

Eight Decisions That Increase Energy

These eight questions are useful when you want to enhance the levels of energy, say from the Comfort Zone to the Purpose zone. We refer to these as decisions in order to emphasize that people choose behaviours — many times in most days — that have a striking effect on others' energy. This is a good way of monitoring your own energy or the collective energy of your team.

- Do you take the opportunity to enhance relationships in day to day work? Concern for others and connections outside of work-based roles allow trust to develop.
- Do you honour your commitments and do what you say you are going to do? People are de-energised by lack of follow through.
- Do you address tough issues? People are energized when others stand for something larger than themselves.
- Do you look for possibilities or just identify problems? De-energizers keep ideas from ever getting off the ground by seeing only obstacles to success.
- When you disagree with someone, do you focus attention on the issue at hand rather make the disagreement personal? Energizers are able to disagree with an idea while not marginalizing the person who presented it.
- Are you focused meetings and conversations? Rather than going through the motions of being engaged energizers physically and mentally show their interest in the person and the topic of conversation.
- Are you open to others ideas and new ways of solving an issue or do you like others to do what you suggest? Energizers draw people into conversations and projects by finding opportunities for them to contribute.
- Do you facilitate the buy-in of others, even when you know the answer, or think you know the answer? Experts or leaders destroy energy in their haste to find a solution or demonstrate their knowledge.