WHY ARE WOMEN SO TIRED?

AUSTRALIA’S FEMALE ENERGY CRISIS
Imagine if we increased the collective energy of women, what might women achieve?
Energx have found that women feel they have enough energy less than five out of ten days. This has a profound impact on the ability of women to achieve.

This is Australia’s Female Human Energy Crisis.
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 4.87 / 8.29
The World Health Organisation have found that Unipolar depression is twice as common in women. Why?
Risk Profile of Professional Women

We asked over 1000 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)

51%

**FEELING OVERWHELMED**
(% of women with a score <6 in “I never feel overwhelmed”)

74%

**LACKING FULFILMENT**
(% of women with a score <6 “I am making a meaningful contribution to something bigger”)

37%

**NEGATIVE SELF-TALK**
(% of women with a score <6 “I rarely talk to myself negatively”)

60%
Below are indicative percentages of women 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)  
64%

**STRESS AND WORK-LIFE BALANCE**  
(% of women with a score <6 “I feel I have balance in my life.”)  
56%

**LONELY AND DISCONNECTED**  
(% of women with a score <6 “I feel I have great friends at work”, “I have enough energy for friends”)  
32%
85% of Australian professional women are experiencing two or more Energy Crisis Indicators, 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
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.
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.

Female 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.

Female 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.

Female 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.

Female Energetic Foundations Indicators

- Current  —  Goal
Work-Life Balance
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.

Female Work-Life Balance Indicators

- Current  
- Goal
“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.”
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 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
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 Energx 4Fs - a holistic framework that considers the variables that energise and deplete, while helping set new energy goals.

**Energx programs have delivered an average 30% increase in ExIQ in just six weeks.** Our data collection enables precise targeting of the micro skills required to increase personal and collective energy, immediately.

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

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