

THE FIRST ANNUAL ENERGX WOMENS ENERGY INTELLIGENCE REPORT

WHY WOMEN ARE SO TIRED?

AUSTRALIA'S FEMALE ENERGY CRISIS

energix





WELLBEING

Almost \$40 billion in lost productivity.

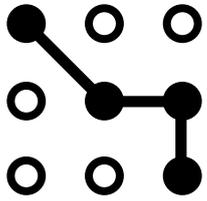
Wellbeing is the single biggest human factor determining productivity. According to The Department of Employment and the Workplace Gender Equality Agency, there are 3,230,300 women employed full-time in Australia earning an average annual salary of \$75,702. Based on research from Harvard University, Gallup, Medibank Private and Direct Health Solutions we estimate the productivity loss to the Australian economy to be almost **\$40 billion annually**.

Go to bit.ly/wellbeingcalculator to estimate the cost to your business.



“Creating the conditions for women to thrive is essential not only to the success of any business, but to attracting and retaining female talent in the first place.”

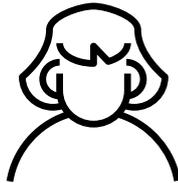
Research and Insights Snap Shot



143,280

data points collected from professional women to provide the insights in this report

1194



professional women completed Energy ExIQ assessments

49%

professional women with children

20-66

years, age range of professional women assessed.

33

years, median age of professional women assessed. Average of 37 years.



58

Energyx wellbeing experiences delivered



95%

would recommend Energyx to friends, family and colleagues

"The day went beyond just providing information. The combination of audio visual, presentation, buddy tasks, physical exercises, and the healthy food, meant I left with energy still in my tank and motivated to make change."

"Energy is required for everything we do. Learning how best to maximise our energy and apply it with clear knowledge of our strengths, along with tools to focus our energy and strengths, can only make the way I choose to utilise my energy more effective and enjoyable in all aspects of life."

What people say...

The World Health Organisation have found that Unipolar depression is twice as common in women. Why?



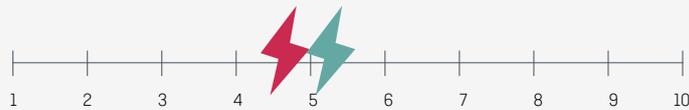
Burnout is the gateway to more serious issues.

Energx have found that professional women only feel they have enough energy 47% of the time. This is having a profound impact on their ability to BE and FEEL successful.

This the Australian Female Energy Crisis.

FUEL

How many of the last ten days did you feel like you had enough energy for yourself and the things that are important to you?



In three months time where would you like to be?

