The Four Major Energy Blocks Leaders Encounter And Strategies to Overcome Them

PCI Webinar
September 6, 2018
Facilitated by Jenna Cooley, M.Ed., PCC
Based on Energy Leadership
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Mindset
Surviving

Adapting

Thriving
The Seven Roles

- The Creator
- The Visionary
- The Opportunist
- The Caregiver
- The Rationalizer
- The Fighter
- The Victim
Surviving

Level 1: “The Victim”

Level 2: “The Fighter”

Catabolic Energy
Adapting

Level 3 - "The Rationalizer"
Level 4 - "The Caregiver"
Level 5 - "The Opportunist"

Anabolic Energy
Thriving

Level 6: “The Visionary”

Level 7: “The Creator”

Highly Anabolic Energy

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The 4 Major Energy Blocks (The GAILs)

- Gremlins
- Assumptions
- Interpretations
- Limiting Beliefs
Gremlin (Inner Critic)

The little voice that says “You’re not good enough.”

Creates a sense of inadequacy and thrives on fear

The most personal and powerful of the GAILS

It holds leaders back!
Strategies to Overcome a Gremlin

- Name it
- Find/create a visual representation for it
- Acknowledge that it’s natural to have this inner critic based on your experiences
- Consider it a PART of who you are and not entirely WHO you are
- Shine the light on it!

- Leaders: Recognize when staff may be experiencing self-doubt due to an inner critic. Coach accordingly.
Assumptions

Believing that since it happened before, it will happen again

Less personal than the Gremlin but more so than limiting beliefs

In business: Decisions are often made based on assumptions
Strategies to Overcome Assumptions

• Ask yourself, “What’s an assumption that is getting in the way?”

• Coach question: “Just because it happened before, what says it must it happen again?”

• Acknowledge the assumption.

• Validate its existence as normal and understand that allowing it to block you is not necessary.

• Leaders: Recognize when staff may be allowing assumptions to hold them back or bring them down. Coach accordingly.
Interpretations

• Creating an opinion on an event, situation or experience that you believe is the only explanation

• We interpret all day long through our unique lenses

• In business, we often read customers/patrons/co-workers incorrectly
Strategies to Overcome Interpretations

• Ask yourself, “What’s an interpretation that might be affecting you negatively?”
• Coach question: “What’s another way to look at that?”
• Acknowledge the interpretation.
• Validate that interpretations are feelings and not facts.
• Leaders: Recognize when staff may be allowing interpretations to hold them back or bring them down. Coach accordingly.
• Opinions or ideas about the world or a situation that limit us in some way
• Things we were taught that remain long-held beliefs
• In business, fewer risks and less ingenuity occur when these beliefs are in play
Strategies to Overcome Limiting Beliefs

• Ask yourself, “What’s a belief that hinders/limits you in some way?
• Coach question: “What’s the proof that this belief is true or not true?
• Acknowledge the limiting belief.
• Validate that we often hold on to beliefs we were taught by others that no longer serve us. We can choose to let them go.

• Leaders: Recognize when staff may be allowing limiting beliefs to hold them back or bring them down. Coach accordingly.
Takeaways and Action Steps

What did you hear here today?

What would you like to know more about?

What actions will you take to move your blocks out of the way?
IMPACT

How will higher energy/mindset impact you, your team, and your culture?
Thank you for your participation.

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