

Energy and Engagement: Seven Levels of Energy

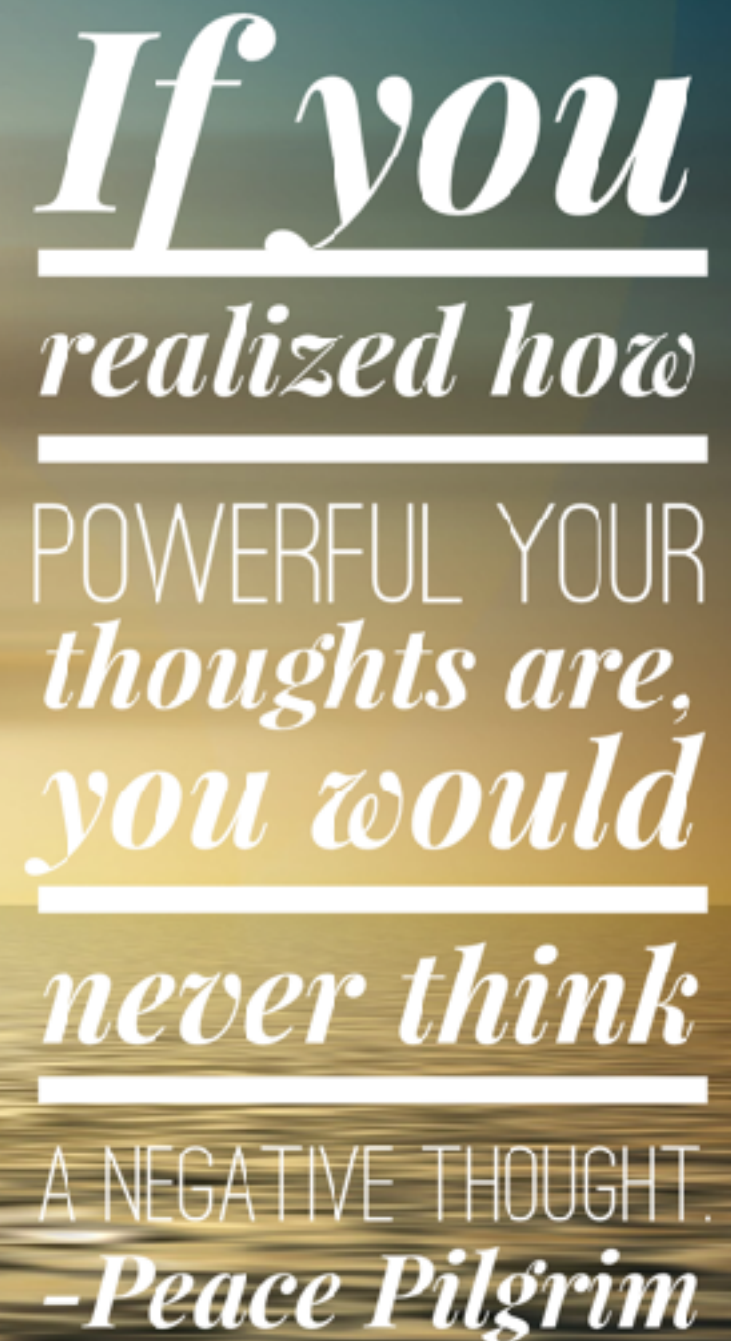


ESSDACK
Our learners. Their future.

INspired Leadership

Agenda

- **Anabolic and Catabolic Energy**
- **Three Critical Skills**



*If you
realized how
POWERFUL YOUR
thoughts are,
you would
never think
A NEGATIVE THOUGHT.
-Peace Pilgrim*

INspired Leadership

Either/Or Fixed Mindset

reactive
fear
dissatisfied
worry
problem oriented
blame others
condescending
unkind
crisis mode
my way or the highway
judgmental
shortsighted
lack of passion
inaction

Catabolic

Both/And Growth Mindset

teamwork
trustworthy
cooperative
solution focused
open to many viewpoints
confident
calm and kind
inspiring
responsive
respectful
positive attitude
opportunistic
belief in others
productive

