

It can be exciting to be involved with new technology, or new products and services where demand exceeds supply. There is a buzz as people collaborate to deliver results in a tiny fraction of the time it would take in a big corporate organisation. People are often inspired to be involved in a fresh, creative and ambitious project.

But sometimes the consistent demands to achieve more against tight deadlines takes its toll. If you want to get ahead you can:

1. Enable employees to consistently make their best possible contribution
2. Maximise team cohesion so that people can deliver more together
3. Create a culture in which people thrive and develop a sense of brand loyalty

Optimisation in all three areas provides good return on investment, enables you to hit shorter deadlines and creates the opportunity for you to effectively increase your market share.

From an employee perspective exponential business growth inevitably drives increasing workloads which need to be delivered against increasingly tight deadlines. People inevitably feel that however much they do achieve, there will be another legitimate target until they failed to achieve one or more deadlines.

The requirement to deliver more in less time inevitably impacts on peoples':

1. Self-esteem which is affected because ambitious people typically feel bad when they cannot achieve targets and they often worry about how other people perceive their performance.
2. Adrenaline levels - as people feel the strain to achieve more in less time it becomes increasingly difficult to maintain a proper sense of proportion.
3. Output – it's inevitable that delivery is affected when people are feeling uncertain about their performance or are 'over-revving'.

It makes sense to show people how to maintain their:

1. Personal sense of equilibrium
2. Ability to keep things in their proper perspective
3. Maintain confidence and self-esteem independently of day-to-day life at work

When companies decide to take a slightly long-term view and they invest in the employee's capability to keep themselves in a mentally healthy and operationally

productive condition, the business benefits from consistent and rising business output.

From an employers' perspective having people who:

1. Are in good mental shape
2. Manage work and life challenges relatively seamlessly
3. Appreciate an employer who demonstrate that they have the employees' best interests at heart

Is an easily achievable outcome.

Rather than waiting until an employee submerges under their workload or risk losing talented people who want to succeed, why not enable and retain people by providing a Mental Fitness Programme Optimising Your Own Performance (OYOP).

OYOP equips people with the mental skillset to get the most out of their own lives and make their best possible contribution to their employer. Participants progressively develop healthy mindsets and thinking habits so that they can:

1. Develop an action orientated mindset
2. Make grounded sustainable decisions
3. Keep both personal and organisational challenges in their proper perspective
4. Improve their own self-esteem
5. Avoid organisational drama
6. Use a contribution orientated attitude
7. Act with maturity and wisdom at work

OYOP has a proven track record of mental strengthening which you can discover [here](#). Details and dates of the next OYOP programme can be seen [here](#)

If you would like to understand more about the transformation achievable through a paradigm centred approach get in touch with me personally or watch my free 'Optimising Your Own Performance' Mental Fitness Session [here](#).