

HULINGS AND ASSOCIATES, L.L.C

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The Power of Collective PACE *(Dealing with the Impact of Covid 19)*

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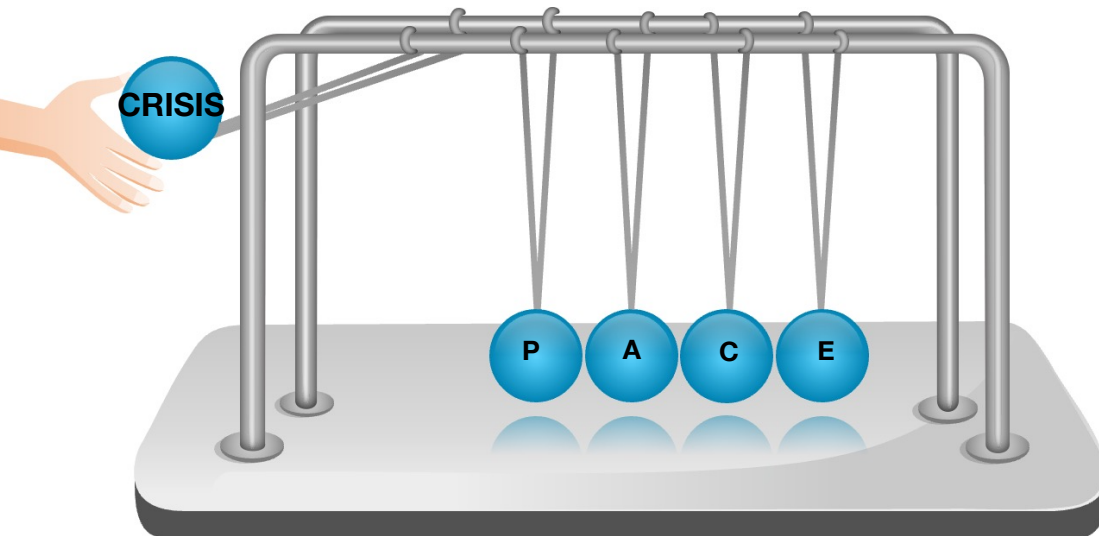
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Crisis and Collective PACE



ENERGY

(your what, the *moxie* of your life)

*Don't let a crisis, the real enemy, diminish,
damage or derail your energy ...
defend it!*

How do you defend your energy?



Plug into whatever
gives you **ENERGY**

What tasks, activities,
or events give you
energy?



Cut the plug from
what sucks up your
ENERGY

What tasks,
activities, or events
do you do that
should simply be
tossed?



Switch the plug to
someone else that
gains them
ENERGY

What tasks,
activities, or events
do you do that you
could give to others
that will give them
energy?



Re-plug so a task
will give you great
ENERGY

What tasks,
activities, or events
can you do
differently so they
produce energy
rather than suck it
out of you?



Structure your
plugs to limit their
drain on your
ENERGY

What tasks,
activities, or events
do you do that you
can't toss, transfer,
or change, but must
still do?



Should You Manage Your Time or Energy at Work?

money.usnews.com

What lens do you use to screen your time commitments?

Key questions for **strategic abandonment work** - I am taking on this responsibility ...

ARCHETYPE	SHADOW STATEMENT	STRENGTH STATEMENT	VALUE STATEMENT - (basis for my normative)
Warrior	<i>Because I think I am the only who can do it.</i>	<i>Because I want to increase the performance of my role and those I lead through this responsibility.</i>	<i>I am valued because I can get the best out of others and projects.</i>
Caregiver	<i>Because I believe I will be valued for helping.</i>	<i>Because I know my skill set will help while others truly can't complete a task?</i>	<i>I am valued because of my skill set, not because I simply help.</i>
Innocent (Idealist)	<i>Because I don't want others to be upset if I say no.</i>	<i>Because I know I can inspire hope to those in the project, task, or process.</i>	<i>I am valued because I can help others become optimistic in the face of struggling odds.</i>
Orphan (Realist)	<i>Because something will go wrong if I don't do it.</i>	<i>Because I have a cold eye for danger and a warm tongue of truth others will want to hear.</i>	<i>I am valued because I see danger and can help others avoid it, as well as accomplish great things.</i>
Seeker	<i>Because I just like a new challenge.</i>	<i>Because I have the ability to help others see new things they miss and move us in a new direction.</i>	<i>I am valued for solving complex problems.</i>
Lover	<i>Because I am comfortable doing it - why would we change when we have done it for so long?</i>	<i>Because I have a passion for using this project, task, or tool, to bring others together.</i>	<i>I am valued for pulling people together.</i>
Destroyer (Revolutionary)	<i>Because I am someone to stop us from doing useless things.</i>	<i>Because I can spot waste in a project, task, or tool, or tools, to bring others together.</i>	<i>I am valued for teaching others how to eliminate useless things in their lives.</i>
Creator	<i>Because I like to build things and put things together.</i>	<i>Because I can put things together that others appreciate and value to help build culture and community.</i>	<i>I am valued because my skill set allows me to construct tangible tools out of ideas others provide.</i>
Ruler	<i>Because it is a rule to be followed.</i>	<i>Because I can establish stability and structure, to keep us safe?</i>	<i>I am valued for making things stable.</i>
Magician	<i>Because I can change someone or something.</i>	<i>Because I want to change things.</i>	<i>I am valued for helping others transform themselves and their work.</i>
Sage	<i>Because I know what others don't.</i>	<i>Because I can learn something new and teach others to expand knowledge.</i>	<i>I am valued for helping people learn.</i>
Jester	<i>Because I will have fun.</i>	<i>Because we all want to enjoy our work and I can help others do that.</i>	<i>I am valued for finding gratification in work.</i>