



INTRODUCTION

Humans can be very unique individuals, but much of what we learn comes from modeling behavior from other people. This modeling of behavior starts at birth and continues our entire life. On our life string we have modeled both positive and negative behaviors. Both can be so hard wired into our daily system that we and others can experience the effects daily. But how do we get better with both our negative and positive behaviors with something that is so ingrained in us?

The Energy Circle Process is a Tool that will help us understand ourselves. It will also help us to increase our performance in a positive direction so that we and others can feel better about the way that we act. And hopefully we can become a positive model that others on our string can model.

ENERGY CIRCLE

Step 1

List 5-10 behaviors that you need to improve.. You and/or others agree that these behaviors produce negative outcomes.

Example:

I yell at people

I am cocky

I over think things

I don't trust anyone

I disengage easily

I am obsessed with winning

I over compensate

I like to be right

Step 2

- Describe One of your Negative Examples.
- Describe The Negative Outcomes When You Exhibit The Behavior in this Example.

Example: I Yell at People

When I yell at people I get an immediate reaction. Some people get scared. Others withdraw and don't want to talk or just give me what I want. Most people experience fear. Occasionally I get into a heated exchange where others yell back or want to physically confront me. After I yell and see others reaction, I feel very bad that I made others feel bad to get my way. I hate this behavior in myself.

ENERGY CIRCLE **P** **r** **o** **c** **e** **s** **s**

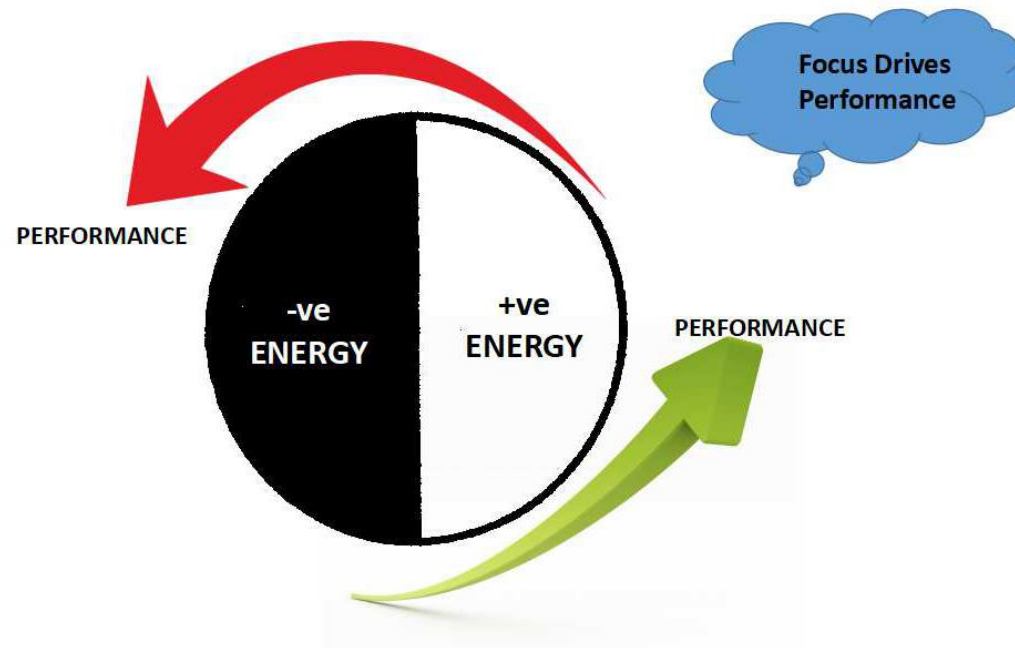
Step 3. Add Example to Energy Circle

SOMETHING THAT YOU NEED TO IMPROVE

EXAMPLE: YELLING AT PEOPLE



THE ENERGY CIRCLE



Measurable Action Guidelines

- **Can be quantitative (daily, monthly, 3 times per month...).** This is the easiest to track progress. You can simply increase or decrease the metric to get improvement.
- **Can be qualitative (better/worse quality or version).** Like a greeting can be just saying “Hi” or you can have conversation with real exchange.
- **Can be pass/fail (either you do it or not).** Like make others feel bad....you should want that action to be zero, one is too many.
- **Should not be abstract (I feel like, I think....).** Progress cannot be tracked by another person this way.

ENERGY CIRCLE P R O C E S S

Step 4. Define Inhibitors as something you can measure. Inhibitor is the action that hinders me from achieving positive performance in this example.