Anabolic

**no fear, worry,
& judgment**

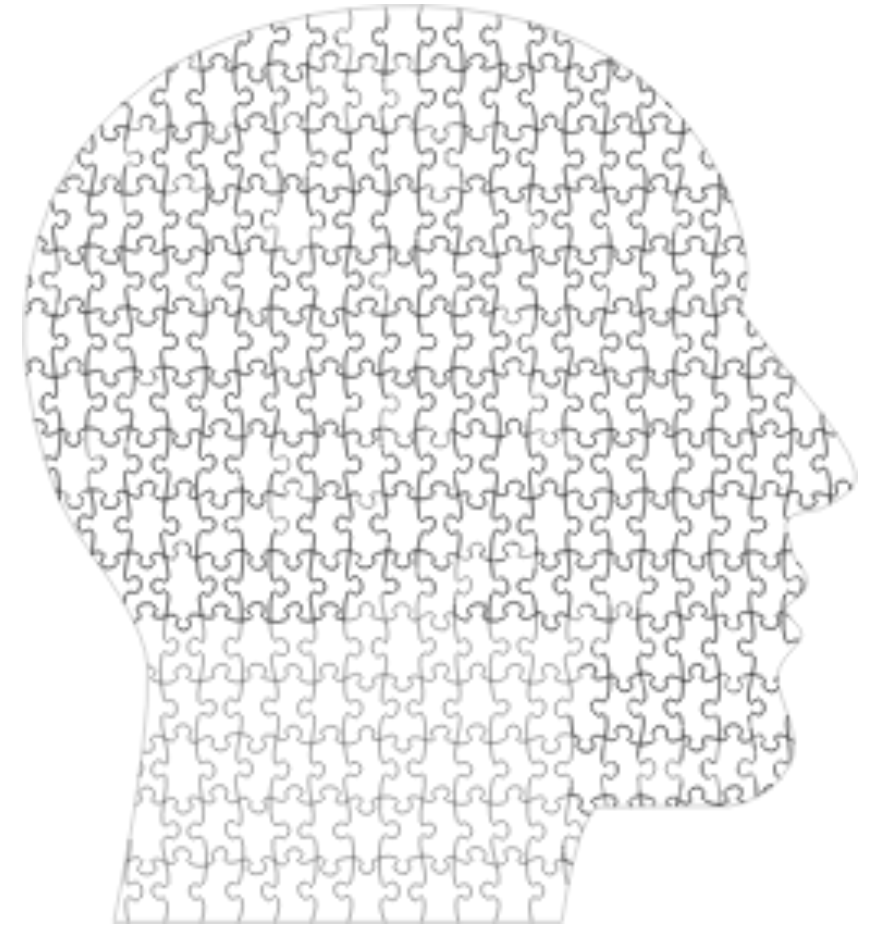


**lots of fear,
worry
& judgment**

Level 7
Level 6
Level 5
Level 4
Level 3
Level 2
Level 1

LEVEL ONE

- **FEAR**
- **WORRY**
- **SELF-DOUBT**
- **LOW SELF-ESTEEM**
- **INACTION**
- **GUILT**
- **VICTIM TO CIRCUMSTANCES**
- **NO HOPE**
- **I LOSE MENTALITY**



