

# HOW TO KEEP GOING:

LEARNING TO PACE YOURSELF

*by Aaron McHugh*



## Chapter 14 - Pace Yourself

*Fire Your Boss: Discover Work You Love Without Quitting Your Job*

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***“The best asset we have for making a contribution to the world is ourselves. If we underinvest in ourselves, and by that, I mean our minds, our bodies, and our spirits, we damage the very tool we need to make our highest contribution.”***

**—Greg McKeown**

“It’s the Age of Anxiety,” proclaimed the TV reporter cutting through the white noise of my Saturday morning chores. My first response was, Really? Is that the banner that we as humans are living under today? I allowed the question to drop so that my heart could reflect on aspects of my life, my community, and the world I encounter outside my front door. Yep, I agree our world is a bit of a shit show. I don’t want to throw a bunch of stats out here about how America

is among the top three most medicated, depressed, and overworked countries in the world, but it is. Look it up for yourself. The trajectory of this gets worse. In Japan, thirty-one-year-old journalist Miwa Sado died with her cell phone in hand. What was her cause of death? Karoshi—Japan’s name for death resulting from chronic overwork which is responsible for taking the lives of thousands each year.

## Pace Yourself

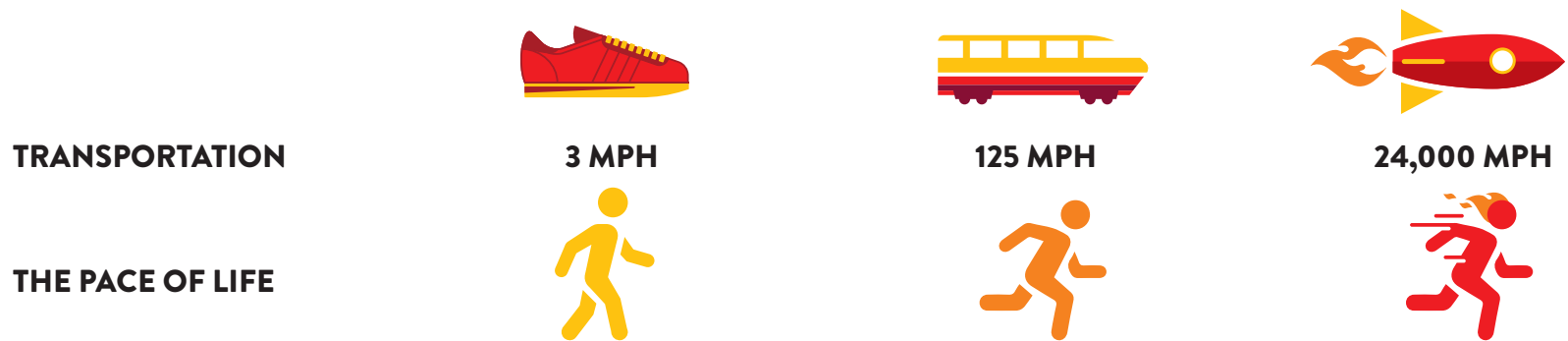


Three miles per hour—that’s the speed at which we humans used to live. Since the beginning of time, man walked everywhere under the power of our own two feet. Our pace of life was symbiotically linked to our pedestrian mode of travel. We lived and worked in villages and hamlets, strolled to sip beers at the pub, ambled to our places of worship, and we lived our lives within a fifteen-mile radius, never venturing far from our own backyard.

For our modern world, that’s an incomprehensible idea. However, for millions of years, our genetic code programmed us for living at much slower rhythms. Our sauntering life sped up overnight in 1804 with the invention of the steam train, and suddenly life could be experienced at top speeds of 125 mph wherever man could lay down escape tracks. Insatiably curious, fifty years ago we pushed our quest to include the stars, and man left the confines of terra firma and rocketed away at 24,791 miles per hour to meet the man in the moon.

## Pace Yourself

Pause for a second and let's pull in mythic truth again and reflect on the predicament this has created for us as human beings. For millions of years, our genetic engineering predisposed us to live a hobbit's pace of life, and yet our world today is demanding that we live at Mach-10 speeds. Transportation's jump to light speed is the perfect metaphor to contrast our inability to live beyond our three-mile-per-hour origins. Be honest with yourself—how much longer can you keep participating in the Age of Anxiety, earning the merit badges of hurry—over-scheduled, over-programmed, and overwhelmed—before you, well, burn out?



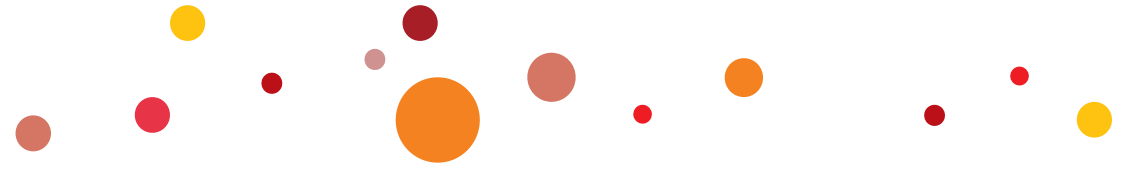
For three decades, Olympic gold medalists, military special forces, hostage rescue teams, surgeons, and Fortune 500 CEOs have been the subjects of study at Johnson & Johnson's Human Performance Institute. This is the question they've been probing: How well are we humans navigating this exponential change and paradox of pace, choice, and human potential? Their conclusion? "Technology and society have changed faster in the last fifty years than any other time in history. Many of these new elements of life interfere with our ability to meet life's challenges by taxing our attention, strength, and stamina, resulting in a "human energy crisis," which leads to fatigue, disengagement, judgment errors, stress, and burnout."

