



# Energy Leadership 360 Report

Client Name

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Strictly Confidential

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## **Energy Leadership Index™ 360 Assessment Debrief Preview Report**

Congratulations! You have completed an important step in your journey toward becoming an extraordinary leader in your life and the lives of others. You've completed the online assessment and are now ready to take the next steps by reviewing this document and preparing for a debrief session with your Energy Leadership Index™ Master Practitioner.

This document contains several important pieces of information that will help you get the most out of Energy Leadership™. Read through these pages carefully, so as to familiarize yourself some of the key concepts that you will hear more about in your debrief. During the debrief session, you will understand the results of your assessment and learn what they mean to your life. You will also begin to become aware of how you respond to different situations and identify strategies to utilize the type of energy that will best serve you and those around you.

Finally, you will learn how your energy is reflected in your leadership style and competencies by looking at the way that others perceive you, versus how you perceive yourself.

### **Energy Leadership**

Energy Leadership refers to both a particular and unique form of leadership, and also, literally, to the process of leading energy so that it works for you, rather than against you. By learning and applying the principles and concepts of Energy Leadership, you can increase your ability to shift your own energy and the energy of those around you. When you do that, you will help inspire and motivate yourself and others, feel a greater sense of purpose, get more done with much less effort and stress, and constantly attract positive and powerful people and success to you.

### **Anabolic and Catabolic Energy**

For all practical purposes, there are two kinds of energy: anabolic and catabolic. Anabolic describes energy that is constructive, expanding, fueling, healing, and growth-oriented. Anabolic energy helps move you forward and achieve positive, long-term, successful results, and is useful in leading others in the same direction. Using anabolic energy allows you to have a more complete and conscious view of what is going on around you, and to more easily come up with solutions and innovations.

Catabolic energy, on the other hand, is draining, resisting, and contracting energy. While catabolic energy provides you with an energetic boost to combat what you perceive to be a stressful situation, it also is distracting and acts like a blinder through which you only see a limited view of a situation, thus reducing the choices available to you. Though it may offer some short-term benefits, when used on a long term basis, it imparts mental, emotional, and physical tolls that are potentially destructive to you, to your organization, and to all those around you.

Research shows that the most successful leaders in life are those with high levels of anabolic energy (Buck & Galer, 2011). Those who lead using catabolic energy can get results in the short-term; however, they cannot sustain success. No matter who you are or what you do in life, increasing your anabolic energy level will help you better perform whatever you do.

## **Leadership Defined**

*Leadership* is simply interaction where influence occurs. The influence can be positive or negative, focused consciously or unintentionally, and the impact can be minimal or maximal.

A *leader* is the individual in the interaction who knowingly or unknowingly creates the greater influence in the other person.

Our world tends to define leaders, and therefore leadership, within the context of formally defined roles found within corporations, small businesses, non-profit organizations, and political and community concerns. True leaders, however, are not confined to office walls and are not limited to specific positions within those walls, but are found in families, groups, sports, education, health fields, and within all levels and roles in small and large organizations. (“Organization,” as referred to in the Energy Leadership System, means two or more people, in any walk of life, who are working or communicating together for a similar goal or purpose.)

Also, keep in mind that, in addition to the above, leadership includes self-leadership, which is the ability to motivate yourself to do what you desire to do.

## **Everyone is a Leader, Either by Choice or Default**

**Every interaction presents the opportunity to lead and have a positive impact on others.**

The Energy Leadership System teaches individuals to consciously choose to use their ability to influence and impact others to bring about results that are positive – for themselves, others, their organization, and its stakeholders.

Great leaders are not only able to motivate, inspire, and bring out greatness in others, but also in themselves. The question isn’t whether or not you are a leader; the question is... *how* will you lead?

## **The Assessment and What it Measures**

The Energy Leadership Index assessment provides insights into how you show up in various aspects of your life. It measures your potential leadership ability by your level of consciousness – your awareness about who you are and what life is about.

The assessment measures your ability to lead people, including yourself, to take positive, productive, and sustainable action. The assessment also measures how involved or engaged you are in your roles and tasks on the job and at home.