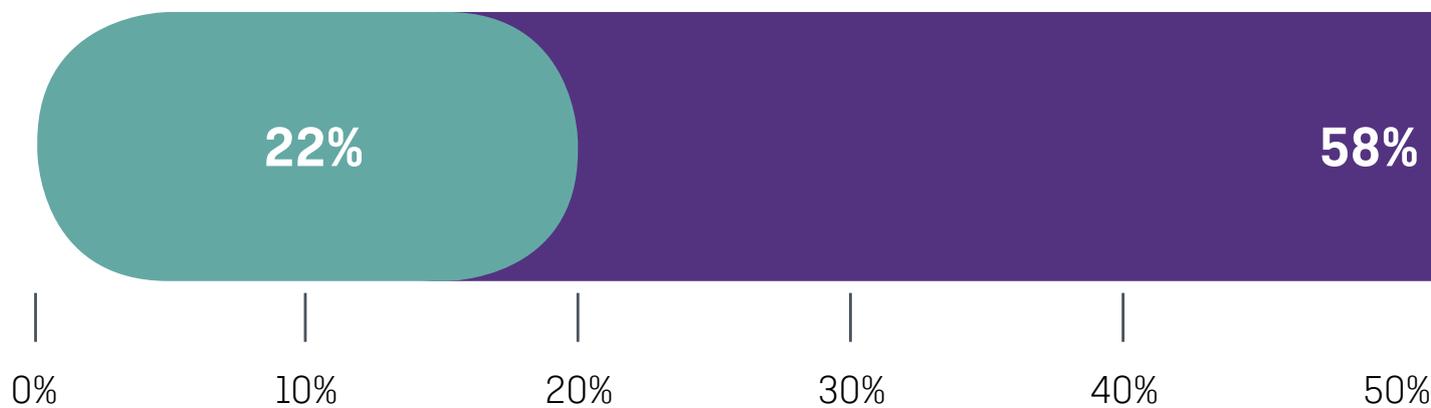


 Women 4.70 / 8.25

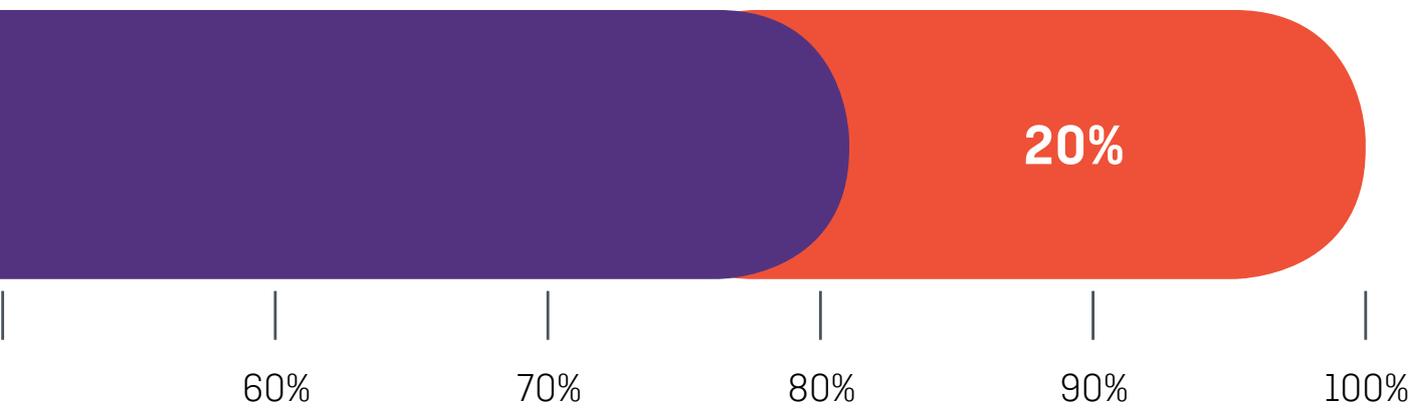
 Men 5.37 / 8.45

Professional Women Energy Depletion Overall Risk Profile

The graphic below shows the distribution of energy depletion levels among professional women. A huge 78% of Australian professional women are more than 20% depleted from their energy goals.



Depletion Level	# People Depleted
20%>	263
21% - 40%	693
40%<	238



Burnout Risk | Professional Women

We asked 1194 Australian professional women 50 'energy intelligence' questions related to their overall wellbeing. For each question they gave themselves a score of 0 - 10, 0 = "nothing like me", 10 = "that's me".

BODY NOT IN BEST WORKING ORDER

[% of women with a score <6 cardio and weight training]

53%

FEELING OVERWHELMED

[% of women with a score <6 in "I never feel overwhelmed"]

78%

LACKING FULFILMENT

[% of women with a score <6 "I am making a meaningful contribution to something bigger"]

39%

NEGATIVE SELF-TALK

[% of women with a score <6 "I rarely talk to myself negatively"]

60%

Below are indicative percentages likely to be experiencing the seven Energy Crisis Indicators [ECIs].

When people experience multiple ECIs and/or the ECI is severe this may lead to burnout and/or more serious mental and physical health issues.

WAKING UP TIRED

[% of women waking up less than 6 out of 10 days feeling refreshed]

65%

STRESS AND WORK- LIFE BALANCE

[% of women with a score <6 "I feel I have balance in my life."]

59%

LONELY AND DISCONNECTED

[% of women with a score <6 "I feel I have great friends at work", "I have enough energy for friends"]

33%



87% of Australian professional women are experiencing two or more ECIs. 60% have four or more leaving them vulnerable to burnout or worse.



Healthy women. Healthy business.



“Wellbeing is becoming a core responsibility of good corporate citizenship and a critical performance strategy to drive employee engagement, organisational energy, and productivity.

It is also a growing expectation among the talent companies most want to recruit, access, and retain. No longer an optional or narrowly focused element of the rewards menu, wellbeing is now front and centre as a business imperative for leading, high performance companies.”

Deloitte Global Human Capital Trends 2019

A Message From The University Of Sydney Business School.

We share a strong belief with Energx that the most valuable, sustainable and high growth potential resource in any organisation is the **collective energy and creativity of its people.**

Energx have simplified and connected the thinking of many disciplines to create something more accessible – the skill of energy intelligence.

Just as energy is intuitive to all us, we can intuitively see the application and impact of this thinking for individuals, businesses and communities.



