

10 Powerfully Potent and Practical Lessons for Restoring Organizational Health

Do you feel the need to be restored? Has this past year been a challenge emotionally, physically, and spiritually? From my experience as a consultant and leader of a non-profit organization, I must say that most of those I work with are spinning out of control. They are dizzy, confused, dazed, and need to be restored.

Mr. Webster defines restore as a verb that emphasizes this act of “putting back to a state of health, soundness, and vigor.” The following are 10 ideas for you, your families, and your workplace. Once consistently implemented, you will reestablish a normalcy to your personal and professional life that may be a bit out of whack. Pass on your success stories to me as you continue this adventure called LIFE.

10. Playfulness! (Humor and Laughter)

What makes puppies so enduring? They are always wanting to play! We can learn from them as we interact with the world. The seriousness of life needs a dose of laughter, fun, and humor. Playfulness releases endorphins that lead to a restoring of the soul.

9. Planets, Places, and Plants! (Look Up)

Have you watched people lately? Observe their eyes and you will see that, most of the time, they are looking down. How tragic! Many stunning sunrises and sunsets are missed for a lack of looking up. Planets and stars appear at night which can take our breath away. Plants are to be touched and smelled. By looking up, it moves our focus off us and onto the majesty of the created world.

8. Parade! (Walking)

What do people do when they are in a parade? They move and wave. Smiles and sounds are everywhere. They walk! The research behind the benefits of regular walks would surprise you. It can take away depression, lowers Type 2 diabetes, reduces the progression of prostate cancer, and so much more! Benefits of Walking: Make your own parade by walking the neighborhood, or local shopping mall, or trail. You might even want to wave at a few cars passing by.

7. Promised Land!!! (Hope)

The challenge with life is that the uncertainty of the future often paralyzes us in our

thinking, focus, and behavior. But a promised land is future-focused which means these challenges have a shelf life. As my father said to me over the years, "This too shall pass" Look beyond yourself and fix your eyes on the hope that is ahead. If it is hard to see, invite those around you who seem to march to a different drummer when it comes to a future that holds promise and a land that is ripe for making a difference.

6. Power Off! (Unplug)

Twelve hours and 9 minutes. Meaning? Average sleep per night most people receive? David Towne's marathon time? Drive time through California? Actually, this total is the latest statistic for 2020 on how many hours PER DAY an adult in the United States spends on social media. That is half the day!!! Holy Toledo!!! To restore a balance in our organizational health we must turn off the power regularly to those sneaky time tools that plug in. Here are some ideas to minimize the controlling nature of social media: Social media can hurt - 6 ways to reduce its harms

5. Pen and Paper!

Let's go old school. Get the pen out of the storage closet. Copy machine paper won't do. Invest in a lined journal and you will be ready to go! Journaling is a way to express yourself that positively impacts mood, fears, and anxiety. It has been a habit of mine for over 40 years and I can attest to its restoration of my soul. Length doesn't matter. Spelling and grammar...who cares? Simply putting thoughts, ideas, reflections, and feelings on paper will serve to assist your journey. 5 Powerful Health Benefits of Journaling

4. Perspective Purge!

Just a slight change in perspective can move a daunting task into an enjoyable one. Need to clean the garage that is piled high from years of neglect? No problem. Instead of complaining and procrastinating, look at it as an adventure with the question, "What treasures will I find?" A few employees are causing havoc in the office? Instead of ignoring and retreating, change your perspective by truly getting to know their story which, in turn, will change the way you lead. Challenge yourself to look at different perspectives that are positive and healthier, especially when others resort to negative talk.

3. Peaceful Places

Finding peaceful places does not only include those secluded beaches in Hawaii. It can happen in the car, in your office, or in your closet. Silence and solitude are two disciplines that can refresh the soul and bring restoration to both decision making and mental health. In a world that is loud, hurried, and full of distractions (have you ever been to Times Square in New York City or your teenager's bedroom?), form the habit of being intentional when it comes to silence and solitude. Try this: Set your iPhone timer for five minutes. Hit the start button. Be still, silent, and serene. Do nothing. Listen to sounds around you. Get your nose

involved. Let your mind untangle the randomness of your thoughts. The Spiritual Disciplines: Solitude and Silence

2. Personal Pronouns!

A classic quote by an educator says it best: "Students don't care how much you know until they know how much you care." The first step to caring about others is to remember their names. The pronouns of you, she, him, them, her, and he just don't cut it. They are neutral. They lack emotion and feeling. My high school science teacher never called us by name. Instead, he referred to us by our student ID! I didn't learn much that class and it might be why I hate science to this day (although dissecting the frog was kinda cool). Use people's names. Memorize those that work with you. As a leader, get to know the names of family members. Celebrate birthdays. Find out their hobbies and look for ways to bless them.

1. Phone Home!

The only impersonation that I was decent at was that of E.T. Remember the scene in the classic Steven Spielberg movie and that lovely voice of the long fingered, orphaned, M & M-addicted extra-terrestrial: "P-H-O-N-E H-O-M-E!" "P-H-O-N-E H-O-M-E!" "P-H-O-N-E H-O-M-E!"? There is truth in picking up the telephone and calling someone. Hearing a voice. Letting them know they are loved and appreciated. Laughing with them. Maybe even a few tears. We were made for community and as convenient as emails, texts, Facebook, and the other thousands ways to communicate without talking are, the old fashioned phone call brings a health in communication that has passed the test of time.