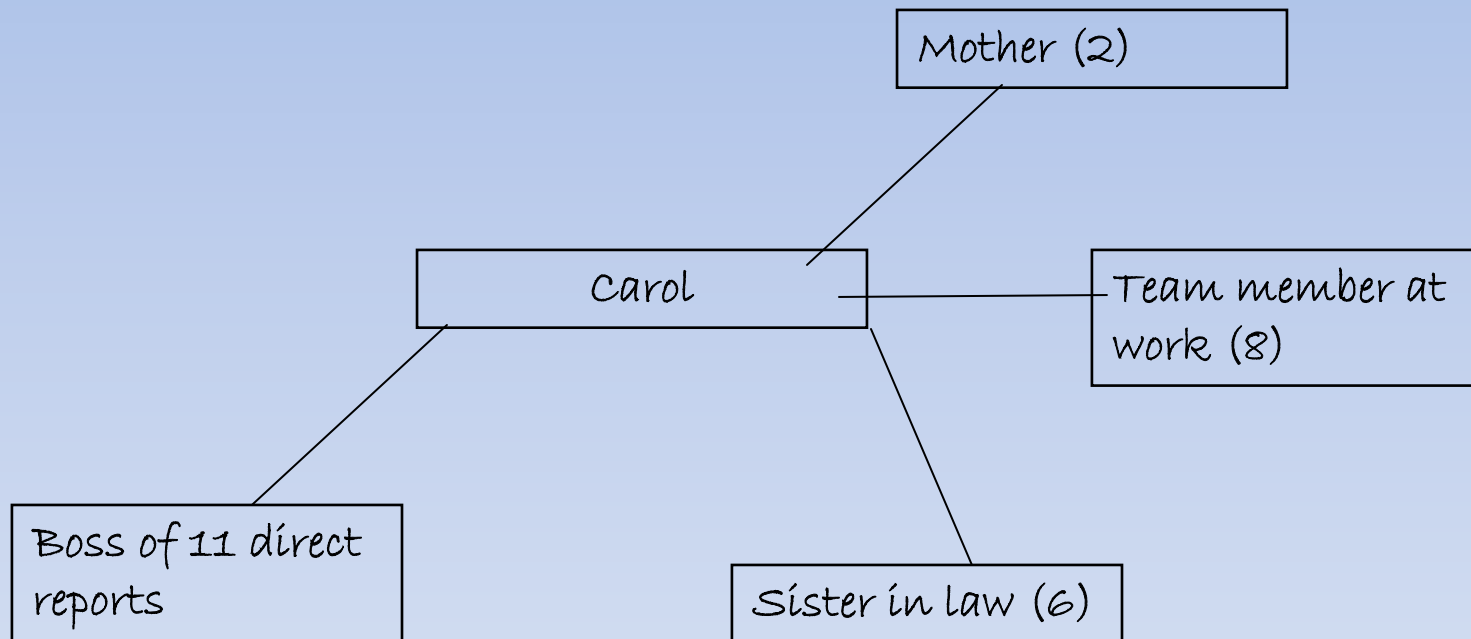
Personal ROI =

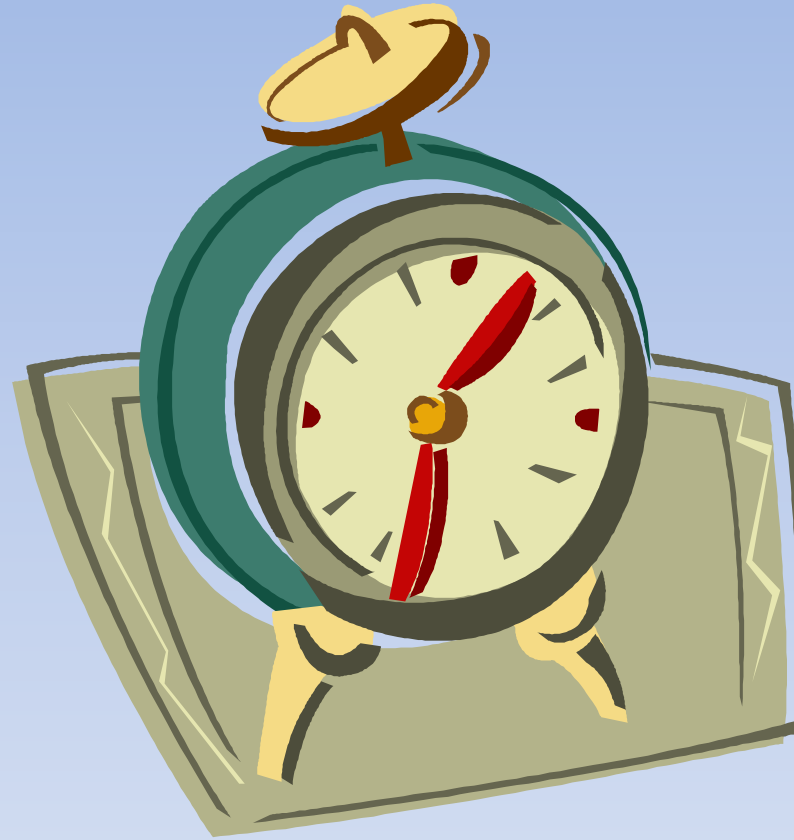
Perspective + Personal Values





Exercise #1







Here's the ticket.

- How many people are you impacting?
- How would they describe you?
- Who might you be inspiring? Bringing down?
- Step back and take a more holistic look at your impact

"Don't worry that children never listen to you. Worry that they are always watching you" Robert Fulghum