Dr Stefan Volk
Director of the Body, Heart and Mind in Business Research Group
The University of Sydney Business School



THE UNIVERSITY OF
SYDNEY
—
Business School

Only Energx focus on preventing and overcoming ECIs to quickly increase the collective energy and creative capacity of your people.

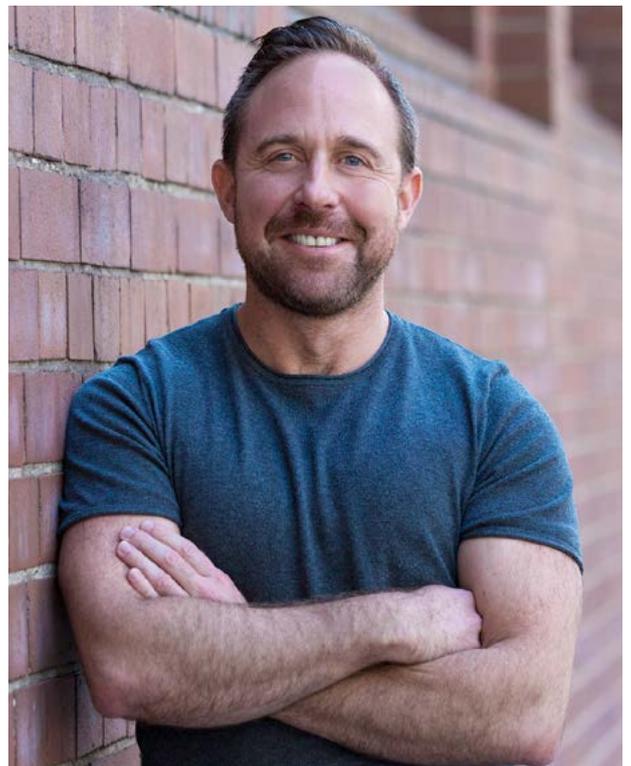
Without creativity your business cannot differentiate. And, without capacity it can't grow, adapt, learn or innovate.

The Top 10 skills identified by the World Economic Forum as most valuable skill for the future of work, are impossible to learn or perform when we are depleted.

The fact is we can't achieve what we don't have energy for.

Our unique depth of experience and proven results show that we understand how to create the cultural conditions for your people to thrive.

Our job it to help your business achieve it's ambitions.



Sean Hall
Founder | Chief Energist | Energx



How much of Australia's future success relies on engaged women having the capacity to contribute?



We can't achieve what we don't have energy for.

On the following pages, we've clustered Energx data into business performance indicators you'll be familiar with, things like engagement, leadership, work/life balance, and our favourite creativity and flow.

The inner line is **the current diminished capacity of women in the workplace**, the outer where they'd like to be. The gap is impacting Australian businesses today.

Energy intelligence is wellbeing without the 'woo-woo'

Energy intelligence is a preventative human performance capability designed for the future of work. Our proprietary ExIQ assessments measure the Energy 4Fs - a holistic framework that considers the variables that energise and deplete, while helping set new energy goals.

Energx programs have delivered an average 50% increase in perceived energy in just twelve weeks. Our data collection enables precise targeting of the micro skills required to increase personal and collective energy, immediately.



FUEL is the foundation.

We're energised when we make healthy choices about the quality, quantity and frequency of our food and water, fitness, recovery and sleep.



FIRE creates a recipe for flow.

We're energised when we love what we do and why we do it. This is about being clear on our strengths and getting to use them every day to contribute to something meaningful.



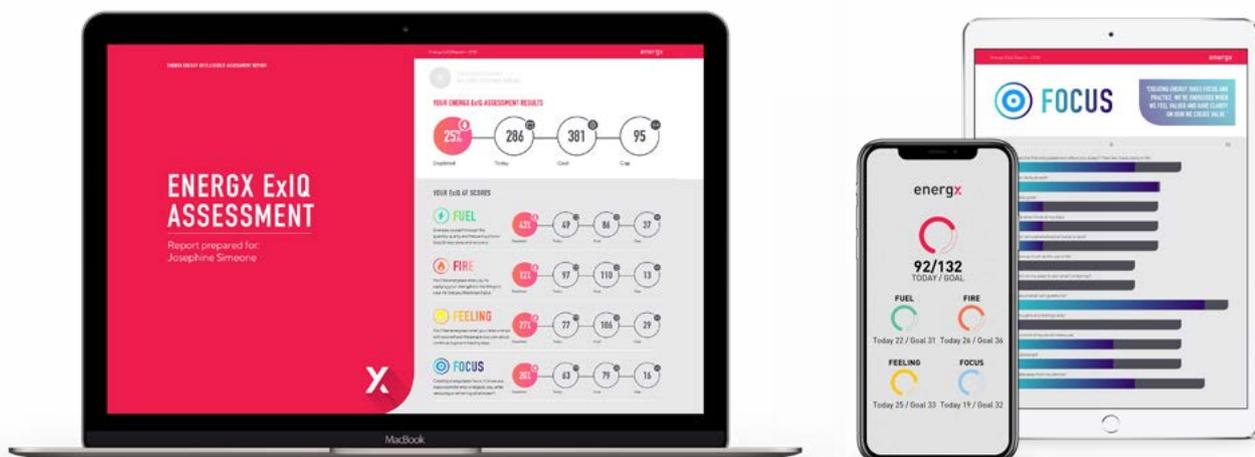
FEELING is about relationships.

