

inside the LEADERSHIP

IT ALWAYS
SEEMS
IMPOSSIBLE
UNTIL
IT'S DONE.
-NELSON MANDELA

**YOUR
ENERGY
INTRODUCES
YOU BEFORE
YOU EVEN
SPEAK.**

A leader's attitude is
caught by his or her
followers more quickly
than his or her actions.
John C. Maxwell

Set
your
Life
on fire.
Seek
those
who
fan
your
flames.
- Rumi



ignite the power within

Do not wait; the time will
never be "just right".
Start where you stand &
work with whatever tools
you may have.

Napoleon Hill



Leading from the Inside Out

When is the last time you felt frustrated? How many of you would like to experience this less?

How would your job look differently if you were able to see opportunities instead of problems?

How many of you are currently in leadership positions?

How many of you are looking forward to lunch?



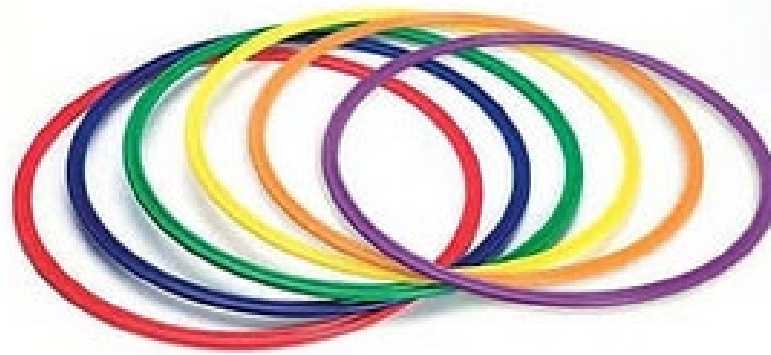
INTRODUCTIONS



1. Name, job and location of job
2. What job would you be terrible at and why?

Welcome & Introductions

THE HULA HOOP CONTEST



What is Leadership?





Influence, Inspire

How do we influence others?

How do we inspire others?

ENERGY FLOWS WHERE
INTENTION GOES
CREATE YOUR DAY



The 7 LEVELS

WHO are you?

This influences

WHAT you do and

HOW you show up!

TYPES OF ENERGY

What kind of energy are you using?

- **Catabolic energy** = draining, contracting, resisting energy
- **Anabolic energy** = constructive, expanding, fueling energy



My future's so BRIGHT...





What's the Scenario

- There is a new important project happening within your department that affects your work unit.
- You find out through word of mouth that your supervisor has already spoken to your employees about the project and they have moved forward without you.
- When you see him at lunch he doesn't say anything.

Level 1

**Core Thought: Victim → Core Emotion: Sadness/Apathy
→ Core Result: Lethargy**



Passive Engagement
Defeated **Crisis Mode**

Indecisive Reactionary
Isolated

Inaction **Apathetic**
Withdrawn

Lacks-Emotion
Avoidance **Overwhelmed**

**I never win and
I don't care!**



Circumstance

1. What is a circumstance in which you often experience Level 1 Energy?

Level 2

Core Thought: Conflict → Core Emotion: Anger →
Core Result: Defiance



Controlling
Micro-manage Attached
Right/Wrong **Force**
Black & White Blame
Resistance Fault
Judging *Tunnel-Vision*

*I'm winning and I
don't care if you do!*

Problem Focused



Triggers

1. **What pushes your buttons that often trigger a level 2 response from you?**
2. **Using one example from question 1, what exactly are you resisting? What is at the core of this level 2 response?**

Level 3

Core Thought: Responsibility → Core Emotion: Forgiveness → Core Result: Rationalization

Rationalize

Positive Compromise

Tactful **Normalize**

Release Cooperation

Excuse Peace of Mind

Response-Ability

Solution Focused



**I'm winning and I
Hope you do too!**

1, 2, AND/OR 3?



<https://www.youtube.com/watch?v=DzUc3Eqzzos>



LEVEL 3

1. Discuss what levels of energy you saw in the clip.
1. What are you just “tolerating” and labeling JUST FINE in your life that you wish were better?
2. Look back at your scenario that triggers a level 2 response in you. How might embracing more level 3 energy serve you with this trigger?

Level 4

Core Thought: Compassion → Core Emotion: Concern →
Core Result: Service

Fixers

Loyalty

Gratitude

Service

Compassion

Concern

Appreciative

Helpers

You First

People Centric

You're winning and I'll
Help you do so!





FOUR...

Choose 1 to share:

- 1. The last time you were on the receiving end of level 4 energy and how it felt.**
- 2. The last time you were operating from a level 4 energy level and how it felt.**

Level 5

Core Thought: Reconciliation → Core Emotion: Peace →
Core Result: Acceptance



Curious
Win-Win
Discerning
Partner Calm Motivational
Passionate
Opportunity
Holistic Understanding
Purposeful
Innovation Focused

we both win or
we don't play!



Outcome



Level 6

Core Thought: Synthesis → Core Emotion: Joy →
Core Result: Wisdom



No judgement

Proactive

Intuition

Curious

We always win!

