



John Niland



Energising People

Invitation



***Aim to double your energy levels
over the next 3 months***

Personal Background



- © Surprise #1: How quickly it happened
- © Surprise #2: Timing: when highly motivated
- © Insight: Motivation and energy are not the same!

Retracing my steps: “Accumulation of marginal losses”

DAY		UNITS
	Opening level of energy	10.00
1	Drinking coffee vs water, eating snacks	9.90
2	No time for exercise today	9.79
3	No time to shop, grab kebab on way home	9.67
4	Difficulty sleeping, sluggish next morning	9.55
5	Abrupt conversation causes friction	9.42
6	Working the weekend, bike ride cancelled	9.27
7	Family, but background worry re. friction	9.13

Insight #1

***Energy is gained or lost in
pebbles, not rocks***



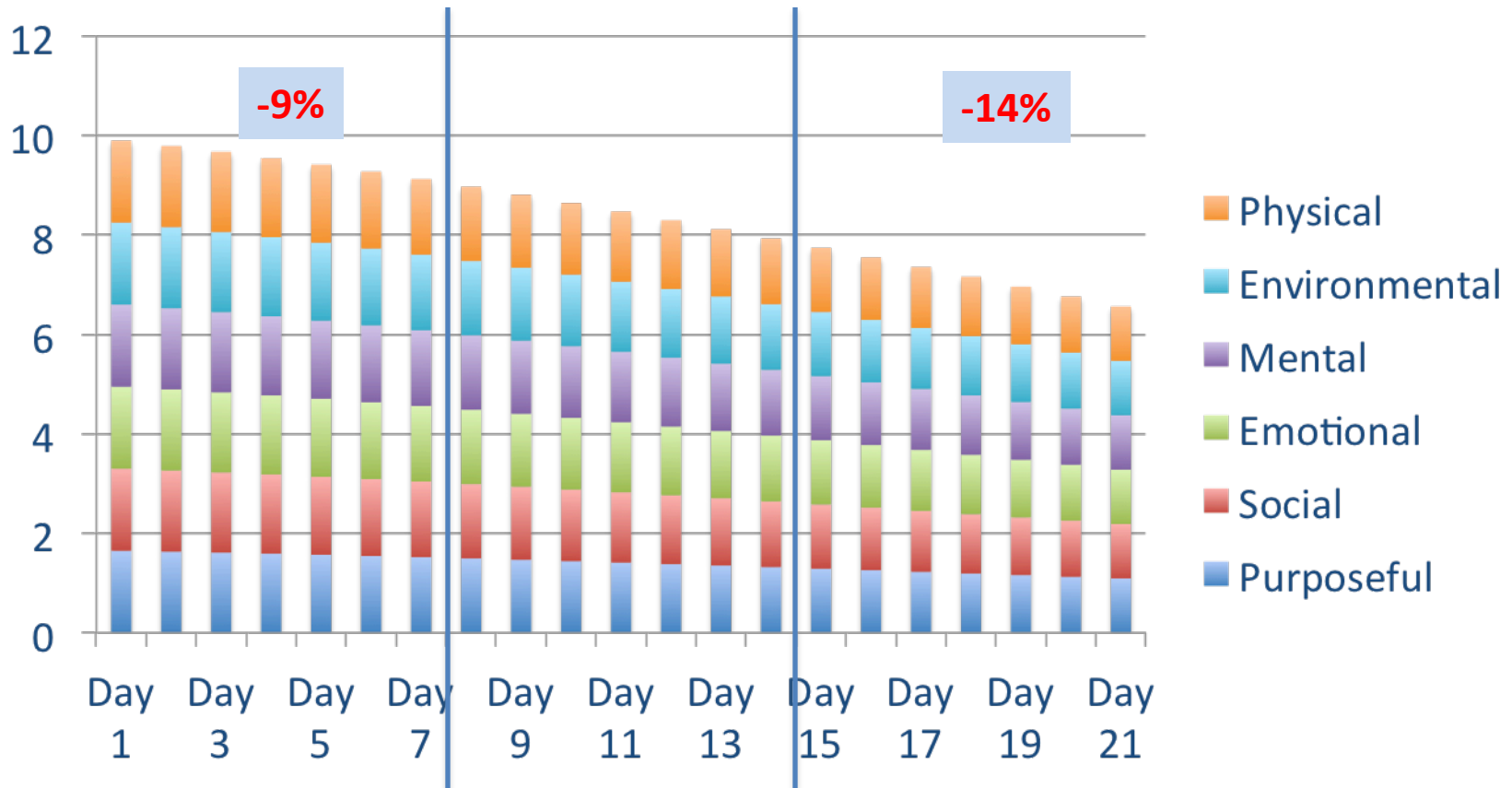
Week Two: a downward slide?