We're energised when our relationship with ourselves is kind, generous, compassionate and loving. This is the foundation for creating healthy, inclusive and collaborative relationships with others.



Creating energy requires FOCUS.

This is your energy diary and plan. We're energised when we create space for the stuff that adds value to our personal and professional lives while we remove, or reframe the energy vampires that deplete us.

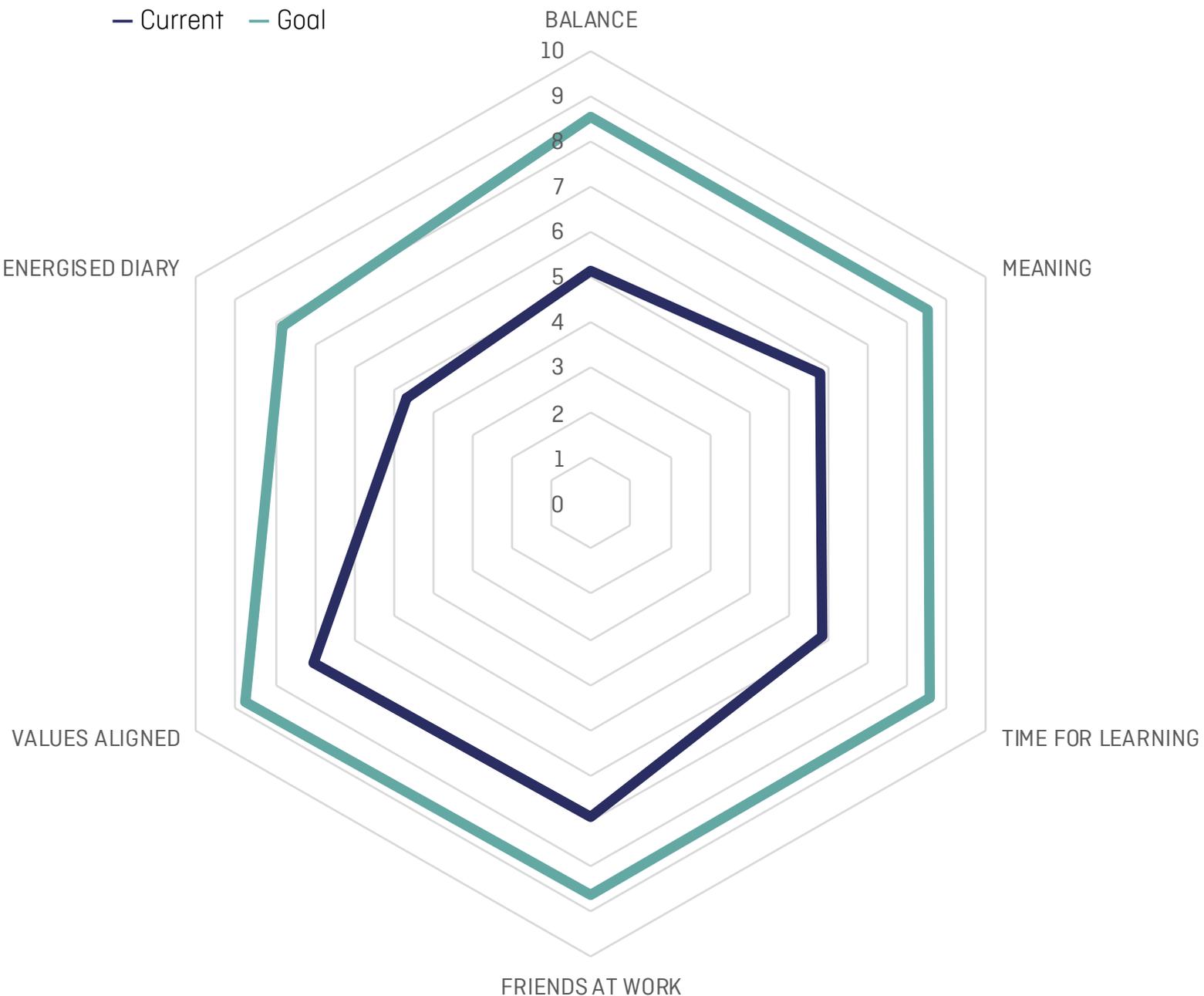


Employee Engagement Energy Cluster

Multiple studies have demonstrated the impact of employee engagement and job satisfaction on key business outcomes. Here we look at balance, meaning, great friends at work, people that energise, learning, shared values.