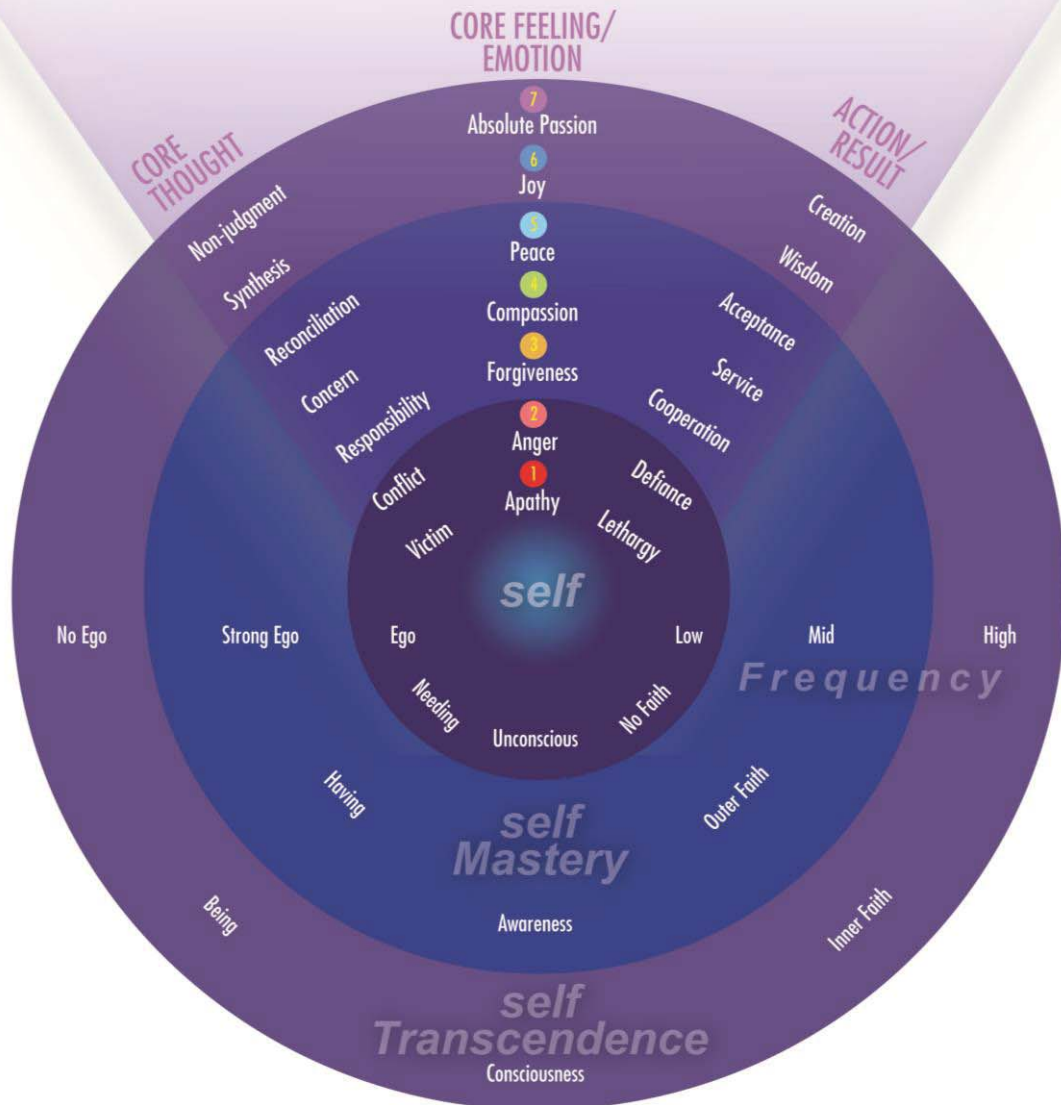
Finally, the assessment shows your energetic reaction to stress so that you can recognize and, if desired, modify that reaction.

## The Seven Levels of Energy

Your level of success as a leader and in life can be raised with awareness, understanding, and knowledge of how to apply the various energy levels available to you for any purpose you choose. Your level of energy (consciousness) creates your world, each moment. By altering your perceptions of yourself, your work, and those around you, you can create a more powerful, fulfilling, and rewarding life.

The Energetic Self-Perception Chart™ below depicts the seven levels of energy. The lowest two levels of energy are catabolic and are associated with the stress and effort you experience in life. The higher levels of energy are anabolic and are related to power, effectiveness, and satisfaction.

# Energetic Self Perception



## Energy Level 1

This lowest level of energy is catabolic. If you have any energy in this level, you are a victim to (at the effect of) certain events, thoughts, beliefs, emotions, and perceptions that hold you back from success. Level 1 energy includes thoughts and feelings of guilt, fear, worry, self-doubt, and low self-esteem (in general, or in any particular aspect of life).

When they operate from a Level 1 perspective, people feel as though they have a lack of choice or options. At Level 1, individuals feel trapped by certain circumstances or believe that they are, in some way, at the effect of what happens around them. Level 1 energy can result in avoidance of situations or difficult issues, and also, trouble making decisions – because you feel helpless to make a difference. Emotionally, Level 1 energy feels bad, and the amount of desire, engagement, and action for life (or a specific aspect of it), is very low, accordingly. The prevailing frame of reference at Level 1 is **“I lose” or “I am losing.”**

We all experience Level 1 energy at times, and in some aspects of our lives, and so, it is normal. Normal, however, does not mean required. With the help of your coach, you can remove what is no longer working for you or desired by you, and replace it with more of what you really want.

## Energy Level 2

Level 2 energy is also catabolic. It is the predominant energy not only in the workplace, but in life, in general. Level 2 energy is characterized by conflict, with the core emotion being anger. This energy contains thinking of antagonism, struggle, resistance, frustration, and defiance.

From a Level 2 perspective, everything tends to be viewed as black or white, right or wrong, good or bad. These judgments result in limited options, as the full scope of available possibilities is not apparent to the person operating with Level 2 energy. At Level 2, people typically come from a win/lose frame of reference – **“I win, so therefore, you must lose.”** In certain aspects of life, this may actually be the case, however, there are usually more powerful and much healthier ways to achieve winning results.

Many leaders have Level 2 energy, but they are usually unhappy and, often, unhealthy. They often manage by force, control, or coercion. They can get caught up in focusing on “what’s wrong,” “what’s broken,” and, potentially, “who [or what] is to blame.” While initial results may look successful, this way of leading others and organizations will ultimately fail, as the effort expended to live and act with constant catabolic energy will drain them and those around them.

### Energy Level 3

This level is the first level of anabolic energy. At this level, people take responsibility for their thoughts, emotions, and actions, and know that what they think and feel is up to them, not others.

The focus of Level 3 energy is on winning, through achieving your goals and meeting your own agenda, first and foremost. The difference between this and winning at Level 2 is that the intention of those operating from a Level 3 perspective is to have the other person win as well, but only after securing the win for themselves. In other words, the intention of Level 3 is **“I win, and hopefully you win, too,”** but either way, “I win” is the primary goal.

People who have a lot of Level 3 energy are masters at rationalization. They will motivate themselves and others by finding ways to cope, release, forgive, tolerate, compromise, and explain away resentment, stress, disappointments, and other burdens in order to encourage cooperation and productivity.

### Energy Level 4

This energy is moderately anabolic, and its core thought is concern for others. It is the level of caring, giving, supporting, and helping. Level 4 energy looks and feels very selfless, since the focus of these actions is to work and achieve so others win and succeed.

At Level 4, people take little or nothing personally, as they are more able to see things objectively.

People with Level 4 energy feel that a true win for them is achieved when the other person wins first, and so, the Level 4 perspective is **“You win,”** since being of service to others supersedes the need to do for themselves.