DAY		UNITS
	opening:	9.13
8	Frustration: small things taking too long	8.97
9	Mistake - frantic “people-mgt” activity	8.81
10	Self-reproach: ‘should be managing better’	8.65
11	Setback: opportunity not materialising	8.47
12	Series of depressing internal meetings	8.30
13	Working the weekend again, run cancelled	8.12
14	Noticing weight-gain, self-reproach again	7.93

Week Three: the slide accelerates...

DAY		UNITS
	opening:	7:93
15	Resentment at others not taking responsibility	7.74
16	Social evening cancelled – too tired	7.55
17	Sleepless night: scenario-playing in the mind	7.36
18	All tasks taking longer, difficulty concentrating	7.16
19	Stressful day, worrying about mounting backlog	6.96
20	Bad mood, pessimism re. future	6.76
21	Anxious, want to be present to family but can't	6.56

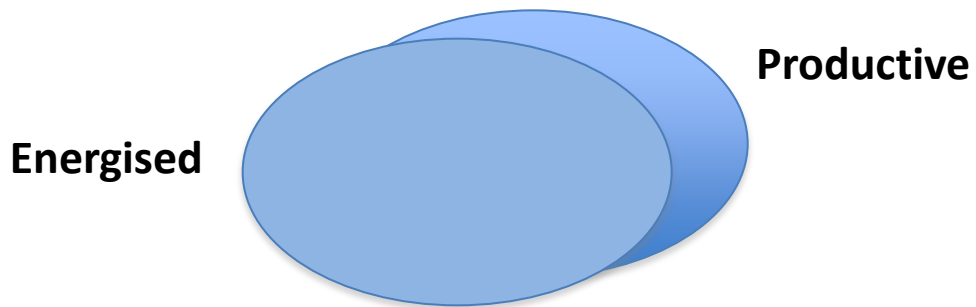
Dynamics of energy levels: The pebbles accumulate



