The Energy Leadership Index Debrief

Have the Energetic Self-Perception chart available. Listen carefully to your client’s answers (take notes) for information to bring up later for confirmation and/or coaching developmental options.

Always think “opportunity.” No matter what the challenge is, there is an opportunity for growth—and coaching. Remember that challenges and ailments are actually assets: use perceived weaknesses as strengths to work for, instead of against, your client, and point out opportunities from their weaknesses for growth and life improvement.

Debrief Script

“Overview: This will take about an hour. We’ll talk about the assessment in general, I’ll go over your scores with you, we’ll discuss some developmental possibilities, and I’ll answer any of your questions. Sound good?

First, I’d like to ask you a few questions, would that be OK?

1. What were you hoping to see in your assessment results?

2. Why is that important to you?

3. What would you like to get from this debrief? (If there was a positive surprise for you by the end of this session, what would you say happened? This is a reframe of the same question which is good to ask if they are being vague or need helping being more specific.)
4. Overview of process:

• **Purpose of the assessment:** As individuals, we view the world through filters (based on our experiences, values, assumptions, etc.). Those filters will either limit what we see (like tunnel vision) or expand what we see (like a prism) and, thus, impact how we perceive and what we think about our circumstances. This, in turn, impacts how we show up in different situations.

The Energy Leadership Index assessment reveals what specific filters you’ve developed and how those filters are influencing the results you’re achieving. It helps you see how different energy shows up in your home and work life; how your thinking and/or your life situations might be creating stress for you and what we can do about that; and to uncover internal energy blocks, which are holding you back from success, happiness, and purpose.

• **What it measures:** (note – describe this in words your client would relate to)

The assessment measures your Energetic Profile, which is your energetic frame of reference. It is the filter, or lens, through which you experience the world in all dimensions – spiritual, mental, emotional, physical, etc. The assessment also shows your energetic reaction to stress. This is important because recognizing your reaction to stress is the first step toward reducing the level of stress you experience. Both your Energetic Profile and your Energetic Stress Reaction are indicators of:

1. your CURRENT potential leadership ability. This is the current potential you have for motivating and inspiring not only others from all aspects of your life, but yourself as well, to take positive, purposeful action and achieve success;

2. your CURRENT level of engagement in life (how emotionally and intellectually involved you currently are in what you do and who you’re with); and

3. your CURRENT level of consciousness, your awareness about who you are and what life is about.

• **Why that is important:** Most people just go through the motions in life; and are mostly to somewhat disengaged from true passion and fulfillment. When they become more conscious and engaged, judgment lessens, stress lessens, and productivity, pleasure, and the feeling of purpose and fulfillment increase. Just a quick note: When I say judgment, I’m not referring to
your having good or bad judgment. I’m talking about you judging yourself and others, as well as the world, as good or bad.

• **Structure of the debrief:** We’ll cover your results, I’ll answer your questions, and we’ll come up with some strategies for your development. And after that, if you like, we can talk about how you can take the information we’ve come up with and put it into action for your benefit. We can also talk about next steps for you in terms of removing blocks to reaching your short-term goals, as well as what you can accomplish on a long-term basis once those blocks are out of the way.

5. Questions so far? *(This is the preliminary sell; the first major test to measure their engagement in the process and to begin to create buy-in for next steps. Also, this allows you to see where the client is; it is important to know this because you will want to shift them to a higher level of action to move forward.)*

6. What were your impressions of the assessment itself, *not the report*?

7. How do you remember feeling when answering the questions? *(Great spot to take notes for later to validate the results.)*

8. What, if anything, stood out for you after you finished?
9. What were your impressions of the report? How did you feel when you read it? (Not thoughts but feelings). *(NOTE: Great spot to take notes; clarify the feeling... you felt angry/happy about what; what did that mean to you? etc... relate it to their level of energy as best as possible)*

10. What does the report tell you about yourself? *(NOTE: Give them the chance to evaluate themselves... developmental options are about to be highlighted BY THEM.)*

11. *(Have your client turn to the Energetic Self-Perception Chart in their report.*) Explain that the assessment is based on 7 levels of energy as depicted in the Energetic Self-Perception Chart *(developed in 1999 by Bruce D Schneider, founder of iPEC Coaching).*

Both the assessment and the Energetic Self-Perception Chart are a little complicated, and both are based on the concept that the highest levels of energy are anabolic, and associated with nonjudgmental or completely objective thinking. The lowest levels are catabolic, and based on victim thinking and the emotions surrounding that type of thinking.

