

Leadership Journal

EOR Loop

Table of Contents

Disclaimer	3
Before the System	4
EOR™ — Energy-to-Outcome Ratio	5
Core Concept & Journal Architecture	7-8
Initiation	9-11
Days 1–3	12-16
Transition	17-23
Day 4-6	25-33
Energy in Motion	34
Day 7-10	35-47
Checkpoint	49
Day 11	50
Communication Loop	52
Day 12-15	53-57
Checkpoint	59
Day 16 -17	60-65
Leadership Trigger Map	66
Day 18-19	67-70
Decision Frequency	71
Day 20	72
Return on Energy	74
Day 21	75
Empathy Audit	76
Day 22-23	77-79
Transition — From Practice to Application	81-82
Day 24 -28	83-87
From Application to Reflection	89-90
Day 29	91
Day 30	92
Final Exercise	93-94

Disclaimer

The concepts and practices in this journal are based on the author's personal experiences and professional observations in leadership and business.

They are intended for self-reflection and personal development, not as a substitute for therapy, psychological treatment, or medical advice.

The author is not a psychologist, therapist, or clinician.

Readers are encouraged to seek qualified professional support if they are experiencing distress, trauma, or mental health challenges.

Before the System

A system was forming in me long before it had a name.
No frameworks. No titles. Just instinct.

I led my leaders. I challenged organizations to change.
I pointed out blind spots, questioned authority, and exposed the
invisible power patterns that shape culture.

I saw the same pattern everywhere:
when leaders operated from ego instead of regulation, culture
collapsed.

Innovation was accepted only when it came from the top.
Seats at the table were given, not earned.
Every corporate box was ticked — diversity, inclusion, “open
ideas” — yet something vital was missing.

That missing piece unraveled entire systems, including mine.

Everything I now teach, I first lived.
Every principle here was practiced, failed, tested, and rebuilt.

Two truths coexist:
Yes, I lost everything because of external decisions — leaders
acting from fear and ego.
But my own blind spots, fatigue, and misplaced trust played a
role too.
One could not have happened without the other.

My reaction, however—that was one hundred percent mine.

After days on the floor, body empty, appetite gone, I faced three choices:

Keep blaming and stay down.

Blame louder—go to court, seek revenge.

Rise, and build something powerful enough to pull me—and others—out of collapse.

I chose the third.

We are given a finite amount of energy each day.

How we spend it determines the world we build.

That decision birthed EOR™ — the Energy-to-Outcome Ratio.

EOR™ — Energy-to-Outcome Ratio

EOR measures emotional efficiency—how much energy it costs a leader to achieve clarity, make decisions, and inspire action.

In an AI-driven world, performance will be automated.

What remains rare—and valuable—are energy, empathy, and regulation.

This journal helps leaders lower the emotional cost of success.

Clarity becomes your quiet advantage.



Core Concept

This isn't a typical leadership workbook.

It's a **30-day micro-practice journal** that helps leaders apply the

EOR Loop — Energy → Observation → Regulation — in real life, in five minutes a day.

The Energy-to-Outcome Ratio (EOR™) is the foundation.

The EOR Loop — Energy → Observation → Regulation — is how you improve it, day by day.

It's for leaders who already know the theories and frameworks, but want to feel different at work — calmer, clearer, more precise in their energy and decisions.

Journal Architecture (4 Sections)

Section	Focus	Duration
Initiation	Establish baseline energy patterns	Days 1 – 3
Exploration	Daily 5-min EOR Loop practice prompts	Days 4 – 23
Integration	Applying loops in real situations	Days 24 – 28
Reflection	Reviewing patterns and planning next cycle	Days 29 – 30

You’re not expected to work seven days a week.
This practice may take longer than 30 days—that’s fine. You can fast-forward, repeat, or pause. Consistency matters more than speed.

Stay boring. Stay repetitive.
That’s how frequency stabilizes and transformation begins.