By way of story, I'd like to hold up a mirror enabling you to reflect on your own life and way of working. My hope is that you will see a few things in yourself that may be contributing to your inability to achieving your highest potential.

***“With remarkable consistency, these executives tell us they’re pushing themselves harder than ever to keep up and increasingly feel they are at a breaking point.”***

**—The Energy Project**

## Jen Fisher's Story



Meet Jen Fisher. She's an executive, wife, friend, daughter, and go-getter. Five years ago, like a marathoner on mile twenty-two of a racecourse, she hit the figurative wall—her energy crisis. Outwardly, everything was going great. She was a rising star in her career choice. But in the engine room of her life, things started to misfire. I had a conversation with her, and she vulnerably shared her struggles, the messages from her Loyal Soldier, and her inability to live at the speed of light.

### **What qualifies you to help others avoid and recover from burnout?**

I was always on, constantly connected, and in my mind, if I worked twenty hours a day, got a couple of hours of sleep, and went to the gym for an hour each day, I was golden. I could handle it. I was balanced. I had all the well-being in the world that I needed.

### **Did your family and coworkers see it coming?**

The way I was living and working started to wear on me in different ways, and the people who care about me and my life tried to bring their concerns to my attention. I think most notably

my husband, but we never liked to be told those things by our spouses. So, of course, I denied it, and I didn't want to accept it. I think partially because to me, that meant failure. It said that I couldn't handle all of these things. I couldn't be everything to everyone at all times. In other words, I couldn't be a superwoman.

Difficult  
Converstaion

Leadership

E-Mail Inbox

Over-Scheduled

Stress

Hurry

Business Travel

Pace of Life

Long Work Day

—● EMOTIONAL ●—

CALORIC EXPENDITURES

## Jen Fisher's Story - Continued



### **What was the hard advice that you received?**

I got promoted, and I remember having conversations with my new boss asking what exactly I would be doing in my new role. She said, “Well, the first thing that you’re going to do is take some time off, and you’re going to figure out who Jen Fisher wants to be.” In my mind, I thought, “Well, what does she mean? I don’t need time off. I’m ready to dive into my next role. I’m ready to go. I want to knock it out of the park.” But in reality, I did take some time off. I went to bed, and I actually didn’t get back out of it for three weeks. Everybody had tried to tell me, and they were right. I was mentally, physically, and emotionally exhausted.

### **Who did Jen Fisher decide she wanted to be?**

I had to completely change and redefine myself. I had to learn to listen to both my body and my mind in order to figure out what was necessary. That way I could continue to excel in my new role but also excel in my life and be present for the people that matter to me.

### **What can we do to prevent burnout?**

The more real we can get with ourselves and each other, and develop the courage to do less—that’s an incredible way for us to stop burnout in its tracks. But you have to be self-aware, and you have to be willing to accept that you can’t do everything. You can’t be a superwoman or a superman. But you can be human. It’s okay because you have a long life to live and not everything has to be done right now—especially if you’re sacrificing yourself.



# EMOTIONAL CALORIE DEPLETION

- ▲ *Know When To Say No*
- ▲ *Determine Your Rate Of Depletion*
- ▲ *Leadership By Definition Requires Some Depletion*
- ▲ *Know When Your Tank Is Empty*





## - Emotional Calories as Expenditures

<b>Emotional</b>	<b>Cals</b>
- Difficult client conversation	- 300
- Hurried paced of life	- 400
- Business travel longer than three days	- 400
- Disagreement with a friend	- 400

## - Mental Calories as Expenditures

<b>Mental</b>	<b>Cals</b>
- Overscheduled back-to-back meetings	- 300
- One hundred new unread e-mails	- 200
- Endless to-dos	- 150
- Having an intense debate with colleagues	- 300

## - Physical Calories as Expenditures

<b>Physical</b>	<b>Cals</b>
- Lack of sleep	- 400
- Twelve-hour workday	- 500

## - Spiritual Calories as Expenditures

<b>Spiritual</b>	<b>Cals</b>
- Letting an employee go	- 500
- Being with people 24/7	- 300

## Jen Fisher's Story - Continued

### **How did you develop the courage to do less?**

Instead of saying, "I can't say no," ask yourself, "Why am I saying yes to this?" or "Why do I feel like I need to say yes to this?" Stop for a second and, instead of pushing the accept button, ask, "Is this the right thing to do? Is this the right way to be spending my time? Is there someone else that can help with this? Do we really need to be doing all of these things, and (here's a tough one) just because we've been doing it this way for the past fifteen years, do we need to continue to keep doing it this way?"

### **What path are you on today?**

Today, I lead the crusade for personal well-being and improving work-life balance as the chief well-being officer in the US at Deloitte. I'm committed to driving the strategy and innovation around work-life, health, and wellness to empower our people to be well so they can perform at their best in both their professional and personal lives.