Explain more about catabolic and anabolic energy.
*(From the client report – put this in words that your client can understand: There are two kinds of energy: anabolic and catabolic. Anabolic describes energy that is constructive, expanding, fueling, healing, and growth-oriented. Anabolic energy helps move you forward and achieve positive, long-term, successful results, and is useful in leading others in the same direction. Using anabolic energy allows you to have a more complete and conscious view of what is going on around you, and to more easily come up with solutions and innovations.)*

*Catabolic energy, on the other hand, is draining, resisting, and contracting energy. While catabolic energy provides you with an energetic boost to combat what you perceive to be a stressful situation, it also is distracting and acts like a blinder through which you only see a limited view of a situation, thus reducing the choices available to you. Though it may offer some short-term benefits, when used on a long term basis, it imparts mental, emotional, and physical tolls that are potentially destructive to you, to your organization, and to all those around you.)*

Everyone has a mix of different energies. Different levels of energy shows up in different situations, and even different aspects of the same situation can have different energy. At any given point, your level of energy is some combination of these seven levels.
Our energy, and how we experience life, is determined by our thoughts, beliefs, feelings, and behaviors. Some of these have a catabolic effect on us; in other words, they bring our energy down and limit our sense of options. Others have an anabolic effect, meaning they elevate our energy and give us access to a sense of freedom, choice, power, and fulfillment. Each thought we entertain has an energetic consequence. Over time, catabolic energy injures us, while anabolic energy heals or builds us.

12. Your level of consciousness determined how you read, interpreted and understood each question. You can think of it this way – if you’re wearing blue glasses, the world appears to be blue. If you’re wearing pink glasses, everything looks pink. Your perceptions determine your reality. Unlike other assessments, this is meant to be subjective. For example, if the question reads “I get a great deal of satisfaction helping people, and your level of consciousness caused you to think “People don’t need help because they aren’t broken,” than your answer would be completely untrue for me. If you believe that people aren’t in need of “help” conceptually but you believe they do at your core, your “default tendency” will show by your answer. (Default means “core thought and perception of the world and those in it.” It’s the normal way you interpret most things that occur in life.)

Results were based on how you answered the questions. If someone has a negative reaction to an area of the report, that might indeed validate the results for them. For example: some people whose reports show that they have a great deal of conflict and anger get angry with the results.

(You can ask “What was your emotional reaction to seeing the numbers in level 1 and 2?”)

13. The assessment is amazingly accurate in determining one’s overall energy level. It is less accurate when people are not honest with themselves or try to figure out the “right” answers. Some people answer the questions based on how they’d like to be, not how they are. For example, for the question “I have no drive/desire to succeed, many people answer completely untrue for me, but if I asked if they could be doing more for themselves and they said, “Well, yes” then their answer should have been somewhat untrue for me, which means that their results are skewed to the positive because they answered the question based on how they want to be, instead of how they are. Based on the research, know that depending on how honest you were with yourself, your score could vary up to 1 point less than what the number your report showed as your average level of energy.
14. **Have them turn to the page with the graphs of the Energetic Profile and Energetic Stress Reaction.**

Let’s talk about these graphs and what they mean. As we review them, it’s important to note that everyone’s energetic profile is normal for them. It’s based on your level of consciousness and your past experiences. As we said before, it’s a representation of what currently is, not a prediction of what will be.

The first graph shows your **Energetic Profile** - your overall energetic makeup – your unique combination of the seven levels of energy, which creates your typical viewpoints, perceptions, and beliefs about any and all aspects of life. Your Energetic Profile determines how you approach life when things are going the way they normally do for you.

The second graph shows your **Energetic Stress Reaction** - the most typical way that you think, perceive, and feel as you experience stress. This internal reaction may last a second, a minute, an hour, a day, or even longer, after which time you move from reaction into action mode. How long your internal reaction lasts, how soon you shift into action mode, and the way you actually act after your internal Energetic Stress Reaction is determined by factors which include your Energetic Profile, the intensity of the stressor, your previous experiences, and your behavioral tendencies.