Initiation — The Scan

Before you can regulate energy, you must recognize it.
These first three days are about seeing—not judging, not fixing.

How to Practice

- **Timing:** Twice daily—morning (before your first interaction) and evening (after your last).
- **Setting:** Quiet space, no screens.
- **Duration:** 3–5 minutes.
- **Goal:** Awareness, not optimization.

You're mapping your baseline: how your body, emotions, and thoughts move through ordinary life.

What to Notice

- **Physical:** posture, breath, muscle tension.
- **Emotional:** calm, irritation, enthusiasm, fatigue.
- **Triggers:** people, tasks, silence, deadlines, uncertainty.
- **Shifts:** moments your state changed—even slightly.

You're building the foundation of your loop:

Energy → Observation → Regulation.

For now, live only in the first two.

No Regulation yet.

Just **Energy** and **Observation**—the raw data of your leadership frequency.

What matters is honesty, not eloquence.



Breath Reset — 1 Minute

Inhale for 4 counts.

Hold for 2.

Exhale for 6.

Notice where your body releases first.



Day 1:

Leadership begins where self-awareness stops hiding behind output.

Access Your Current Energy Loop. Mark which state best matches today. Don't analyze. Observe.

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Now note:

Describe your current state — what does it feel like?



Day 2:

Observe your default energy today.

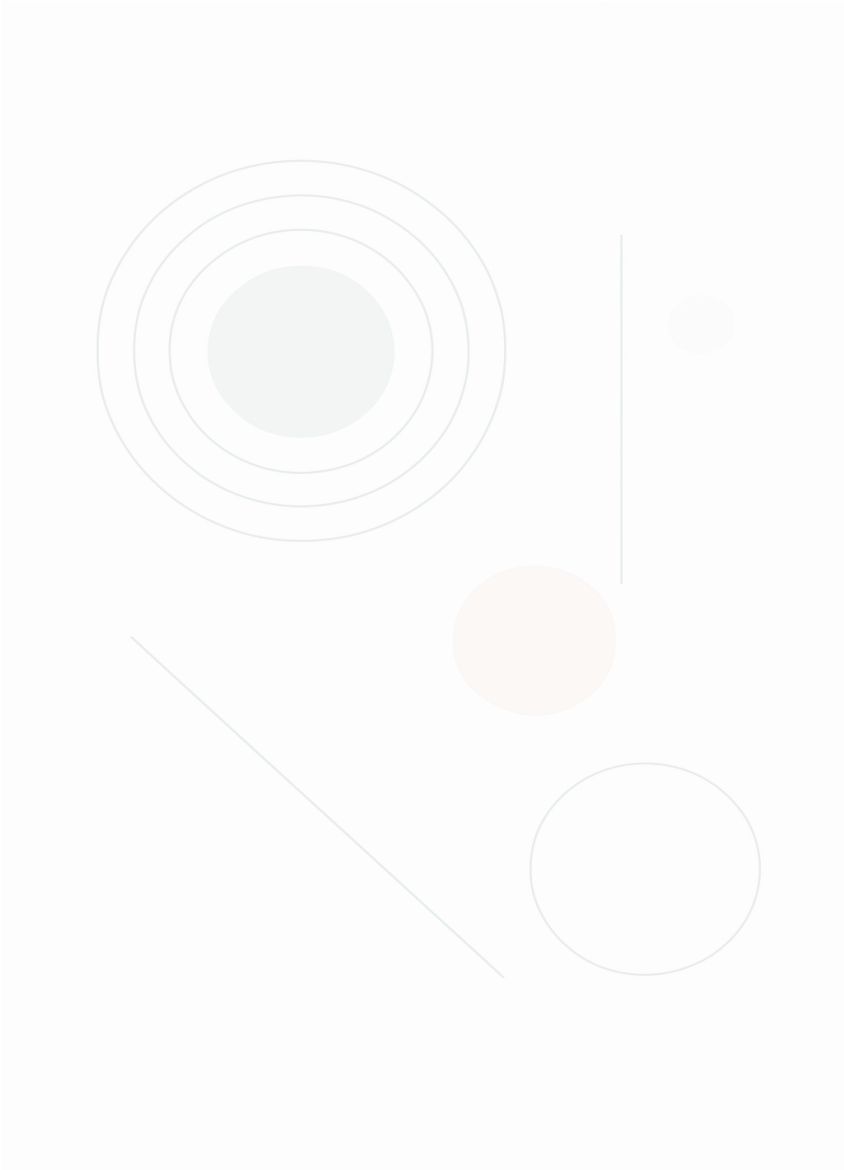
Check the state that feels most accurate — no judgment, no analysis.

