



RIGHT PEOPLE, RIGHT ROLES

The Relationship between Healthy and Fit Personal Habits
and
Healthy and Fit Cultural Practices



Increase Your Odds
of Success with
Leadership Alignment

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The Relationship between Healthy and Fit Personal Habits and Healthy and Fit Cultural Practices (aka your Business Practices)

This paper focuses on recognizing the pros and cons of our personal habits (lifestyle, disciplines and behaviors) and the impact they have on consistent performance – in both life and business outcomes.

Our **Right People, Right Roles** business practice research concentrates on building the connective link between “healthy and fit” lifestyle practices and “healthy and fit” business practices (and the contribution to organizational performance).

If you have ever read any of Dr. Michael Rosen and Dr. Mehmet Oz’s work in their best-selling publication, *You, The Owner’s Manual*, you will see how their extensive research about the healthy and fit choices we make contribute to the likelihood of our longevity. While it’s not as easy to show with actuarial accuracy the impact that these same factors have on overall productivity and life fulfillment (and it would be extremely difficult to measure), it is logical that we should expect to find a strong correlation with high achieving people, their discipline/work habits, and their relative performance in a business environment. We certainly observe the correlation with a high level of confidence with both athletes and respected business leaders.

According to Drs Rosen and Oz:

“Once you reach adulthood, 75% of how long and how well you live is determined by your lifestyle, and only 25% is determined by other factors.”

Question: How many adults actually stay on their diets (and keep off weight)?

Answer: Less than 10%.

Question: How many adults in the US are physically active and exercising consistently (for 30 minutes 5 days per week)?

Answer: Approximately 47% for women and 48% for men.

Question: How many adults in US are considered Overweight or Obese?

Answer: 66% Overweight and Obese (35% obese) (as of 2007)

Even though it’s possible to change your lifestyle, it proves to be extremely difficult for people and it’s rarely permanent.

For me personally, I take pride in my extremely healthy eating habits and my fit activity practices. As a former gymnast and diver, I learned at a very early age that every pound makes a huge difference in performance (and how I feel every day). At age 52, I am only 10 lbs over my competition weight when in college.

I have learned that the most important thing about maintaining a healthy diet is that you actually have to:

1. Understand the science of nutrition
2. Have a natural habit of measuring (keeping score) of what you consume every day
3. Most importantly, you actually have to LIKE to eat Healthy Food!

If you don't enjoy preparing and eating foods like:

- Lean protein (from egg whites, chicken and fish)
- Good oils (from salmon, nuts, olive oil etc.)
- Hi-fiber/low-glycemic-index carbohydrates (from beans, whole wheat, grains etc.)
- Nutritious fruits and vegetables (like tomatoes, broccoli and apples etc.)

...you will never maintain a healthy diet for very long.

The same is true for your activity/exercise level (fit practices). If you don't actually like physical activity, sports, or recreation, you are unlikely to stay on a consistent routine to stay active. I have maintained a daily "fitness log" to measure and record my exercise activity for now over 25 years. It helps me maintain a frame of reference to monitor my fitness level today compared to any particular year looking backward.

Both of these lifestyle habits (healthy nutrition and fit activity levels) have probably contributed to my positive mental outlook and productivity (I only catch a cold about every 18 months or so) in spite of traveling an average of 125,000 air miles over the past 12 years. I actually gain a great deal of personal gratification, confidence, and self esteem from my most challenging workouts.

Below is the table that I created from the 20 most important lifestyle, behavioral, and family history factors that contribute to a person's life expectancy. These factors either "**add to or take away from**" a person's projected life expectancy. The factors are sorted by the range of years at risk from the most damaging (smoking) to the most beneficial (amount of exercise and activity level).

Calculating the impact that lifestyle and family history have on life expectancy

The top 20 practices and/or medical conditions that "take away from" a long and productive life

Sample for Tom Olivo DOB = 03/13/57 Current Biological age = 52

Average Life Expectancy = 75 Projected = 93 years Considering all "Healthy, Fit" and risk factors

Lifestyle/condition	From Healthy rank	To Unhealthy rank	Range of years at risk + or -	Years of benefit	Years of Harm or "take away"
Smoking	Never smoked	+ 2 packs per day	6	1	-5
Heart disease (F)	No relatives or self	2+ under age 60	6	1	-5
Cholesterol level	< 150 and good ratio	> 260 and bad ratio	6	2	-4
Relative's Longevity	Avg. age 90+ years	Avg. age < 50 years	5	2	-3
Drink Alcohol	None to rarely	6+ drinks per day	5	1	-4
Diabetes	None (inc. relatives)	Using insulin	5	2	-3
Blood pressure	110/60	170/120	5	1	-4
Relaxation/meditation	Daily	Always tense	4	1	-3
Prescription drugs	Seldom	Heavy/significant	4	1	-3
Lung problems	None	Severe	4	1	-3
Love and happiness	Happily married	Divorced/cheating	4	2	-2
Heart problems	None	EKG abnormal etc.	4	1	-3
Healthy diet	Low fat/no refined	Fast food - Fad diets	4	2	-2
Friendships	Lots of close friends	No friends	4	1	-3
Digestive tract problems	None	Severe	4	1	-3
Depression (inc. family)	None	Suicidal	4	1	-3
Breakfast habits	Every day	Donuts & coffee	4	1	-3
Anxiety	Seldom to none	Panic	4	1	-3
Amount of stress	No stress	Constant stress	4	1	-3
Amount of exercise	Intense	Sedentary	4	2	-2
Overall Scores		Averages in Years	4.5	1.3	-3.20