**Ask:** Before we begin to discuss your profile, what are your first impressions of these two graphs, and the differences between them? We’ll talk more about that later on.

Most people are surprised by how much Level 1 and Level 2 catabolic energy they have on their graphs, especially in response to stress. (What do you think of that?) This makes sense, because most are not as happy as they could be and most have too much stress in their lives, not as fulfilled as they could be.

Let’s do a little experiment. Take two fingers and jab yourself very hard in your ribs – now try talking to me. Where is your attention? It’s on the pain in your rib. It’s a distraction that draws away from your full focus and engagement. That’s what catabolic energy does.

If you had a high percentage of a catabolic energy, it doesn’t mean most of your answers reflected that. It means that even one or two of those answers did, and that energy is really affecting you and distracting you – just like the fingers in the ribs. *(If asked, explain that the percentages are based on a fairly complicated algorithm, and that catabolic energy is weighted more heavily.)*
At the bottom of the page is your **Average Resonating Level (A.R.L.)** of energy, which represents the average of all your energy levels, under normal conditions and in reaction to stressful circumstances. Your A.R.L. is a strong indicator of success in various aspects of life. Studies prove that higher Average Resonating Levels of energy are associated with higher levels of satisfaction in the areas of finances, relationships, personal development, achievement, and much more.

15. Now let’s talk about your energetic makeup. Please feel free to write notes and let me know when something comes up for you. You may want to look at the chart as we review it.

**General Tips:**
As you go through each energy level, describe it in words your clients understand. Try to paint a picture of what each energy level looks like for them. Get clues from the answers they gave to the assessment questions and from their energetic profile to describe how you think the specific energy you’re discussing may show up for them. Look at the satisfaction survey to get clues as to the areas in which they may be experiencing catabolic energy.

At lower levels, you may want to generalize (e.g. most people who score high in this area have a certain amount of stress in their life...), while at upper levels, you may want to personalize (e.g. you see the opportunity in all situations). Describe each level – even those they don’t have a lot of energy in, so they fully understand all levels. You may wish to concentrate more on the levels in which they have a lot of energy.

**Level 1: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

This lowest level of energy is catabolic. If you have any energy in this level, you are a victim to (at the effect of) certain events, thoughts, beliefs, emotions, and perceptions that hold you back from success. When I use the word “victim,” I’m talking about someone who is at the effect of something. Level 1 energy includes thoughts and feelings of guilt, fear, worry, self-doubt, lack of confidence, and low self-esteem (in general, or in any particular aspect of life).

The result of Level 1 energy is that people feel as though they have a lack of choice or options. Level 1 energy can result in avoidance of situations or difficult issues, and also, trouble making decisions – because you feel helpless to make a difference. Emotionally, Level 1 energy feels bad, and the amount of desire, engagement, and action for life (or a specific aspect of it) is very low, accordingly.
Level 1 energy may show up as avoiding certain situations or difficult issues, not taking action, and avoiding making decisions, all resulting from feeling helpless to be able to make a difference in a given situation or circumstance.

(Extra information on Level 1; most likely to apply if the client has an Energetic Profile with primary Level 1 energy) Level 1 energy may show up as people being devoid of emotion and apathetic. At work, they might just try to make it through the day, avoid any confrontation, and take everything personally. They may feel they are always being persecuted for their and other’s mistakes, and often keep their feelings and their opinions to themselves. At home, they may, at times, be victims of an emotional or physically abusive partner, and their relationships are, at best, co-dependent. Even if they are with someone, they may feel like they are alone, and they may sabotage relationships, feeling that they are not worthy of having a good one.

Talk about advantages and disadvantages (some listed here):
Advantage: Level 1 energy allows people to protect themselves from harm. They can receive attention and sympathy from others, and don’t have to assume responsibility for negative life events.

Disadvantage: People with a lot of Level 1 energy have little to no engagement in roles and tasks. They encounter great difficulty effecting change and improving life circumstances. They lack the ability to lead themselves and others.

Point out additional observations or insights and ask them to tell you what’s notable to work on. Ask open-ended questions to promote insights (make sure to take notes, as the client will give you clues as to what they want to work on). Make sure to validate all emotional responses as well as acknowledge when appropriate. Remember to take notes.

