

Learning While Disrupted



Daily Energy Pulse®

Initial sprint with learning conversations
and webinars



Weekly Leadership Pulse®

Second sprint with weekly version of the
Leadership Pulse

Using Data and Reflective Learning to Thrive



The first sprint, with daily energy pulsing, focuses on YOU. With all the changes occurring, this sprint provides time to do some personal calibration to help you learn how to craft your life and job to make more positively energizing moments and to decrease the negative.

Daily Energy Pulse

Sprint One: Daily energy pulsing

Your energy today - 06.01.20 ➤

Daily Energy Pulse <noreply@dailyenergypulse.com>
to me ▼

Hello,

Click Below to record your energy for today.

START NOW

Every morning you will receive an email that looks like this. Open it up and document how you were doing on the prior day or that morning. The time you reflect upon is up to you; try to be consistent in your choice so that you can look at your comments over time and learn from them.



Daily energy pulsing provides an opportunity for reflective learning. By tracking energy and what's positively and negatively affecting your energy, you can learn and create more positive energizing moments – even during a pandemic.

Research on Human Energy



Over 25 years of research on energy which includes global studies and over 1 million data points.



Energy = *the ability to do work, and the goal is to be at your best*



Key finding: *Energy predicts performance*

Examples: retention, safety, patient satisfaction in health care, performance appraisal scores in organizations, sales, revenue growth and firm survival in organizational studies



Energy is an *optimization metric*

Variation in energy over time predicts performance (high variation not good). Difference between working energy and optimal energy predicts performance

Additional Reading

- <https://www.tlnt.com/a-primer-on-employee-energy/>
- Additional research reports at:
<https://www.leadershippulse.com/>
- <https://eepulse.com/files/2018/03/two-numbers.pdf>

NAVIGATION TIPS ON THE NEXT FEW PAGES

A Primer on Maintaining Employee Energy During COVID-19

By THERESA M. WELBOURNE APRIL 22, 2020

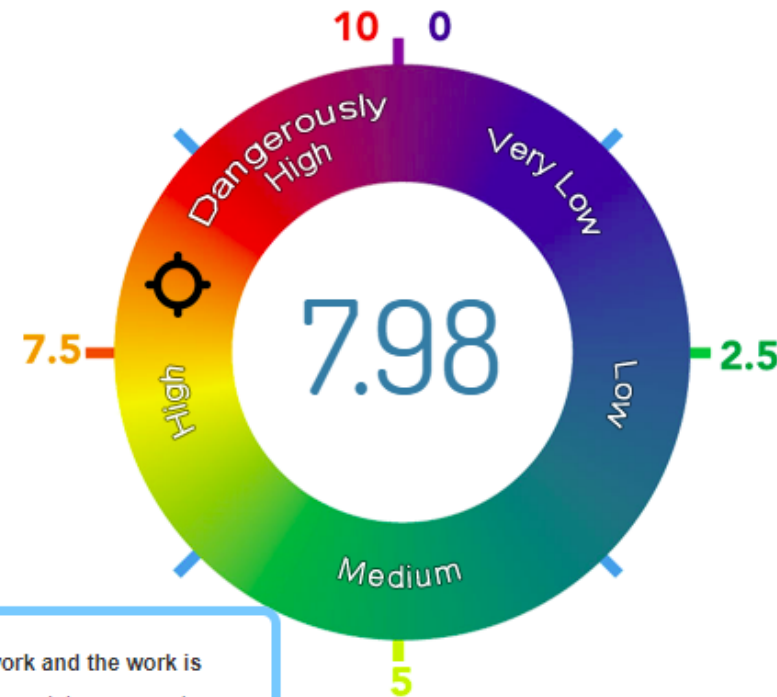


Overall, how would you rate your **current energy** at work?

Energy is defined as the ability to do work. Energy at work is measured by reporting your level of energy exertion. - When your working energy is near your optimal energy level, you are able to be at your best, or you have the highest ability to do work. [More ...](#)

