

# Energy Ladder Team Activity

The energy in a team can impact how team members solve problems, communicate and interact with each other and ultimately the environment. Understanding the impact of personal energy is critical for Leading Self.

## WHY Do It?

Help team members to reflect on the impact of their energy and explore ways to maintain constructive energy.

## WHAT You Need

- ❑ Approximately 40 minutes
- ❑ A room so you can move aside the table and chairs.
- ❑ Label one corner of the room 'Grateful' and the other diagonal corner 'Desperate/Depressed' (see slide 5 & 6)
- ❑ Copy of Energy Ladder (see slide 4)
- ❑ Whiteboard and markers

## WHEN To Try It

Anytime. Best to help the team connect and engage with each other

## WHO Is Involved?

This activity is designed for teams 6+.

The format can be changed slightly if needed for smaller groups.

## Energy Ladder Snapshot

The Energy Ladder outlines a range of feelings that you may have in any given day.



The more constructive feelings are higher in the ladder, above 'curiosity'. This is where creativity, innovation, engagement, satisfaction and happiness can thrive.

The feelings below 'curiosity' on the ladder can be more destructive. Disengagement, absenteeism, sickness, lower productivity, aggression and command control behaviours can occur. Experiencing a range of feelings is normal, we are human!. However when your feelings negatively impact your effectiveness and those around you, that is when there is an issue.

You should aim to be above 'Curiosity' on the ladder which is the tipping point. When you are curious your brain is open, you can explore new ideas and opportunities. Curiosity involves asking questions to check your understanding and challenge assumptions, listening and learning new things. This can be exciting and avoids being stuck in a destructive or passive space.

When you and others around you are curious, great things can happen. So it is important you are consciously aware of your feelings and its impact.

## Instructions

### Preparation

- Before the team arrives, label diagonal corners of a room to represent the bottom and top of the Energy Ladder. So one corner of the room is 'Grateful' and the diagonal corner is 'Desperate/Depressed'. The middle is 'Curiosity'
- PowerPoint slide of the Energy Ladder on display

### Activity Set up (5 minutes)

- Inform the team that this activity focuses on how the team can maintain constructive energy. During times of change our energy can go up and down so it is important we are maintaining constructive energy to be effective.
- Introduce the Energy Ladder as a tool to help us understand our energy and its impact.
- Show the group that the opposite diagonal corners of the room represents either end of the Energy Ladder. One corner of the room is 'Grateful' and the diagonal corner is 'Desperate/Depressed'. The middle is 'Curiosity'.

### Do the Activity (30 minutes)

#### Part One – 10 minutes

- Ask the group to stand where they feel they are **currently** in the ladder (as an approximate). Discuss (as a group or in pairs) why they are there on the ladder and what is happening for them. Then ask what is the impact of this energy.
- Facilitate a debrief about current energy and its impact on themselves and others.

#### Part Two – 10 minutes

- Ask the group to think about **a time when they have felt their best** and stand in the appropriate location in the room. Discuss (as a group or in pairs) why they are there and what was happening and the impact.
- Facilitate a debrief on the insights about current energy and its impact on themselves and others.

#### Part Three – 10 minutes

- Ask the group to get into pairs, discuss ways to stay curious? What can you do? What can the team do to stay curious? Debrief the insights and write actions down on whiteboard.
- Optional – if appropriate, encourage sharing of ways to be Grateful. Ways to move from Curious to Grateful. What can you do? What can the team do?

### Close & Follow up (5 minutes)

- Facilitate team commitment to action.
- Ask the group how they will check-in to see progress on commitments. Suggest no longer than 2 weeks.
- Thank team for their participation and conclude activity.

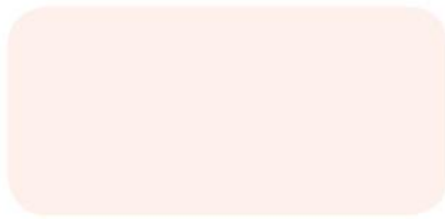
# Team Activity

## Debrief tips

- Listen and acknowledge what people are feeling. Role model being curious by asking questions
- Individuals may react to situations differently. Say it is okay to feel different to your peers
- Play back any similarities in feelings or reactions. It may help normalise what is happening.
- Reinforce importance of recognising constructive and destructive feelings and staying at or above 'curiosity' as a tipping point.
- Emphasise the importance of being aware of the impact of your energy and find ways to shift energy.
- Help the team find ways, however small, that they can take control of their feelings. They have a choice.
- Tell stories or share your experience
- Help your team see the bigger picture
- Note: you don't have to do all parts of the activity. If you want a shorter session – choose one or two parts to do.

**Write your notes to help you prepare below:**

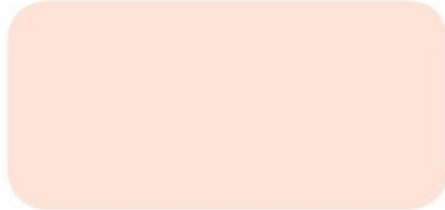
# Energy Ladder



Grateful

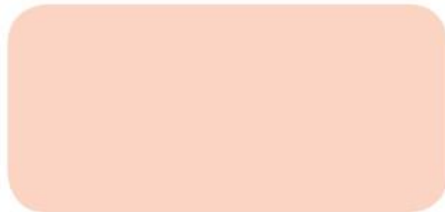
Loved/Thankful

Wise/Vital



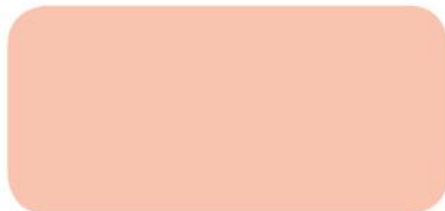
Creative

Outrageous



Passionate

Energised



Stimulated/Appreciated

Curious/Fascinated



Frustrated/Bored

Pressurised/Anxious



Judgemental

Self righteous

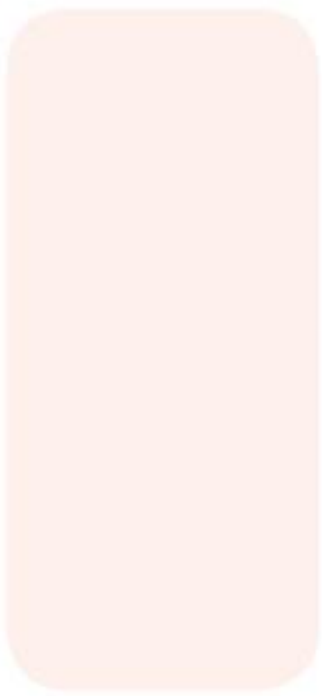


Overwhelmed/Confused

Angry/Disillusioned

Desperate/Depressed

# Grateful





# Desperate / Depressed