Employee Engagement Indicators

— Current — Goal

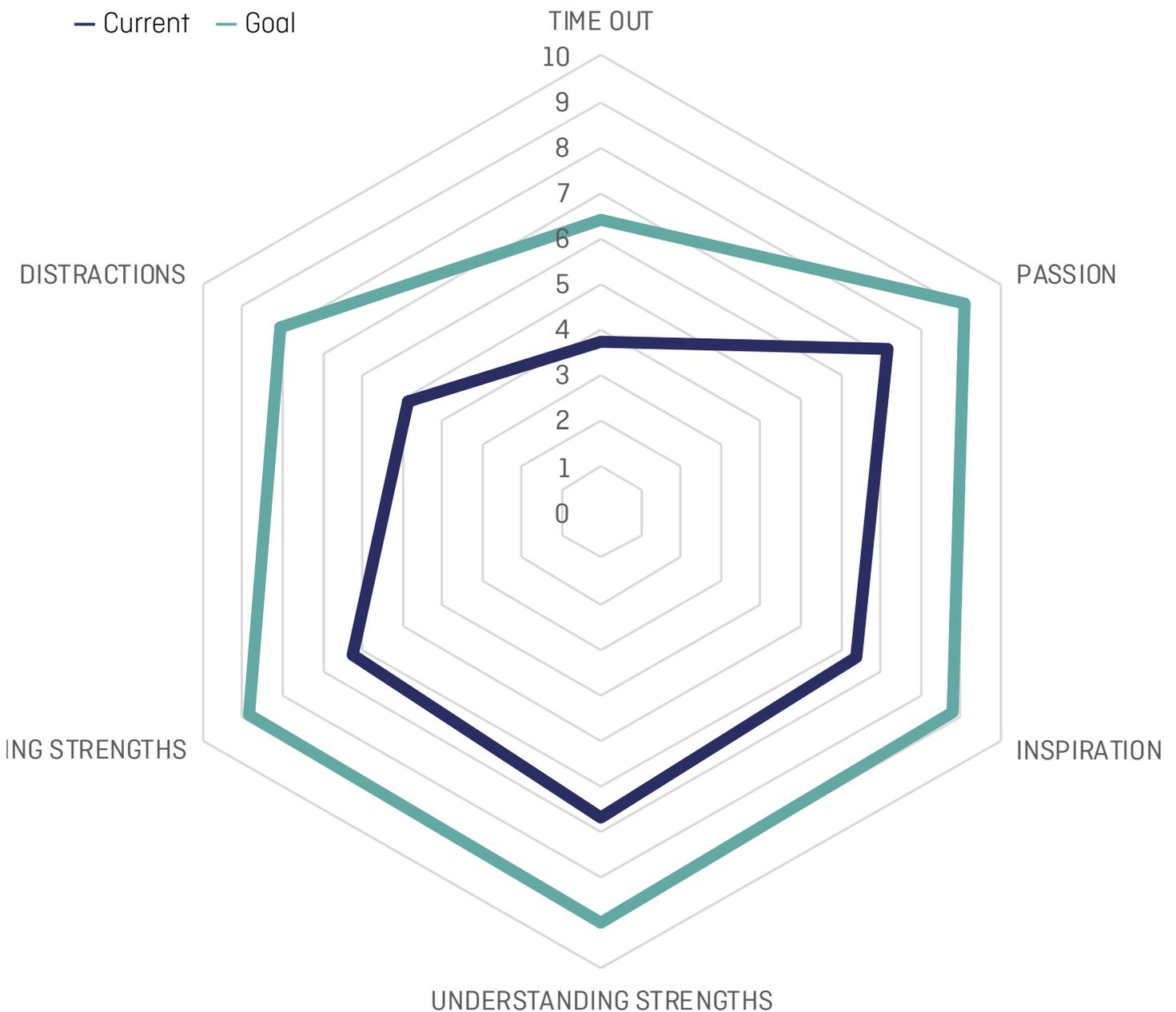


Creativity and Flow Energy Cluster

The collective creativity and flow within an organisation will directly impact innovation and productivity capacity. Here we look influencing factors like diary management, time-out, understanding of strengths, passion, managing distractions, and inspiration.