Note any shifts or triggers that stood out.

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Describe your current state — what does it feel like?



Day 3:

Mark which state best matches today.

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Have you noticed a change in your state?

✿ Transition: From Observation to Practice

You've spent three days simply seeing — tracing how energy moves through your body, thoughts, and interactions.

That awareness is your foundation.

You've started to recognize the difference between expansion, neutrality, and contraction — not as good or bad states, but as data points in motion.

Now, the work deepens.

From **Day 4 onward**, you'll begin using the **EOR Loop** in real time.

Each day follows the same rhythm:

1. **E — Energy Check-In:**

Notice which state you're in (Expansion, Neutral, or Contraction).

2. **O — Observation Moment:**

Identify what may have triggered or influenced that state.

3. **R — Regulation Action:**

Choose one small action to shift, stabilize, or strengthen your energy.

Finish each day with a short **Evening Reflection** — what worked, what drained, what surprised you. It's not about control. It's about clarity in motion.

Purpose of This Phase

These next 20 days train energy literacy — the ability to sense and adjust your internal state before reacting externally.

By practicing small loops daily, you'll begin to notice patterns: where your attention leaks, when contraction visits, what restores expansion.

Leadership is not learned in breakthroughs.

It's built in repetitions.

The Loop repeats because life does.

Show up for the practice — even briefly.

Your consistency will do the rest.



Before you get started, here is a list of actions you can start to implement to Regulate from one state to desired state.

When Energy Feels Stuck (Contraction → Neutral)

Purpose: Reconnect flow when your system is locked, overthinking, or withdrawn.

1. **Micro-Move:** Change physical elevation. Stand if you've been sitting, sit if you've been standing.

Energy rebalances when your body breaks a pattern of position, not emotion.

2. **Externalize the Loop:** Say the word that best describes your state aloud.

Naming is not analysis; it's transmission — moving static energy into air.

3. **Two-Minute Reset:**

Hold your breath for a moment. Not to calm, but to pause the loop — the next breath becomes a reset signal.

**Stabilize — When Energy Feels Uneven (Neutral ↔
Contraction or Neutral ↔ Expansion)**

Purpose: Maintain consistency when you start to drift.

1. **Single-Task Reset:** Do one small task from start to finish — fully. It can be as simple as closing a tab or organizing one folder.

Completion stabilizes frequency. Chaos loses grip through closure.

2. **Containment Check:** Ask: “What’s mine, what’s not?”

This is not boundary-setting; it’s energetic hygiene. Reclaim energy from what doesn’t belong to you.

3. **Anchor Gesture:** Press your fingertips lightly together for 10 seconds.

The body learns steadiness through repeated tactile cues.

Strengthen — When Energy Feels Fluid (Neutral → Expansion)

Purpose: Sustain high-quality energy without burning out.

1. **Silent Audit:** Spend one minute in stillness and ask:
“What do I want to amplify?”

Strength comes from precision, not volume.

2. **Energy Investment Move:**

Redirect 10% of your current energy into an act that expands someone else’s clarity — a text, idea, or kind truth.