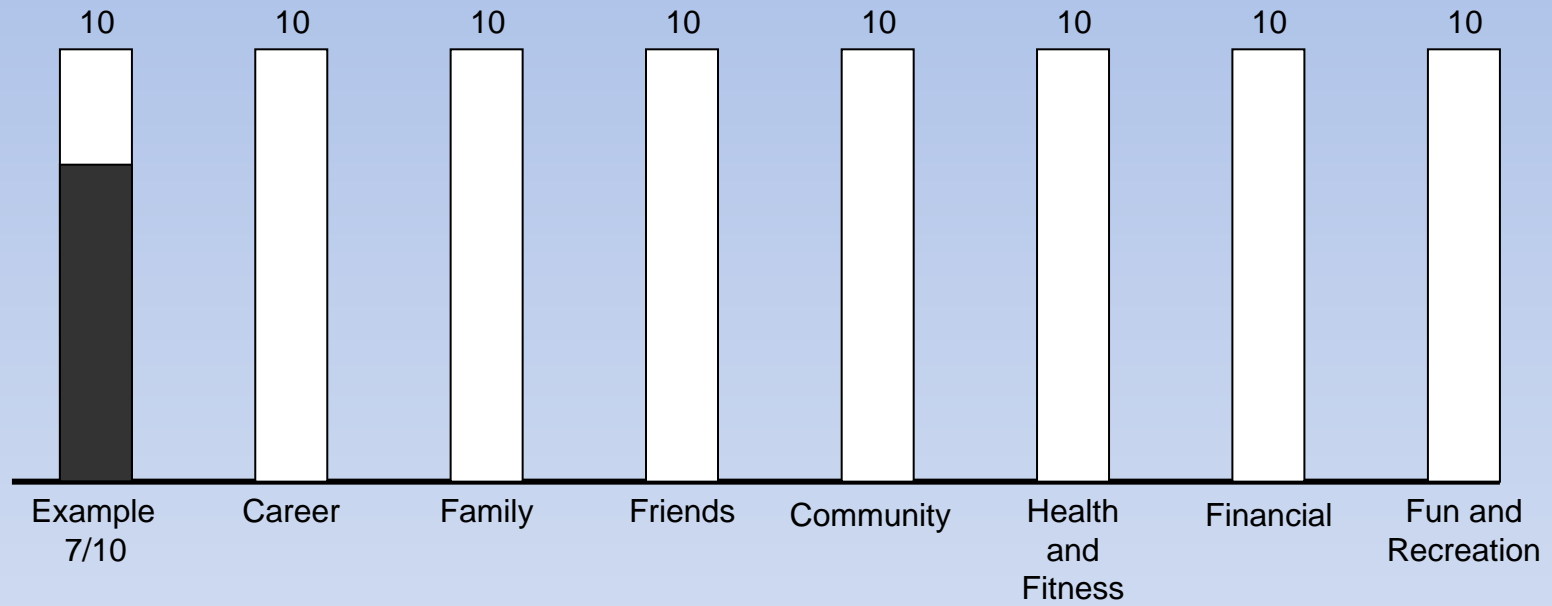




What 3 things are you focussing most of your attention on right now?



Exercise #2







Here's the ticket.

- What are the most important things from this perspective?
- Where would you like to make changes?
- By staying focussed on the big picture, you can more easily prioritize and stop wasting time.

"We either make ourselves happy or miserable. The amount of work is the same." Carlos Castaneda





Exercise #3a

<input type="checkbox"/> Risk	<input type="checkbox"/> Grace	<input type="checkbox"/> Togetherness
<input type="checkbox"/> Impact	<input type="checkbox"/> Serve	<input type="checkbox"/> Empathize
<input type="checkbox"/> Design	<input type="checkbox"/> Learn	<input type="checkbox"/> Relate with God
<input type="checkbox"/> Sensations	<input type="checkbox"/> Guide	<input type="checkbox"/> Educate
<input type="checkbox"/> Expert	<input type="checkbox"/> Have fun	<input type="checkbox"/> Triumph
<input type="checkbox"/> Wealth	<input type="checkbox"/> Attractiveness	<input type="checkbox"/> Family
<input type="checkbox"/> Problem Solving	<input type="checkbox"/> Assist	<input type="checkbox"/> Support
<input type="checkbox"/> Imagination	<input type="checkbox"/> Locate	<input type="checkbox"/> Be passionate
<input type="checkbox"/> To glow	<input type="checkbox"/> Cause	<input type="checkbox"/> Instruct
<input type="checkbox"/> Honesty	<input type="checkbox"/> Sensual	<input type="checkbox"/> Score
<input type="checkbox"/> Gamble	<input type="checkbox"/> Being alone	<input type="checkbox"/> Harmony
<input type="checkbox"/> Stimulate	<input type="checkbox"/> Physical challenge	<input type="checkbox"/> Enlighten