I love Jen's phrase about "developing the courage to do less." Imagine being healthy, confident, and well balanced enough to courageously:

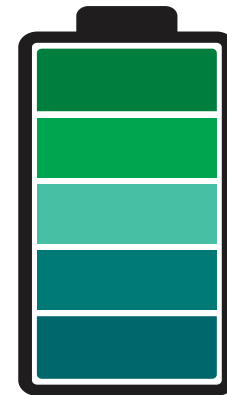
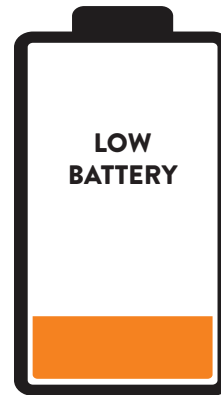
- quit that committee you keep attending because of guilt;
- opt out of that ninety-minute weekly meeting you're not contributing to;
- resist signing up to deliver the big presentation because you're afraid of what your boss will think.

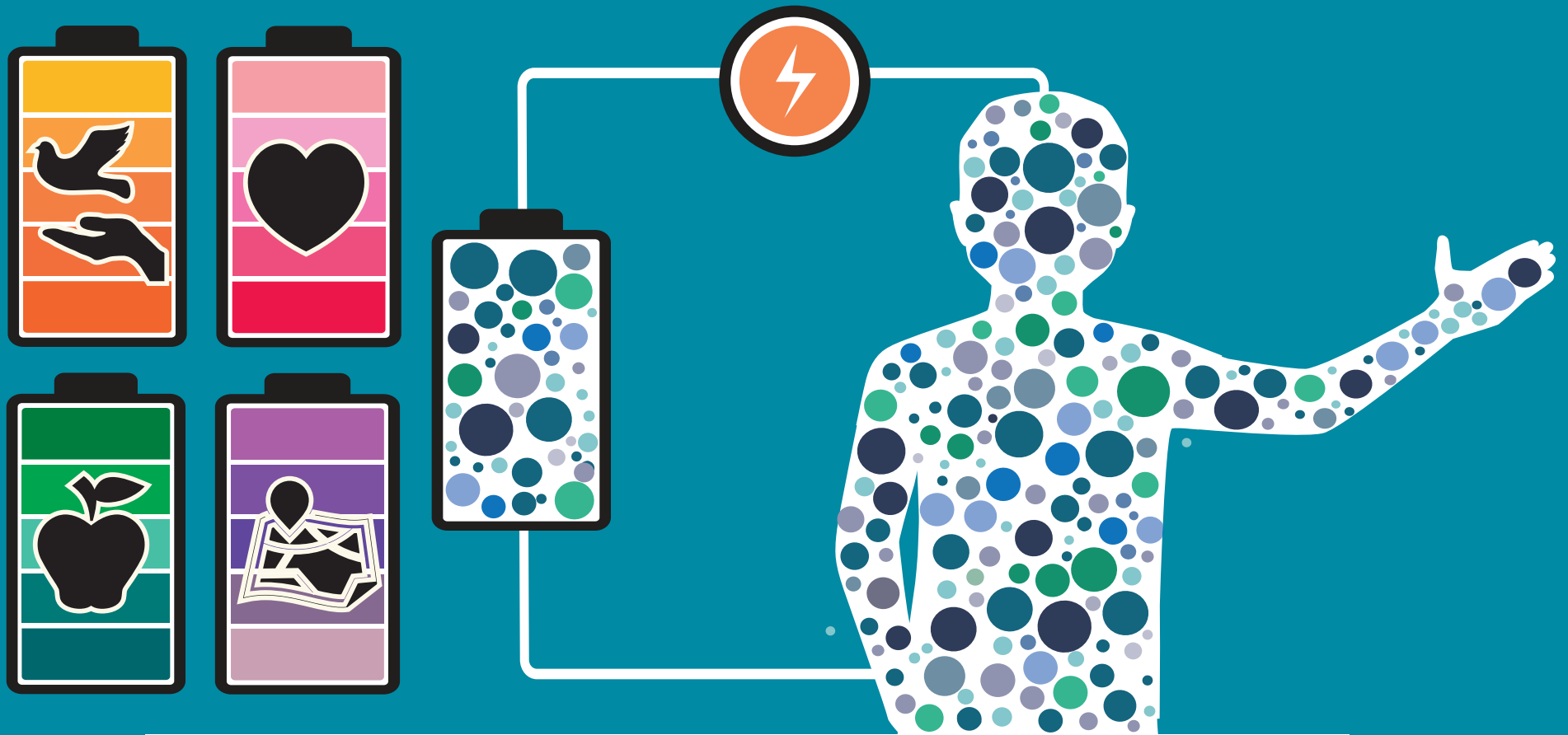
Can you see the places in your life

## Jen Fisher's Story - Continued

where you're attempting to be superwoman or superman? What else do you need to stop doing? Or start doing less of?

Friends, our workplace experiences and life experiences would feel massively different if we too became courageous enough to do what Greg McKeown calls "less, but better." When we begin to view our life as one big energy-management project, then we are forced to grapple with our limitations and the reality that we can't do it all. Doing so allows us to fully invest our "yes" in far fewer places.





**What Recharges You?**

## Unplug. Reboot.



In 2015, I found myself in burnout with a side of “I can’t do this anymore.” I was attempting to muster the courage to call my CEO and tell him, “I need to take a four-month medical leave of absence to recover my life.” My friend Tess Vigeland, a former NPR broadcaster, sent me a handwritten note that included this quote from Ann Lamott:

***“Almost everything will work again if you unplug it for a few minutes, including you.”***

I pushed past my fear and the feelings of shame and prioritized my own wellness, admitting to myself, I can’t do this. I made the call, and I’m grateful to say that my boss was incredibly supportive. Leading up to burnout, I was on the top of the world, repeatedly promoted, with stock options waiting to vest. But what good is being on top of the world if you’re out of gas? My physical body felt like a network of surging electrical current without an off switch. Describing my Age of Anxiety symptoms to a friend, I confessed, “It is as if my bone marrow—the deepest part of me—is depleted. It’s worse than adrenal gland fatigue. My emotional energy cells are Death Valley dry.” Now I had four months to find out what went wrong and how to begin to live at a more sustainable pace.