Level 1

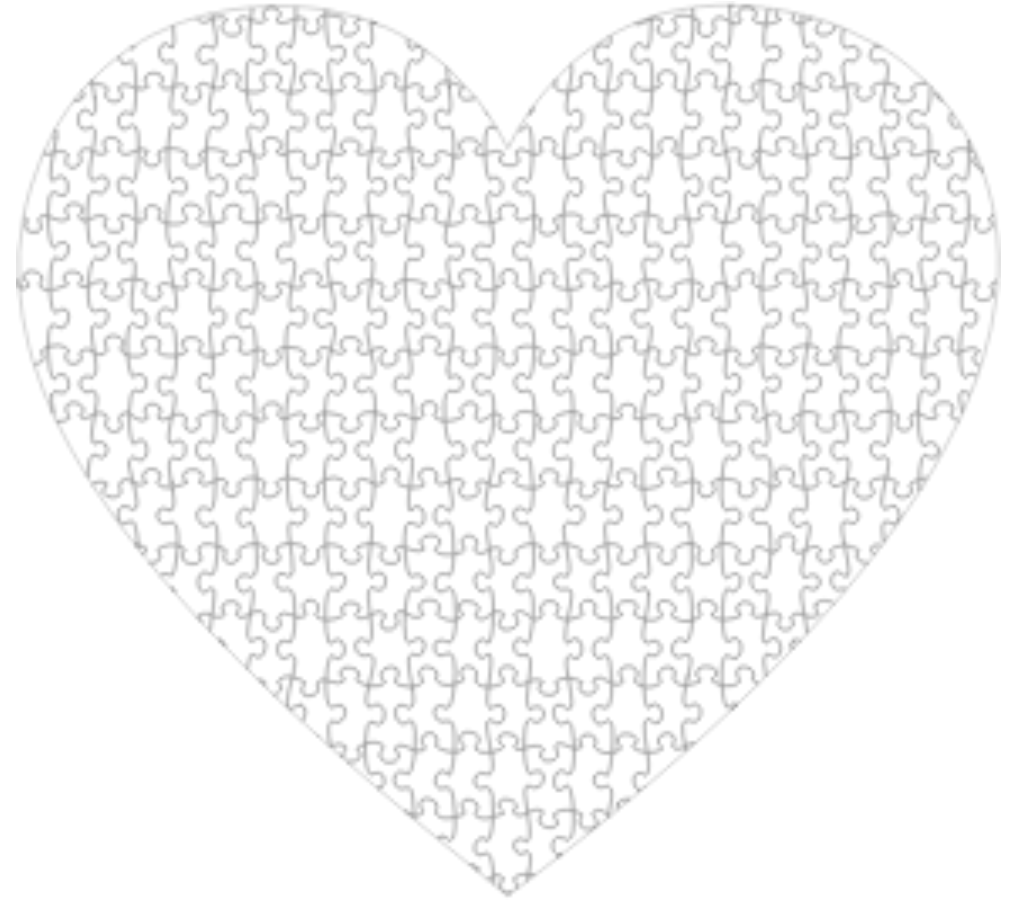
Culture of:



**Apathy
Inaction**

LEVEL TWO

- **DEFIANCE**
- **RESISTANCE**
- **FRUSTRATION**
- **MY WAY OR HIGHWAY**
- **CONTROL**
- **SARCASTIC**
- **I WIN, YOU LOSE**
- **JUDGE OTHERS**



Level 2

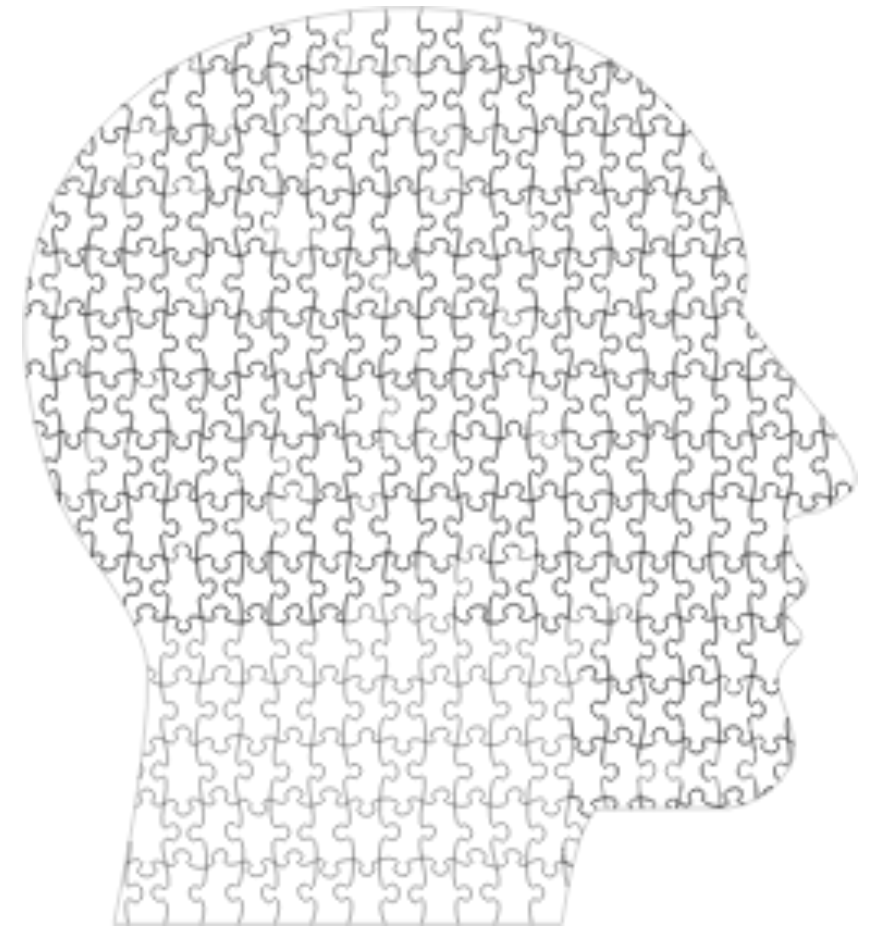
Culture of:



