

Beeline - Lead the way

How to lead with purpose and clarity to drive change, create thriving working cultures and deliver business results that matter

Welcome to our leadership podcast from The Hive Change Consultancy, hosted by our CEO, Andrew Tilling

These conversations with experts in organisational performance are specifically for people looking to lead transformation. If you want to help your organisation make a better impact, this is for you.



Beeline

Beeline Podcast Series 4 Episode 1

The Emotional Energy Scale:


Re-energizing workplace culture and
performance by managing
your own energy

Guest: Deborah Abbott - founder and
chief facilitator at **Leading Dragons**,
faculty lecturer, consultant and
specialist in experiential learning



Notes and Resources





How to re-energize workplace culture and performance by managing your own energy:

When it's **not** working, you'll see these things:

⌂ What bad looks like:

- › As a leader you are disconnected from yourself and your state
- › You are nurturing a contracted culture vs an open culture
- › Choices and actions don't align
- › There's a culture of blame
- › Lack of accountability for actions, results or outcomes
- › Seeing burnout signs or a high churn of employees
- › You are asking the right questions but not doing anything with the answers
- › There's no progression plan when ideas are generated and shared
- › No-one is taking ownership for actioning feedback
- › Employees feel that nothing will ever change, so they push back from sharing or giving honest feedback:
- › Which means you won't know when people are unhappy and frustrated
- › Instead of feedback fatigue, your employees have lack of response fatigue
- › Resources are used as excuses (no time, no money)





When it **is** working.
You'll see these
things:



What good looks like:

- › An empowering culture through expansive energy
- › Connectivity across departments
- › Compassion, passion, purpose led authenticity
- › Courageous vulnerability
- › A continuous improvement plan devised by those whom it concerns
- › A commitment, before your teams come together to share ideas, discuss progress and pain points, that they set cultural boundaries to follow throughout the meeting. I.e - we all agree that punctuality is vital to getting the best/most out our time together.
- › Honouring, through behaviour, the agreed cultural commitments and safeguarding that culture
- › Being responsible as a participant and as an observer if those commitments are ignored or forgotten: holding each other accountable
- › Your employees see actions from the feedback they are asked for and are open to sharing



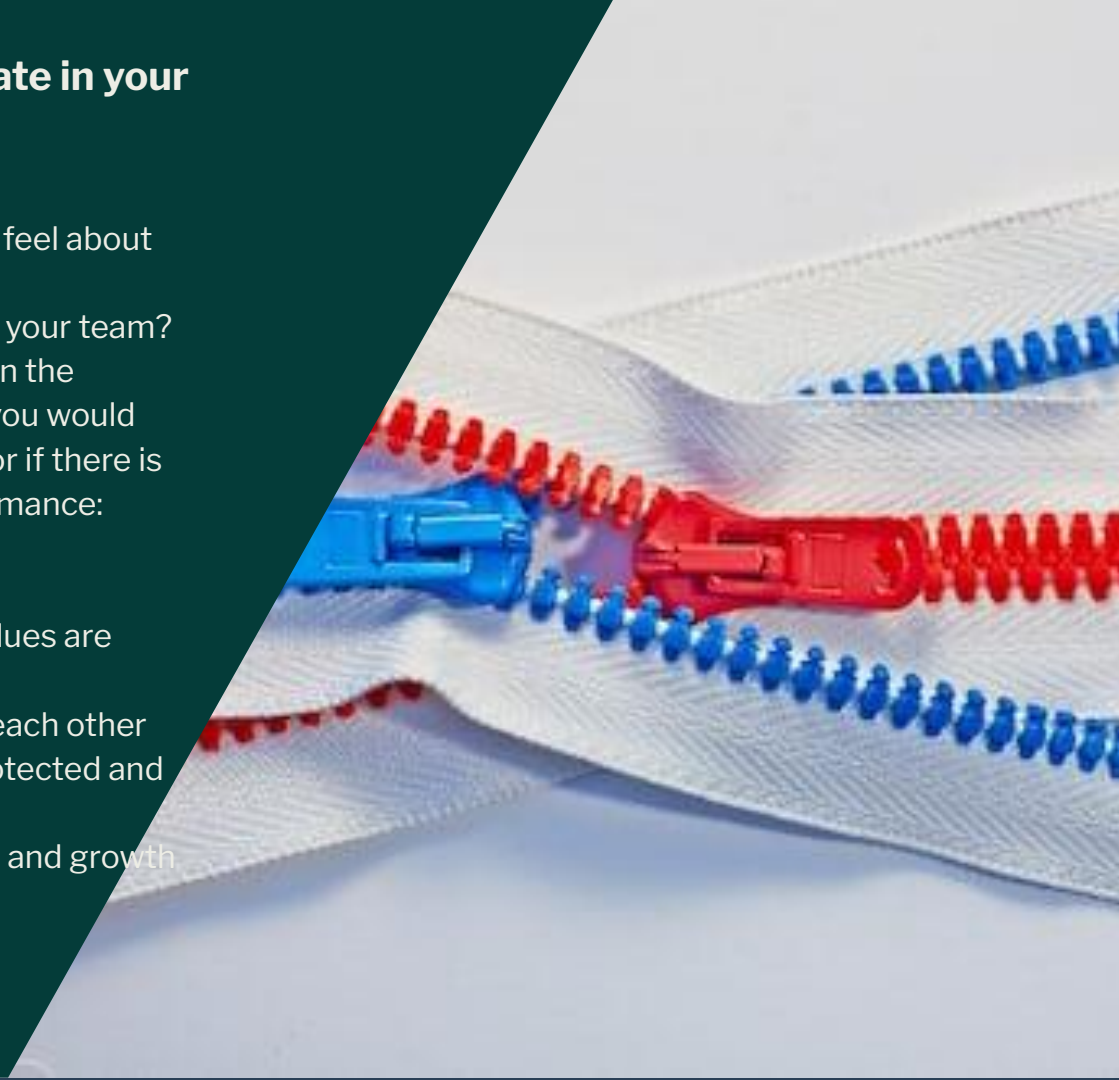
So, what is the **Beeline** to fostering an empowering culture?



