

Meyer's Management Models

37. Sustainable You Model

How can I keep up my ability to perform throughout my working life?

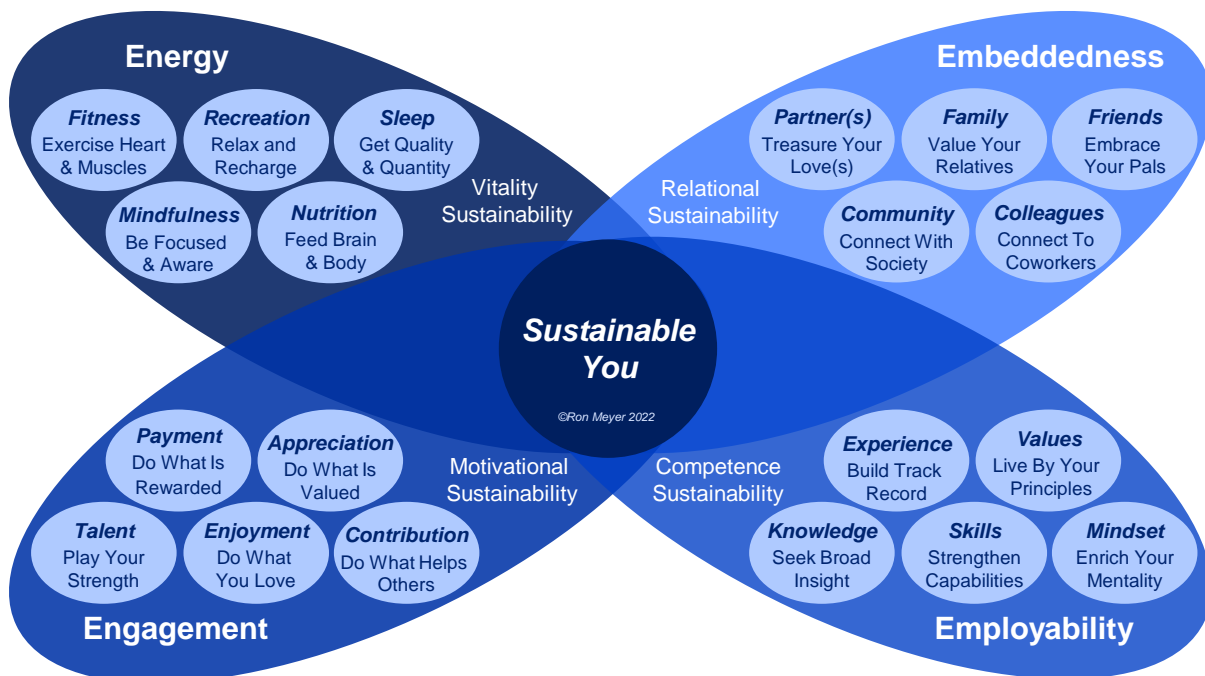
Key Definitions

Something is sustainable if you can keep it up in the long run. In recent years, it has become commonplace to question the sustainability of our economic value-adding activities, as natural resources are being rapidly run down, while the ecological and social environment are being negatively impacted more quickly than they can recover.

But you can also run yourself down, choosing to achieve quick wins in the short run at the expense of your capacity to function and thrive over the long run. Where someone undermines their ability to keep up their level of performance over an extended period of time, we say they damage their *personal sustainability*.

Conceptual Model

The *Sustainable You Model* gives an overview of the four key areas in your personal environment in which you need to invest to remain in the game in the long run. With a wink to Muhammad Ali, these four “wings” of sustainability will allow you “to float like a butterfly, but sting like a bee”. Just as the UN has set 17 Sustainable Development Goals for the broader world community, this model presents 20 personal sustainable development goals for you as an individual.