Creativity And Flow Indicators

— Current — Goal

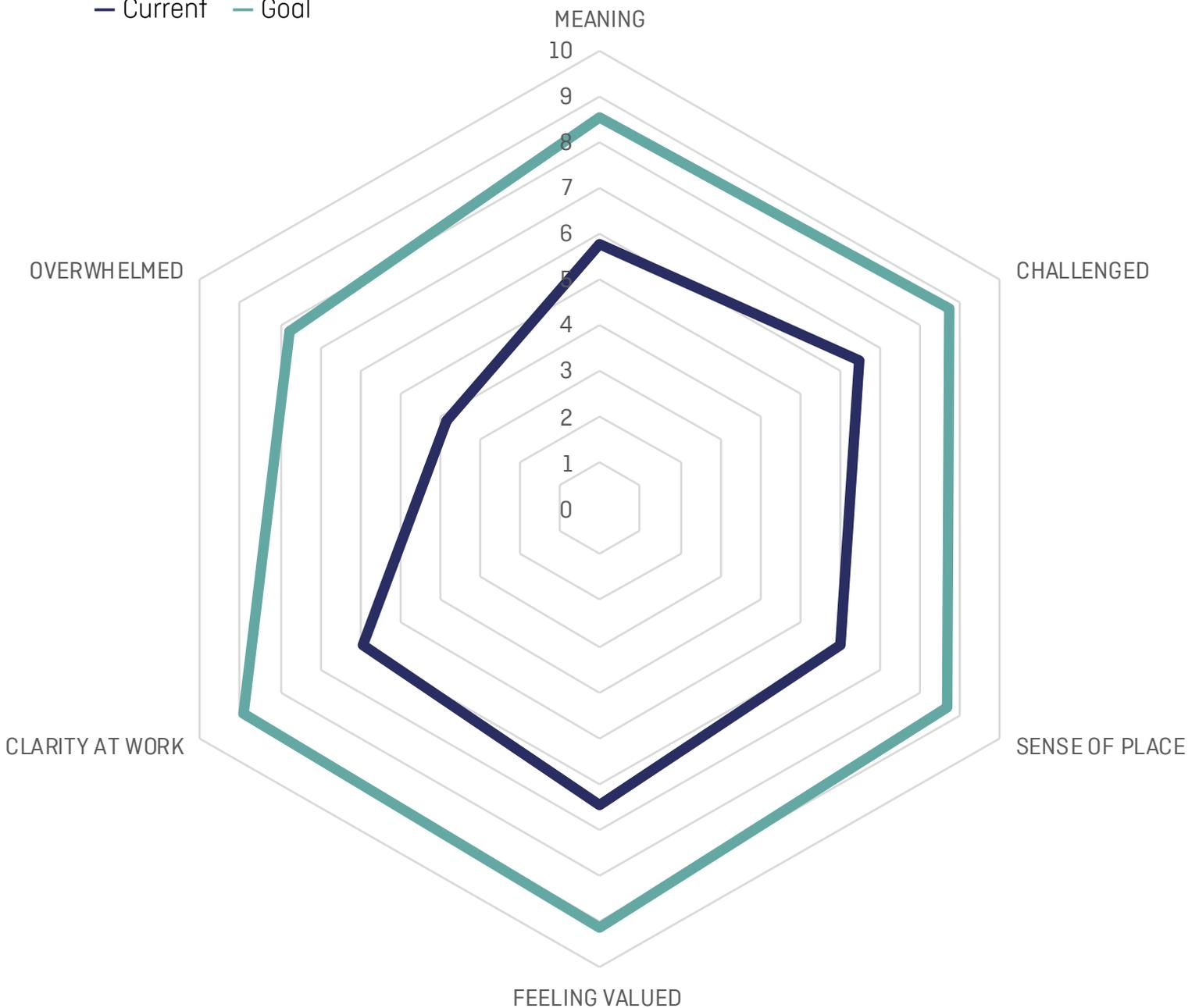


Desired Leadership Impact Energy Cluster

Leaders play a starring role in creating the conditions for an energised culture. This responsibility extends to ensuring employees feel valued, have clarity, are using their strengths, have a sense of meaning, and are challenged positively.