<input type="checkbox"/> Conceive	<input type="checkbox"/> Uncover	<input type="checkbox"/> Win over
<input type="checkbox"/> Freedom	<input type="checkbox"/> Inspire	<input type="checkbox"/> Take risk
<input type="checkbox"/> Set standards	<input type="checkbox"/> Play games	<input type="checkbox"/> Loyalty
<input type="checkbox"/> Courage	<input type="checkbox"/> Quality	<input type="checkbox"/> Fame
<input type="checkbox"/> Encourage	<input type="checkbox"/> Improve	<input type="checkbox"/> Danger
<input type="checkbox"/> Assemble	<input type="checkbox"/> Magic	<input type="checkbox"/> Stability
<input type="checkbox"/> To feel good	<input type="checkbox"/> Influence	<input type="checkbox"/> Money
<input type="checkbox"/> Be entertained	<input type="checkbox"/> Venture	<input type="checkbox"/> Truth
<input type="checkbox"/> Coach	<input type="checkbox"/> Minister to	<input type="checkbox"/> Dominate field
<input type="checkbox"/> Innovation	<input type="checkbox"/> Locate	<input type="checkbox"/> Independence
<input type="checkbox"/> Community	<input type="checkbox"/> Power and authority	<input type="checkbox"/> Facilitate
<input type="checkbox"/> Competition	<input type="checkbox"/> Arts	<input type="checkbox"/> Privacy
<input type="checkbox"/> Faith	<input type="checkbox"/> Cooperation	<input type="checkbox"/> Experiment
<input type="checkbox"/> Travel	<input type="checkbox"/> Respect	<input type="checkbox"/> Creativity
<input type="checkbox"/> Accomplishment	<input type="checkbox"/> Peace	<input type="checkbox"/> Flexible work schedule





Exercise #3b

Personal Key Values Chart

Words in Value	Person/Place/Thing
1. <i>Honesty, Integrity, Respect</i>	
2. <i>Friendship, Social interaction, Family,</i>	
3.	
4.	
5.	
6.	





