

# Energy Leadership® Team Half-Day Workshop

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## Facilitator's Agenda

The suggested design is for a one-half day workshop. The workshop is recommended for teams that have previously taken the Energy Leadership Index® assessment you will learn about in MOD III. The goal is for the team to recognize the impact of stress and energy on its collective response in the workplace. Having each participated in the one-hour Energy Leadership Index® assessment debrief, the participants will have a common language and understanding before the workshop begins. This will allow them to reflect on how their energetic profile may differ from the overall team profile. The facilitator will present a group debrief using the aggregate team profile and facilitate discussion using exercises and a game. This workshop will help the team reflect on its responses and how it is experiencing blocks in moving their collective responses to higher anabolic levels.

The agenda has a suggested length of time for each module. The actual time will depend on your skill as a facilitator and the specific importance that the group places on each topic.

The materials below are recommendations. Depending on your skillset, you may want to bring in your own additional materials.

### Pre-Program:



1. Each member of the team will have taken the Energy Leadership Index® assessment and been debriefed by the internal coach (Facilitator) prior to the workshop.
2. Each participant will receive the Energy Blocks pre-work assignment (Appendix A).
3. This workshop does not require a slide deck. However, the Facilitator should have an enlarged version of the Energetic Perception Chart suitable to be posted on a wall in the facilitation room. The Facilitator should also prepare the aggregate Energetic Profile




and Energetic Stress Reaction charts that are suitable to be posted on the wall in the facilitation room. If the Facilitator prefers these may be done in PowerPoint as well.


## Materials

1. Aggregate team Energetic Profile and Energetic Stress Reaction charts (or PowerPoint)
2. Hand Outs:
  - a. Energy Blocks guide (Appendix A)
  - b. Reframe Game exercise (Appendix B)

## Agenda

 <b>30 minutes</b> <b>Introduction and Overview</b>	<ul style="list-style-type: none"> <li>• Facilitator introduces the workshop topic</li> <li>• Mindfulness centering exercise (5 minutes)               <ul style="list-style-type: none"> <li>◦ NOTE: Facilitator may use any breathing or meditation you are comfortable using</li> </ul> </li> <li>• Team members briefly introduce themselves and their objectives for the day               <ul style="list-style-type: none"> <li>◦ Note: Team members are likely to be familiar with each other. However, if there are new members more time should be spent on introductions.</li> </ul> </li> </ul>
 <b>30 minutes</b> <b>Recap: Energy Leadership Index® Principles</b>	<ul style="list-style-type: none"> <li>• Energetic Self Perception Chart</li> <li>• Anabolic vs. Catabolic Energy               <ul style="list-style-type: none"> <li>◦ Note: Team will be familiar with the concepts from their individual debriefs. However, so that everyone is on a level playing field (as debriefs may have been conducted weeks or more before the workshop), conduct the recap as if everyone is hearing for the first</li> </ul> </li> </ul>

	time. Use the Energetic Self Perception Chart. Go into greater detail than during the one-on-one debrief
 <b>45 minutes</b> <b>What Energy Organization Do We Want to Be?</b>	<ul style="list-style-type: none"> <li>• Team's Aggregate Energy Levels</li> <li>• Where do these levels show up for us as a team?</li> <li>• What triggers our responses? <ul style="list-style-type: none"> <li>◦ Note: Divide into small groups and address where the energy reactions show up for the team. Facilitator brings group back to discuss commonality.</li> </ul> </li> </ul>
<b>Break:</b>	Recommended break
 <b>45 minutes</b> <b>What is Keeping Our Team from Shifting Its Energy?</b>	<ul style="list-style-type: none"> <li>• Energy Blocks <ul style="list-style-type: none"> <li>◦ Note: Facilitator introduces the Blocks with an emphasis on Limiting Beliefs, Assumptions, and Interpretations. In small groups, address each of the blocks using the Energy Blocks Pre-work Handout. See Appendix A. Use 15 minutes for the breakout.</li> <li>◦ Facilitator brings team together to discuss the commonality</li> </ul> </li> </ul>
 <b>60 minutes</b> <b>The Reframe Game</b>	<ul style="list-style-type: none"> <li>• Identifying our Typical Team Energy Blocks</li> <li>• Reframing our Energetic Response <ul style="list-style-type: none"> <li>◦ Note: Facilitator introduces the Reframe Game. See Appendix B. Break team into pairs and each pair is provided the instructions to the game. Allow 20 minutes for pairs to play the game. Copyright © 2024 iPEC®</li> <li>◦ Facilitator brings team together to discuss the commonality. Team describes collectively what its typical energetic reaction they experience internally and how they might work together to shift their energetic</li> </ul> </li> </ul>

	responses.
 <b>15 minutes</b> <b>Wrap up</b>	Wrap up

## Appendix A: Energy Blocks Pre-work Handout

### Energy Blocks

Energy Blocks Energy Blocks are the obstacles that prevent you from accessing your highest anabolic energy. They create catabolic energy and diminish who you are. They block the flow of your true powerful and creative abilities. They hold you back, slow you down, and limit your ability to assist those around you in gaining access to their own success. **There are five types of energy blocks. Anything you are not achieving is due to either one or a combination of these five blocks.**

#### The Five Energy Blocks are:

1. Outer Blocks
2. Limiting Beliefs
3. Assumptions
4. Interpretations
5. Gremlins

In the following sections, you are going to explore the extent to which these blocks exist in your life and develop a plan to overcome them.