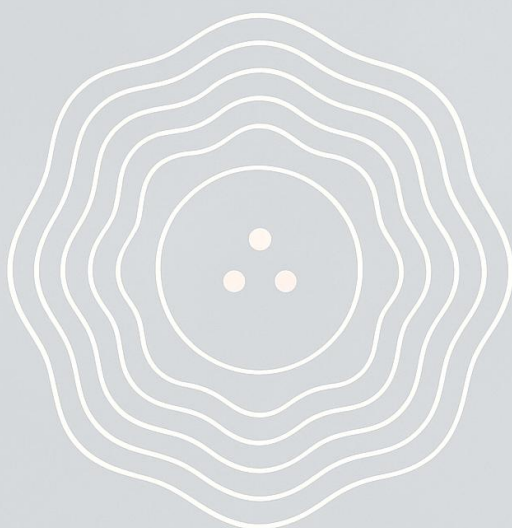
Leadership amplifies through circulation.

3. **Frequency Lock:**

Before a meeting or task, choose one word that defines the energy you want to embody (e.g., *clarity*, *grace*, *precision*).

4. Hold it silently as a filter for your tone and posture.

This converts intention into operational energy.



Day 4: Exploration — The Loop

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

Day 5: Exploration — The Loop

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

Day 6:

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

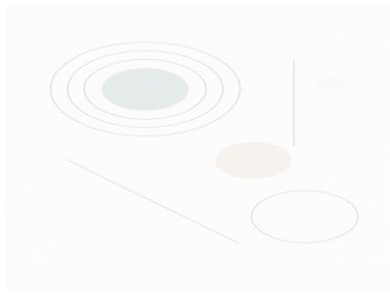
Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?



Energy in Motion

Challenge: Change one environmental or physical element in your workspace — lighting, seating, sound, or tempo. Observe how it shifts your energy loop throughout the day. Log the difference between output and emotional cost.

Purpose: Shows how physical context influences internal regulation.

Day 7:

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

“Do the best you can until you know better. Then when you know better, do better.”

— **Maya Angelou**

Day 8:

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

If this is getting repetitive or boring — stay with it.

The fast-track is just around the corner.

Day 9:

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Day 10:

Morning Observation:

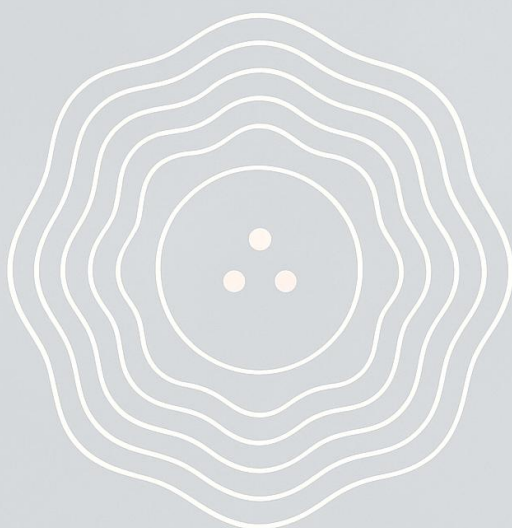
E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state?



Checkpoint — Optional Fast-Track

If you've been practicing consistently and you're noticing stability in your energy — meaning your desired state (productivity, creativity, focus, or calm) now feels natural — pause here.

Ask yourself:

- Have I been repeating the same loop, or am I ready to apply it in real situations?
- Is my current rhythm generating clarity or comfort?

If you're still gaining insights, stay with the daily practice until Day 24.

If you're feeling strong in your regulation — skip ahead to **Day 24: Integration — The Application. Page 80.**

The loop doesn't punish consistency; it rewards awareness. You can always return to any day when energy shifts or life gets noisy.

Day 11:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state?

Evening Reflection: What worked? What drained? What surprised me?

Communication Loop

Challenge: During one conversation today, apply the full loop in real time.

