

Vitality, resilience and workability during this Corona period

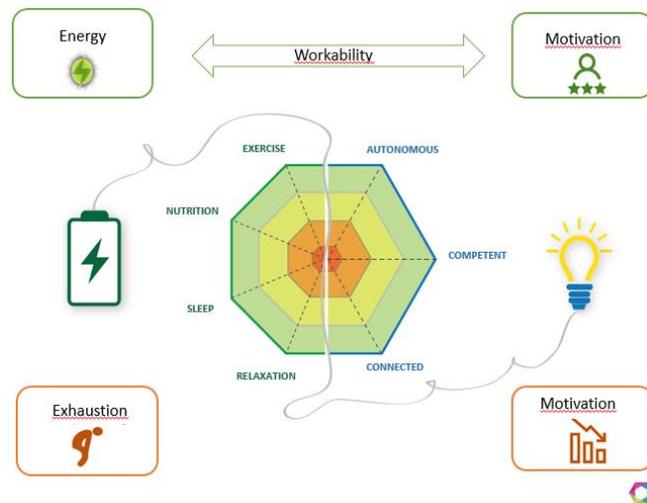
How do you ensure that your employees remain fully deployable, motivated and vital?

Work during this Corona period – the consequences for man and organization

The impact of the Corona virus on society, organizations and people is great. While for some the workload has increased (e.g. in the healthcare sector), others have less, none or other work to do. This has major consequences and requires adaptability of your organization, the business and your employees.

Especially in these times it is important to keep your employees energized and motivated. Research shows that motivation, and therefore the performance of employees, is influenced by the 3 basic psychological needs (Ryan&Deci):

- *Autonomy* (experienced freedom of choice, own will and willingness).
- *Connectedness* (experiencing support and feeling part of a group)
- *Competence* (feeling of competence)



In addition, the lifestyle (exercise, nutrition, sleep, relaxation) of employees affects their vitality. As an employer, you have influence on these factors and therefore also on the motivation, vitality and workability of your employees. Especially in these turbulent times, it is important to keep your employees healthy and vital in order to limit the impact of the Corona virus. Managers play an important role in this regard.

Support by Enrgy in Business Group

- Are your employees in need of (extra) support during this period through of online coaching, for example in terms of *anxiety complaints, work-life balance, (control) loss?*
- Do you have query with regard to *leadership*, ownership with regard to *work(ability)* and/or *work related influencing opportunities?*

High pressure and exceptional situations can lead to intensified connections (a bond for life) or to further (social) distance. How do you maintain the connection, motivation, productivity and vitality?

Challenges can lie in the blurred lines between work and private life, loss of control and insecurity among your employees. For example:

1. How do I work (at home) while the children are running around and need schooling? (*work-home balance, role conflict*)
2. How do I keep in touch with my social environment and immediate colleagues? (*connectedness*)
3. How do I stay healthy and fit now that I'm indoors a lot? (*lifestyle/physical health*)
4. How do I deal with uncertainty, stress and fear? (*mental health*)
5. How do I stay focused and motivated at work? (*motivation*)

We would very much like to support you and your employees with these issues. During the first point of contact, we will provide you with advice free of charge. Thereafter, for the duration of the Corona period we offer you the possibility to purchase 'individual hours' (€ 130,- per hour).

Our regular (online) coaching programs can be used in the event of a more complex request for help and/or a need for more extensive support. In consultation with you, you will receive a suitable offer that matches your specific query or request.

Please send a message to coaching@enrgyinbusiness.nl with your request/query or contact your Account Manager/Workability Specialist. We will then contact you/your employee.