## **Outer Blocks**

Outer (or external) blocks are those things outside of you and perhaps out of your control. Economic conditions are an example of an outer block. For example, poor economic conditions may limit the availability of resources needed to complete a specific project. Or a leader may have to delay or cancel the launch of a new business venture if economic conditions are negatively impacting their company. How you feel about these external factors can create catabolic energy within you.

A leader may effortlessly and knowingly work through these factors without pause and still create a successful outcome or path for their business. Or leaders may find themselves paralyzed in the face of these conditions or not even consider success in light of them. In this sense, these external conditions have led to internal energy blocks. Visualize yourself in this situation. Which type of leader do you aspire to be? Outer Blocks create stress and burden in your life physically, emotionally, and block you from success.

### **Some examples of outer blocks are:**

- Lack of time or time management skills
- Lack of capital or other resources to get a job done
- Lack of proper or properly trained team, family, or partners
- Legal and regulatory requirements
- Skills/Education (your and others)
- Equipment malfunctions or lack of technological knowledge
- Lack of knowledge or training in any aspect of your role
- Inability to effectively communicate
- Personal or family responsibilities, financial burdens
- Poor appearance and/or strength
- Inability to connect with others

- Inability to effect change over others actions, words, or behaviors
- Other: \_\_\_\_\_
- Other: \_\_\_\_\_

For areas in your life where you would like to be more successful or feel that you are not moving toward success as quickly as you would like, identify outer blocks that may exist for you and describe your energy around them.

From the description above, my most tenacious Outer Blocks are:

- 1.
- 2.
- 3.

My strategies for dealing with these blocks are:

Outer Block 1:

Outer Block 2:

Outer Block 3:

### Inner Blocks

Inner Blocks are those produced within you. They disrupt and distract you from success. They can be beliefs about your world and your environment, ways in which you apply and integrate your past experiences into the present moment, interpretations you create about events and people, and the inner critic that derails your attempts to achieve and accomplish your goals. By looking at these inner blocks carefully and objectively, you can

release the hold they have on you, along with the catabolic energy attached to them, and become more successful.

## **Internal Energy Block #1: Limiting Beliefs**

*"How do your beliefs hinder or help you?"*

Limiting beliefs hold you back from success. If you do not believe something is possible, you are not likely to attempt it. Even if you do attempt it, you won't devote much energy to achieving that goal.

Limiting beliefs are general beliefs about the world, our environment or situation, and the people around you that stand in your way.

Here is a classic example of a limiting belief: Up until 1954, it was commonly held that running a mile under four minutes was impossible. Moreover, physiologists believed it was extremely dangerous to even attempt it. Yet on May 6 of that year, Roger Bannister crossed the finish line in 3 minutes and 59.4 seconds, thereby disproving the myth forever.

Of course, it's remarkable that Bannister accomplished this feat. It required that he completely ignore the prevailing limiting belief and construct an entirely different belief system for himself. What others saw as a limitation, he perceived as an opportunity. And once he disproved the presumed limits of the human body, less than two months later, another runner, John Landy, broke Bannister's record with a mile dash of 3 minutes and 57.9 seconds. What's more, within just a few years, dozens of runners were leaving the four-minute mile in the dust.

Once you overcome limiting beliefs, they can no longer hold you back. And shattering your limiting beliefs may light the way for others to do the same.

### **Typical Leadership/Success Limiting Beliefs**

- Leaders are tough
- Leaders tell people what to do
- Leadership is hard
- Leaders are born, not raised
- Successful people are lucky

- Success takes hard work
- Success is about making money

What beliefs of yours (or others around you) get in the way of you achieving success?

Which beliefs are most important for you to challenge in order for you to be successful?

- 1.
- 2.
- 3.

### **Challenging Limiting Beliefs**

- There are many ways of challenging limiting beliefs. Among these we can:
- Provide evidence to the contrary
- Explore what effect this belief has had on your life
- Look for proof (or lack of proof) of its truth
- Modify the belief or aspects of the belief to better serve you

In addition, examining the belief with the questions “How true do I believe that is?” and the rhetorical “Where did I get that idea?” can also work remarkably well.

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### **Internal Energy Block #2: Assumptions**

An assumption is believing that because something happened in the past, it is going to happen again. Assumptions are more personal than limiting beliefs and involve you and



those around you more intimately. Therefore, there is more energy associated with an assumption than a limiting belief.

An example of an assumption is: You ask someone out on a date but get turned down. As a result, you might assume that when you next ask someone on a date, you'd meet with the same rejection. Because this has happened once, you conclude that it would always be the case. This assumption, in turn, might prevent you from asking someone out ever again.

Assumptions are debilitating to business and groups. From past experience, you already "know" something won't work so you might not even consider it as a possibility. Even if you try to do it, you might move in a counter-productive direction. Leaders who hold on tight to assumptions may detract from another's creativity. Then they may miss breakthrough solutions by refusing to validate or acknowledge their ideas and input.