- For instance, you may want to note how Level 1 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations that may trigger Level 1 energy for them (i.e. situations that may cause a stress reaction with a lot of Level 1 energy). If appropriate, prompt them to answer based on both their home and work lives.

- What are some circumstances in which you experience Level 1 energy?
- How does Level 1 energy show up for you?
- What triggers your Level 1 energy?
- What (else) do you notice about your Level 1 reaction to stress, and the Level 1 energy you experience while not under stress?
What would be the benefit to you of reducing your Level 1 energy?

**Level 2: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

Level 2 energy is also catabolic. It is the predominant energy not only in the workplace, but in life, in general. Level 2 energy is characterized by conflict (internal or external), with the core emotion being anger. This energy contains thinking of antagonism, struggle, resistance, blame, frustration, and defiance.

From a Level 2 perspective, everything tends to be viewed as black or white, right or wrong, good or bad. These judgments result in limited options, as the full scope of available possibilities is not apparent to the person operating with Level 2 energy.

People with Level 2 energy often manage and operate by force, control, or coercion. They may appear to be very confident, always thinking that their way is the “right” way. They can get caught up in focusing on “what’s wrong,” “what’s broken,” and, potentially, “who [or what] is to blame.” While initial results may look successful, this way of leading others and organizations will ultimately fail, as the effort expended to live and act with constant catabolic energy will drain them and those around them.

(Extra information on Level 2; most likely to apply if the client has an Energetic Profile with primary Level 2 energy) With Level 2 energy, people can be angry, and they may blame themselves and others for their lives, the past, and for any negative thoughts and emotions. People with predominant Level 2 energy are usually not as happy, fulfilled, or as emotionally satisfied as they could be. Their work and home life is neither as productive nor as exciting or fulfilling as they’d like, and they usually don’t feel like they are contributing, nor do they feel appreciated. They may feel taken advantage of, and many people at this level refuse to open up fully, because they don’t trust their partner completely and so hold back. Most important, most people with this energy feel their life is not where they’d like it to be. In comparison to Level 1 energy, people with this energy are very willing to do something about that. Also, most people have energy in this level because of a past experience or circumstance that they’ve been through and haven’t completely released.

*Talk about advantages and disadvantages (some listed here):*
Advantage: Level 2 energy enables people to get a lot done by themselves; they can also motivate others, temporarily. They are usually very good at “playing the game” the way it was taught to them.
Disadvantage: Level 2 energy can alienate other people, and cause them to be motivated by anger or fear. Because of that, other people are not inspired, and Level 2 forcefulness can cause them to be dissatisfied and unproductive.

Point out additional observations or insights and ask them to tell you what’s notable to work on.

- For instance, you may want to note how Level 2 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations that may trigger Level 2 energy for them (i.e. situations that may cause a stress reaction with a lot of Level 2 energy). If appropriate, prompt them to answer based on both their home and work lives.

  - What are some circumstances in which you experience Level 2 energy?
  - How does Level 2 energy show up for you?
  - What triggers your Level 2 energy?
  - What (else) do you notice about your Level 2 reaction to stress, and the Level 2 energy you experience while not under stress?
  - What would be the benefit to you of reducing your Level 2 energy?

Level 3: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.

Level 3 begins anabolic energy. At this level, people take responsibility for their thoughts, emotions, and actions, and know that what they think and feel is up to them, not others.

The focus of Level 3 energy is on winning, through achieving your goals and meeting your own agenda, first and foremost. The difference between this and winning at Level 2 is that the intention of those operating from a Level 3 perspective is to have the other person win as well, but only after securing the win for themselves. In other words, the intention of Level 3 is “I win, and hopefully you win, too,” but either way, “I win” is the primary goal.

People who have a lot of Level 3 energy are masters at rationalization. They will motivate themselves and others by finding ways to cope, release, forgive, tolerate, compromise, and explain away resentment, stress, disappointments, and other burdens in order to encourage cooperation and productivity.