These measurement tools are available at multiple locations on various web sites. For your own calculation, visit www.realage.com. The foundation of the research for these estimates is derived from actuarial calculations that consider large sample sizes of people. While they cannot be exact in every case – there are always exceptions like people who have smoked all their lives and lived to 100 – they are a good guide for people to use to see the consequences of either good or bad lifestyle choices.

The inventory and calculations above illustrate that as a result of my more “positive lifestyle factors”, there is a strong likelihood that I can increase my life expectancy by approximately 18 years from an average of 75 years to 93 years. While that’s great news, I’m just as concerned about how I feel now and the impact that it has on my daily performance, relationships, sense of optimism, and ability to make a difference.

“Healthy and Fit” Business Practices that Contribute to your Culture

Question: How many businesses (organizations) in the US have “healthy” business practices?

Answer: Approximately 25%.

Question: How many businesses (organizations) in the US have “fit” business practices?

Answer: It depends upon the industry but overall less than 10%.

Defining “Healthy” Cultural Practices

Healthy Cultural Practices may be the equivalent to a person living with exceptional nutritional habits. The quality of the fuel you supply your body can help ensure overall health and create a sound immune system to offset disease. As they say, “You are what you eat.”

Logically, a “Healthy Culture” that incorporates caring, engaged, and motivated people who demonstrate ownership thinking and behavior can provide better and more consistent patient care. The culture can create the value equivalent of up to 4% net operating margin. It typically takes 3-5 years to develop into a mature and consistent organization-wide practice. It may best be defined as:

“A passion for service, caring and doing what’s right.”

The top 10 examples of “Healthy” Cultural Practices are:

1. Open and transparent communication (open-book management)
2. No-secrets, no-rumors environment
3. Constructive dialogue
4. High levels of trust, collaboration, and teamwork
5. Effective delegation down to front-line leadership
6. Innovation and risk taking – no legacy mindset
7. Coaching focus for development (versus micro managing what people do)
8. Structured approach to talent appointment and performance management
9. Compelling sense of purpose or mission
10. Passion for exceptional service and caring

Defining “Fit” Cultural Practices

Fit Cultural Practices may be the equivalent to a person engaging in a high level of physical activity (daily exercise). The body’s ability to adapt to increasing loads of stress creates greater efficiency and productivity.

Logically, a “Fit Culture” that represents knowledgeable, disciplined, and focused people who live the practice of sustained performance improvement (SPI) can compound the rate of employee productivity through the continuous redesign of business processes. The culture can create value equivalent of up to 8% net operating margin. It typically takes 7-10 years to develop into a mature and consistent organization-wide practice. It may best be defined as:

“A passion for achievement of results and continuous quality improvements.”

The top 10 examples of “Fit” Cultural Practices are:

1. Market-place awareness (business and financial literacy as a widespread competency)
2. Redefined productivity as a philosophy within the organization
3. Mature and sophisticated measurement practices
4. Lean, Six Sigma/BPI/SPI competency and waste annihilation
5. A culture of ownership and responsibility
6. Personal and organizational discipline to do the most important things right now
7. Exceptional time management and well-defined leadership roles
8. Formal benchmarking of best practices
9. Focus on outcomes, results, goals, milestones
10. Passion for achievement, quality, improvement

The image below illustrates the “Healthy and Fit” business practices side by side.

3.0 How do “Healthy & Fit” Business Practices Compare

“HEALTHY” Cultural Practices

1. Open/Transparent communication (OCP)
2. A no secrets and no “rumor” environment
3. Constructive dialogue with leaders
4. High trust, collaboration & teamwork
5. Effective delegation to line leadership
6. Innovation (“risk taking” - no legacy mind set)
7. Coaching focus for development (versus micro managing what people do)
8. Talent & performance management
9. Compelling sense of purpose & mission
10. Passion for service & caring

“FIT” Cultural Practices

1. Marketplace awareness (business & financial literacy as a widespread competency)
2. Redefined productivity as a philosophy
3. Mature & sophisticated measurement
4. Lean, Six Sigma/BPI/SPI (waste annihilation)
5. Ownership - responsibility vs accountability
6. Personal/organizational discipline (widespread)
7. Exceptional time management (roles defined)
8. Formal benchmarking of “best practices”
9. Focus on outcomes/results/goals/milestones
10. Passion for achievement/quality/improvement

In conclusion:

Just as an individual can improve his chances of living a long, healthy life by engaging in healthy and fit personal practices, a company can improve its chances of thriving by instituting healthy and fit business practices.



For more information, please contact us at: *Right People Right Roles* 877-582-8884,
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