Leaders with Level 4 energy have a great deal of compassion for others and are inspired, and inspire those around them, to serve others. They often foster collaboration, teamwork, and loyalty. This is a very high level of energy, which can lead to great success.

### Energy Level 5

This moderate-to-high anabolic energy is found in the greatest leaders in all walks of life. Leaders with Level 5 energy have a highly conscious, wide-ranging view of situations and, thus, have many choices available to them as they “play the game of life.”

Level 5 energy reconciles good and bad, and right and wrong – so that nothing is judged one way or the other. People with Level 5 energy begin to see everything as an opportunity – meaning they do not simply make “lemonade out of lemons,” but they are genuinely as excited by the things that do not go as planned as by the things that do. The core thought is on reconciling, or accepting, differences, rather than identifying and focusing upon trying to change them.

The intention associated with this energy is predominantly, **“We all win or no one wins.”** A lot of people give lip service to this concept, but few actually walk the talk with it. Leaders with Level 5 energy are calm, powerful, entrepreneurial-minded, confident, and feel a sense of inner peace and fulfillment. They are in control of their lives and live with the belief that they can, and do, choose their life experience.

## Energy Level 6

This high-to-very high anabolic energy is associated with the core thought of synthesis, which is the blending away of the illusion of individuality and instead, the ability to see the whole, in lieu of just its parts. People with Level 6 energy see everyone and everything as a part of themselves.

Level 6 is a place where intuition comes alive. Creative geniuses, visionaries, and brilliant and conscious leaders, in all walks of life, tap into this level of energy and use it to create new and exciting innovations and variations for everyone's benefit.

At Level 6, there is a sense of connection with everyone and everything. This leads to a **"We always win"** perspective. This means that, in reality, no one really ever loses. All that happens has purpose and value, and by taking a long instead of short view of life and its circumstances, a purpose can be found in everything that happens. Level 6 energy brings a permanent sense of pleasure, satisfaction, and joy.

## Energy Level 7

This is the highest level of anabolic energy, which is characterized by completely objective thinking, non-judgment, and fearlessness. The master of this level can tap into, and use, any of the lower levels at will.

With Level 7 energy, leaders are capable of viewing their world and their organizations with complete objectivity. At this level, it is understood that **"Winning and losing are illusions;"** they are terms that humans created to help us play the game of life by the rules we also created. No human resonates completely at this level, but with practice, everyone can learn to access it.

People who tap into this level of energy are the most powerful people in the world. They consciously co-create their life experience and are participants and observers at the same time.

**Note: Know that each energy level has distinct advantages and disadvantages for you. This will be covered in more detail during your debrief session.**

## Your Energetic Results - Self-Assessment

There are two charts on the next page. In each of the charts, the blue bars show how much of each level of energy you have.

The first chart shows your **Energetic Profile**, which reflects your overall energetic makeup – your unique combination of the seven levels of energy, which creates your typical viewpoints, perceptions, and beliefs about any and all aspects of life. Your Energetic Profile determines how you approach life when things are going the way they normally do for you.

The second chart shows your **Energetic Stress Reaction** - the most typical way that you think, perceive, and feel as you experience stress. This internal reaction may last a second, a minute, an hour, a day, or even longer, after which time you move from reaction into action mode. How long your internal reaction lasts, how soon you shift into action mode, and the way you actually act after your internal Energetic Stress Reaction is determined by factors which include your Energetic Profile, the intensity of the stressor, your previous experiences, and your behavioral tendencies. This will be explored further in your debrief, during which you will learn how your Energetic Stress Reaction impacts you, and how you can begin to shift it.

Your **Average Resonating Level (ARL)** of energy is the average of all your energy levels, under normal conditions and in reaction to stressful circumstances. Your ARL is shown at the bottom of the next page, underneath the charts.

Your ARL, or overall energy level, is a strong indicator of success in various aspects of life. Studies prove that higher Average Resonating Levels of energy are associated with higher levels of satisfaction in the areas of finances, relationships, personal development, achievement, and more (see [www.keyfactorforsuccess.com](http://www.keyfactorforsuccess.com) for more information).

Based on your life's experiences, your Energetic Profile, Energetic Stress Reaction, and Average Resonating Level of energy are absolutely normal for you. As you look at your results, please remember:

- There is no right or wrong, or good or bad.
- There are advantages and disadvantages to each of the energy levels, which you will learn more about in your debrief session.
- The way you typically think, feel, and act is not based on one or even two energy levels, but on your entire and very unique profile.

Your results are only a benchmark that will be reviewed to help you discover what works for you and what you would like to change or eliminate. This discovery will occur during your debrief.