(Extra information on Level 3; most likely to apply if the client has an Energetic Profile with primary Level 3 energy) People with predominant Level 3 energy may still blame others, but they rationalize other people’s behavior to forgive them, thereby releasing catabolic energy.
They find a way to rationalize thoughts and experiences as a coping mechanism. They may feel unfulfilled and disappointed about their lot in life, as things didn’t quite turn out as planned. At work, they may rationalize conflict with others to be able to maintain the peace (which is very important to them) and continue to be productive, and they might actively seek to repair damaged relationships and conflicts with others. In relationships, there is a certain dance between them and their partner, and though each understands their roles, they really don’t understand the other person and try to “fix” the other instead of trying to grow together.

*Talk about advantages and disadvantages (some listed here):*
Advantage: You don’t allow other people to stand in the way of what you want; you have the ability to avoid, block, and/or release negativity of others; you’re able to engage people easily. You won’t stop until you get what you want.

Disadvantage: You could be manipulative, self-concerning; hopes and promises are not given from the heart, but from the head; you’re not concerned if things don’t work out because you “did your best.”

*Point out additional observations or insights and ask them to tell you what’s notable to work on.*
- For instance, you may want to note how Level 3 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations that may trigger Level 3 energy for them (i.e. situations that may cause a stress reaction with a lot of Level 3 energy). If appropriate, prompt them to answer based on both their home and work lives.
- What are some circumstances in which you experience Level 3 energy?
- How does Level 3 energy show up for you?
- What triggers your Level 3 energy?
- What (else) do you notice about your Level 3 reaction to stress, and the Level 3 energy you experience while not under stress?
- What would be the benefit to you of reducing or increasing your Level 3 energy?

**Level 4: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

This energy is moderately anabolic, and its core thought is concern for others. It is the level of caring, giving, supporting, and helping. Level 4 energy looks and feels very selfless, since the focus of these actions is to work and achieve so others win and succeed.
At Level 4, people take little or nothing personally, as they are more able to see things objectively.

People with Level 4 energy feel that a true win for them is achieved when the other person wins first, and so, the Level 4 perspective is “You win,” since being of service to others supersedes the need to do for themselves.

Leaders with Level 4 energy have a great deal of compassion for others and are inspired, and inspire those around them, to serve others. They often foster collaboration, teamwork, and loyalty. This is a very high level of energy, which can lead to great success.

(Extra information on Level 4; most likely to apply if the client has an Energetic Profile with primary Level 4 energy) When operating primarily from Level 4, people no longer take anything personally. People at this level have deep compassion for what they do and who they do it with. They will seek to fix everything and get upset when things can’t be fixed. At work, they often take on a lot of the burden from others, feeling they can handle it, but mostly to help the other person. They look to work more as a team than as individuals as in the lower levels. At home, they always seek to meet their partner’s and family’s needs first, before they meet their own. They are giving, loving, caring, and nurturing. They look to help instead of control.

Talk about advantages and disadvantages (some listed here):
Advantage: You take little personally; you truly care for and help everyone to do their job the best they can.

Disadvantage: You can get caught up in other people’s dramas; your motivation can be more for being liked than for being productive.

Point out additional observations or insights and ask them to tell you what’s notable to work on.
- For instance, you may want to note how Level 4 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations in which they experience Level 4 energy. If appropriate, prompt them to answer based on both their home and work lives.
  - What are some circumstances in which you experience Level 4 energy?
  - How does Level 4 energy show up for you?
  - What triggers your Level 4 energy?
  - What (else) do you notice about your Level 4 reaction to stress, and the Level 4 energy you experience while not under stress?
What would be the benefit to you of reducing or increasing your Level 4 energy?

**Level 5: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

This moderate-to-high anabolic energy is found in the greatest leaders in all walks of life. Leaders with Level 5 energy have a highly conscious, wide-ranging view of situations and, thus, have many choices available to them as they “play the game of life.”

Level 5 energy reconciles good and bad, and right and wrong – so that nothing is judged one way or the other. People with Level 5 energy begin to see everything as an opportunity – meaning they do not simply make “lemonade out of lemons,” but they are genuinely as excited by the things that do not go as planned as by the things that do. The core thought is on reconciling, or accepting, differences, rather than identifying and focusing upon trying to change them.