# Nutrients To Fill Me Up



## Emotional Calories

Weeks into my leave of absence, I visited a friend wheelchair-bound by a rare chronic fatigue disease. She shared how her illness required a degree of shrewdness I'd never considered. "I have to budget my energy to do small things like grocery shopping." That was an aha! moment for me. I knew what I had to do. I too had to become clever and cunning in my ability to budget my intake of nutrients and my output of energy. I started breaking down my life and work experiences into two simple energy hemispheres:

- + **Nutrients:** The stuff that fills me up—energy coming in.
- **Depletion:** The thing that burns my energy—energy going out.

As an endurance athlete, I'd spent decades calculating how many calories of nutrition I needed to power my desired energy output. For example, to complete an Ironman triathlon I determined I needed to intake around 200 calories of nutrition per hour to complete the 2.4-mile swim, 112-mile bike, and 26.2-mile run. I applied this simple idea of intaking caloric nutrients into my life and named them "emotional calories." I started plotting my daily activities, broken down like a packaging label of nutritional facts:

**Activity:** 100 unread e-mails

**Calorie requirement:** 200 emotional calories to power the activity

**Available energy:** 100 emotional calories

**Choice:** Read the most essential 50 e-mails and leave the rest

Get the picture? No? Let me elaborate a bit more.



—• EMOTIONAL •—

# CALORIC INTAKE



# NUTRIENTS FOR EMOTIONAL CALORIES:

## *The Good Stuff*

- ▲ *Know What Gives You Strength*
- ▲ *Accept That You Have Limitations*
- ▲ *Schedule Snack Times*
- ▲ *Assign Nutrient Values To Your Activities*



# One Mile Requires **100** Calories Of Energy

## + Nutrients To Fill Me Up

<b>Emotional</b>	<b>Cals</b>
+ Time with my family	+ 300
+ Good food and a glass of wine with my wife	+ 300
+ Adventure	+ 400
+ Laughter	+ 100
+ Being with good friends	+ 300
<b>Mental</b>	
+ Meditation	+ 200
+ Doing work I love	+ 500
+ Reading a book	+ 300
+ Watching Netflix for a hour	+ 200
<b>Physical</b>	
+ Rest and sleep	+ 800
+ Going for a trail run	+ 300
<b>Spiritual</b>	
+ Prayer and time alone with God	+ 300
+ Quiet	+ 300



# Calorie Depletion

Now let's take a look at the stuff that drains us and takes energy away from us emotionally, physically, mentally, and spiritually. You'll see in my list below the stuff that zaps my energy:

- **Hurried pace of life**
- **Over-scheduled calendar**
- **Disagreement with a friend**
- **Twelve-plus-hour workdays**

When I first started practicing this ritual of assigning caloric burn rates to my activities, I was operating at a deficit every day. The number of situations, people, and circumstances that depleted my energy far outweighed the amount of nutrients I was consuming. This explained why I felt exhausted most days. Using this idea over time, I was able to create a healthy and sustainable diet of nutritional calories coming in to support my energy going out.



## Balancing Your Diet

Now apply your (+) nutrient intakes side by side with your daily (-) expenditures, just like you would build a diet plan using a daily goal of 2,400 calories (think of an endurance athlete in the race of life).

Here's a quick snapshot of how I plan my days to intake enough nutrients to support the caloric expenditures I know I will need to power my day.

### + Emotional Calories as Nutrients

+ Morning run	+ 300
+ Good night's sleep	+ 800
+ Doing work I love	+ 500
+ Meditation	+ 200
+ Thirty minutes of quiet	+ 300
+ Being with a good friend	+ 300
<b>Total</b>	<b>+ 2400</b>

### - Emotional Calories as Expenditures

- Twelve-hour workday	- 500
- Slept only five hours	- 400
- Overscheduled back-to-back meetings	- 400
- Difficult client conversation	- 300
- One hundred unread e-mails	- 200
- Ninth week in a row of business travel	- 600
<b>Total</b>	<b>- 2400</b>

## Practices For Going The Distance



Do you see how ridiculous it is for us to attempt to relentlessly work sixty-hour weeks, say yes to everyone and everything, and always pretend we're showing up as our best selves? Looking back now, I see how I was fooling no one, including myself. The upside of budgeting your energy is that it allows you to create renewing rituals so you can deliver optimal results consistently. Reclaiming the spirit of a three-mile-per-hour existence will allow you to experience more joy, connection, intimacy, and well-being. Here are a few bite-size recommendations for daily snacks (positive emotional calories):

- + Schedule twenty-five- and forty-five-minute meetings instead of thirty-minute and sixty-minute meetings.
- + Take walking meetings, otherwise known as “walk-n-talks.”

- + In between meetings, schedule rest breaks of ten to fifteen minutes on your calendar. Title them “Planning” or “Strategy” sessions.
- + Practice meditation using apps like Headspace and Calm. Dan Harris, ABC news correspondent who had a panic attack on live television and author of 10% Happier, promises that “meditation won't solve all of your problems, but it will make you 10 percent happier.”
- + Schedule snack times: Make a phone call to friend, shoot a text, go for a walk, or listen to your favorite song.