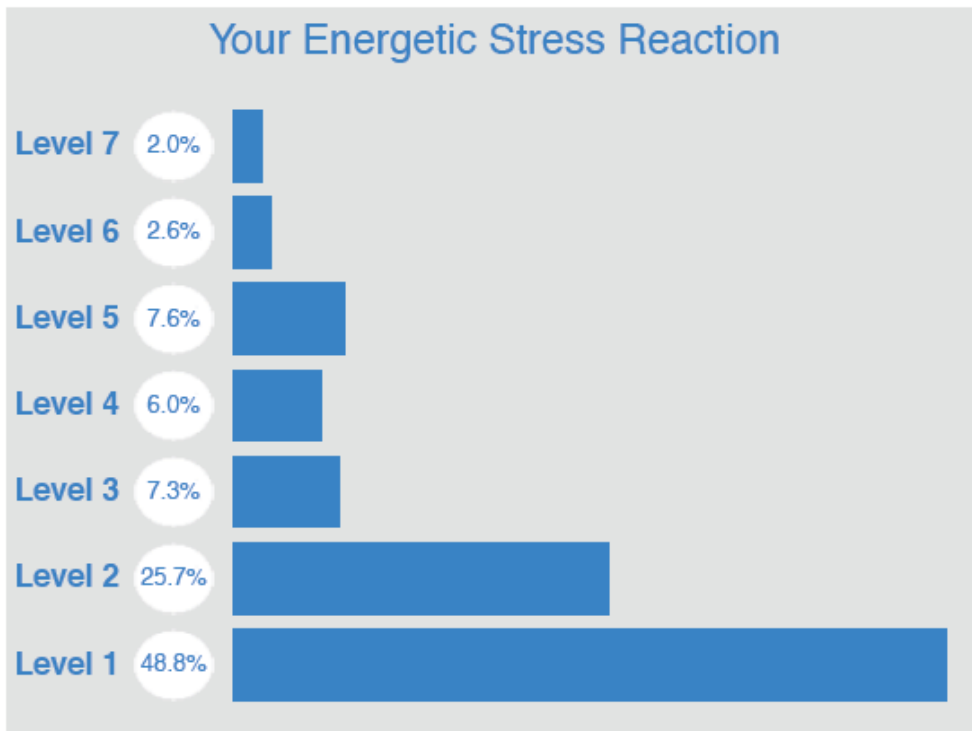
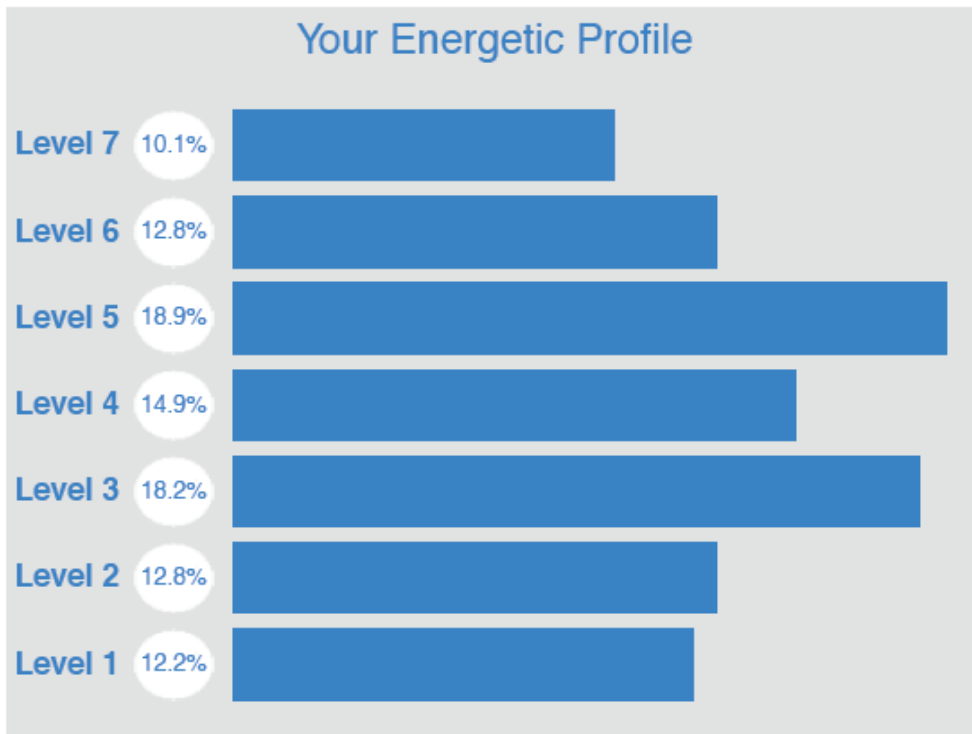
The ultimate goal of this work is for you to:

- have more awareness of who you are and how you act
- understand what drives your perceptions, feelings, and actions so that you can recognize and change habits and patterns that do not serve you well
- be able to respond, not react, to the stressors in your life in the way that you desire
- be able to choose the Energetic Stress Reaction and Energetic Profile that work for you to get the results you want



**Please do not attempt to interpret your results on your own.** Simply glance through your results and note what reactions you have as you study them. You will have a chance to discuss and understand the results in detail during your debrief.

The tremendous potential of this tool, the Energy Leadership™ process, and your results will be revealed during your debrief.



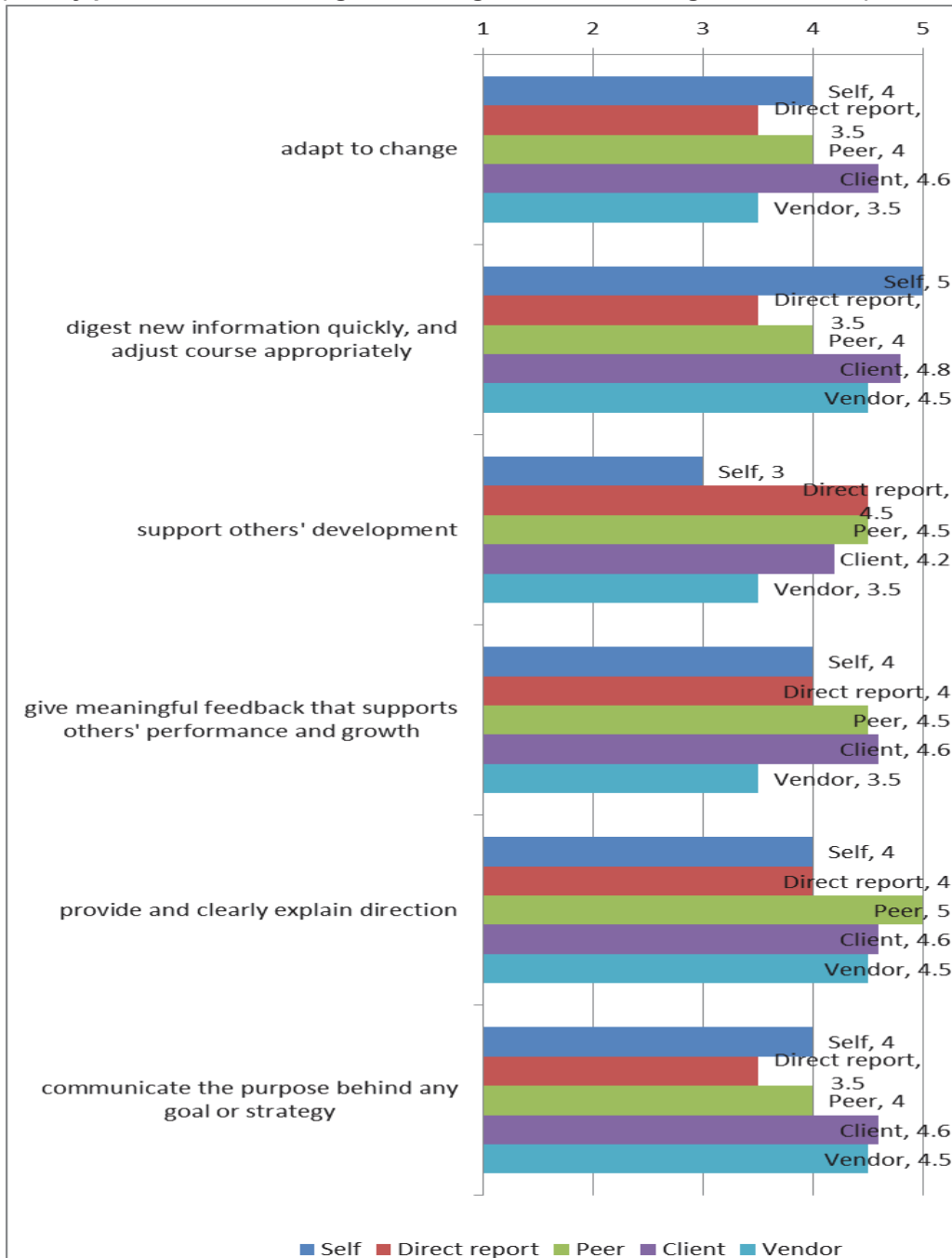
**Your Average Resonating Level of Energy (ARL) is 3.05.**