Insight #2

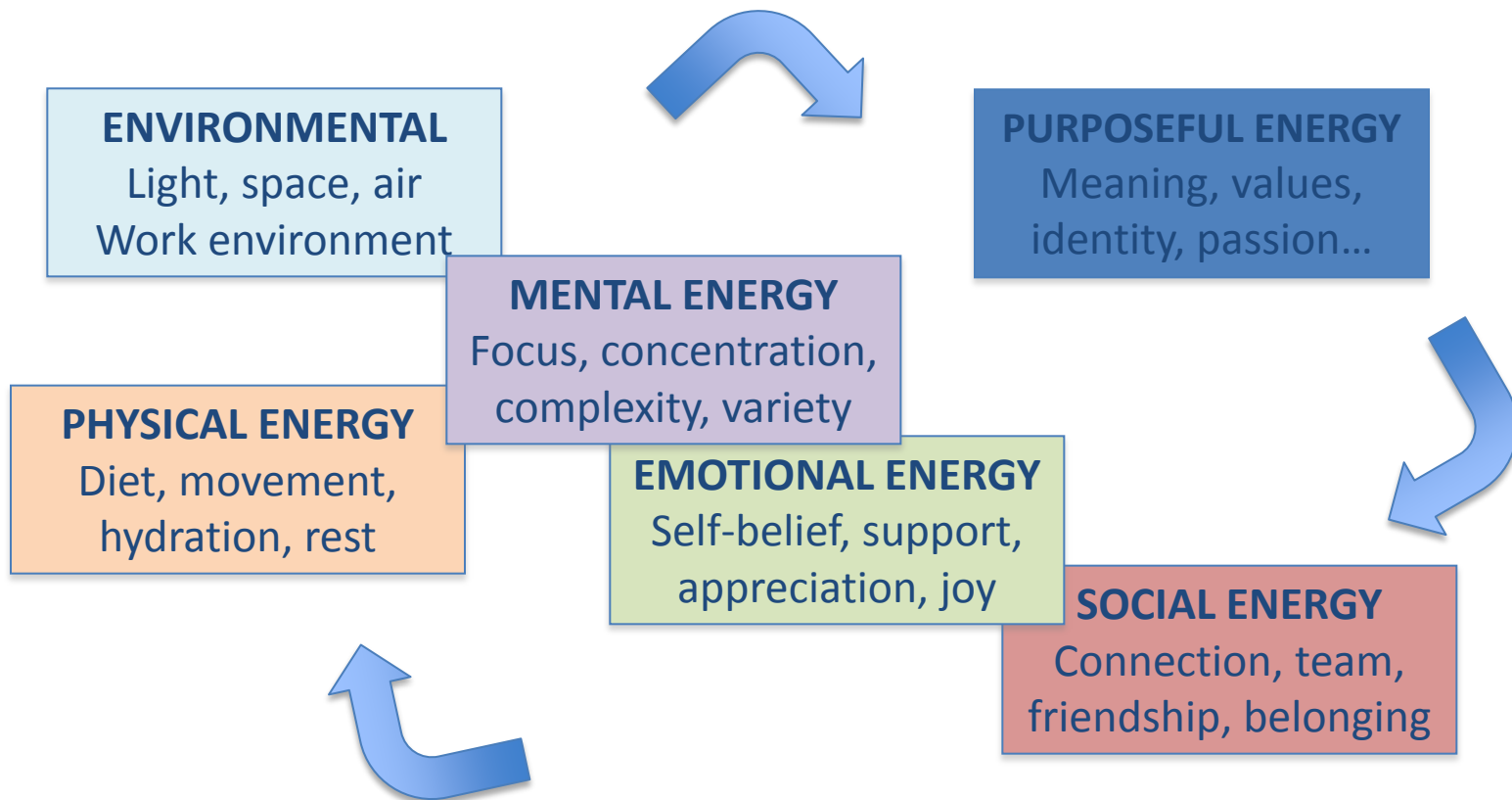
***Energy is either accelerating
downwards,
or accelerating upwards***

Distinction: Energised v. Productive



- ⊙ Energising tasks make us feel good about ourselves, productive tasks may or may not. (Example: Making that call vs. Doing tasks to disguise delaying it)
- ⊙ Energising activities leave us with more energy at the end, productive may or may not. (Going for a run in the morning vs. Doing emails)
- ⊙ Energising activities lead us towards what is meaningful: productive may or may not. (Longer-term purpose v. shorter-term purpose)
- ⊙ Energising activities are good for well-being: productive may or may not.

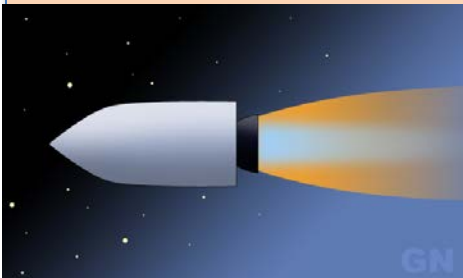
***Six sources: (for the inventory, see
www.johnniland.com)***



Sources

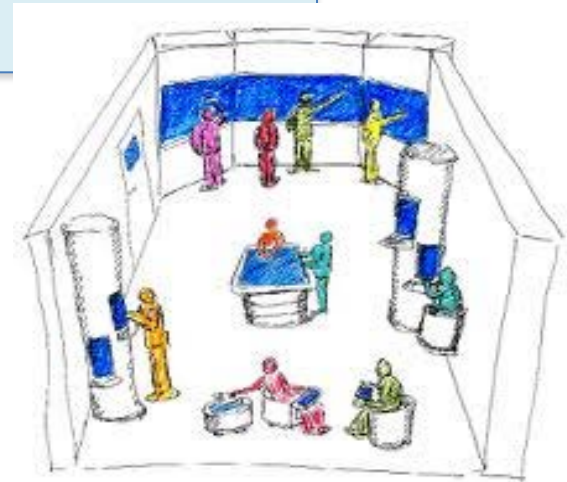
PHYSICAL ENERGY

Water vs caffeine
Diet (e.g. carbs at
lunchtime)
Sugar consumption
Movement
Exercise
Sleep



