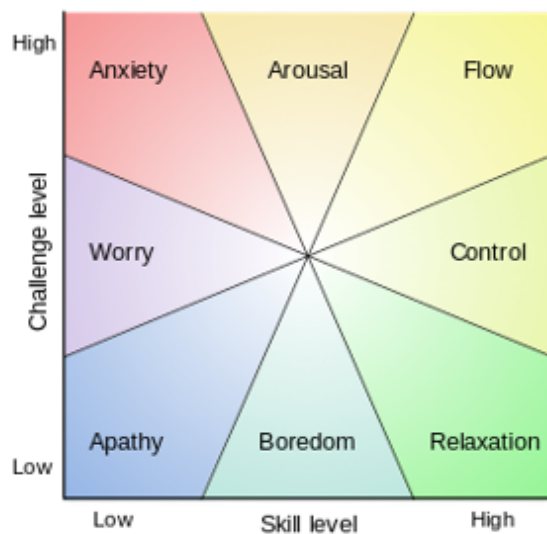


PERSONAL ENERGY ECONOMICS

*Be more effective and enjoy work more by showing
you how to tap into your natural gifts, stop losing
energy and improve your relationships - with your
boss, colleagues, clients and those around you!*

evolutesix
take your next step

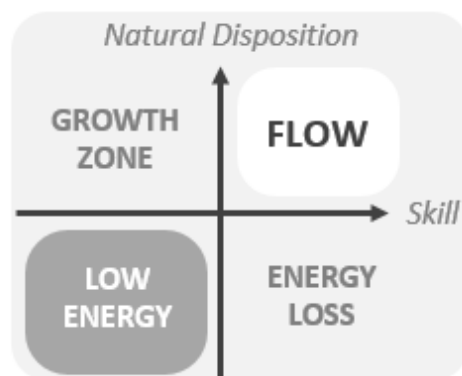
BEING IN A STATE OF FLOW



A state of **flow**, or colloquially known as being **in the zone**, is the [mental state](#) of operation in which a person performing an activity is fully immersed in a feeling of energized focus. In this state, work becomes effortless, which further encourages you to deliver more.

To get in flow it's ideal to have roles that match your energy mix and their skills. On top of that you should be in a 20% stretching zone by working on tasks, which challenge you slightly.

WHAT IS THE "RIGHT JOB" FOR SOMEONE?



- 70% of your time spend in flow.
- 10% spent in Growth Zone
- Less than 20% spent in Energy Loss Zone

We try to be "good at everything" or adapt to different circumstances. Thus, we often neglect and even lose sight of our natural dispositions.

DOES OUR NATURAL DISPOSITION AFFECT OUR TEAMS?



The way we approach problems, perceive levels of comfort, or react in stressful situations often stems from our hardwired innate drivers and beyond learnt skills or group norms. The challenge is that not every person is aware of their drivers. When working in a team, performance can be lost if roles are mismatch to individual driver or if there is misunderstanding between those with opposing drivers.



Distribute 10 points between each pair. (Exploration vs. Context, Systems vs. Vibrancy) i.e., 2 to what, 8 to when; 3 to Vision, Ideas, Big Picture, 7 to Timing, Delivery, Perception.

EXPLORATION [WHAT?]

- Vision, Ideas, Big picture
- Dynamic, bubbly, intuitive
- Great at starting things
- Decision making: Intuitive

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SYSTEMS [HOW?]

- Process, Data, Quality
- Detailed, orderly, introverted
- Strong at completing
- Decision making: Analytical

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VIBRANCY [WHO?]

- Variety, Growth, Participation
- Passionate, extroverted, excited
- Great at meeting new people
- Decisions making: Influenced by others

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CONTEXT [WHEN?]

- Timing, Delivery, Perception
- Compassionate, team player, sensory
- Reliable at getting things done with others
- Decision making: Sensory

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MY HIGHEST VALUE IS: _____



DRIVERS “DRIVE” HUMAN BEHAVIOUR



Exploration drive relates to the need for significance. I need to see the big picture. I want my work to matter.



Vibrancy drive relates to the need for movement. I need to see growth. I want diversity in experience.



Context drive relates to the need for connection. I need to be grounded. I want to understand what else is happening.



Systems drive relates to the need for certainty. I need clarity on what we're doing. I want to avoid mistakes wherever possible.

THINK THROUGH

What happens if your needs are fulfilled?

What happens if your needs are NOT fulfilled?

APPLICATION

COMMUNICATION STYLES

WORK ENVIRONMENT



Fast. To the point. Big picture. Benefits. Task.

Creative space. Colours. Movement. Fun.