Key Elements

The four key areas of personal sustainability are the following:

1. **Energy: Vitality Sustainability.** To keep functioning in the long run, you first need to maintain your physical and mental energy. You need to safeguard your vigor and avoid running down your battery by paying attention to the five levers of sustained vitality:

- a. *Fitness*. Exercising regularly to strengthen your body and mind.
 - b. *Recreation*. Taking time to rest, unwind, refresh, and recover.
 - c. *Sleep*. Getting enough high-quality sleep at the right moments in the day.
 - d. *Nutrition*. Eating a healthy, moderate, and balanced diet.
 - e. *Mindfulness*. Being mentally present, calm, and open to new stimuli.
2. ***Embeddedness: Relational Sustainability***. Your healthy functioning also depends on maintaining the web of relationships in which you are embedded. As a social animal, you can't thrive in isolation, but need to have warm interactions with five groups:
 - a. *Partner(s)*. One or more close companions, to have an intimate relationship.
 - b. *Family*. Children, parents and relatives, to share time, love, and a sense of belonging.
 - c. *Friends*. Best pals and good acquaintances, to talk, laugh and occasionally cry together.
 - d. *Colleagues*. Direct and indirect co-workers, to team up with to achieve results.
 - e. *Community*. Neighbors and other community members, to live together enjoyably.
 3. ***Employability: Competence Sustainability***. To keep functioning in an everchanging work environment, while ensuring that future career opportunities remain, you need to continuously upgrade your competencies. There are five levers of sustained employability:
 - a. *Knowledge*. Keeping your information, understanding and insights up to date.
 - b. *Skills*. Adding new capabilities to your repertoire of potential behaviors.
 - c. *Mindset*. Adapting your attitude and broadening your ways of thinking.
 - d. *Values*. Becoming clearer which principles you stand for and live by.
 - e. *Experience*. Building a track record and a reputation in specific areas.
 4. ***Engagement: Motivation Sustainability***. To keep functioning in the long run, you also need to remain inspired. Some activities will give a quick thrill in the short run, but to stay engaged you need to focus attention on all five levers of sustained motivation:
 - a. *Talent*. Engage in activities that fit your natural strengths and avoid your weaknesses.
 - b. *Enjoyment*. Seek activities that you love to do and never feel like a chore.
 - c. *Contribution*. Find activities that are important to others and will help them out.
 - d. *Appreciation*. Select activities that are valued by others and will be welcomed.
 - e. *Payment*. Chose activities that are rewarded, both in terms of fame and fortune.

Key Insights

- ***Sustainability is about not running something down***. Something is sustainable if it you can keep it up over a longer period of time. When most people speak of “sustainability”, they mean ecological and social sustainability. This can be called ‘macro-sustainability’.
- ***Personal sustainability is about not running yourself down***. Sustainability is also relevant at the personal, or micro, level. Here the question is whether you can keep up your ability to function over a longer period of time, or whether you are overexploiting yourself.
- ***Personal sustainability is required in four areas***. Each individual needs to avoid overexploiting themselves by maintain four areas: their *energy* (vitality sustainability), their *embeddedness* (relational sustainability), their *employability* (competence sustainability) and their *engagement* (motivational sustainability). All four areas are equally relevant.
- ***Personal sustainability is hard in practice***. The need to maintain all four areas is easy to understand, yet hard to achieve. Short-term gain, leading to long-term pain, remains tempting. Investing in personal sustainability only pays back in the long run.
- ***Personal sustainability requires personal SDGs***. To strengthen your resolve to invest, it can be useful to copy the UN approach and set personal sustainable development goals that can be monitored and followed up. The Sustainable You Model can be the basis.