ENVIRONMENTAL

Light
Space
Filing away
Ease of working
IT reliability
Work environment



Sources

MENTAL ENERGY

Focus attention
Prevent distraction
Make decisions
Dealing with change
& complexity
Communication skills
Breaks



EMOTIONAL ENERGY

Feelings: Joy? Fear?
Self-esteem
Ability to let-go
Rel with future
Rel with self
Ability to defer
gratification

Sources

SOCIAL ENERGY

Sense of connection,
Relationship to
groups
Friendship
Sense of belonging
interdependence

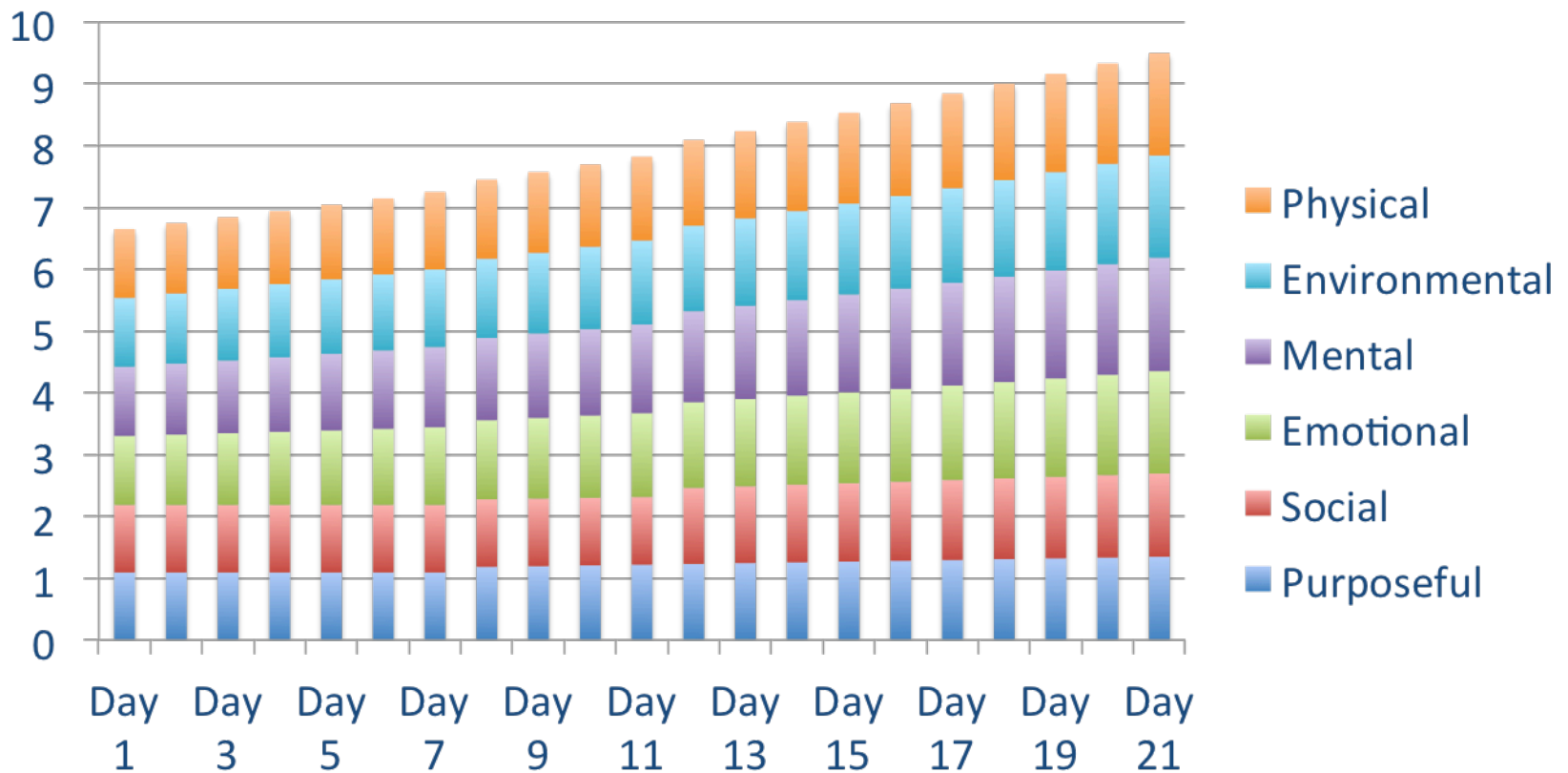


PURPOSEFUL ENERGY

Meaning
Purpose
Values
Identity
Growth
Contribution
Legacy



Accumulation of marginal gains

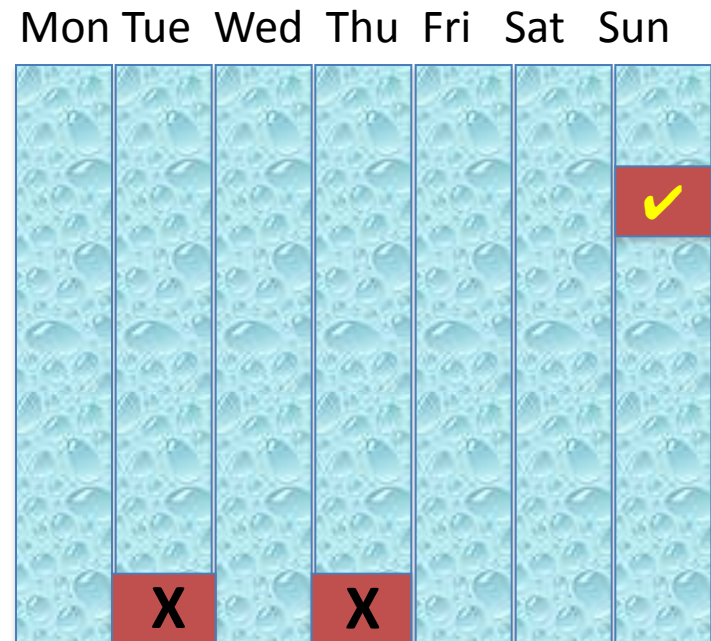
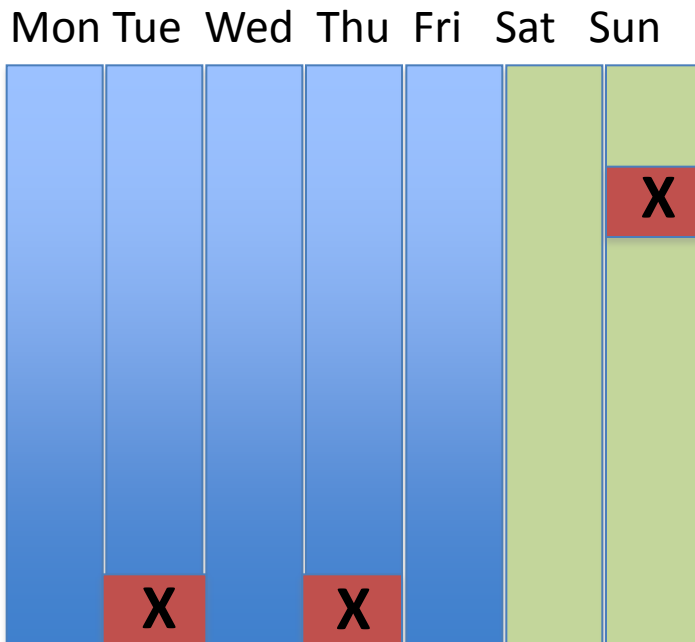


Insight #3

***Energy as primary (foundation)
project:***

***The next five mins is either
adding or subtracting to your
energy-level.***

Projects: energy as primary project



TO

Emotional Energy: Self-reproach



- ☉ *“I should be more successful than this...”*
- ☉ *“I’m an idiot for double-booking two clients...”*
- ☉ *“Why didn’t I remember to say...”*
- ☉ *“Why did I allow myself to be coerced / persuaded into this?”*
- ☉ *“Rejected again: what’s wrong with me?”*
- ☉ *“I’m ashamed of how I look”*
- ☉ *“I should be better prepared”*

The debilitating effects of self-reproach



- © Undermining self-esteem, which is essential for energy
- © Diminishes energy: reduces capacity to act
- © Antidote: **self-acceptance**