## Lessons from a Monastery



In 2018, I spent a week attending training to become a facilitator of transformation. I lived at a monastery and took part in the daily rhythms of life with the brothers. Here's what I wrote in my journal:

I'm listening to a rooster crow outside my window on this foggy morning in the Netherlands. The monastery I'm staying at has a daily rhythm, giving continuity to each day—the rooster crows, the coffee brews, a meal is served, and a moment of silence is observed.

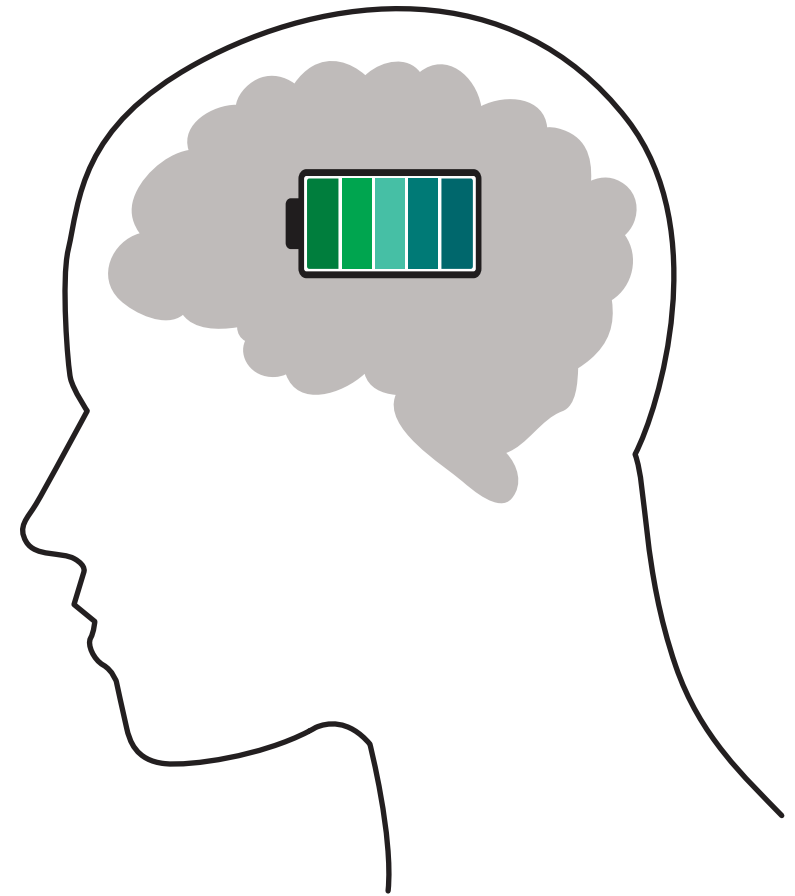
There is purposefulness to every routine. I watched a young man with Down syndrome dutifully sweep cobwebs from the foundation of the building. My soul finds delight in this pace and intentionality of life. When my interior life—my desire for rest and ease—finds a habitat that matches my insides, I feel at home.

### **Lessons I can bring home with me:**

- Observe a moment of silence before every meal.
- Take a quiet moment during the day to walk outside.
- Recognize and acknowledge I have everything I need right now.

## Lessons from a Monastery

In a nutshell—know yourself. Become a student of how you operate best. No one else is going to do this, and it's not their responsibility anyway. It's yours. Learn how you work best so that you can make your highest impact and contribution in work and life. Don't wait until you're on the bench of life having to take a time-out because you allowed the Age of Anxiety to leave you bankrupt. Decide to live in a different age—maybe the Age of Thriving. Or the Age of Flourishing. Then again, it might be choosing to live at a different pace—something much more human, something about three miles per hour, maybe a little more, or less. Pace yourself.





# PRO TIPS

## FOR HOW TO KEEP GOING



# PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)



## DNF

Quick story. The race results of my first marathon read, “DNF-Did Not Finish.” For race day, I’d researched that I should wake up at 2 am, eat a bowl of spaghetti pasta, return to bed, skip breakfast and run the 26.2-mile course on a regimented diet of Advil and water. A genius plan, I know. At mile twenty-three, my wife found me hallucinating under a shade tree convincing me to accept her assistance to the nurse’s aid station. I rode as a passenger in my wife’s car for the last 2.2 miles to the finish line, with Gatorade in hand. The “DNF” still bugs me, but without a viable strategy, the appropriate amount of energy for the task, it’s no surprise that I didn’t go the distance.

Revised and optimized, my race strategy for life, now reads, “Keep going,” which requires humility and a well-founded approach for making my highest value contribution.

## 1 lb. weights for your brain

I used to think I could and should do “it all” until I stopped pretending that I was superman. I started asking new questions, “how can I discover sustainable, keep going, rhythms?”

- What tradeoffs do I need to negotiate (with myself and others)?
- What new habits might I need to form?
- Which micro-practices are essential to rewire my operating system?

New life-giving sustainable behaviors require us to experiment with trying something new, “1 lb. weights for your brain”, is what my neuroscience friend calls small shifts in behavior. For a while, I adopted a new micro practice by carrying a handwritten note card in my pocket with the word “No.” scratched in black bold Sharpie marker-don’t overlook the added period.

## PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)



You should know that before I started carrying my “No.” card, formerly, I was a very well-practiced, “Yes, man.” Before my recovery, here’s how I made decisions.