The intention associated with this energy is predominantly, “We all win or we don’t play.” A lot of people give lip service to this concept, but few actually walk the talk with it. Leaders with Level 5 energy are calm, powerful, entrepreneurial-minded, confident, and feel a sense of inner peace and fulfillment. They are in control of their lives and live with the belief that they can, and do, choose their life experience.

*(Extra information on Level 5; most likely to apply if the client has an Energetic Profile with primary Level 5 energy)* Level 5 energy is associated with being able to reconcile right and wrong. At this level, instead of seeing things to fix, people try to create opportunities from whatever happens. They are usually very intelligent people, although often lack some emotional awareness. At work, these are people who will look at “what’s right,” instead of “what’s wrong.” They are great at taking any challenge and turning it around. They are usually in leadership roles and are seen as people who can fix things quickly. However, fixing things is not what they want to do. Instead, they prefer people help themselves, so they can instead focus on production. At home, they continually look to grow the synergy of the relationship, with the purpose of getting the most out of it. They communicate rather well, but can sometimes become roommates instead of romantic partners.

*Talk about advantages and disadvantages (some listed here):*
Advantage: You find opportunities in all challenges and take little to nothing personally.
Disadvantage: You can experience paralysis by analysis and be disengaged from emotions. Sometimes, your optimism can cause you to take too many risks.

*Point out additional observations or insights and ask them to tell you what’s notable to work on.*

- *For instance, you may want to note how Level 5 shows up in their Energetic Profile vs. their Energetic Stress Reaction.*
- *Then (using questions below or any others) ask them about situations in which they experience Level 5 energy. If appropriate, prompt them to answer based on both their home and work lives.*

- What are some circumstances in which you experience Level 5 energy?
- How does Level 5 energy show up for you?
- What triggers your Level 5 energy?
- What (else) do you notice about your Level 5 reaction to stress, and the Level 5 energy you experience while not under stress?
- What would be the benefit to you of increasing your Level 5 energy?

**Level 6: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

This high-to-very high anabolic energy is associated with the core thought of synthesis, which is the blending away of the illusion of individuality and instead, the ability to see the whole, in lieu of just its parts. People with Level 6 energy see everyone and everything as a part of themselves.

At Level 6, the experience is the opportunity. There is no good or bad, and nothing to improve.

Level 6 is a place where intuition comes alive. Creative geniuses, visionaries, and brilliant and conscious leaders, in all walks of life, tap into this level of energy and use it to create new and exciting innovations and variations for everyone’s benefit.

At Level 6, there is a sense of connection with everyone and everything. This leads to a “We always win” perspective. This means that, in reality, no one really ever loses. All that happens has purpose and value, and by taking a long instead of short view of life and its circumstances, a purpose can be found in everything that happens. Level 6 energy brings a permanent sense of pleasure, satisfaction, and joy.
(Extra information on Level 6; most likely to apply if the client has an Energetic Profile with primary Level 6 energy) Level 6 energy may show up as people being able to synthesize and to create power from partnership. At work, these people have a lot of creative and proactive energy. They are visionaries who don’t wait for things to happen to react to, but see everything as an experience to live and learn from. Their goal is not at the end of the rainbow, but in the process, instead. They are calm and unflappable, and inspire greatness in others. At home, they do not look to improve relationships, but only to experience them. They are easygoing and very flexible. They are not interested in being right, or keeping the peace by making others happy. Instead, they are fine with allowing the relationship and all that occurs within it to continue, enjoying all aspects of it without judgment.

**Talk about advantages and disadvantages (some listed here):**

Advantage: You’re empathetic: you have the ability to feel and connect without judgment. You’re also able to access intuition.

Disadvantage: You might not be grounded and could be out of touch with others and viewed as aloof. You may be a high risk taker.

**Point out additional observations or insights and ask them to tell you what’s notable to work on.**

- For instance, you may want to note how Level 6 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations in which they experience Level 6 energy. If appropriate, prompt them to answer based on both their home and work lives.

  - What are some circumstances in which you experience Level 6 energy?
  - How does Level 6 energy show up for you?
  - What triggers your Level 6 energy?
  - What (else) do you notice about your Level 6 reaction to stress, and the Level 6 energy you experience while not under stress?
  - What would be the benefit to you of increasing your Level 6 energy?