Desired Leadership Impact Indicators

— Current — Goal

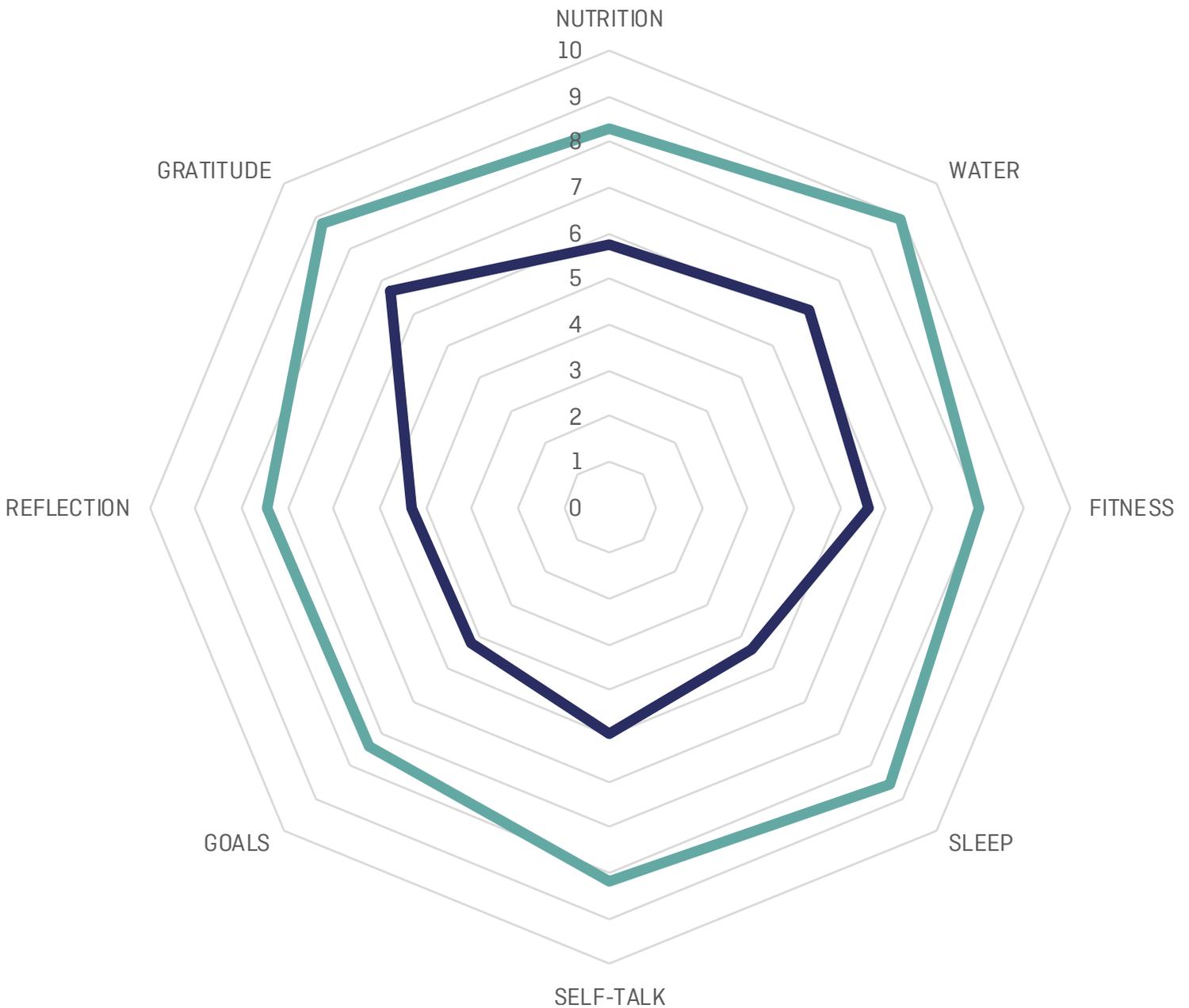


Energetic Foundations Energy Cluster

With employees spending a third of their lives at work, employers must be clear on the level of responsibility they wish to take when it comes to the foundations impacting well-being - sleep, fitness, reflective learning, hydration, gratitude, managing self-talk, and goal setting.