## Your Leadership Competencies – Self and Raters Assessments

Your energy affects the way that you lead yourself and others. The following competencies are associated with highly conscious, anabolic leaders who motivate, inspire, and bring out greatness in others. These competencies and elements of your leadership style reflect your ability to adapt, coach, communicate, engage, inspire, and relate to those around you. These elements can be seen in regular interactions as well as in situations where challenges and conflict may be occurring.

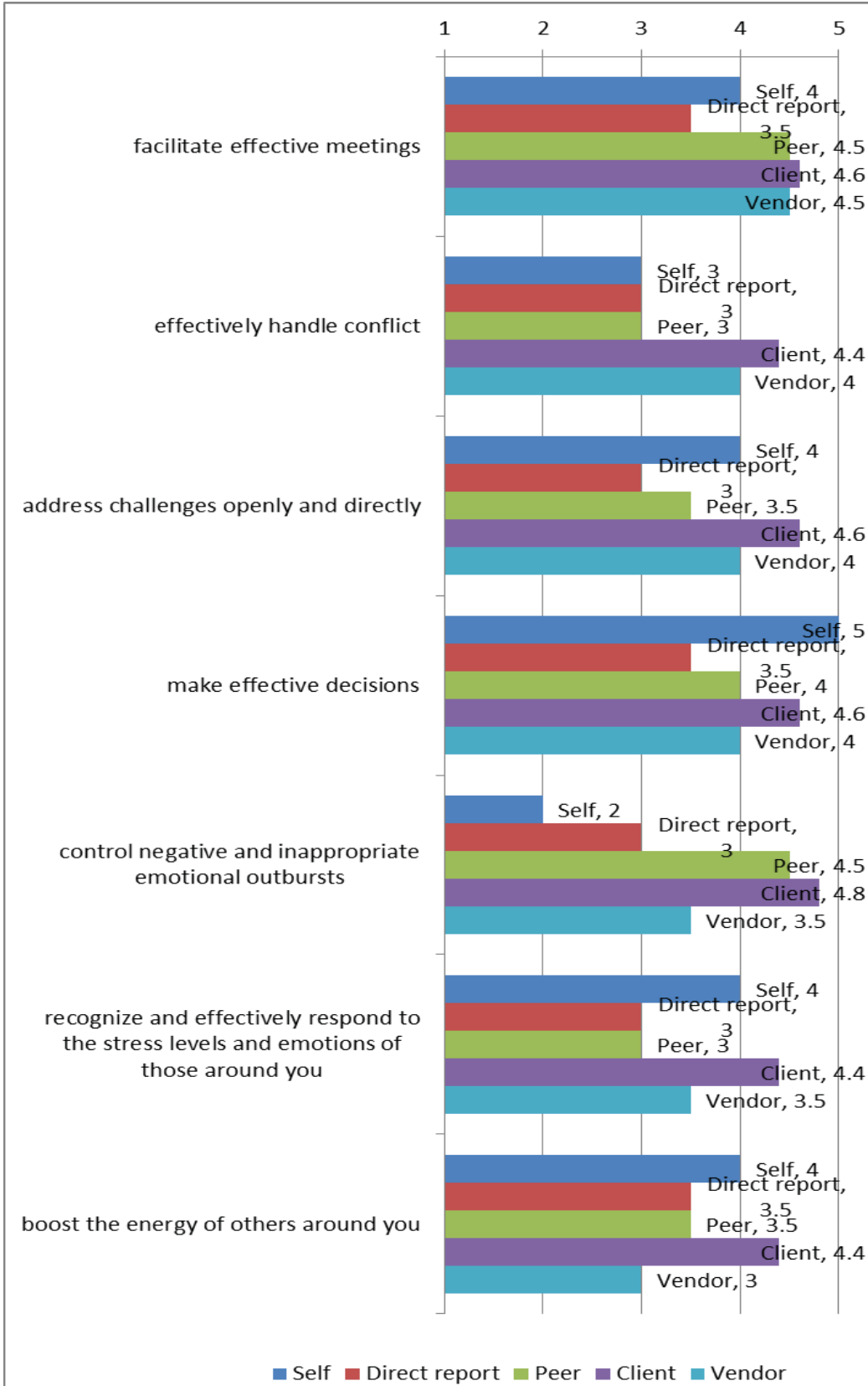
### Your Ability to:

(1=very poor; 2=below average; 3=average; 4=above average; 5=excellent)

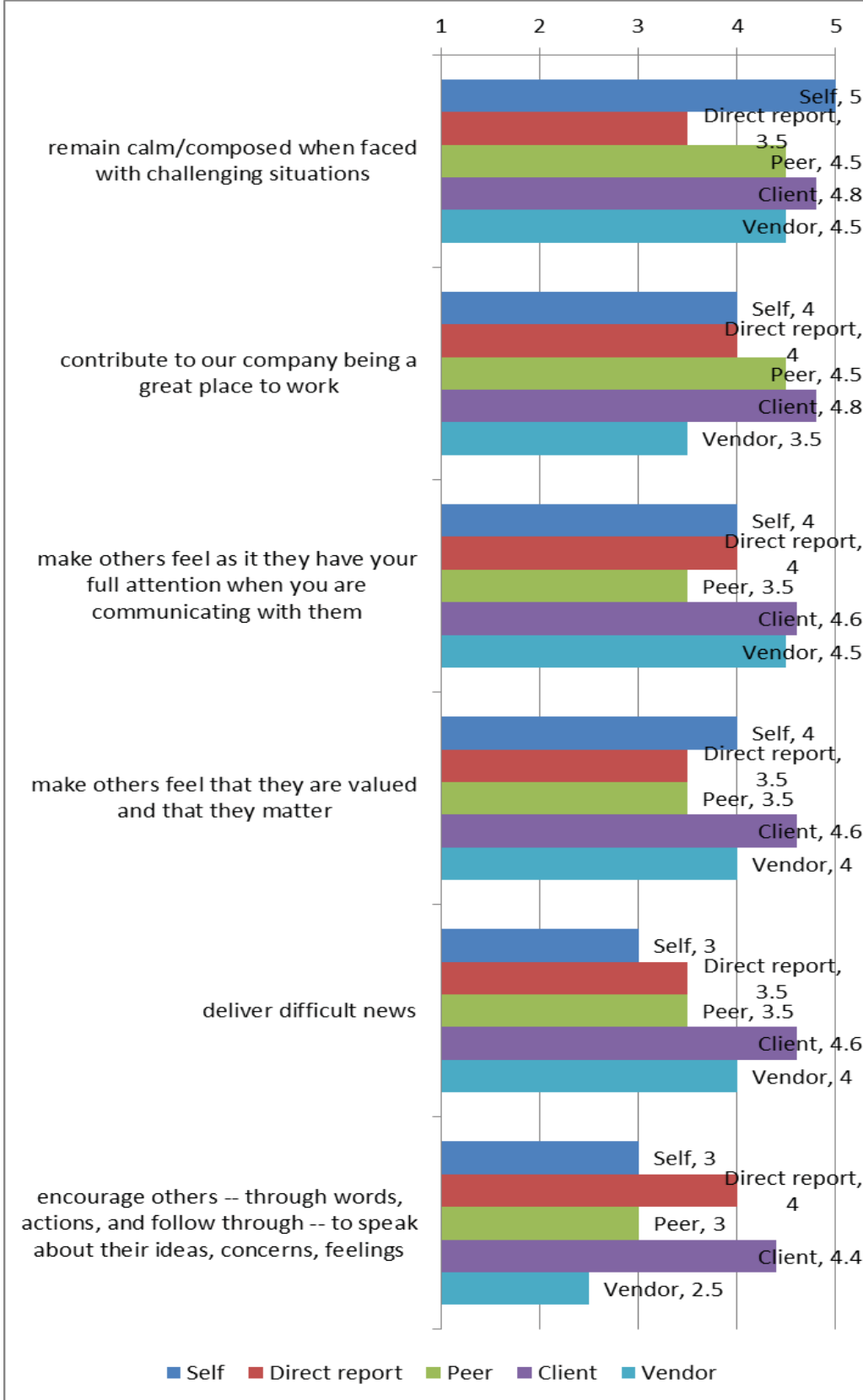


Your Ability to:

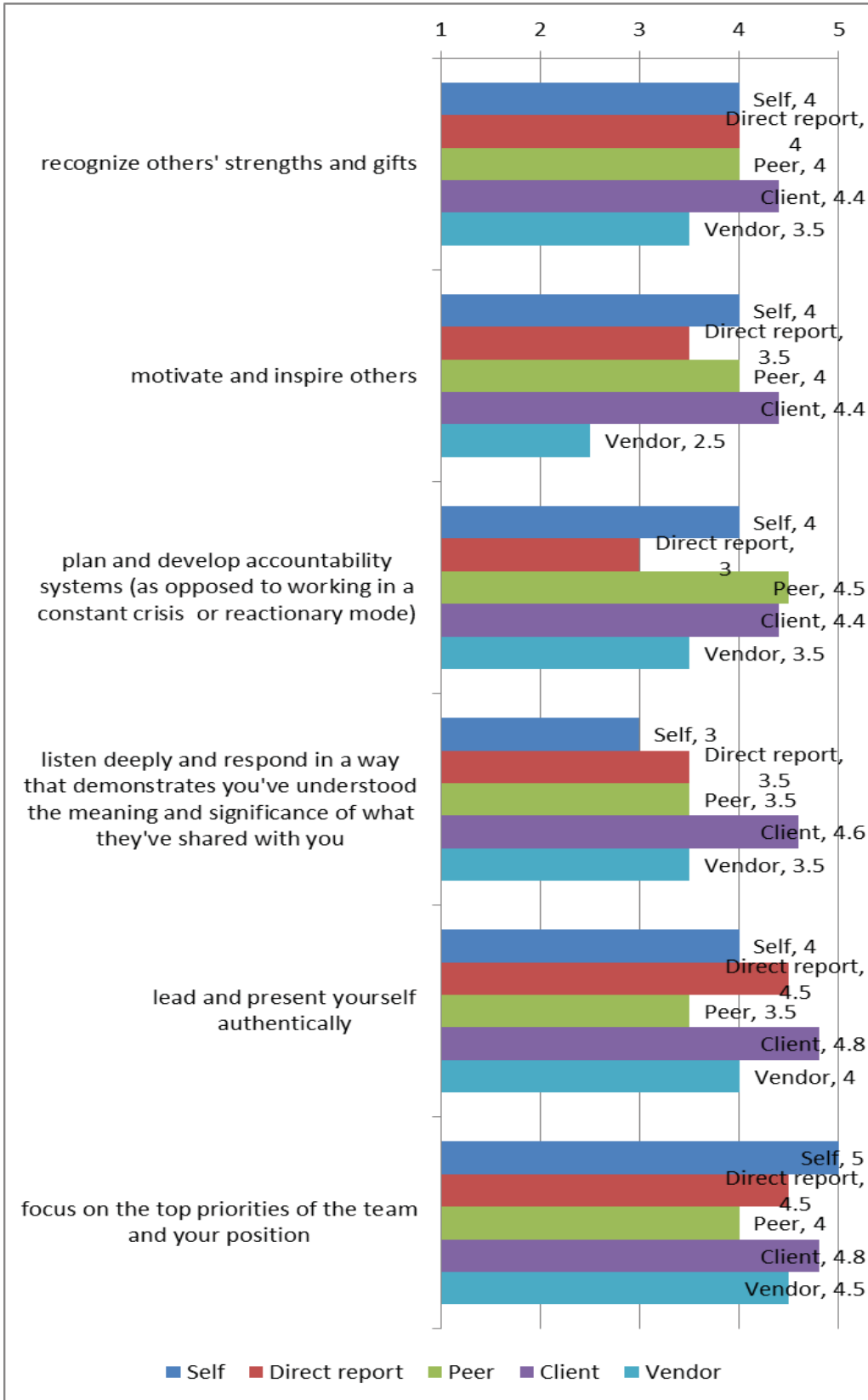
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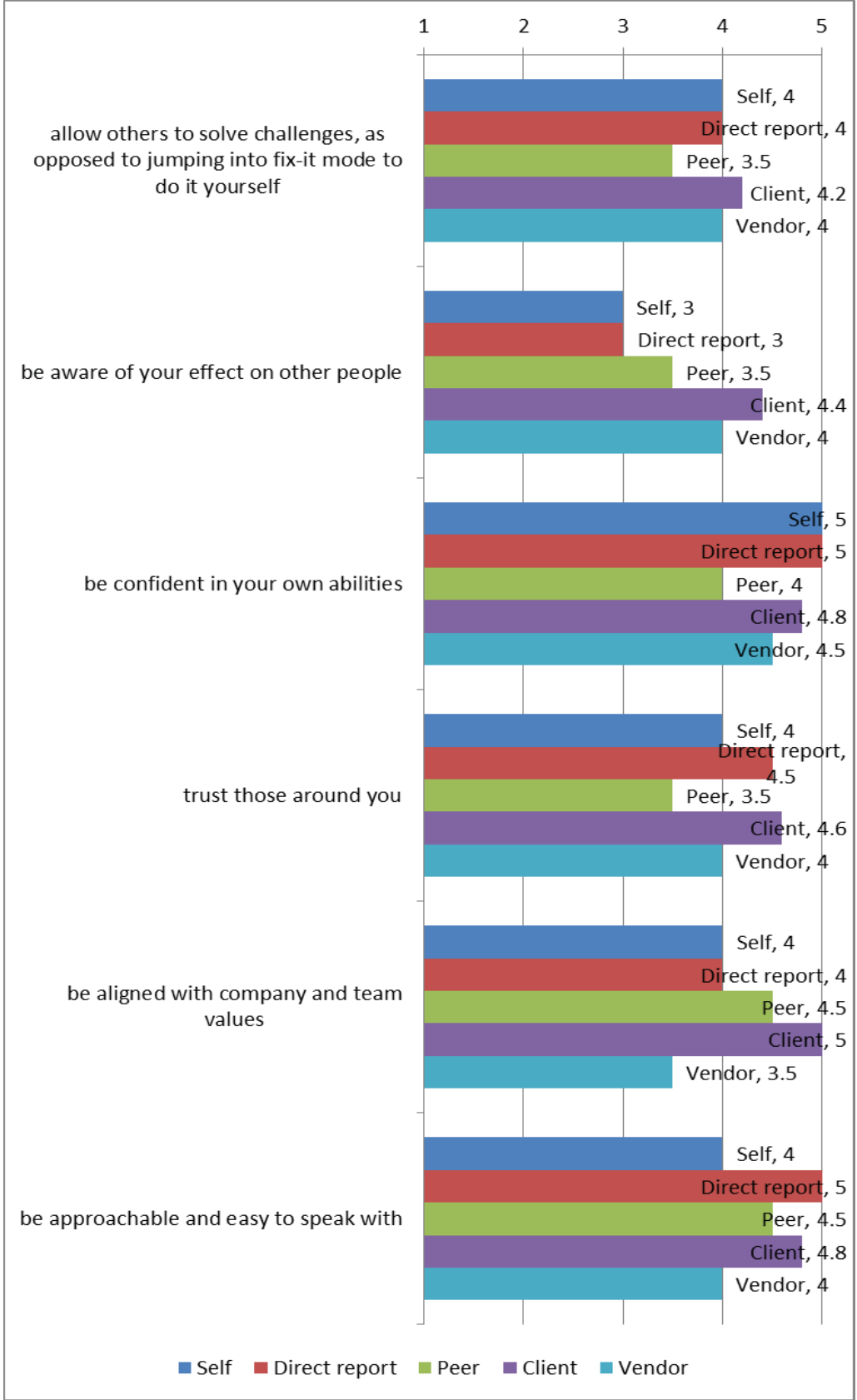
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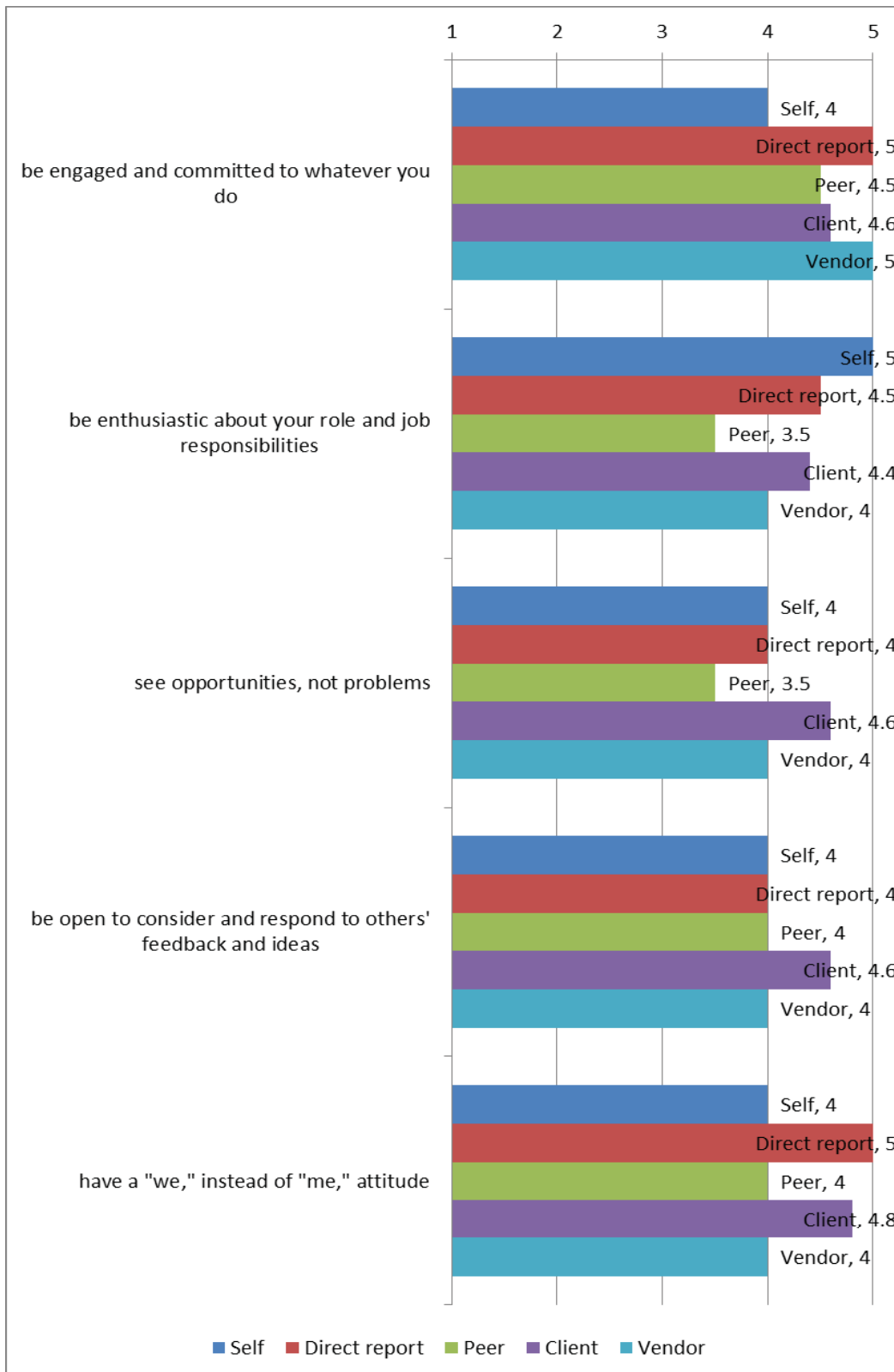
**Your Ability to:**  
**(1=very poor; 2=below average; 3=average; 4=above average; 5=excellent)**