Skepticism
Defiance

LEVEL THREE

- **COOPERATE**
- **TOLERATE**
- **JUSTIFY**
- **RATIONALIZE**
- **COPE**
- **TAKE RESPONSIBILITY**
- **FORGIVE**
- **I WIN AND IF YOU DO, GREAT!**



Level 3

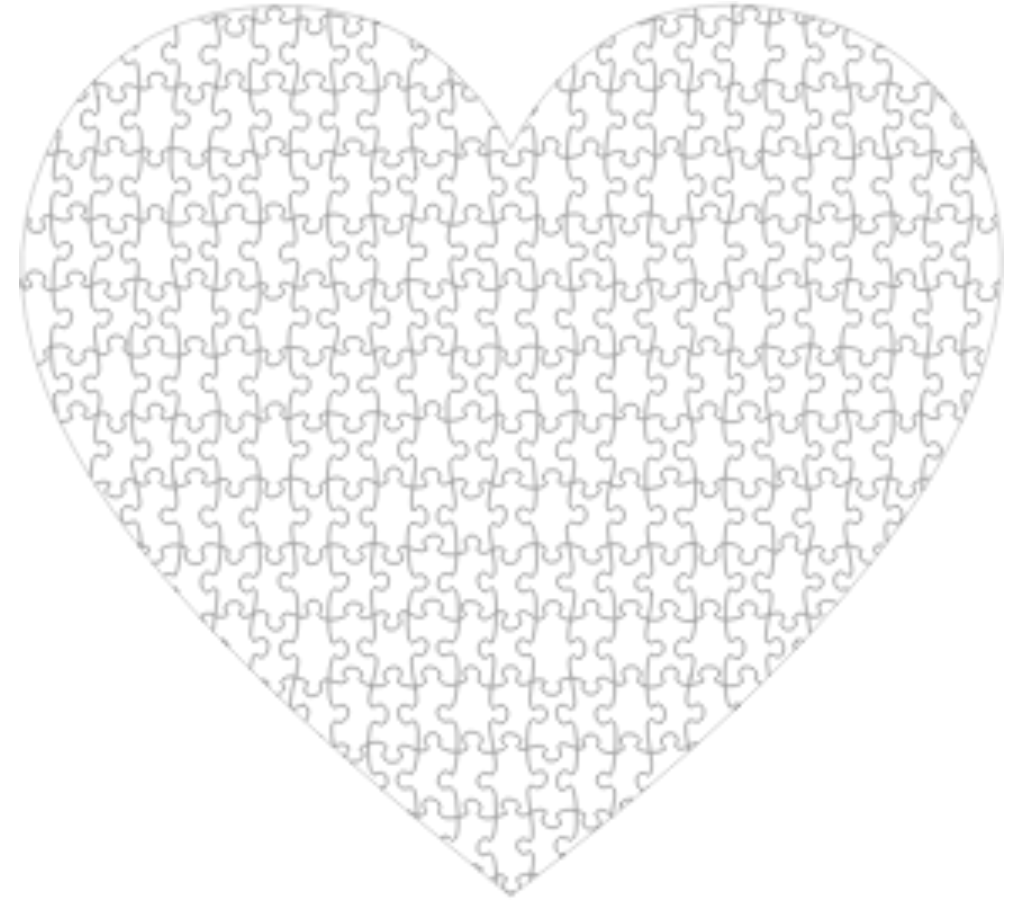
Culture of:



**Compliance
Complacency**

LEVEL FOUR

- **CARE AND CONCERN**
- **COMPASSION**
- **SERVICE**
- **LOVE**
- **GRATITUDE**
- **SENSITIVITY**
- **FIX IT MODE**
- **YOU WIN**