Energetic Foundations Indicators

— Current — Goal

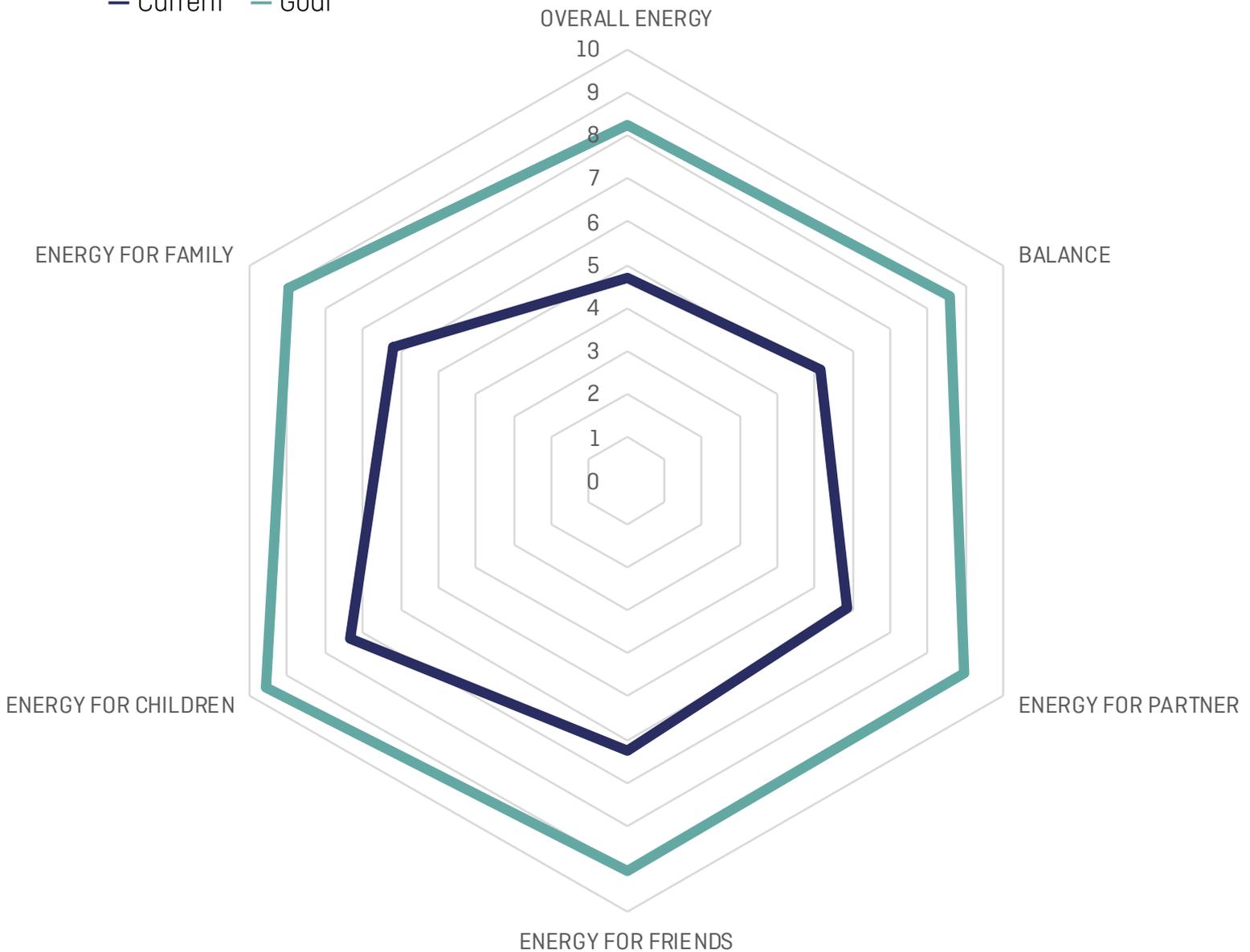


Work-Life Harmony Energy Cluster

Work has an impact on our whole life. Feeling like we don't have balance or enough energy for the important relationships in our lives, as indicated by the gaps here, can result in heavy and depleting emotions like shame, guilt and resentment.

Work-Life Harmony Indicators

— Current — Goal



ExIQ builds self-leadership, self-awareness and empathy.



Energy intelligence, like any skill or capability, has levels of competency that are only built with consistent practice, application and feedback. It is commonly said that mastery of a skill takes 10,000 hours. Developing ExIQ mastery results in developing the most powerful human skills we have, self-awareness, self-leadership and empathy.

Collective ExIQ builds organisational capacity to do, and be more.



The human energy potential of an organisation will be realised through a systems thinking approach, where capability is built simultaneously in multiple contexts. ExIQ makes this possible by uniquely combining consistent frameworks with a consistent human (non-jargon) language that can be applied in every organisational context.

“Organisations that thrive in the future of work will adopt a mindset focused on their people leaving work more energised than they arrived.”



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The best time to
have more energy
is right now.
Let's get started.

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