Beeline

The Beeline to empowering a cultural state in your organisation:

- › Ask your employees THE RIGHT questions:
 - How confident and encouraged do you feel about giving and receiving feedback?
 - How important is feedback to you and your team?
 - If there is one thing you would change in the organisation - or - if there is one thing you would change about the way that you work - or if there is one thing that you feel is stifling performance:
 - 1) What is it?
 - 2) Please elaborate further
- › Connectivity - Create a culture where your values are valued, voiced and considered
- › Create a culture where your employees hold each other accountable to keep those values upheld, protected and embodied
- › Use vulnerability to enable failure, learning and growth
- › Be willing to be resourceful and ask for help
- › Give time for innovation
- › Nurture a growth mindset
- › Be curious





The Emotional Energy Scale

By Deborah Abbott

Founder and Chief Facilitator at Leading Dragons.
Faculty Lecturer in Strategic Leadership and Organisational Behaviour at the Swiss School of Business Management. Specialist in Experiential Learning and consultant at Stückli Leadership & Team Building

HOW TO MANAGE YOUR ENERGY, NOT YOUR TIME.

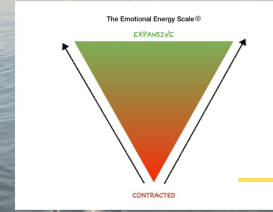
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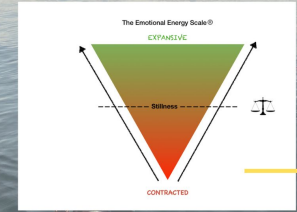
Energy Management
play a key role in self-awareness.

Emotional Energy determines our mood and,
in turn, our state of mind:
This directly impacts our:
Performance
Wellbeing and
Relationships.

The Emotional Energy Scale®
helps us navigate our emotional state
enabling greater self-awareness.

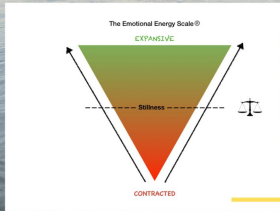


The inverted triangle shows:
When **triggered**
our energy state **contracts**
When **centred**,
our energy state **expands**



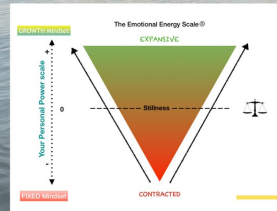
A **contracted** energy state
brings us to **react**.

An **expansive** energy state
brings us to **respond**.



As we move up and down the Emotional Energy
Scale, our **Personal Power** fluctuates:

When held hostage by a situation or by
someone, our Personal Power is "lost". When
this happens, we are blind to **opportunities**:
Instead, we see **threats**.

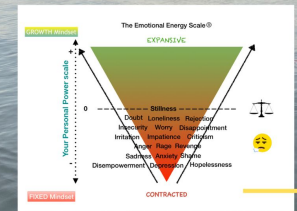


How would your life experiences be different
if you spent more time in an **expansive**
energy state?

What opportunities do you think you
perhaps missed out on because you were
stuck in a **contracted** energy state?

Emotions are rarely talked about
in the workplace.

Take a look at some emotions when you
are in a **contracted** energy state.
What other emotion would you add?



Recognising our emotions enables us to reconnect with Self.
Acknowledging the present emotion means we can choose to **react** or to **respond** in a given situation.

Think of a situation, a place or a person that **triggers** you. These triggers are called **DRAINERS**.



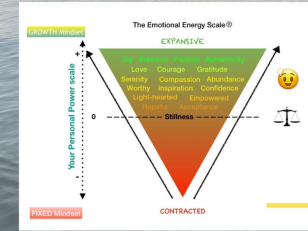
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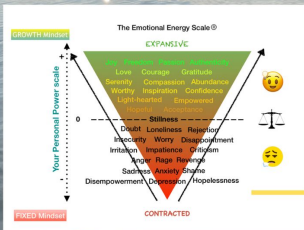
Emotions are rarely talked about in the workplace.

Take a look at some emotions when you are in an **expansive** energy state. What other emotion would you add?



Write down one **trigger** you have identified in your life.

What can you change about it so you spend **less time contracted**?



The Emotional Energy Scale®

EXPANSIVE

Joy Freedom Passion Authenticity
Love Courage Gratitude
Serenity Compassion Abundance
Worthy Inspiration Confidence
Light-hearted Empowered
Hopeful Acceptance

Stillness

Doubt Loneliness Rejection
Insecurity Worry Disappointment
Irritation Impatience Criticism
Anger Rage Revenge
Sadness Anxiety Shame
Disempowerment Depression Hopelessness



GROWTH Mindset

CONTRACTED

Your Personal Power scale

0

+

-



What emotions came up for you?

Are there any that don't appear on the Emotional Energy Scale?

Imagine if you led your team with enhanced Energy Management!

If you want to find out more, Email me at: Deborah@LeadingDragons.com





If you would like to know more about **Deborah and** the work she does:

You can find her on LinkedIn here:

<https://www.linkedin.com/in/highperformingcultures/>

You can access her website here:

<https://leadingdragons.com/>

Contact us at the Hive, we're here to help.

Contact - Consult The Hive