- *Hey Aaron*
- *Do you want to grab coffee? “Yes”*
- *Can you have that done by noon today? “Yes”*
- *Will you close that new client deal this month? “Yes”*

### **Homemade Permission Slips.**

At first, I rarely revealed what was in my pocket. I felt embarrassed about my level of immaturity, requiring that I needed a grade-schooler permission slip. Still, when facing a sticky moment typically reaching for my holstered “yes,” I’d interrupt my old habit, and instead reach for my new 1 lb. weight-behavior shift “No.” card. Landing an experimental “No. I won’t be able to finish that project today. I can have it ready by Friday. How does that work?” and then allowing there to be silence. I can’t even call it awkward silence. What was uncomfortable was the newness of practicing my new life skills.

Soren Kierkegaard sums up my discomfort,

***“To dare is to lose one’s footing momentarily.  
Not to dare is the lose oneself.”***

To my delightful surprise, 95% of people responded with, “Okay, no worries.” By resisting other’s priorities, I began reclaiming agency over my minutes and moments throughout my days and weeks, accumulating into new margin I could reinvest and revealing what Greg McKeown calls the “vital few,” worthy of my focused attention. I began to cultivate sure-footed integrity for investing my “Yes” in fewer but essential places.

- Where are you saying “Yes,” but you mean “No.”?
- What permission slip do you need to write for yourself and carry in your pocket?
- What would it say?

# PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)



## The When and What Strategy

When at my lowest point of burnout, the quality of my questions kept improving, aiding my recovery, and returning strength. Using two simple words, “When” and “What,” I started logging my experiences and related activities by the hour paying particular attention to my emotional, physical, mental, and spiritual +/- energy and engagement.

Here are a few entries to give you a flavor of what I captured.

**When:** + 6 am feeling zip and zeal.

**What activity:** + coffee and journal.

**When:** - 2 pm malaise and indifference.

**What activity:** - answering email.

**When:** - 10 pm ready for bed.

**What activity:** - “Hey, honey, can we talk about our marriage.”

Illuminated over weeks were natural recurrences reflected in peaks, plateaus, and valleys in both the

quality and amount of my energy. Scientifically these dips and troughs are known as Circadian rhythms—our twenty-four-hour body clock.

My eureka discovery was that my What, the specific activities, tasks, duties, and relationships I was engaged in were impacted +/- by When, the time of day, resulting in an increase or decrease of energy and engagement. My energy journal taught me how to start aligning the task, project, and Activity with the appropriate quality and level of energy required. Doesn't it sound reminiscent of the same lesson that I started learning while running my first marathon?

## When Circadian Rhythm questions

When do I

- Naturally, feel a zip in my step, optimism, and enthusiasm?
- Feel a lower quality of energy?
- Experience a dip in my productivity, optimism, and focus?

# PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)

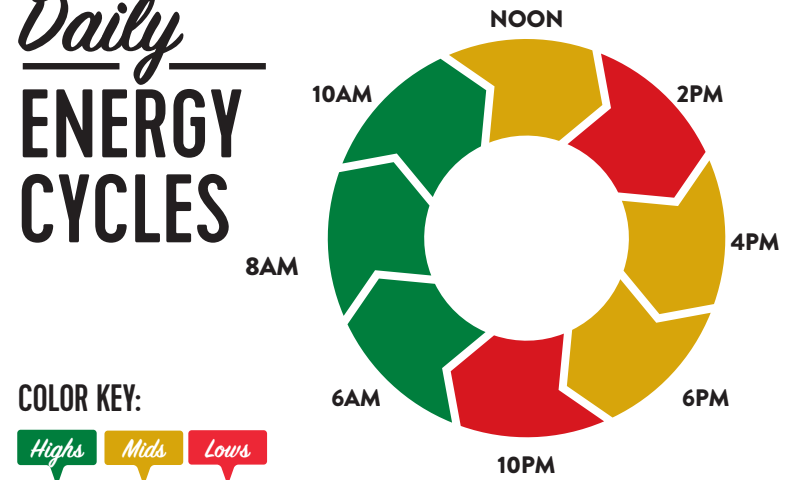


## Make This Practical For Me In My Work

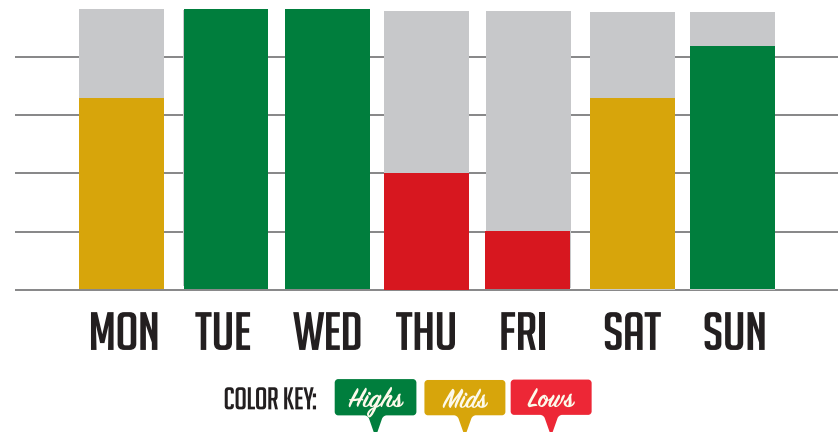
“Aaron, we need to schedule the employee performance review with your direct report at 4 pm on Thursday,” said my H.R. business partner. We jointly needed to address an adverse incident that occurred between me and one of my direct reports. Newly recovering from burning out, I carefully responded: “Sorry, Thursday won’t work for me.” I knew I was already feeling offended and frustrated, and I didn’t want to pretend that I’d be able to keep a cork on a desire for reactive fantasies if we pushed forward with a Thursday afternoon huddle. I proposed, “I know I’ll be able to engage this situation with open-creative energy on Tuesday at 9 am.”