Dealing with setbacks

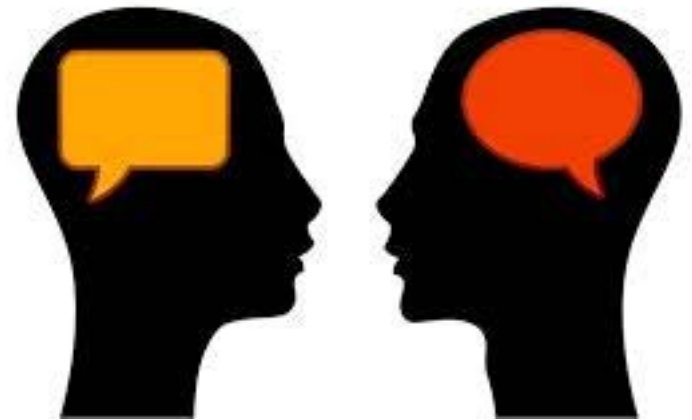


- © Accepting your right to feel disappointed, without self-reproach
- © Trusted peers with whom you can express your frustration / concerns
- © Doing something energising, e.g. from another energy source
- © Acknowledge lessons learnt and move on

Insight #4

***Our response to setbacks has
a greater influence on
energy-levels than any other
factor***

Why talk about Energy?



- ⊙ Better topic than “engagement” or “motivation”
(Person-centred vs. Company-centred)
- ⊙ Often the missing link between strategy and behaviour-change
- ⊙ Far more powerful than time-management
- ⊙ You establish yourself as a leader that cares

Risks

- ⊙ People may perceive you are judging them
- ⊙ They may see a disguised attempt to extract more
- ⊙ Yet another initiative? (Slump!)
- ⊙ Intrusive?
- ⊙ “There’s nothing wrong with my energy-levels... Look at the hours I’m doing!”
- ⊙ “Energy is not my problem: it’s deadlines, lack of resources....”



Energising other people



Energising Daily Activities

- ⊙ Go for a brisk walk at lunchtime (somewhere inspiring) and phone a friend as you walk there
- ⊙ Run up stairs and escalators when commuting
- ⊙ Drink 2L of water per day.
- ⊙ Do walking meetings with like-minded clients, particularly when fresh thinking is needed
- ⊙ Do your planning somewhere high-up: ideally where you can see the horizon (and where they serve good coffee!)
- ⊙ Give yourself a “thinking topic” (or a decision to make) during runs, swimming or commutes, rather than just idle browsing

Energising Daily Activities (contd.)

- ⊙ Mistake or setback? Eliminate self-reproach
- ⊙ Fire the inner critic (and the outer ones too!)
- ⊙ Take frequent breaks and vacations
- ⊙ Find a friend at work. (Appoint a temporary one, if necessary!)
- ⊙ Work in tiny time-blocks: c 5 mins at a time.
- ⊙ Gentle Discipline: Learn to resist the mental pull of distractions
- ⊙ Accept your sleep-pattern: don't fight it
- ⊙ Learn influencing skills, to make your life easier
- ⊙ Clarify your purpose: link to key focus for this week/month

More?

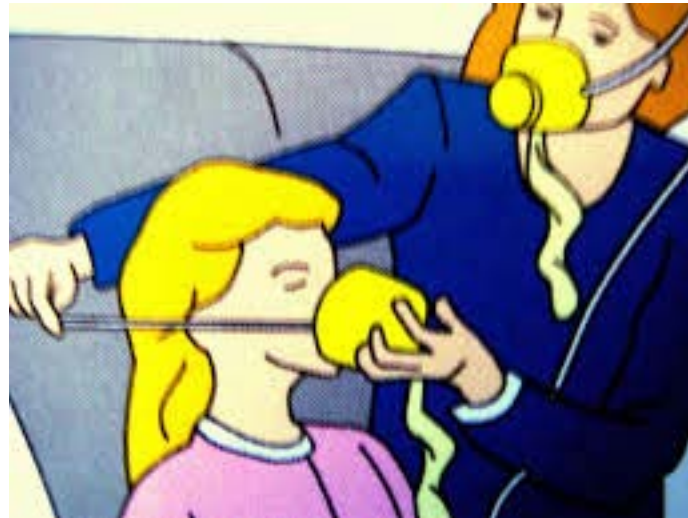
“The Courage to Ask” Kate Daly & John Niland
on Amazon

Email: john@vco-global.com to discuss resources, or coaching
on energy / business-development

Events / speaking / resources: www.johnniland.com



Parting Shot: Attend to your own energy-levels first



The Energy Inventory:

<http://www.johnniland.com/the-energy-inventory/>