

YOUR ENERGY ENTERS THE ROOM BEFORE YOU DO

Energy Leadership Explained

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Most leaders have taken a personality assessment or ten. You know your four letters, your DiSC color/label, your Top 5 Strengths. Self-assessing periodically is a great leadership practice. Those tools are valuable because they tell you who you are. What they don't tell you is how you're showing up on a Tuesday afternoon when the deadline moved, two people quit, and your inbox is on fire.

That's where emotional intelligence comes in. It's why we love assessments like The Institute for Professional Excellence in Coaching's (iPEC) Energy Leadership Index® (ELI).

**READY TO TAKE THE 5-MINUTE
ENERGY LEADERSHIP ASSESSMENT?
[CLICK HERE TO BEGIN](#)**

If Personality Is the House, Energy Is the Weather.

Your personality is pretty stable. Your energy is not. It can shift hour to hour, sometimes moment to moment, depending on what's happening and how you're interpreting it. The ELI measures how you're interpreting your environment and relationships. It looks at how you perceive the world and how you lead yourself and others (iPEC, 2024).

This framework sorts energy into two buckets. Catabolic energy is the draining kind. Stress, frustration, defensiveness, and self-talk that sounds like "I just need to get through this" are all signs of catabolic energy. It can carry you through a crisis, but you can't live there. Well, you can but it won't serve you long term. Anabolic energy, on the other hand, is the expansive kind. Curiosity, creativity, and seeing options instead of obstacles, is what anabolic energy feels like. The ELI breaks energy down into seven levels and shows where you tend to land in each level. It is a holistic view of your impact within your world.

What the Research Says about EQ and Leadership

When leaders invest in their own emotional intelligence, EQ shows up in their performance. TalentSmart tested emotional intelligence alongside 33 other workplace skills and found it was the strongest predictor of performance. 90% of the top performers they studied scored high

in EQ, compared to just 20 percent of bottom performers (Bradberry, 2015). Academic research points in the same direction. A large meta-analysis found that emotional intelligence (EI) was the best predictor of job performance even after accounting for personality and cognitive ability (O'Boyle et al., 2011).

Your EQ shapes your people's experience at work. A meta-analysis found that a leader's emotional intelligence predicts how satisfied their employees are at work, and it outweighed both IQ and the Big Five personality traits as a predictor (Miao, Humphrey, & Qian, 2016). A follow-up meta-analysis found leader EI also predicted employees' task performance and their willingness to go above and beyond (Miao, Humphrey, & Qian, 2018). This tells us that more EQ development can improve productivity.

The manager is the key. Gallup estimates that managers account for at least 70 percent of the variance in employee engagement across business units (Beck & Harter, 2015). This supports StandUP's belief that leadership matters the most. The biggest measure of whether your team is engaged is the person leading that team. If that person is running on catabolic fumes, the whole team is impacted.

EQ can be built. A meta-analysis of 58 studies found that emotional intelligence training produces a moderate, reliable improvement in EI, and the evidence suggests programs work better when they rely on practice, feedback, and coaching instead of lecture (Mattingly & Kraiger, 2019). In other words, you can't sit through a webinar and come out emotionally intelligent. You have to practice and be able to apply it practically. This is why every StandUP workshop includes practice and application.



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So... What Changes?

YOU SEE YOUR PATTERNS

YOUR RELATIONSHIPS GET STRONGER

YOU MAKE BETTER CHOICES

YOU FEEL LESS STRESS

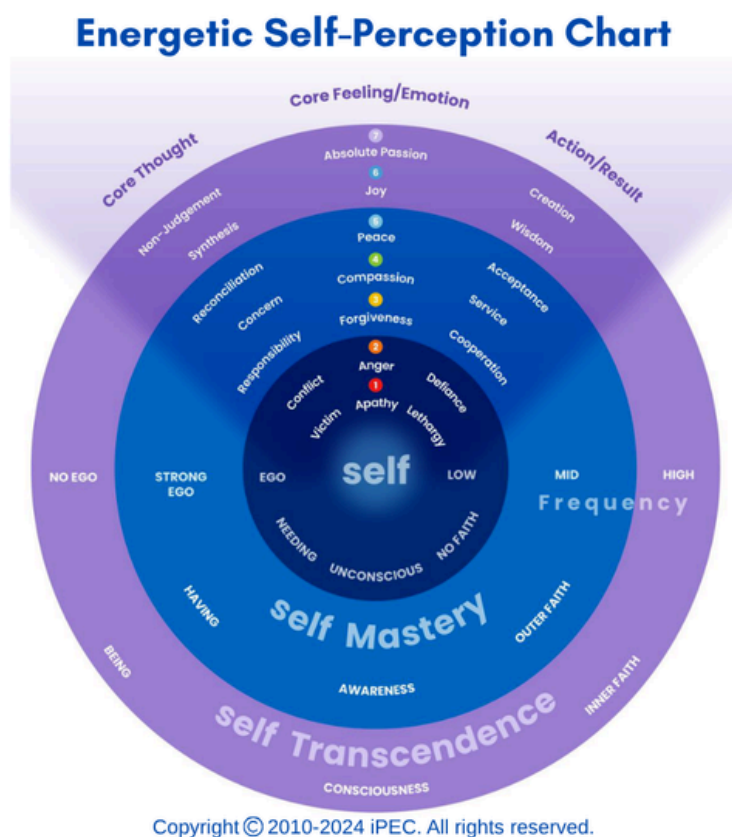
YOU LEAD AUTHENTICALLY

YOU FEEL IN CONTROL AGAIN

Imagine This...

Think about the leader who's known for getting things done. When something goes sideways, they jump in, take the wheel, and solve the problem. They are quick and everyone admires this quality in them. But over time, the team stops bringing ideas forward. Why would they? The boss is going to do (or redo) it anyway.

That leader isn't a bad leader. They're a stressed leader. They are probably racing faster than everyone else and if we look closely, there's probably a mess of catabolic energy driving them. The ELI and a StandUP Coach can help them see this pattern. Once they see it, they can choose something different. When they make a different choice, they show up differently. When they show up differently, everybody feels the shift.



How the ELI Works

Energy Leadership is based on a 7-level framework. Each level represents certain feelings, thoughts, behaviors and/or actions that can come with benefits and challenges. Knowing the energy levels is one thing but understanding them and making connections to yourself and how you show up as a leader is what changes everything.

If you decide to take the FULL 20-minute ELI, then you can:

- Meet with one of our Certified Coaches to walk through your results and what they mean for you.
- Dive in by enrolling in our Energy based leadership cohort, Leaders on the Rise.

Taking the ELI Assessment is an important first step but stopping there could be a missed opportunity. Taking the time to deeply dive into your results can be an eye-opening experience.

So What Next?

Change starts with awareness. You can't lead people well if you don't know how you're showing up. Remember, self-awareness without action is hypocrisy. The research is clear. When you invest in your emotional intelligence, your people feel it, your teams perform better, and your leaders quit running on empty.

How are you showing up? Let's find out... Click below to take the **5-minute Energetic Leadership Assessment** and get connected to keep up with energy leadership trends.

Click Here
Take the 5-min Assessment

The first step to changing anything is always taking action.

Almost any action creates movement.

Want to get moving? Do something different.

Sources

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