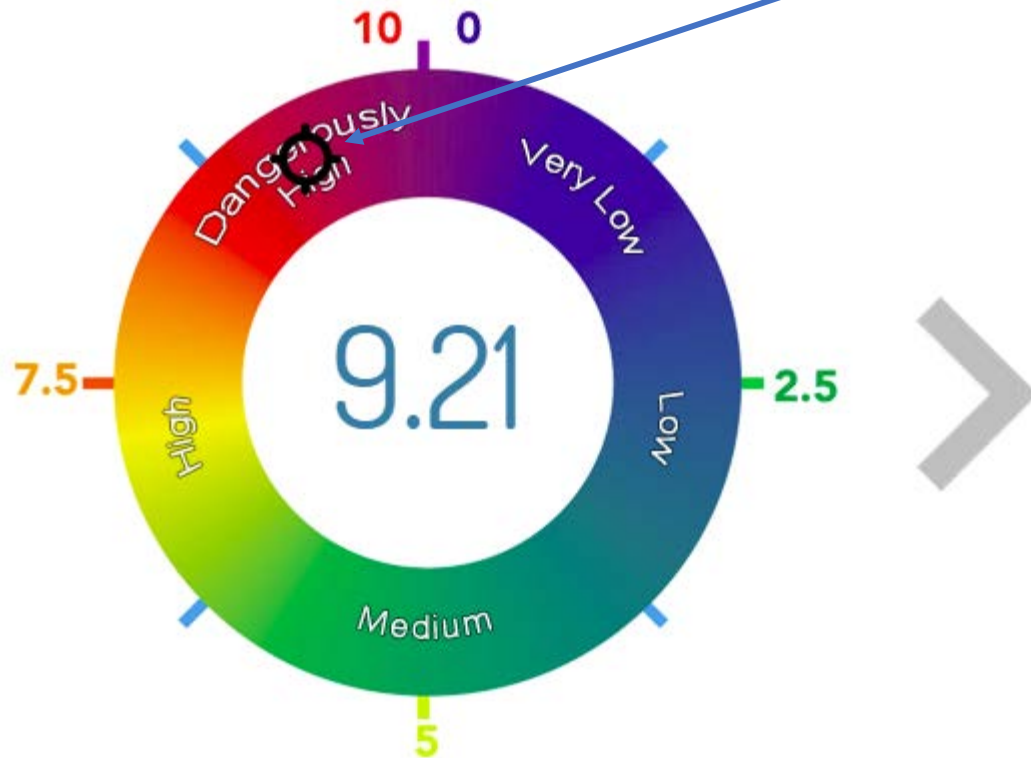
Using your cursor, move the number that best represents your energy at work. When you have the right

High energy = The work is fun; have energy for work and the work is energizing you; have a good sense of accomplishment, have enough challenge to keep you going and moving forward.



Above is a sample first on the daily energy pulse.

How to navigate



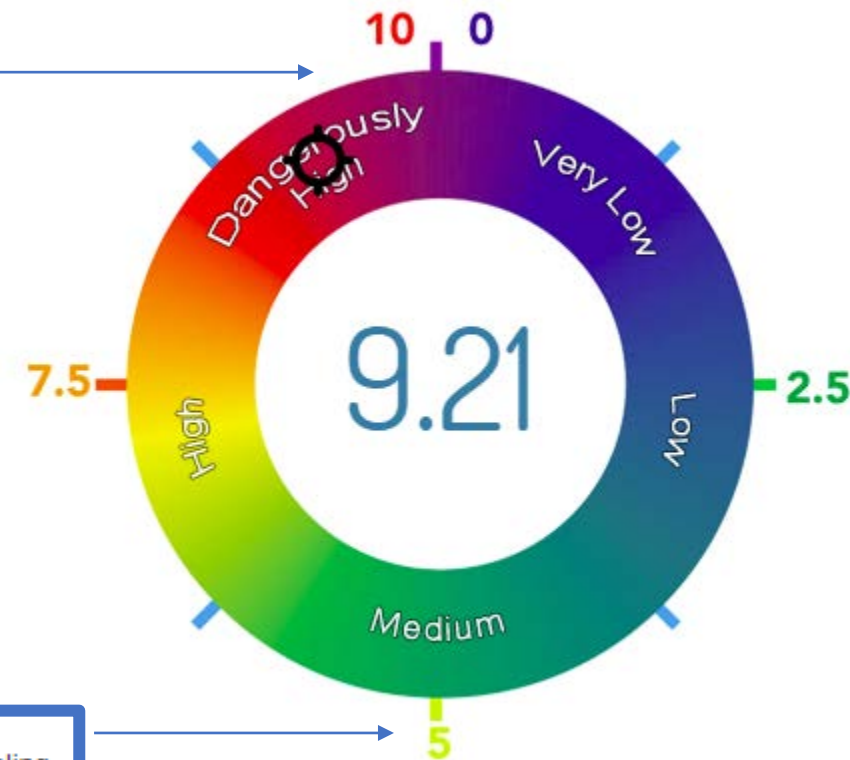
Move the radar to find the point you think is your current 'working energy.' For the morning energy pulse, document what you think your average energy was for the prior day.

Scrolling over any part on the dial will provide you with descriptions of the energy levels (what does a score of 10 mean vs. a score of 2?).

