

Insights from *Are You Fully Charged?* by Tom Rath

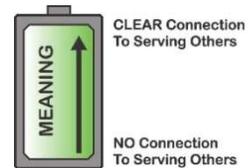
“We identified and catalogued more than 2,600 ideas for improving daily experience. As we narrowed down the concepts to the most proven and practical strategies, underlying patterns continued to surface. Three key conditions differentiate days when you have a full charge from typical days” – Tom Rath

- **Meaning:** making the connection between what you do and how it benefits another person
- **Interactions:** creating far more positive than negative moments
- **Physical Health:** making choices that improve your mental and physical health.

Meaning

“Until you understand how your efforts contribute to the world, you are simply going through the motions each day.” – Tom Rath

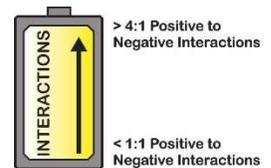
According to a 2008 study by the Radiological Society of North America, when a patient’s photo was attached to an MRI scan, the accuracy of the radiologists’ diagnosis improved by 46%! Therefore, get in the habit of making a connection between what you are working on and who it is impacting. Place a picture of who your work is impacting on your desk or on the wallpaper of your computer desktop.



Interaction

“We need at least three to five positive interactions to outweigh every one negative exchange. Bad moments simply outweigh good ones. Whether you’re having a one-on-one conversation with a colleague or a group discussion, keep this simple shortcut in mind: At least 80 percent of your conversations should be focused on what’s going right.” – Tom Rath

What’s ‘right’ includes: focusing on a strength, recent accomplishment, or an experience you can look forward to. At end of each day, as you lay in bed, reflect upon the positive interactions you had during the day. Reflecting on positive interactions will focus your mind to form more positive interactions tomorrow.



Physical Health

“There is absolutely no dietary need for any added sugar - a toxin that fuels diabetes, obesity, heart disease, and cancer. Eliminate as much added sugar as possible... Drink more water, tea, and coffee instead of soda or other sweetened drinks.” – Tom Rath

Look at the label of everything you are about to purchase and eat. If it contains more than 10 grams of sugar, don’t buy it. Aim for zero added sugar (naturally sweetened foods only) throughout the day to keep your blood sugar stable and remain fully charged. At a minimum, avoid these sugary foods: soda, candy, pastries, fruit juice, and most dressings.

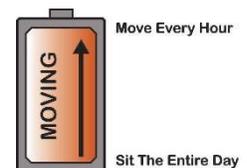


“Being active throughout the day is the key to staying energized. Even 30–60 minutes of exercise a day will not cut it if you spend the rest of your day sitting around. Moving around and getting more activity every hour is what will keep you fully charged” – Tom Rath

A study of over 200,000 people found that even if you exercise more than 7 hours each week you still had a 50% greater risk of death if you sit the majority of the time each day.

“When you sit down, the electrical activity in your leg muscles shuts off quickly. Your rate of burning calories drops to just one per minute. The enzymes that help break down fat fall by 90 percent. After sitting for two hours, your good cholesterol drops by 20 percent.” – Tom Rath

Set hourly reminders to move around. Make standing the default position (get a stand-up desk if you work in an office).



“The best performers in these studies slept for 8 hours and 36 minutes per night on average. The average American, in contrast, gets just 6 hours and 51 minutes of sleep on weeknights... One study suggests that losing 90 minutes of sleep can reduce daytime alertness by nearly one-third.” – Tom Rath

Sleep is essential to our daily performance. Here is how to get more of it:

- Reduce your exposure to light at night (turn off electronic devices 1 hour before a scheduled bed time).
- Lower the room temperature (reduced temperature prevents your natural body clock from waking you up in the middle of the night).
- Reduce exposure to noise while sleeping by wearing ear plugs or playing a white-noise soundtrack while sleeping (use an app on your smartphone).