SOMETHING THAT YOU NEED TO IMPROVE

EXAMPLE: **YELLING AT PEOPLE**

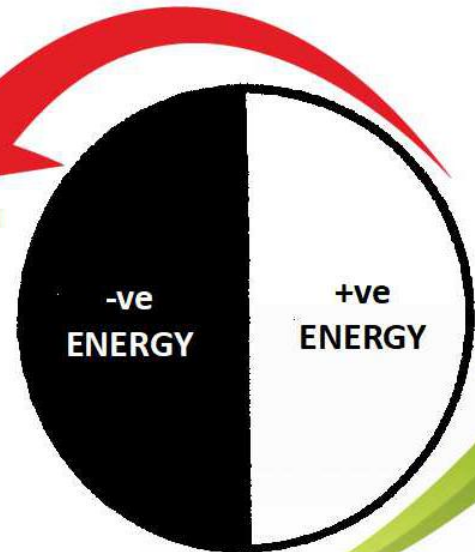
THE ENERGY CIRCLE

You can measure the Inhibitor

Performance **INHIBITORS**

- Raising voice volume**
- Produce fear**
- Make others feel bad**
- Make others withdraw**
- Focus on Emotions vs Data**
- Less time for others response**

PERFORMANCE



PERFORMANCE



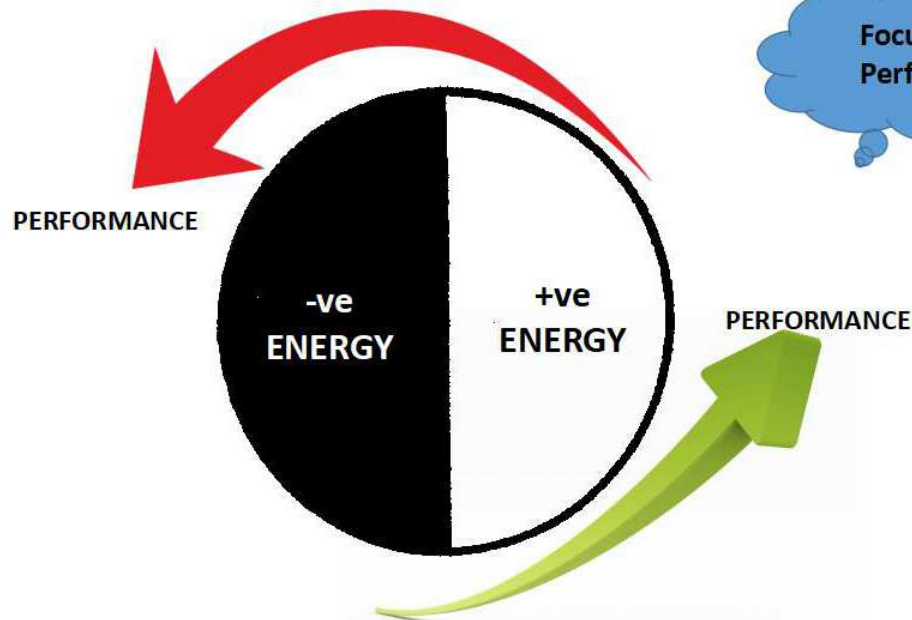
ENERGY CIRCLE P R O C E S S

Step 5. Define Enablers as something you can measure. Enabler is the action that helps me achieve positive performance for this example.