Examples on next page.

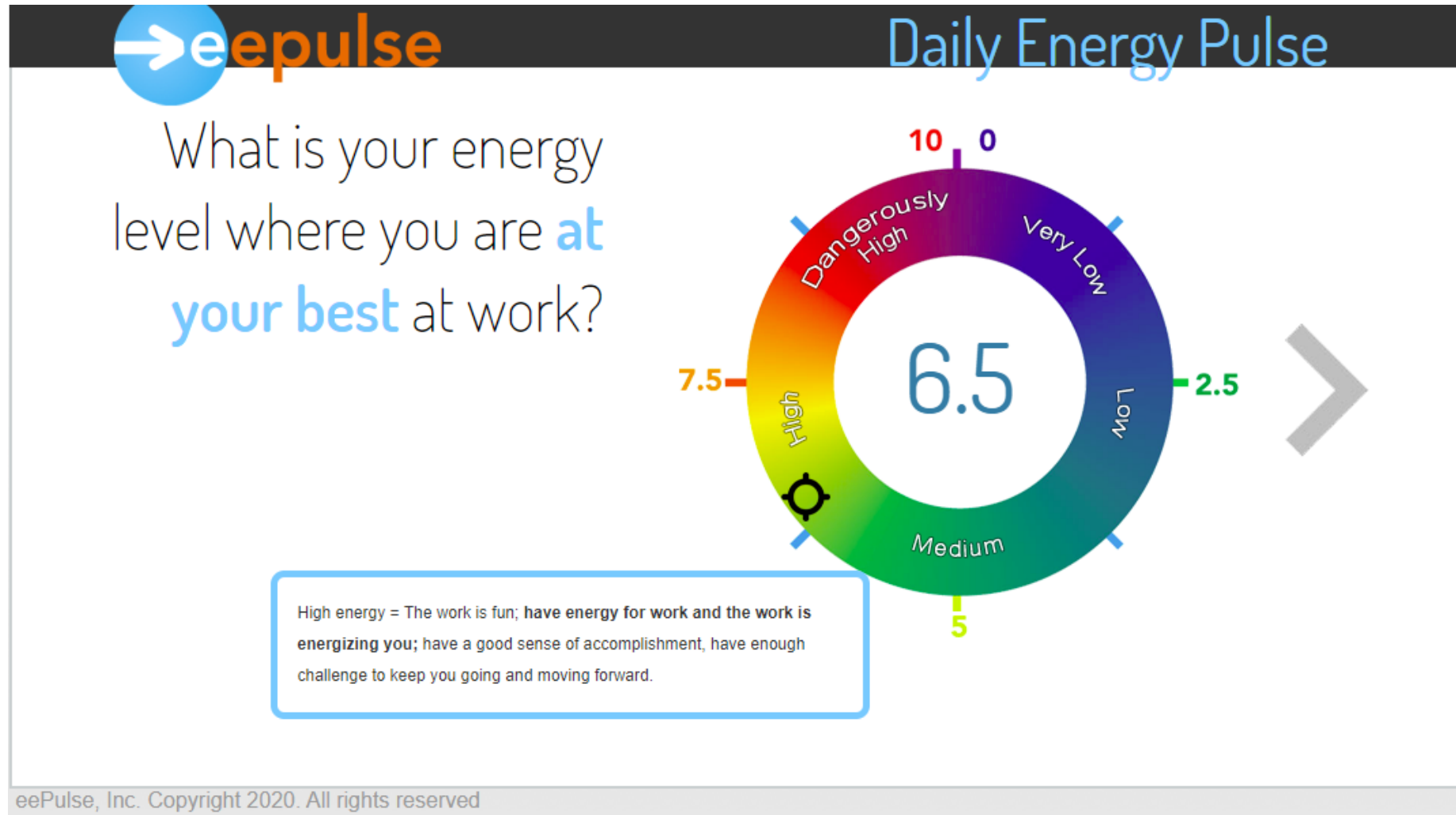
Sample: Description of the 10 and 5 scores

Dangerously high energy level = You are exerting a high level of effort, and you feel you can't get everything done. That state is having a negative effect on your efficiency and personal well being. This level can't be sustained for long periods of time, and if you stay at this level for too long you will go into burnout and your energy level will dramatically drop.



Medium energy = Feeling pretty good at work; getting things done; feeling balanced but not overly excited about things. The work is helping you maintain your energy flow.

After you submit the first page response, you get an additional question, and you are asked about your optimal energy at work. Think about where you are most productive and when you feel “in the zone.”