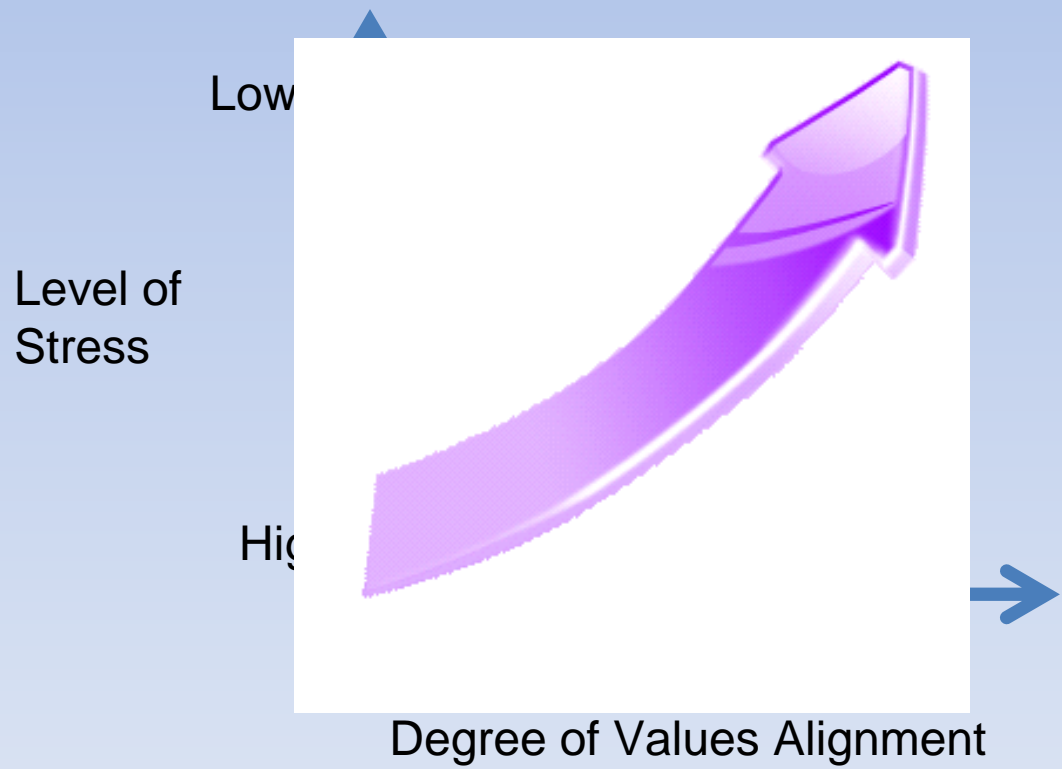
Exercise #3c

Personal Key Values Chart

Words in Value	Person/Place/Thing
1. <i>Honesty, Integrity, Respect</i>	<i>Ghandi</i>
2. <i>Friendship, Social interaction, Family,</i>	<i>Chapel</i>
3.	
4.	
5.	
6.	



Stress and Personal Values Alignment





Here's the ticket.

- Where in your life are you currently honouring your values?
- When you are stressed, get curious about what value of yours is not being honoured
- As you align your life around your top values, you will feel more fulfilled

"Embrace your uniqueness. Time is too short to be living someone else's life" Kobi Yamada



Personal ROI

Perspective – What's my impact?



Perspective – What's the big picture?



Personal Values – Am I honouring them?

Increased personal motivation, reduced absenteeism and improved productivity at work and in life!

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Life and Leadership by Design