SOMETHING THAT YOU NEED TO IMPROVE

EXAMPLE: **YELLING AT PEOPLE**

THE ENERGY CIRCLE



Performance ENABLERS

You can measure the Enablers

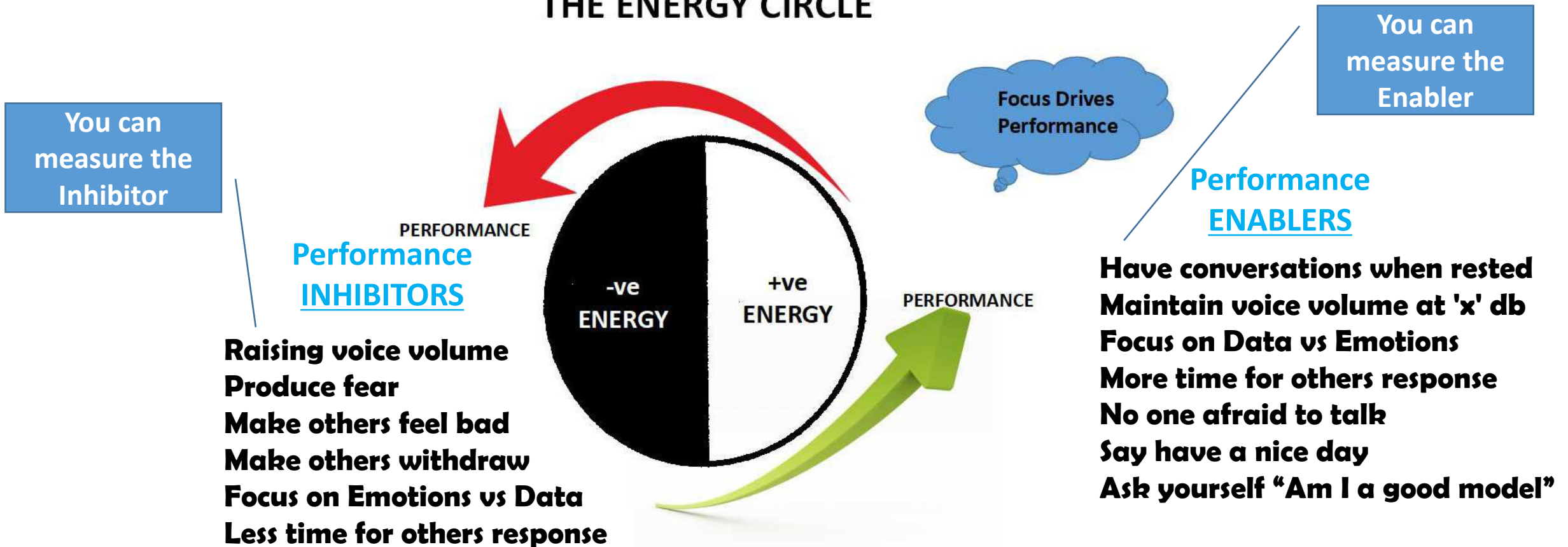
- Have conversations when rested**
- Maintain voice volume at 'x' db**
- Focus on Data vs Emotions**
- More time for others response**
- No one afraid to talk**
- Say have a nice day**
- Ask yourself "Am I a good model"**

ENERGY CIRCLE OUTPUT

SOMETHING THAT YOU NEED TO IMPROVE

EXAMPLE: YELLING AT PEOPLE

THE ENERGY CIRCLE



Step 6: Discuss String Impact

- Discuss how “Os” on your string impact your behavior regarding this Example.
- Discuss how “Xs” on your string impact your behavior regarding this Example.
- Discuss how “I” moments on your string impact your behavior regarding this Example.
- Discuss is this behavior something you want to **pass on** to others on your string or is it a behavior that you want to **break** on the string.

Step 7: Establish Improvement Goal for each Inhibitor

- **Raising voice volume (practice acceptable conversation volume db)**
- **Produce fear (goal is zero)**
- **Make others feel bad (goal is zero)**
- **Make others withdraw (goal is zero)**
- **Focus on Emotions vs Data (write down on paper discussion points)**
- **Less time for others response (monitor how much you speak)**

**Note: Improvements can be measured but can take time to achieve.
Don't rush the results.**

Step 8: Establish Improvement Goal for each Enabler

- **Have conversations when rested (goal is 80%)**
- **Maintain voice volume at 'x' db (goal is acceptable db level)**
- **Focus on Data vs Emotions (measure data points discussed)**
- **More time for others response (goal is 50/50)**
- **No one afraid to talk (goal is 100%)**
- **Say have a nice day (goal is 100%)**
- **Ask yourself “Am I a good model” (goal is 100%)**

**Note: Improvements can be measured but can take time to achieve.
Don't rush the results.**

Step 9: Establish Follow-up Meeting with Accountability Partner

- **Accountability Partner is someone who can verify your improvement**
- **You can have different Accountability Partner for different Enabler**
- **Allow adequate amount of time to practice your improvement actions**
- **Goal is make your Actions into Habits**

Step 10: REPEAT THE PROCESS

- Repeat the process for this behavior for additional improvement.
- Repeat the process for other behaviors that require additional improvement.

ENERGY CIRCLE

TRACK YOUR PROGRESS OVER TIME

| 1 | 2 | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---------------------------|--|------------------------------|-----------------------------------|---------------------------------|-----------------------|---|---|---|----------------|
| List 5-10 behaviors that you need to improve. You and/or others agree that these behaviors produce negative outcomes. | Describe Negative Example | Describe Negative Outcomes for Example | Add Example to Energy Circle | Define Inhibitors as a Measurable | Define Enablers as a Measurable | Discuss String Impact | Establish Improvement Goal for Each Inhibitor | Establish Improvement Goal for Each Enabler | Establish Follow-up Meeting with Accountability Partner | Repeat Process |
| <u>Example:</u> | | | | | | | | | | |
| I yell at people | x | x | x | x | x | | | | | |
| I am cocky | | | | | | | | | | |
| I over think things | | | | | | | | | | |
| I don't trust anyone | | | | | | | | | | |
| I disengage easily | | | | | | | | | | |
| I am obsessed with winning | | | | | | | | | | |
| I over compensate | | | | | | | | | | |
| I like to be right | | | | | | | | | | |