Social. Chatty. Personable. Friendly. Examples and stories.

Round tables. Open Plan. Many chairs. Business cards.



Steady pace. Evidence. Complete picture. Proof. Full facts. Details.

Materials in hand. Clocks. Plants. Pictures. Time to connect.

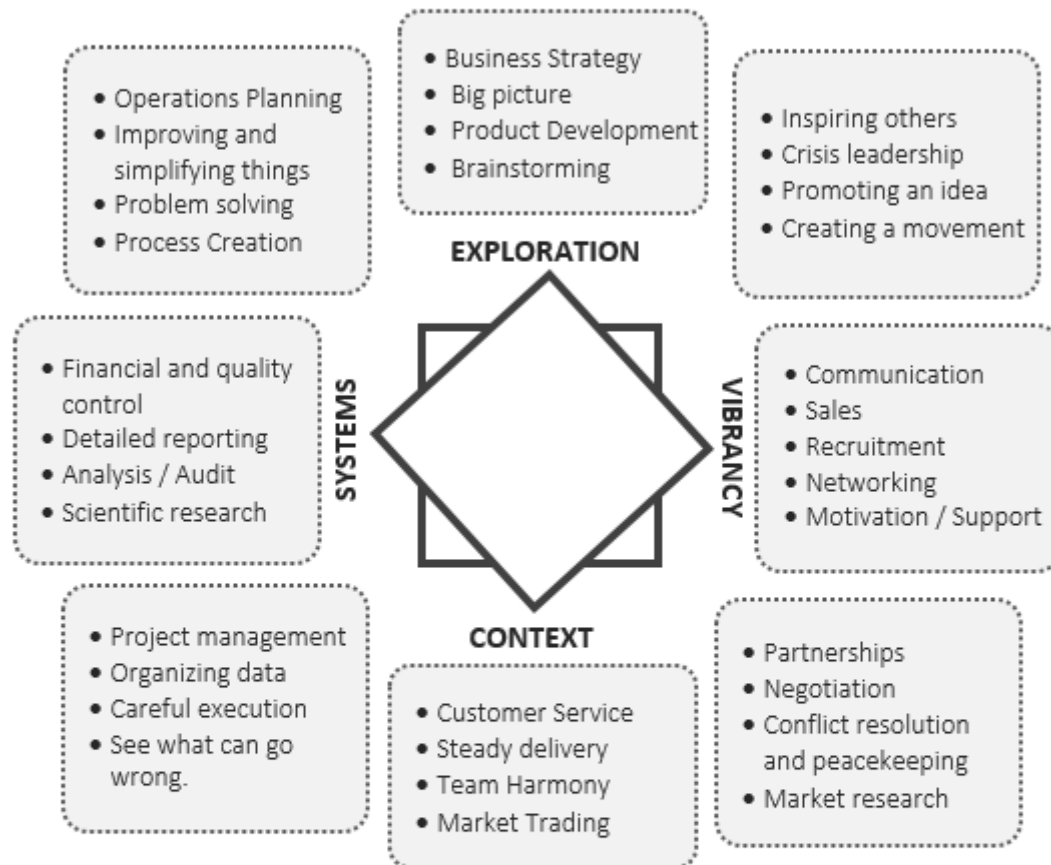


Slow pace. Certainty. Specifics. Detailed numbers, data and facts.

Orderly. Organized. Uncluttered. Silence.

CONTRIBUTION V/S ENERGY DRAINERS

The graphic shows how different energy compositions add to achieving business objectives.



Be vocal about what gives you energy, what gets you in flow and where you feel you are contributing. Make sure you and your team know them!



You shine, when you do **STAR TASKS**: You don't notice time flying and you feel energized after these tasks!



You have sufficient energy to master **MOON TASKS**, if they come in small doses.



These tasks are called "**BATTERY TASKS**", because you need to more consciously.

THINK ABOUT

In which moments do the different communication styles lead to frustration and low performance?

How can the current work environment affect your performance?

How can you make better use of the space you currently have to match your energy?

To what extent might your personal preference influence the current office arrangement?

Where can information be lost when trying to use different ways to communicate?



CREATING SYNERGIES

Start by talking about drivers and bringing to the surface what is happening in a certain situation, aiming to open dialogue, for example with statements like:

"Today I felt very energized doing this and this type of work. I wanted you all to know that."

"This task may benefit from a higher level of ____ drive, how can we find the right person to support me in this?"

"The communication with this colleague/client seems stuck given different communication styles. Who could help given that I see the client having a high __ drive?"

"I feel low on energy right now. Are you willing to explore how we can improve our collaboration?"

Personal Energy Economics

Developed together with Edge Kenya

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