

Energetic Transitions: Choose Your Lens Wisely

John Bond, PCC, CPC, ELI-MP

Purpose

The intended purpose of this tool is to serve as a follow-up resource to support clients as they navigate through change or any transition. By leveraging their Energy Leadership Index® (ELI) assessment results, clients can consciously choose the perspective which can best support them during the change process.

Benefit

During any transition or change, clients may experience stress or push themselves through the change process. This tool allows the client to leverage their ELI and knowledge of the 7 Levels of Energy to consciously choose how to approach and maintain the change.

How to Use This Tool

Since this tool is intended to serve as a follow up to the Energy Leadership Index® (ELI) Assessment, it is strongly recommended that anyone using this resource first complete the debrief from an IPEC-certified coach before beginning this process. (The ELI is introduced in MOD III). This resource may be used at any time during conversations about potential changes or transitions so they can align the clients energetically with their desired outcomes. This tool walks clients through a step-by-step process to help them make conscious choices that will help them successfully navigate change. Ideally, the clients will have opportunities to explore the key concepts during the coaching sessions with the exercises serving as extension activities.

Energetic Transitions: Choose Your Lens Wisely

In order to successfully navigate any transition, it is important to have the perspective and engaged energy that can sustain momentum. How you choose to approach any situation can either keep you in a state of flow or make you feel like you are trudging through oatmeal to make progress. This tool is designed to help you consciously lead and stand in strength.

Overview

Based on the works of Bruce D Schneider, it is clear that the way we perceive ourselves and the world around us has a profound impact on how we experience and approach situations. By learning strategies in mindfulness and energetic self-perception, we can make conscious choices. When we are able to make conscious choices, we can live and lead in ways that raise levels of satisfaction, fulfillment, and productivity.

This resource is organized into three sections:

Part 1 Energy Level Overview

Leveraging your understanding of default tendencies in your ELI assessment report, this section serves as a refresher of the Seven Levels of Energy.

Part 2 Leading with Energy

This segment helps you explore the proposed change or transition you are considering and connects it to the 7 Levels of Energy so you can choose the lens that sets you up for success!

Part 3 Standing in the Energy

This segment focuses on ways to leverage the 7 Levels of Energy to consciously maintain focus and forward movement without all the stress!

Part 1 : Energy Level Overview

Leveraging your understanding of default tendencies in your ELI assessment report, this section serves as a refresher of the 7 Levels of Energy. Think of the energy levels as seven pairs of glasses. The energetic lens you use impacts the way you see and approach situations. Choose wisely!

	Common Phrases	Characteristics
Level 1 The Victim	<i>"Why me? Why now?"</i> <i>"I can't do this"</i> <i>"Why even bother?"</i> <i>"I'm so worried about . . ."</i> <i>"There's nothing I can do."</i> <i>"This is too much to handle."</i>	<ul style="list-style-type: none"> • Unproductive • Focus on survival and safety • Avoidance and inaction • Procrastination • Take things personally
Level 2 The Fighter	<i>"If you want something done right, you have to do it yourself."</i> <i>"It's not my fault; it's yours."</i> <i>"Getting my stuff done right is all that matters."</i> <i>"You can't trust anyone."</i> <i>"Do it my way, or else..."</i>	<ul style="list-style-type: none"> • Mistrust • Think their way is the only "right" way • Focus on problems • Highly judgmental • Micromanage/controlling • Don't get buy-in from others
Level 3 The Rationalizer	<i>"He didn't really mean it; he was just stressed."</i> <i>"Let's see if we can figure out how to make this work."</i> <i>"How can I make this work to my</i>	<ul style="list-style-type: none"> • Respond to keep the peace • Cooperate & Compromise • Able to engage others with hopes and promises • Can avoid/block/release

