



**Content people create  
functional families living in  
sustainable communities.**

The employee has two major sources of **emotional income**:

- a) The person's primary relationship
- b) Their job i.e. the way they support their existence

A balanced work/leisure life is crucial to the health of the individual, the financial success of their employer and the prosperity and integrity of their community.

An engaged employee responds with joy and purpose, whereas a disengaged employee reacts out of fear and obligation.

This can lead to cultural issues like insularity, work place bullying, and resistance to changes. A disengaged employee often experiences their **locus of control** as external rather than internal.

For an organization to achieve sustained financial success it needs employees who have not only intellectual capacity and physical agility, but also emotional intelligence.

Sincerity, collaboration and trust on all organizational levels, are the hallmark of functioning productive organizational relationships. The effects of such relationships directly influence and are influenced by the person's primary relationship.

**Breathing serves communication and expression as well as mental and metabolic regulation 24hrs a day.**

Breathing is under both voluntary and involuntary control, thus a pathway to self regulation. Correct breathing controls blood pH and is more important than water, food, sleep or movement. Breathing regulates our internal environment enabling us to adapt to our external world and flourish in it.

**Smart breathing** enables us to have an internal locus of control. Having a purpose leads to awareness which gives choice. **Smart breathing** provides the tools to achieve self regulation and response from a place of choice, not reaction to demand.

**Breathe well = function better = feel good**

Application in the work place:

- Being mindful, recognizing the signs and symptoms of dysregulated breathing in oneself and others.
- Understanding the impact of dysfunctional breathing on health and performance over time.
- Determining time, place, and extent of facilitating change.
- Employing situation appropriate, discreet, time efficient, effective breathing strategies to return to optimal functioning.
- Monitoring outcomes and aligning these with organizational standards and goals.

**When the engaged employee invests her/his emotional income it leads to financial rewards and benefits for all parties, i.e. the individual, the employer and the community.**