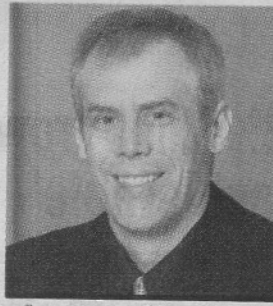


# Hi! MANAGERS



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## INVEST IN YOURSELF

As managers, we're focused on the health and performance of the organisation. But, in that quest for success, we often neglect one of the most important elements: our personal health and well-being. While it may sound somewhat selfish, the foundation of the organisation is you. If you don't take care of yourself, you won't be able to effectively lead the team.

What does it mean to take care of "you?" Physical health, relating to diet and exercise, is certainly important. But it is only one piece of a broader whole that encompasses the physical, mental, spiritual and social elements.

The Physical element of well-being involves eating well, exercising and getting an adequate amount of rest. The old adage, "if you don't have your health, you don't have anything" rings true. We often take it for granted - until it's lost. Leadership consumes physical energy. A healthy body has a larger pool of energy to draw upon.

strengthening or exercising our mind. That could mean taking classes towards a degree. Or, it could mean reading a series of books on a subject of interest. The specifics of the development plan are up to you (and maybe your manager). But, the key is to practice thinking critically about issues and solutions. In this age of instant access, the danger is that we often don't spend time reflecting on the situation and thinking critically about solutions. That takes practice and discipline.

The Spiritual element is about values and what's important in your life. We often don't spend explicit time reflecting on our values and priorities. Typically, they're tested in real-life situations, without much forethought. Do you stay late at work or go to your son's school play? Do you accept a gift from a vendor or politely decline? Sometimes there are policies to guide your decision-making. But, generally there isn't a correct answer. It's what you value and prioritise. That's why it's so important for you to really reflect on your priorities.

The Social element involves developing your connections with other people. Human beings depend on one another. The interaction with friends and colleagues is part of our emotional well-being. Friends will understand if you're busy and can't get together occasionally. But, friendship must be nurtured. It's a two-way street for emotional support: giving and receiving.

Don't be a victim. You need to "make" time for yourself. Your health and your well-being are your responsibility. By managing yourself, you will be in a better position to manage others.

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**JEFFREY D NYGAARD** is vice President and country manager of Seagate Technology. Follow his article every fourth Monday of the month.