Level 4

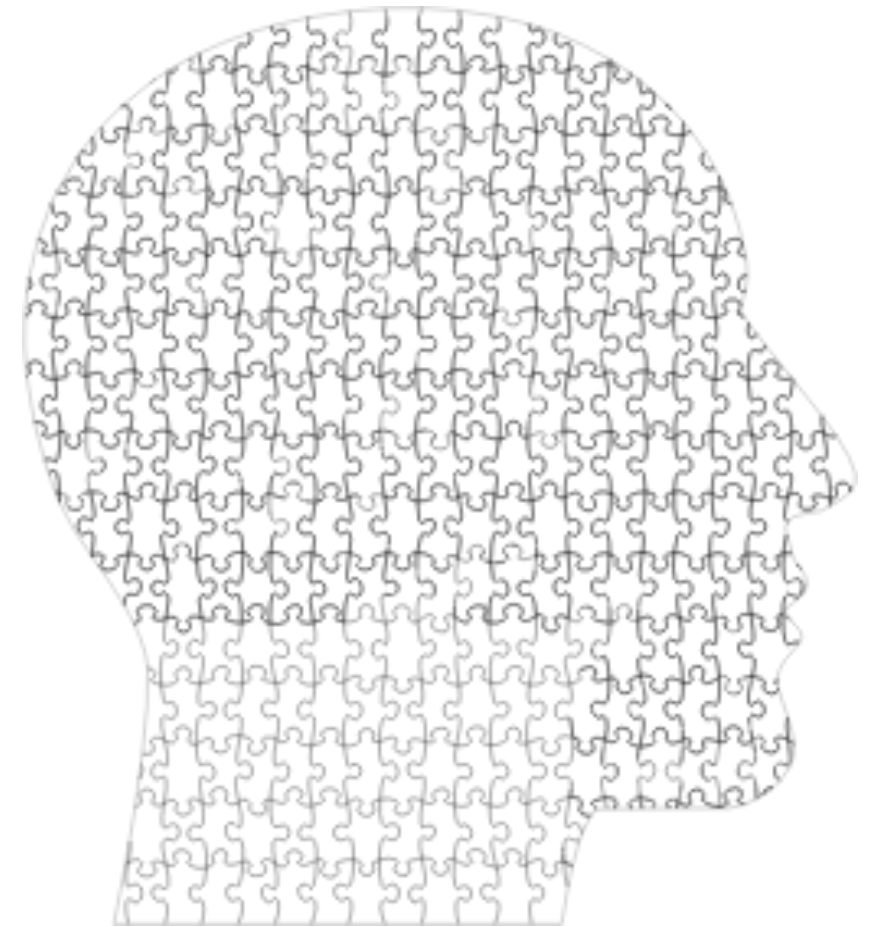
Culture of:



**Fixing
Service**

LEVEL FIVE

- **COMMITTED ACTION**
- **EXCELLENCE**
- **ACCEPTANCE**
- **BELIEF IN OTHERS**
- **DRIVE AND PASSION**
- **OPPORTUNISTIC**
- **ENTREPRENEUR**
- **CONFIDENT**
- **WE WIN OR NO ONE WINS**