- Notice your energy before speaking.
- Observe your tone and reaction mid-conversation.
- Regulate by adjusting breath, posture, or silence before responding.

Prompt:

What changed in the outcome when you shifted your internal state before replying?

Day 12:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state?

Evening Reflection: What worked? What drained? What surprised me?

Day 13:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?

Day 14:

Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?

Day 15:

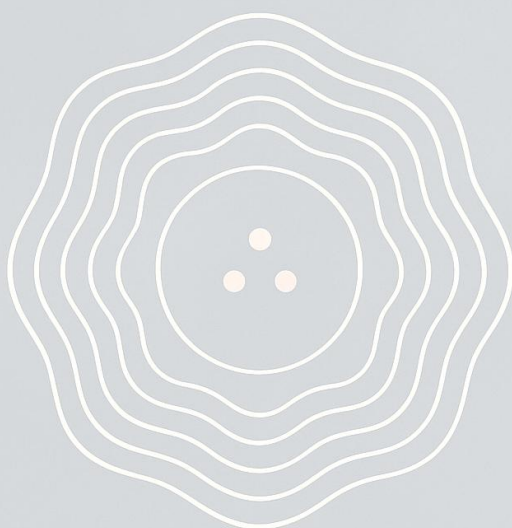
Morning Observation:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?



Checkpoint: You're Still Here.

If you've made it to Day 15, you've done what most leaders don't — you've stayed long enough to get past the novelty.

This is the invisible work: the repetition that refines frequency. You might not see results yet, but your system is learning consistency.

Don't chase new.

Protect rhythm.

Halfway doesn't mean pause — it means precision.

Day 16:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

Day 17:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?

Leadership Trigger Map

Challenge: Identify the three most common triggers that contract your energy (people, topics, deadlines).

Map them against your physical and emotional signals.
Next time one appears, regulate before reacting.

Purpose: Builds self-awareness around patterned contractions.



Day 18:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state? (*Regulation isn't about control — it's the art of redirecting energy with intelligence.*)

Regulation Type	When to Use	Core Action	Tagline
Shift	When energy contracts	Change position, name your state, breathe to reset	"Break the loop."
Stabilize	When energy drifts	Complete one thing, reclaim energy, ground physically	"Contain and center."
Strengthen	When energy flows	Audit, invest, set intention	"Amplify with awareness."

Evening Reflection: What worked? What drained? What surprised me?

Day 19:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?

Decision Frequency

Challenge: Before making a key decision, do a 30-second energy scan.

Ask: Am I choosing from expansion, neutrality, or contraction?

Record what changed when you waited until you were neutral or expansive to decide.

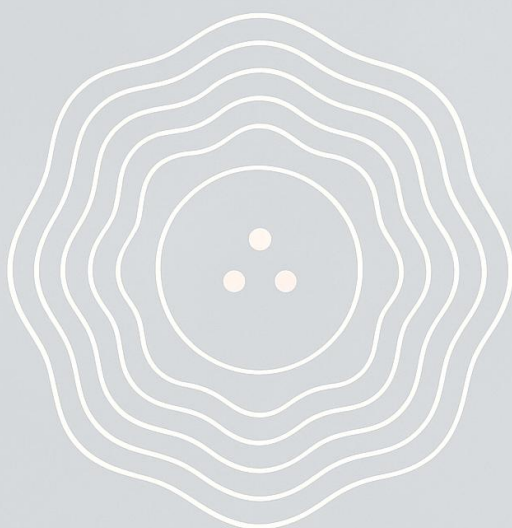
Day 20:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?



Reward: The Return on Energy

You've built twenty days of data — emotional, physical, and mental.

Now, translate it into something measurable:

The Energy Return Scan

1. Review your notes from the past twenty days.
2. Circle or highlight three patterns that appear most often — words, triggers, or sensations.
3. For each, ask: Did this pattern cost me energy or create it?
4. Write your top two “energy multipliers” — habits, times, or people that expand you.
5. Write your top two “energy leaks.”