**Level 7: You have X percent of this energy on your Energetic Profile, and Y percent on your Energetic Stress Reaction.**

This is the highest level of anabolic energy, which is characterized by completely objective thinking, non-judgment, and fearlessness. The master of this level can tap into, and use, any of the lower levels at will. At this level, we create, observe, and experience, all at the same time.
With Level 7 energy, leaders are capable of viewing their world and their organizations with complete objectivity. At this level, it is understood that “Winning and losing are illusions;” they are terms that humans created to help us play the game of life by the rules we also created. No human resonates completely at this level, but with practice, everyone can learn to access it.

People who tap into this level of energy are the most powerful people in the world. They consciously co-create their life experience and are participants and observers at the same time.

No one resonates at Level 7; however, people with a lot of Level 7 energy are pioneers and create something from nothing. At work, this energy becomes apparent in genius thinking, such as in the case of spontaneous creation of brilliant ideas. These people are not interested in any reward, nor does the experience offer any more joy than does walking the dog. They are completely passionate about all aspects of life. At home, those with a lot of Level 7 energy may prefer to be alone, not feeling much of a need to share their lives with any one individual. Instead, they feel intimately connected to everyone. When they do have a partner, they feel unconditionally loving and completely accepting of that person, but can sometimes be seen as aloof and uncaring.

*Talk about advantages and disadvantages (some listed here):*

Advantage: At this level, you can create anything you choose, whenever you choose to, as quickly as you believe possible. You are connected to an intelligence of the highest order.

Disadvantage: If any, there is less emotional drama, as nothing is seen as real (which is why there are six other levels). You can be perceived by others as being disconnected.

*Point out additional observations or insights and ask them to tell you what’s notable to work on.*

- For instance, you may want to note how Level 7 shows up in their Energetic Profile vs. their Energetic Stress Reaction.
- Then (using questions below or any others) ask them about situations in which they experience Level 7 energy. If appropriate, prompt them to answer based on both their home and work lives.

- What are some circumstances in which you experience Level 7 energy?
- How does Level 7 energy show up for you?
- What triggers your Level 7 energy?
- What (else) do you notice about your Level 7 reaction to stress, and the Level 7 energy you experience while not under stress?
- What would be the benefit to you of increasing your Level 7 energy?
16. If you haven’t already done so throughout, you can say:
In looking at your report, I made some observations – would it be okay if I pointed them out and you tell me what’s notable to work on?

Example: The way you answered the questions, it looks like you feel like you need to protect yourself and fight for yourself. Also, that being right is somewhat important to you. Those are all aspects of “Level 2” energy, and have served you well and gotten you where you are today. But by getting rid of that catabolic energy and converting it to say, Level 5 – a true win/win – you’ll feel better and be more engaged – and also be able to engage those around you. How would that get you more of what you want?

17. Look at the difference between the EP and ESR graphs.
- What do you notice?
- What happens to your energy when you’re under stress?
- What shifts in energy occur?
- What kind of situations trigger your ESR? (Ask for at least two – then see if there’s a common thread as to what beliefs and energy are behind those triggers.)
- How can you shift your energy in your ESR so that it approaches your EP?

18. Develop potential action plans. Upsell the value of the ELDS kit or the Law of Being, (particularly if you are doing the debrief as a complimentary session) from real issues that arose in debrief and from what they may have said earlier, and in particular, the answers from Levels 1 & 2, especially when it confirms one of the energy levels they have predominance in.

Another note about coaching through the Energy Leadership Development System (kit) or Law of Being: Not only does it offer you the opportunity to remove blocks to increase all that we talked about; the coaching process using this tool helps people move to a higher level of consciousness, sort of a self-mastery program, by working through each of the levels to decrease catabolic energy and increase anabolic energy in all aspects of your life.

Ask their familiarity with coaching, and describe its benefits for the process, including, to help overcome short term challenges and free energy to use for opportunities.

19. Talk about next steps, offer options, and get buy in and ask how you can help them with (and/or ask what are) their next steps. If appropriate, offer a 360 and debrief for up to 25 raters for assessment. This shows how you share yourself with those around you, and offers a great opportunity to improve your relationships.

What was your overall take of the debrief process?
What are the key things you’d like to focus on going forward?

How can I help you do that?

What questions do you have?