	<p><i>advantage?"</i></p> <p><i>"It's not so bad."</i></p> <p><i>"I always try to find the silver lining."</i></p> <p><i>"Let's find a compromise for this."</i></p>	<p>negativity of others</p> <ul style="list-style-type: none"> Respond with logic, not emotions
<p>Level 4</p> <p>The Caregiver</p>	<p><i>"I'll do it."</i></p> <p><i>"Can I help with that?"</i></p> <p><i>"What can I do for you?"</i></p> <p><i>"Don't worry about me."</i></p> <p><i>"Let me show you how."</i></p>	<ul style="list-style-type: none"> Lead from the heart Take little personally Care for others and help them do their jobs the best they can Create products and services that help others
<p>Level 5</p> <p>The Opportunist</p>	<p><i>"What's the opportunity here?"</i></p> <p><i>"What might this mean?"</i></p> <p><i>"Where do we want to go from here?"</i></p> <p><i>"Everything happens for a reason."</i></p> <p><i>"Let's find a win-win approach to this."</i></p>	<ul style="list-style-type: none"> Solution-focused and action oriented Proactive Focus on win-win outcomes See others as full of potential Take little personally Finds opportunity in all situations Inspiring
<p>Level 6</p> <p>The Visionary</p>	<p><i>"We are all in this together."</i></p> <p><i>"Life is something to experience."</i></p> <p><i>"We are all connected and are a piece of the puzzle."</i></p>	<ul style="list-style-type: none"> "In the flow" Access creativity and intuition Feel a strong connection between others and the company. May use 360 assessments to see themselves through the eyes of others Sees everyone as equal Harmony between a company's bottom line, customer satisfaction, and the organization's impact on the world
<p>Level 7</p> <p>The Creator</p>		<ul style="list-style-type: none"> Complete objectivity Fearlessness

		<ul style="list-style-type: none"> • Connect with inner genius • Create the world as we choose • Non-judgment • Absolute passion • Unconditional love
--	--	--

My ELI Results

Energetic Profile: How I tend to approach situations when everything is optimal.

Primary Level _____

Secondary Level _____

What does this mean to me? _____

Energetic Stress Reaction:: How I tend to approach situations that I perceive as being stressful.

Primary Level _____

Secondary Level _____

What does this mean to me? _____

Part 2 : Leading with Energy

This segment helps you explore the proposed change or transition you are considering and connects it to the 7 Levels of Energy so you can choose the lens that sets you up for success!

1. List a change or transition you are considering.
2. What would the approach to your change or transition look like through the first six energetic lenses?

Level 1: Victim	
Level 2: Fighter	
Level 3: Rationalizer	
Level 4: Caregiver	

Level 5: Opportunist	
Level 6: Visionary	
Level 7: Creator	No words can truly express the Level 7 experience in this context, so let's focus on Levels 1-6.

2. As you think about moving through the proposed change or transition, which of these energetic lenses do you want to take the lead?

3. Why is this particular lens important to you? In other words, which energy level would you like to leverage?

4. Think about the proposed change or transition. If you used this energetic lens, describe what it would be like.

<div>Looks Like</div>	
-----------------------	--

Sounds Like	
Feels Like	

Part 3 : Leading with Energy

This segment focuses on ways to leverage the 7 Levels of Energy to consciously maintain focus and forward movement without all the stress!

We all know that life happens. In any given moment, you make the best decisions you can with the information available to you. When it doesn't turn out as planned or someone gets under your skin, you can either let it stress you out or apply the energetic lens you chose to approach the situation.

The key to remember is that stress comes from the judgments we make that something is bad, undesirable, or stressful. When challenges approach, stay steady and strong. Develop the habit of leveraging a higher energy level in EVERY situation. Let's try this with your proposed change or transition. Your coach can help you make this a reality!

1. What problems or challenges do you anticipate encountering? List them here.

2. Choose one item from your list. Which energy level would best serve you in addressing the issue?

3. What would a response look like through this energy level?

4. The words you use can have an energetic impact on you and others. How would you communicate your response through this perspective? Choose your words wisely!

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