She advised why this situation couldn’t wait another week to be rectified. Respectfully, I explained my weekly energy red zones, see my weekly energy chart, and hone in on Thursdays and my daily circadian rhythm of 4 pm-a a double negative energy window. Further on my riff, “What I value is handling this situation with care and empathy. I’m concerned that I’m setting myself up for being potentially reactive, blaming, and harsh if we move forward with

## Daily ENERGY CYCLES



## WEEKLY ENERGY CYCLES



## PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)



the meeting on Thursday at 4 pm.”

She brightened, “That makes perfect sense. Let’s reschedule for Tuesday at 9 am (in your sweet spot for optimal performance).” I’m pleased to report the dialogue went very well, and we were both able to speak openly and fairly about the situation, which included me taking ownership of my contribution to the conflict. Consider if I’d ignored my owner’s manual, forged ahead with the meeting at week’s end as initially planned.

### **Pay Attention To The Warning Signs.**

Speaking with an executive from Verizon Wireless, she blurted out, “Everyone hates our Friday meeting at 4 pm (red zone). Our entire team is disengaged, and it’s a terrible start to the weekend.” She’d just heard my riff on emotional energy, and witnessed this simple weekly energy graph. She continued, “I value personal self-care (emotional energy nutrient intake), but I’ve never thought to optimize our energy levels of our team, our weekly energy peaks and valleys. I’m changing the meeting to Tuesday at 8 am when

we can create harvest everyone’s best energy (green zones).”

Friends, we have TONS of agency to engineer our days, weeks, and years in ways few of us have explored. Zoom out, and get up onto the balcony of your life, work, and relationships and ask these questions:

- When am I naturally operating at my best?
- What times of the day?
- What days of the week?
- When do you notice daily circadian energy dips?
- During my natural lower energy windows, what tasks, projects might fit best in those slots?
- What are the activities, responsibilities that are contributing to your energy boost or energy drain? (Consider the above Verizon Wireless executive example)
- What small experiments can I try this week to shift a meeting, a conversation, creative work, into a time window that might be more productive?

# PRO TIPS for How to Keep Going

(Expanded content beyond Fire Your Boss)



## Your Farmer's Almanac and Annual Energy Sweet Spots

When applying this framework for pattern recognition and analysis, we can also begin to gain insights into our annual rhythms (highs & lows). For example, from mid-June through August 15th, I've learned to downshift from a "go" gear into a restorative gear. Soulfully in summer, I long to play, explore, and recharge.

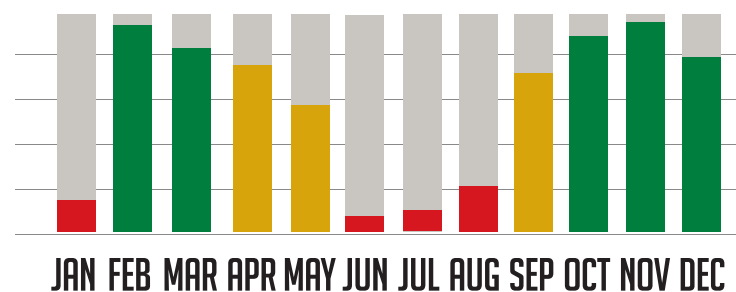
In year's past, operating with less courage and more hubris, I'd force myself to wear an ankle bracelet of timelines and production during the Colorado summertime. I could hear the birds chirp, the trout sip, and see the cloudless skies from my window, and I was miserable. The quality of my work, for hours invested, was half of what I'm capable of when in an optimized flow state.

Viewed through the lens of wisdom and compassion, I've learned that for me, summer is for recovery, and the Fall and early Spring are for significant creative conquests. Cataloging this type of clarity is synonymous with developing a Farmer's Almanac,

providing long-range energy predictions, on the optimal seasons for us to plant, harvest, trim and restore. I don't avoid creative work outside of these natural flow (green) seasons. Alternatively, I adjust my expectations and my timelines to reflect my creative energy resources.

By harnessing our energy daily, weekly, and seasonally, we can master the art of drawing upon the natural artesian well of abundance. Become an architect of your life by bringing your body, mind, soul, and emotional energy under the caring design for our daily sustainable energy rhythms.

## ANNUAL ENERGY CYCLES



COLOR KEY: Highs Mids Lows

# Tools To Help You Go The Distance

Here's a list of apps and tools that can help assist your go-the-distance aspirations

## **Meditation apps:**

- [Calm](#) and [Headspace](#)

## **Mindfulness:**

- [Daylio](#): Private diary of your emotional state and mood by activity, helping you develop insights linking your activities and your energy levels and emotional states.
- [I am: Positive Affirmation App](#) for practicing affirmations altering your brain so that you think differently and feel better.

## **Going further on your own**

Daniel Pink's created extensive work on this topic of how to figure out precisely what time of day you'll be most productive.