Insight:

You now hold your first personalized Energy Portfolio.

This is your ROI — Return on Intention.

What you measure daily begins to move.

Day 21:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?

Empathy Audit

Challenge: Choose one person on your team or in your orbit.

Observe them for a day without fixing or judging.

Note how your energy responds to theirs.

Regulation goal: stay grounded while staying open.



Day 22:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

Evening Reflection: What worked? What drained? What surprised me?

Day 23:

E — Energy Check-In: What’s my current state (expansion / neutral / contraction)?

State	Description	Physical Signal	Emotional Tone
Expansion	Clear, creative, responsive. Ideas flow easily.	Open posture, relaxed breath.	Calm focus, generosity.
Neutral	Balanced, stable, steady. Energy even.	Consistent breath, centered body.	Composed, pragmatic.
Contraction	Tight, reactive, defensive. Overthinking or withdrawing.	Shallow breath, tense body.	Irritation, fatigue, fear.

☐ Expansion ☐ Neutral ☐ Contraction

O — Observation Moment: What triggered or influenced that state?

R — Regulation Action: What will I do to shift or stabilize my state?

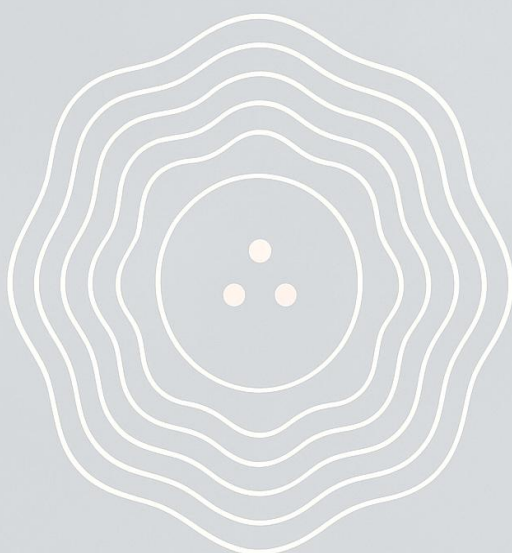
Evening Reflection: What worked? What drained? What surprised me?

Optional:

How did my tone affect my team's energy today?

What feedback did I resist, and what does that resistance reveal?

Where did I stay silent when I should have led?



Transition: From Practice to Application

You've completed 20 days of daily loops.

That's 20 moments of noticing, regulating, and choosing how to lead from awareness instead of reaction.

If you've missed days, circled back, or repeated a few — perfect.

That's how integration works.

The point was never perfection; it was rhythm.

You've trained your attention to return, again and again, to the same three questions:

What state am I in?

What influenced it?

What can I regulate right now?

Those small loops have built the muscle memory of leadership presence.

You've started to sense the space between stimulus and response —

the exact space where emotional intelligence begins.

Now we move from practice to application.

What Happens Next

Days 24–28 are about real-world tension — moments that stretch you.

You'll take the EOR Loop into higher-pressure situations: feedback, conflict, creativity blocks, delegation, and trust.

Each day focuses on one scenario.

You'll pause, apply the loop consciously, and document how it shifts the outcome.

Expect less writing, more living.

These pages are not for reflection; they are for integration.

Use them at work, in meetings, or during difficult conversations anywhere you feel the pull of contraction or the rise of reaction.

Questions to Carry Forward

- What patterns have you noticed about your default state under stress?
- Which regulation actions have had the biggest effect?
- What triggers still drain the most energy?
- How does it feel when you lead from expansion rather than control?

Take these questions with you into the next phase.

You're no longer observing energy — you're shaping it.

Day 24: Integration - Feedback Loop

Goal: Apply EOR before giving or receiving feedback.

Field Challenge: Notice your state, observe tone and posture, regulate before speaking.