The extent to which you appear to:  
 (1=never; 2=rarely; 3=sometimes; 4=usually; 5=always)



The extent to which you appear to:  
 (1=never; 2=rarely; 3=sometimes; 4=usually; 5=always)





## **Preparing for Your Debrief**

***Again, please do not attempt to interpret your results.*** Your Energy Leadership Index Master Practitioner is a trained coach who will go over them in detail with you to help you see what is and isn't working in your life. Together, you will see how specific levels of energy are showing up in your life so that you can then consider what you'd like to keep and what you'd like to shift. You will also understand the effect that stress has on you, as well as uncover what might be holding you back from discovering and accessing your highest potential as a leader of your own life, and of others.

Your Energy Leadership Index Master Practitioner is an expert in understanding the quantitative and qualitative nature of your results and, with your help, can partner with you to create short and long term developmental strategies for your growth and continued success.

To get the most from the debrief session, please do as much of the following as you can:

- Prior to your debrief, study the Energetic Self-Perception Chart™ and become familiar with the seven levels of energy.
- While reading your results, make some notes about your emotional reactions. Bring any notes, as well as any questions that you might have, to your debrief.
- Think about the following questions, as they will bring additional focus and direction to your debrief. You will go over your responses with your Energy Leadership Index Master Practitioner.
  1. Why was taking this assessment important or interesting to you?
  2. What are you hoping to see in the results?
  3. What would you like to get from your debrief?
  4. From what you know so far, what might be the potential benefits of fully understanding and using Energy Leadership?

## **Congratulations!**

Congratulations, again, for making the investment to become someone who is at the cause, rather than the effect, of your life. We look forward to assisting you on your journey.

If you have any questions about the assessment or debrief process, please ask your coach, or contact the Institute for Professional Excellence in Coaching by calling 866-72\_COACH or emailing [info@iPECcoaching.com](mailto:info@iPECcoaching.com).