- [Fast Company article](#)
- [When: The Scientific Secrets of Perfect Timing](#)

Learn to pace yourself and keep going,

Aaron

## End Notes

- 1) Greg McKeown, *Essentialism: The Disciplined Pursuit of Less*, 2014, Crown Business, page 94.
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## Design Team

Tanya M. Shaw  
GinsengCreative  
GinsengCreative.com

Ben Larson  
BottleRocket Design  
bottlerocket-design.com

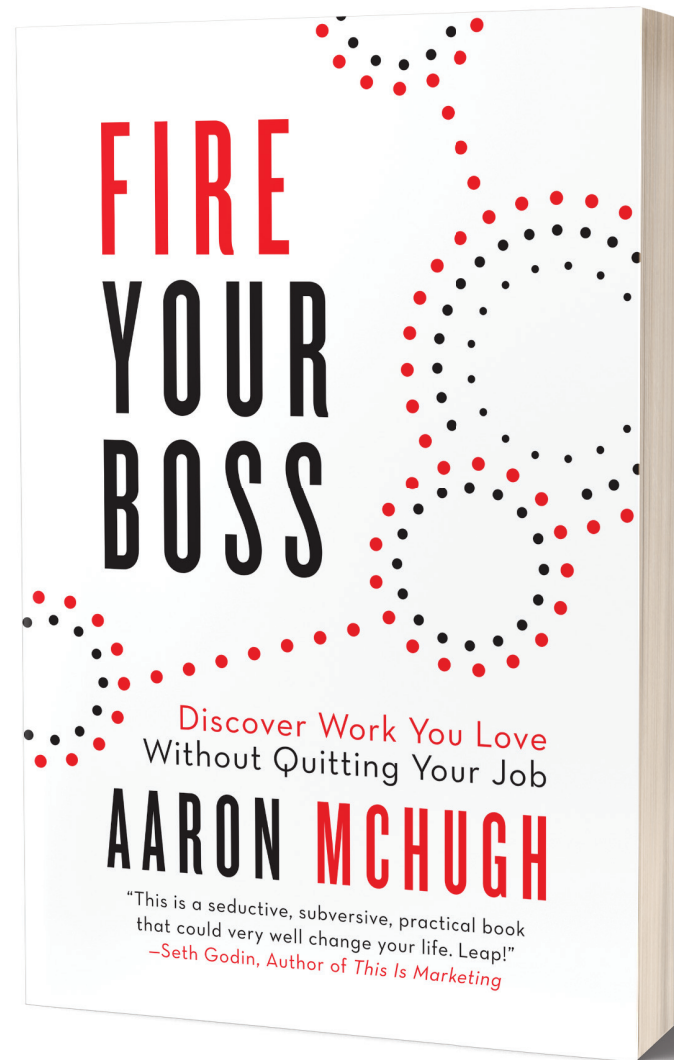


## About The Book

**Fire Your Boss: Discover Work You Love Without Quitting Your Job** is the disruptive alternative blueprint for charting a new life-giving career path that gives you control, allowing you to set your own rules for your work life. Provocative, liberating, and universally appealing, Fire Your Boss seeks to help readers resolve the deepest root of workplace unrest—namely, fear and self-preservation.

Discover how to plot a new course of career freedom and independence, empowerment, and self-reliance (while staying at the job you have today). Find your smile again, rekindle your mojo, recapture the art of your work, and start enjoying your work every single day.

Published by Post Hill Press and distributed by Simon and Schuster.



## Early Praise For Fire Your Boss



*“This is a seductive, subversive, practical book that could very well change your life. Leap!”*

**- Seth Godin, author of This Is Marketing**



*“This is an empowering and liberating new operating system deepening your ability to make your highest contribution.”*

**- Greg McKeown, author of Essentialism: The Disciplined Pursuit of Less**



*“Knowing what to do is easy, DOING it is hard. This book will provide you with the courage to take action on long-ignored dreams, whether big or small.”*

**- Carl Richards, New York Times Sketch Guy Columnist**



*“Every decade I discover a few remarkable books, Fire Your Boss is one of them. This winsome book is brimming wisdom, filled with hope and is a sure path to reclaiming a life worth living.”*

**-Morgan Snyder, author of Becoming A King**



*“I wish I’d had Fire Your Boss when I was 40. I would have devoured it line by line, word by word. And then, alone, I would have screamed at the top of my lungs “But where’s the answer!” It’s there dear reader, I promise.”*

**-Shawn Askinosie, author of Meaningful Work and Founder of Askinosie Chocolate**



*“Rich in wisdom, authenticity, and inspiration, Fire Your Boss paves the way for how to think differently and how to get out of your own way. Whether it’s developing your own agile regimen or thinking in emotional currency, Fire Your Boss empowers each of us to step into our next level of leadership, from the inside out. Recognize the patterns that keep you stuck, and instead of quitting your job or settling for less, pause, and read this book!”*

**- Rachael O'meara, author of Pause: Harnessing The Life Changing Power of Giving Yourself a Break**



*“Aaron leads us into learning to be curious, remembering how to play, and aspiring to be more childlike, which have become key components in my own attempts to live more adventurously every day.”*

**- Alastair Humphreys, author of Midsummer Morning, and a National Geographic Adventurer Of The Year**

## About The Author



Aaron McHugh is an executive transformation coach, enterprise agility consultant, writer, podcaster, adventurer, author, and career liberator who is learning to master a sustainable work-life play rhythm woven into his every day routine. He hosts the fast-growing podcast “Work Life Play,” leads Reboot Your Life experiential weekends, speaks widely, and is an affiliate advisor to McKinsey & Co., helping drive large culture transformations in North America.



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