Level 5

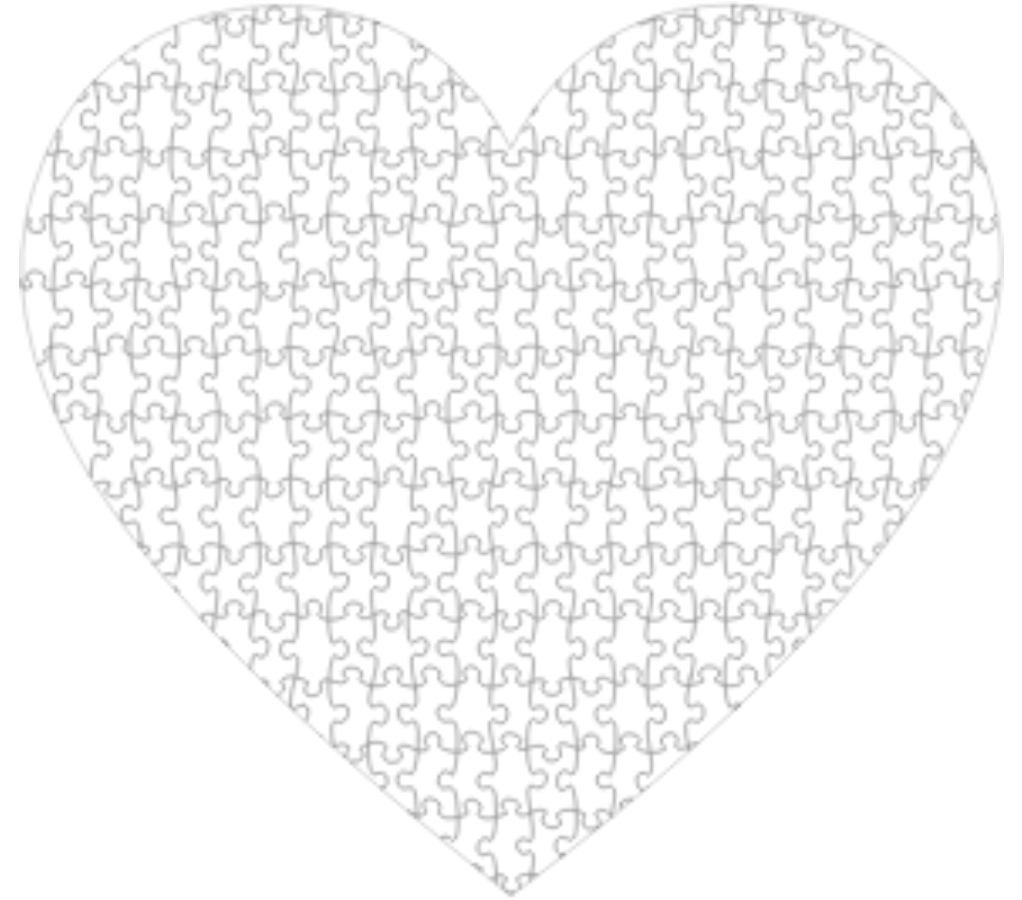
Culture of:



**Commitment
Opportunity**

LEVEL SIX

- **SYNERGY**
- **VISIONARY**
- **INNOVATIVE**
- **ONENESS**
- **JOYFUL**
- **WE ALWAYS WIN**








Level 6

Culture of:

**Unity
Vision**

How committed are you?

Paper Bag	Boxer Headgear	Sun Hat	Fireman's Helmet	Baseball Hat
Fear	Frustration	Compliance	Service	Commitment
I can't do this.	I won't do this.	I'll do it.	I'll do it for you.	Let's do this together.
Take it personally	Blame others	Tolerate and move on	Fix it to make it better	It's an opportunity
Inaction Procrastination	Defiance Passive Aggressive Interrogation Intimidation	Cooperation Obligation	Concern Compassion	Collaboration Ownership
<ul style="list-style-type: none"> • I have to do this. • They're making me do this. • They know I can't do this. 	<ul style="list-style-type: none"> • They have no clue. • It didn't work last time and won't work now. • I'll sit here like I'm listening, but still do it my way. 	<ul style="list-style-type: none"> • Ok. I'll do it. • I'll meet the requirements. • I can tolerate this. 	<ul style="list-style-type: none"> • This will help us fix the problem. • I can help you. • I am willing to do whatever is needed to help the team. 	<ul style="list-style-type: none"> • It's exciting to see the possibilities this will have. • We can meet and exceed our goals. • We are empowered and engaged.
				

Critical Skills

Clarify
Affirm

Powerful Questions

Powerful Conversations

- ◆ Focus on the energy not the story
- ◆ Stay out of the box-allow them to do the thinking
- ◆ Clarify
- ◆ Affirm
- ◆ Powerful Questions



Have you thought about...

One time I ...

Next time you might...

Why did you do that?

Clarify

Purpose: To ensure understanding and demonstrate listening intently

- ◆ Summarizes
- ◆ Paraphrases
- ◆ Reiterates
- ◆ Mirrors back

Pair this skill with: Affirm



Affirm

Purpose: To normalize someone's emotions. It does not indicate agreement

◆ Authenticate, Substantiate, Validate and Normalize

Avoid:

◆ I statements

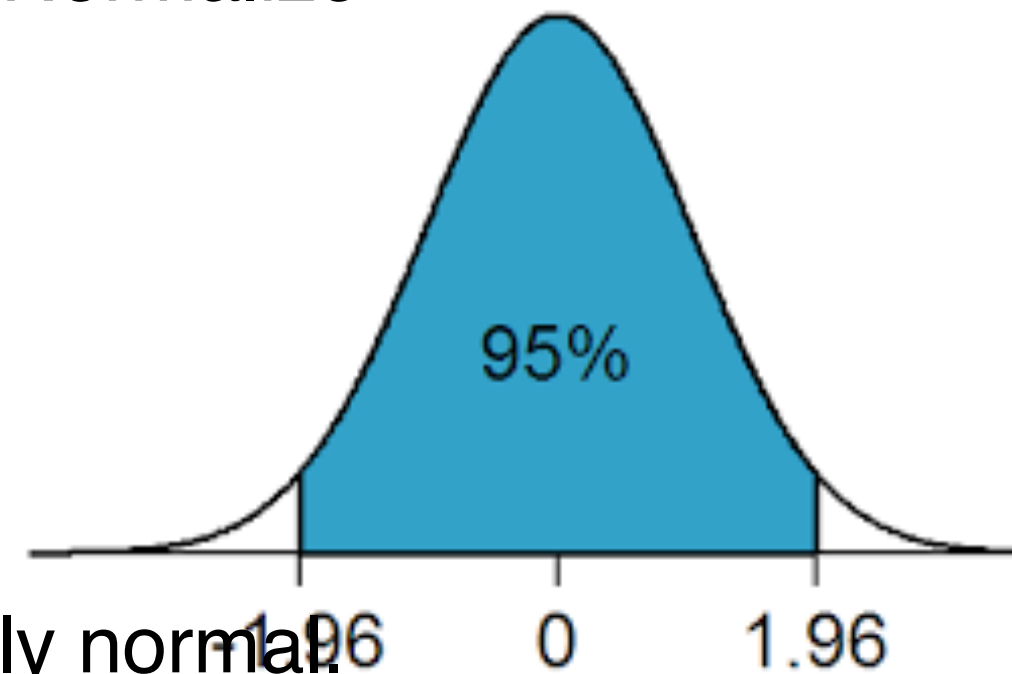
◆ But

◆ Judgment statements

Sounds Like:

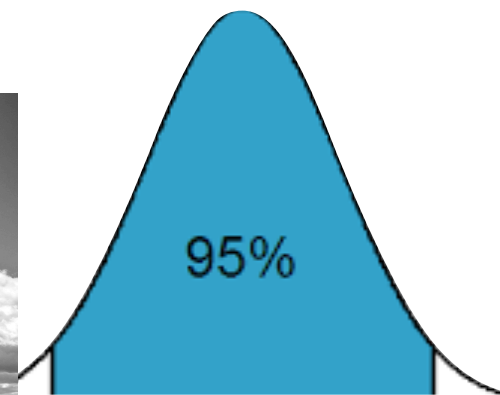
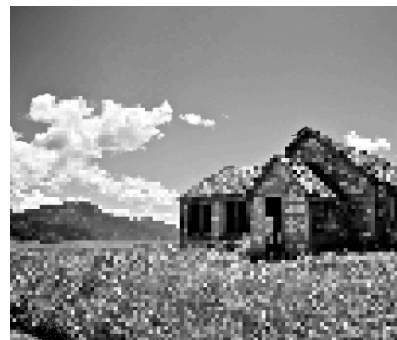
◆ Having that feeling right now is completely normal.

◆ Knowing you value _____, it makes perfect sense you would feel that way.



Example

- ◆ I have so much to do by Friday. I have to complete three new client presentations for the same day. Plus, I have the quarterly reports to finish.
- ◆ Clarify: It is overwhelming having all these important deadlines on the same day.
- ◆ Affirm: Knowing you value meeting deadlines and doing quality work, it makes sense you are overwhelmed.



Powerful Questions


Purpose: To explore values and beliefs, to gain clarity, and to seek possibilities and solutions from within

- ◆ Open-ended
- ◆ Who, what, when, where, how
- ◆ Plural language to expand thinking (i.e. idea to ideas)

Avoid:

- ◆ Why...can put people on the defensive or can indicate judgment
- ◆ Leading
- ◆ Multiple questions





Personalized Professional Support from the INside Out

✉ Get INspired Weekly

inspiredleadershipwithin.com

essdk.me/INLresources

Serenity Prayer

**“God, grant me
the serenity to
accept the things
I can not change,
the courage to
change the
things I can, and
the wisdom to
know the
difference.”**

**“God, grant me
the serenity to
accept the
people I cannot
change, the
courage to
change the one I
can, and the
wisdom to know
—it’s me!”**