The last question is a place you log in diary or journal entries. These comments are for your own personal reflection and learning so that you can continuously improve. The more details you can add, the better for your own learning.



Daily Energy Pulse

Please share the factors that are affecting your energy at work. The more detail you can provide, the better, as we are trying to uncover and share the drivers of optimal energy.

These data go into your personal diary. Write down what's important to you. Think about what's positively and negatively affecting your energy at work. These comments will appear in your trend line (you can hover over the number and see what you said).

Submit

Get in the zone today!

We are all managers -- of our careers, projects and people. Do it better, and have more fun by staying energized, in your zone and directing your team's experience so everyone is at their best.

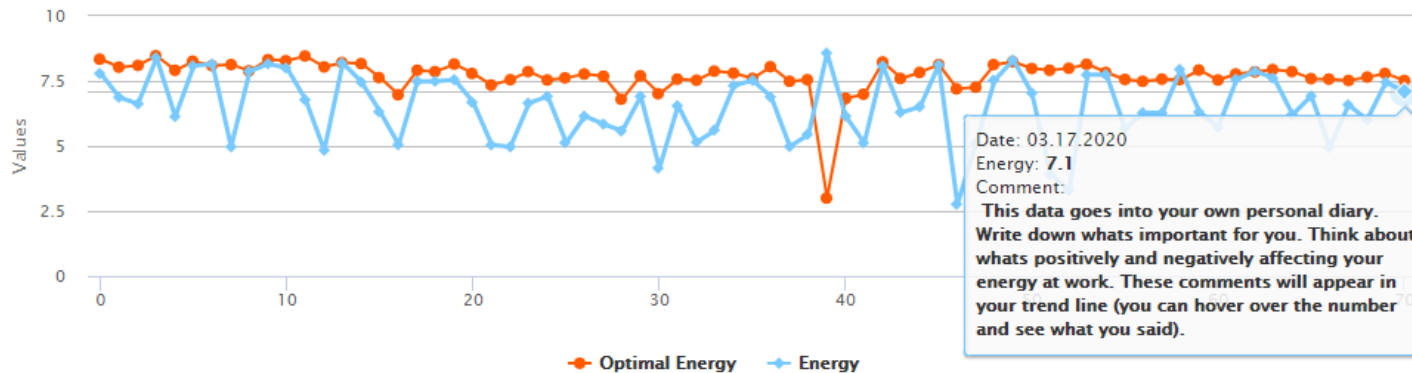
Are you in the Zone?

Energy Component	My Results	My Average
Working energy	7.10	6.54
Optimal energy	7.52	7.71
Zone status	-0.42	-1.17

Research shows that being more than one point away from where at their best, either higher or lower, increases employees' risks of low performance, burnout and turnover.

3 Tips for Getting In Your Energy Zone

Energy Trend

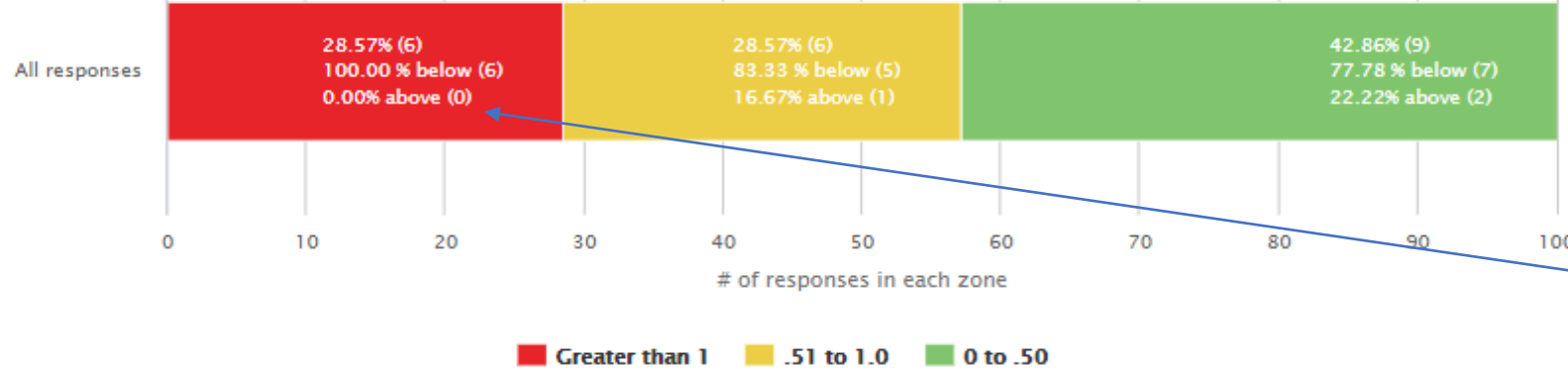


After hitting submit, you are taken to your own personal journal. The “are you in the zone” section gives you a summary of your data for the most recent date compared to your averages over time. Working energy minus optimal energy is zone status (point difference). In weekly webinars (recorded), chats and articles, you will learn how to understand energy and learn how to improve based on what you learn. You will also learn ways to enhance reflective learning and move forward *under even the most challenging times*.

