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**Supporting CommUnity**

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*moving from common sense to common practice*

## **Proactive, Progressive, and Productive Being Intentional!**

By Lori A. Hoffner

Did you begin the year with a statement about a new start to health or wellness, or a re-boot to completing goals you had set for yourself? Maybe it was a statement about a new start to a life of lower stress and higher satisfaction. Each of these ideas find their success in resilience.

And what about your current staff, or staff that you need to bring on for seasonal programming. Did you know, according to the American Institute of Stress; 63% of US workers are ready to quit their job to avoid work-related stress and 86% of employees are feeling overwhelmed. The American Psychological Institution research says that 91 percent of Gen Zs between ages 18 and 21 say they have experienced at least one physical or emotional symptom due to stress in the past month compared to 74 percent of adults overall. This creates lower productivity, more likelihood of absenteeism and even increases the challenge of finding staff to fill the very important positions you have available for your organization and programming.

As we continue to move through the year, what if we made a plan to be intentional? A plan that included both our personal and professional wellness. A plan that included steps for goal setting; incremental steps that look at the positive and celebrates what is already being done. A plan that incorporates resilience practices to reduce burnout; to create a community of support and comradery that reflects strength and respect. An intentional plan that really supports our mental health. Ultimately, a plan that encourages a positive work environment that creates retention and inspires more individuals to seek you out for seasonal, part-time, or permanent positions.

### **Here are seven ideas that you can do now to boost your resiliency:**

1. Be Authentic – know your values, develop your strengths and emotional intelligence.
2. Find Your Purpose – engage in work and tasks that really matter.
3. Maintain Perspective – learn from setbacks, look for and focus on solutions, manage your negative self-talk and thinking.
4. Manage Stress – find a balance with work, life, and your own self-care.
5. Collaborate With Your Colleagues – be intentional about seeking feedback as well as finding ways to support others.
6. Support Your Own Health – schedule the time to participate in the physical activities you enjoy, drink plenty of water and eat healthy.
7. Social Supports – use the networks you have both inside and outside of work to support you.

Lori can help you and your staff reflect on the goals of the department and programs and all the work that has been done and the stressors faced and overcome. Supporting CommUnity offers a training that can help your staff be proactive, progressive, and productive. Lori can lead a discussion that will focus on the strength of your staff and all the successes amid challenges. If you want to learn how to examine the impact on your overall wellness and mental health and how, together, we can create a positive and resilient workplace, please contact [Supporting CommUnity](#).

*Lori A. Hoffner, Organizational Development Speaker & Trainer helps people and organizations create open, positive, and inclusive environments through her speaking, training, and consulting. Since 1997, Lori has had the pleasure of working with audiences across the country to help them learn, grow, and develop positive practices for their organizations.*