Sense of Connection

Pleasure

Fun

**Always a
WIN WIN!**



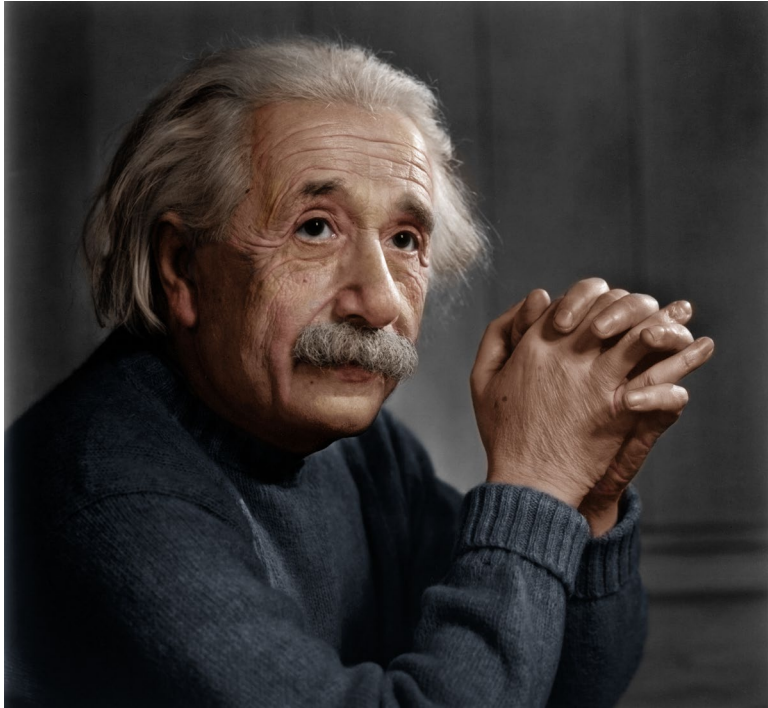


Embracing Level 6

 **What are you doing when you are able to tap into this level?**

Level 7

Core Thought: Non-judgment → Core Emotion: Absolute Passion → Core Result: Creation



Genius Thinking

CONNECTED

NON JUDGEMENT

Objective Thinking

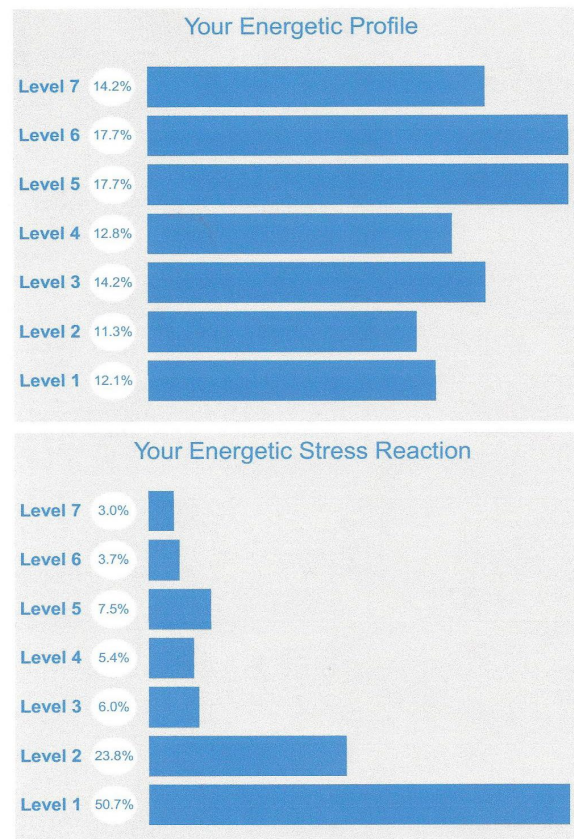
Co-Creators

FEARLESSNESS

Winning and Losing are illusion

THE ASSESSMENT

ELI ASSESSMENT



Your Average Resonating Level of Energy (ARL) is 3.22.

Cheat Sheet...

Level 1: Fright



Level 2: Fight



Level 3: Alright



Level 4: Polite



Level 5: Sight



Level 6: Unite



Level 7: Light



BANANAGRAM





BANANAGRAM RULES

1. Each table will be assigned one of the 7 Energy Levels.
2. Using the letter tiles you are provided you will spell out as many words relating to your Energy Level as possible within the time period given.
3. Words can be horizontal or vertical, going from left to right or top to bottom.
4. You can rearrange your words as often as you like before the time ends.
5. Each team will work together to create their own Energy crossword .. it's a race to the finish!



7 Levels of Energy

**Being AWARE of your level
in any given moment is the first step!!**

Level	Core Thought	Core Emotion	Core Action
7	Non Judgment	Absolute Passion	Creation
6	Synthesis	Joy	Wisdom
5	Reconciliation	Peace	Acceptance
4	Compassion	Concern	Service
3	Responsibility	Forgiveness	Rationalization
2	Conflict	Anger	Defiance
1	Victim	Apathy/Sadness	Lethargy



BANANAGRAM DEBRIEF

1. How did you show up in that game?
2. What was your default energy level?
3. Was there a single person who lead your team?
If, so what energy level did they present at?
4. How did you influence your team?



Self Reflection Questions

Catabolic

- ☉ Am I resisting?
- ☉ Am I defending?
- ☉ Am I just trying to prove my point?
- ☉ Am I frustrated?
- ☉ Am I avoiding?
- ☉ Am I focusing on the \$?
- ☉ Am I playing a victim?

Anabolic

- ☉ Am I getting their buy-in?
- ☉ Am I engaging?
- ☉ Am I leading?
- ☉ Am I focused?
- ☉ Am I curious?
- ☉ Am I serving?
- ☉ Am I creating?
- ☉ Am I authentic?

How do you want to show up?
It's always a choice!

Am I showing up in a way that will lead me towards my authentic self and end goal?

I'm starting with the (wo)Man in the Mirror...

THE 7 CHALLENGE

For the next 7 days, I invite you to catch yourself in level 1, 2, or 3. Every time, you feel sad, worried, anxious, guilty, angry, annoyed, frustrated, sugar coating something, tolerating, just take note.

- 1 
- 2 
- 3 
- 4 
- 5 
- 6 
- 7 

QUESTIONS





THANK YOU!

Leading from the Inside Out



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