Move your cursor to dates on the trend line, and you can see your comments.

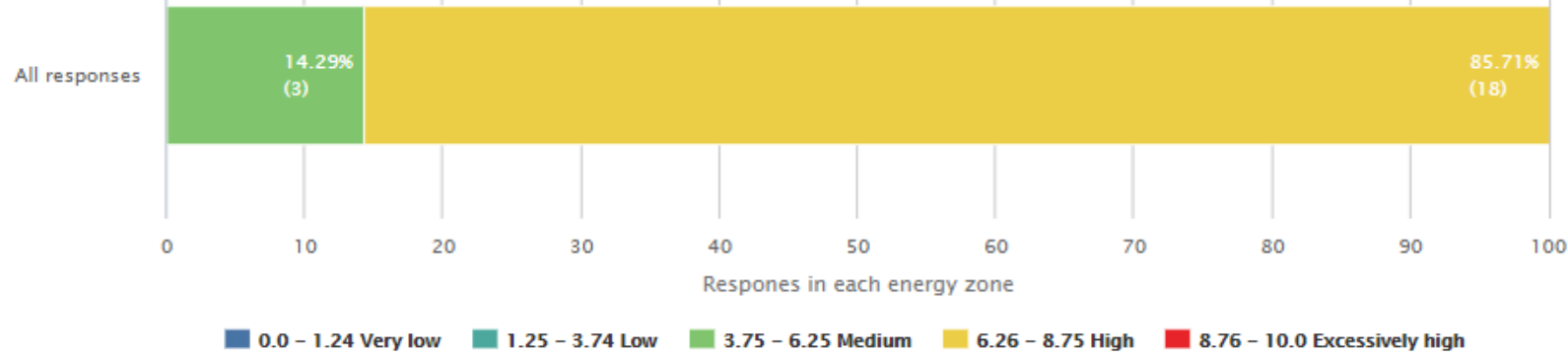
29% At Risk - more than 1 point away from optimal energy

Energy Gap Analysis (Working energy – Optimal energy)



Energy Zones

Summarizes which zone your scores are categorized in over time



As you scroll down the page, you will see some additional summary data. This chart shows the percent of times your scores were at an “at risk” level (red). Our research shows that working energy that is 1 point or more away from optimal is like having a fever; it’s time to take stock and recalibrate to avoid burnout.

 **Energy Journal** [\(show\)](#)

 **Comments Grouped by Working Energy and by Energy Gap**

	Comment	Energy	Energy at bes	Gap
<input checked="" type="checkbox"/>	Grouped by Energy			
<input checked="" type="checkbox"/>	3.75 - 6.25 Medium			
<input checked="" type="checkbox"/>	6.26 - 8.75 High			
<input checked="" type="checkbox"/>	Grouped by Productivity Gap			
<input checked="" type="checkbox"/>	0 to .5			
<input checked="" type="checkbox"/>	0.51 to 1.0			
<input checked="" type="checkbox"/>	1.01 and above			

Two ways to view your comments and learn.

First – by date. Hit the show button and it will list all your comments.

Second – Hit the ‘+’ and you will see your comments by energy score and energy gap.

Read and reflect. Are there patterns by date when you have higher or lower energy? Read the comments by energy gap and score. What do you learn?

Create New Moments and New Habits



- 1) Take your daily energy pulse
- 2) Reflect on what's making you more and less energized
- 3) Learn from your reflection and reading.
- 4) Act; make small changes in what you are doing to maximize the positive energizing moments.
- 5) Track results; take your pulse and log what happened. What impact did your new actions have?

Continue your Learning

Attend the 15-minute webinars hosted by CEO.

These will focus on energy learning and energizing moments.



Weekly Leadership Pulse®

Second sprint with weekly version of the
Leadership Pulse

- Phase one is all about YOU.
- Phase two adds a focus on the context and environment, including your work.
- Once we have enough learning from the Daily Energy Pulse process, we move on to sprint 2. This will add new questions to the energy pulse. You will continue to track your energy and engage in the individual reflective learning process. We also will add new questions to engage in new conversations that will help everyone learn.