



Vitality at Work

Vitality at Work: Sustaining Energy and Balance

What is Vitality?

Vitality refers to the feeling of being alive, energetic and engaged in life. The word vitality comes from the Latin *vita*, meaning “life”.

- Physical vitality – feeling healthy, energetic and physically capable.
- Psychological vitality – having a sense of meaning, purpose and resilience.
- Cognitive vitality – maintaining mental clarity, focus and intellectual sharpness.

Vitality is closely connected to motivation and resilience:

- Motivation – the drive to move toward goals.
- Resilience – the ability to navigate and recover from challenges.

When people experience vitality, they are more likely to approach life with interest, curiosity, enthusiasm and engagement.

Why Vitality Matters

Research shows that vitality is linked to both physical health and social wellbeing. There is also a two-way relationship between vitality and healthy behaviours. Sustaining energy and balance supports vitality across both work and personal life.

Signs of Low Vitality

Because vitality includes both physical and mental energy, it can vary from person to person.

A lack of vitality may include:

- Low energy or fatigue
- Reduced motivation
- Feeling flat, disengaged or lethargic
- Difficulty concentrating
- Poor sleep
- Feeling overwhelmed or stressed
- Loss of interest in activities
- Mental exhaustion

What Can Drain Energy?

Many everyday factors can reduce vitality, particularly when they occur repeatedly.

Common energy drains include:

- Long workdays and competing demands
- Back-to-back meetings
- Limited breaks
- Tight deadlines or urgent requests
- Feeling a lack of control over workload
- Limited support
- Reduced sense of meaning or satisfaction in work or life

Over time, these pressures can have a cumulative impact on energy and wellbeing.



The Importance of Balance

Maintaining vitality requires balancing how we spend our time, energy and attention across the key areas of life, including:

- Work
- Rest
- Leisure
- Family and relationships

Strategies to Sustain Energy and Vitality

Healthy Habits

- Engage in regular physical activity
- Maintain a balanced diet
- Prioritise quality sleep
- Take a quick walk or move throughout the day
- Learn new skills or try new activities
- Make time for enjoyable activities

Slow Down and Recharge

- Take mini-breaks throughout the day
- Practise mindfulness
- Spend time outdoors
- Focus on the present moment
- Slow down mentally and physically
- Try breathing exercises
- Make time for fun

Build Connection

- Reach out to friends or family
- Connect with colleagues
- Call someone instead of sending a message
- Spend quality time with family
- Volunteer in your community
- Go for a walk with someone
- Share goals with others for accountability



Reduce Stress

- Focus on one task at a time
- Identify what drains your energy
- Prioritise balance
- Reflect on what is working and what could improve

Tips for the Workplace

Small workplace habits can help support energy and balance:

- Maintain clear work boundaries
- Establish healthy routines
- Set clear goals and expectations
- Schedule dedicated time for tasks such as email
- Avoid rushing where possible
- Take proper breaks away from your desk
- Connect with colleagues
- Make space for enjoyment and positive team interactions

Improving Balance

- Make small changes each day
- Focus on what is within your control
- Take opportunities to relax and recharge
- Stay curious and open to new experiences
- Make time for fun

For further confidential support and strategies for maintaining energy and balance or for any other psychological or wellbeing support, please reach out to Acacia EAP.



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