Prompt: What changed in clarity or outcome when you led from regulation rather than reaction?

Day 25:

Goal: Apply EOR during high-pressure or emotionally charged moments.

Today's Focus:

Observe energy dips before key choices.

Day 26:

Focus:

Conflict Navigation: Practice pausing in contraction.

Day 27:

Focus:

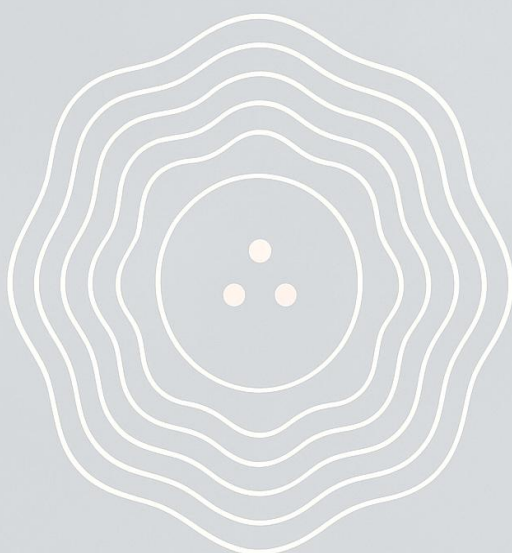
Creative Block: Regulate through curiosity instead of control.

Day 28:

Apply EOR during high-pressure or emotionally charged moments.

Focus:

Delegation & Trust: Observe what makes releasing control difficult.



From Application to Reflection

You've practiced the loop in motion — in feedback, conflict, creativity, and trust.

You've completed the hardest part: consistency.

You've turned awareness into action.

Now, you turn action into wisdom.

What Happens Next

Days 29 and 30 are your space to look back — to observe the entire month as one long loop.

No new prompts. No regulation plans.

Just integration.

This phase is about **seeing patterns, not results.**

You're not measuring success — you're recognizing evolution.

Where attention went.

Where energy stayed steady.

Where it leaked and why.

Leadership expands when awareness meets continuity.
So, slow down.

Re-read early pages if you can. Notice the handwriting, tone, or breath behind your words.

Ask yourself:

- What shifted quietly without effort?
- Which habits still pull you toward contraction?
- When did expansion feel natural rather than forced?
- How do you now define a “regulated leader”?

Use the final two days to name your findings.
They are not conclusions — they are beginnings.

Day 29: Reflection — The Shift

Goal: Integrate learnings and plan for continuity.

What patterns repeated most often?

How has my awareness changed?

What does regulated leadership feel like now?

Which EOR actions brought the highest return?

Day 30:

Goal: Integrate learnings and plan for continuity.

What patterns repeated most often?

How has my awareness changed?

What does regulated leadership feel like now?

Which EOR actions brought the highest return?

Final Exercise:

Design your 'Leadership Energy Code' — three words that describe the state you want to lead from (e.g., steady – curious – clean).

These words are not goals.

They are frequencies — reminders of how you wish to move, decide, and influence.

Write them where you can see them often: in your workspace, journal, or phone background.

Each time you re-enter contraction, return to these three words. Let them act as your calibration tool — your shorthand for alignment.

This is your personal signature.

Your code of leadership energy.

You've completed 30 days of tuning your leadership energy.
Repeat the loop as needed — leadership isn't mastered; it's
maintained.

What you've built is not a habit.
It's awareness — portable, quiet, and infinitely reusable.

Lead from energy that's clean, steady, and kind.
The rest will follow.

© 2025 **Nafisa Yulyakshieva**

All rights reserved.

No part of this book may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, or other electronic or mechanical methods, without the prior written permission of the publisher, except in the case of brief quotations embodied in critical reviews and certain other non-commercial uses permitted by copyright law.

www.silkcotton.ca

ISBN: 9798272073488

Imprint: Independently published

First Edition, 2025

Written in Canada