### **Typical Leadership/Success Assumptions**

- My people will never communicate effectively
- My workers are lazy and unproductive
- I just can't find good help
- I'm just not an inspirational person
- I can't motivate others when I can't even motivate myself
- I've always had to work hard to succeed
- It's hard to teach old dogs new tricks
- In order for me to succeed, I have to put myself first
- I'll never be truly successful

What assumptions are you currently living with that are holding you or others back?

### **Challenging Assumptions**

The main question to ask when challenging assumptions is simply "Just because that happened in the past, why must it happen again?" Challenging assumptions can sometimes be more involved than challenging limiting beliefs. This is because limiting beliefs are usually created from what we've been told, while assumptions are primarily

based on personal experience. As a consequence, assumptions are usually more internalized and emotional for us than limiting beliefs. The result is that we may strongly resist letting go of the assumption. Diving deeper to remove the emotion of the past experience may be necessary before moving forward.

How are you going to challenge the most significant assumptions you listed above?

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### **Internal Energy Block #3: Interpretations**

The next energy block to examine is the barrier built by false interpretations. When you interpret something, you create an opinion about an event, situation, or experience in life.

Let's return to the earlier example of dating. This time imagine you've interpreted your date's "no" as meaning you hadn't dressed nicely enough. While that could have been the actual reason, when you make interpretations, you decide that your viewpoint is the only one that's true. That leads to certain actions, which in this case might have had you unnecessarily spending a lot of money on new clothes.

If you believe your viewpoint of a particular situation is the only explanation, you might not be aware of another point of view. You may end up wasting a lot of time and resources marching off in the wrong direction. As with assumptions, interpretations are personal with a personal stake in letting them go and challenging them. Holding on to them may feel easier and potentially less risky. You might feel like you are "saving face" by not challenging your interpretations. Yet letting them go opens you to greater opportunities and experiences and, ultimately, the greater leader within you.

#### **Typical Leadership/Success Interpretations**

- He doesn't like me
- They don't respect me
- They don't want to follow orders
- She doesn't care about the business (or family)

What are you currently interpreting that may not be so accurate?

What energy is created within you or within/around others as a result of these interpretations?

If you stick with your first and only interpretation, you have little chance of focusing on any other possibility. As a result, you may feel that you have little control over what may or can happen next and your energy remains low.

### **Challenging Interpretations**

Interpretations can be directly challenged with a single question, "What's another way to look at that?" It is also helpful to seek out other perspectives from another person or team. This is particularly useful to resolve conflict when someone is upset about something that someone else has done or if a new solution to a current problem is important.

Asking a person to imagine what another individual's perspective might be can lead to a more objective point of view. And finding out additional points of view on a difficult situation from someone else (even if they are not directly involved) can break existing paradigms. This can open pathways for more successful solutions.

Challenging yourself and others to argue the point of view directly opposite your/their interpretation also works remarkably well to arrive at new information, new angles, and new paths to success.

Of the interpretations that you listed above, which do you want to challenge?

What might be alternative points of view for each interpretation?

How might you integrate these new points of view into your life?

## Appendix B: The Reframe Game

### Identifying Energy Blocks: Shifting Team Energy by Reframing Your Response

The following is a sample you can modify to fit the typical work in the organization in which you are conducting your workshop. Use actual examples. You will need to meet in advance with the sponsor of the workshop to elicit typical situations.

#### Directions:

1. Partner A describes each of the following situations to Partner B (Situations are listed below).
2. Partner B states her initial reaction and level of energy.
3. Partner A then asks Partner B to Reframe That!
4. Partner A asks one of the questions below (below the situations) to begin a discussion around the initial response and what it will take to shift the energy to higher anabolic levels.
5. Switch A & B and repeat the game.

#### Situations:

1. After a long and difficult audit, you and your team believe you have finally reached a resolution. You come in on Monday morning to a voice message asking you to attend a hastily called meeting with your executive to discuss the recently completed audit.
2. A vacancy has opened in your department. You and your direct reports see this as an opportunity to build with new energy. You put in a requisition to fill the position and receive an email from the budget department to see them later that day.

3. As a result of internal reorganization, your department is being asked by the budget department to review its staffing and workload.
4. After changes in your organization the company has decided to bring in an outside consultant to work with the team on its processes and deliverables. The last time this happened there was a shakeup in the structure and management of the team.
5. Your department has systems issues causing delays in producing reports necessary for senior management. You can't seem to find another way and have resigned yourselves to work long hours to deliver the needed reports. You believe the department's reputation is suffering as a result.

**Questions to ask after each situation is described to the partner.**

Re: Challenging Assumptions, Interpretations and Limiting Beliefs

**Limiting Beliefs, ask:** How true is that belief, really? Where did you get that idea from?

**Interpretations, ask:** What's another way to look at that? What might be the completely opposite view about the situation?

**Assumptions, ask:** Just because that happened in the past, why must it happen again?

**Credit:** The concepts inherent in this article are the author's interpretation of materials issued by iPEC®.