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Insightful Tools to Kickstart Your Thinking

Publication Schedule

<i>July 2019</i>	<i>Mind the Gap Model</i>	<i>Change Management</i>
<i>August 2019</i>	<i>Digital Platform Map</i>	<i>Digital Strategy</i>
<i>September 2019</i>	<i>Interaction Pressure Gauge</i>	<i>Interpersonal Interaction</i>
<i>October 2019</i>	<i>Revenue Model Framework</i>	<i>Revenue Model Typology</i>
<i>November 2019</i>	<i>House of Engagement</i>	<i>Organizational Engagement</i>
<i>December 2019</i>	<i>Confidence Quotient</i>	<i>Trust Building</i>
<i>January 2020</i>	<i>Competition Tornado</i>	<i>Competitive Strategy</i>
<i>February 2020</i>	<i>11C Synergy Model</i>	<i>Corporate Synergy Management</i>
<i>March 2020</i>	<i>Leadership Fairness Model</i>	<i>Leader-Follower Interaction</i>
<i>April 2020</i>	<i>Strategic Agility Model</i>	<i>Strategy Process Approach</i>
<i>May 2020</i>	<i>Control Panel</i>	<i>Corporate Control Dimensions</i>
<i>June 2020</i>	<i>Rising Star Framework</i>	<i>Talent Management</i>
<i>July 2020</i>	<i>Strategy Development Cycle</i>	<i>Strategy Process Steps</i>
<i>August 2020</i>	<i>7I Roles of the Corporate Center</i>	<i>Corporate Organization</i>
<i>September 2020</i>	<i>Storytelling Scripts</i>	<i>Leadership Communication</i>
<i>October 2020</i>	<i>Strategic Bets Framework</i>	<i>Strategic Decision-Making</i>
<i>November 2020</i>	<i>Rebound Model of Resilience</i>	<i>Organizational Resilience</i>
<i>December 2020</i>	<i>4C Leadership Capabilities</i>	<i>Leadership Competences</i>
<i>January 2021</i>	<i>Digital Product Model Dial</i>	<i>Digital Strategy</i>
<i>February 2021</i>	<i>Digital Distribution Model Dial</i>	<i>Digital Strategy</i>
<i>March 2021</i>	<i>Empowerment Cycle</i>	<i>Employee Empowerment</i>
<i>April 2021</i>	<i>Innovation Box</i>	<i>Innovation Approaches</i>
<i>May 2021</i>	<i>Knowledge Sharing Bridges</i>	<i>Best Practice Sharing</i>
<i>June 2021</i>	<i>Followership Cycle</i>	<i>Leader-Follower Interaction</i>
<i>July 2021</i>	<i>Everest Model of Change</i>	<i>Change Management</i>
<i>August 2021</i>	<i>Fruits & Nuts Matrix</i>	<i>Priority-Setting</i>
<i>September 2021</i>	<i>Powerhouse Framework</i>	<i>People & Organization Strategy</i>
<i>October 2021</i>	<i>Strategy Hourglass</i>	<i>Strategy-Making Steps</i>
<i>November 2021</i>	<i>Disciplined Dialogue Model</i>	<i>Interpersonal Communication</i>
<i>December 2021</i>	<i>Team Building Cycle</i>	<i>Team Building Process</i>
<i>January 2022</i>	<i>Market System Map</i>	<i>External Analysis Framework</i>
<i>February 2022</i>	<i>Strategic Alignment Model</i>	<i>Business Level Strategy</i>
<i>March 2022</i>	<i>Creativity X-Factor</i>	<i>Creativity Enhancement</i>
<i>April 2022</i>	<i>Organizational System Map</i>	<i>Organizational Analysis</i>
<i>May 2022</i>	<i>Corporate Value Creation Model</i>	<i>Corporate Level Strategy</i>

June 2022

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January 2023

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Change Manager's Toolbox

Sustainable You Model

Value Proposition Dial

The Tree of Power

Psychological Safety Compass

Strategic Action Model

Customer-Centricity Circle

Reasoning Routines Model

Partnership Distance Model

Embedded Identity Model

New Pyramid Principle

Stakeholder Heat Map

Needs Radar Screen

Change Methodologies

Personal Sustainability

Business Level Strategy

Organizational Power

Team Dynamics

Strategy Process

Organizational Design

Thinking Skills

Interorganizational Relations

Personal Awareness

Presentation Approaches

Stakeholder Management

Motivation Analysis