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What is the Energy Leadership Index™ Assessment?

Where Metrics Meet Mindset

As an individual, you view the world through filters based on your experiences, values, and assumptions — they either limit what you see (like tunnel vision) or expand it (like a prism).

You've most likely unconsciously developed these filters throughout your whole life and they significantly impact how you perceive things. This ultimately affects how you show up in different situations and could even be holding you back from realizing the full potential in yourself, your life, and your career.

What if you could apply metrics to these filters and assess how they're influencing the results you're achieving? That's precisely what iPEC's Energy Leadership Index™ assessment (ELI) accomplishes. It's an attitudinal assessment, not a personality-based one, and it puts a numerical value to the types of energy a person experiences and expresses:

- Level 1: Feeling lost. Stuck. Lack of choice. I can't. I have to. Fearful.
- Level 2: Anger. Combativeness. Resisting or fighting energy.
- Level 3: Rationalizing. Fine. Coping.
- Level 4: Care. Compassion. Service to others.
- Level 5: Reconciliation. Win-win. Solution-focused.
- Level 6: Intuition. Creative genius. Visionary.
- Level 7: Absolute Passion. Non-judgment. Oneness.

We Experience All Levels at Different Times

It's normal for people to cycle up and down the energetic spectrum as they experience life but it's also important to remember we are a mix of different energy levels, never just ONE single level. There is no "good" or "bad" energy per se but each type has inherent advantages and disadvantages and can be consciously used to reach specific goals. With the awareness and insights gained through an ELI debrief, you gain access to the ability to reshape your attitudes and worldviews as well as transform who you are at your core.

Why do an assessment like this?

The Next Evolution of Leadership

While there is no consensus on what constitutes effective leadership, there are a number of skills and capabilities that are commonly recognized as influential factors. Among these are emotional intelligence, personal influence, clear communication, conflict management, ability to problem solve, strategizing, time management, engagement, and productivity.

Just because leaders possess these skills, however, doesn't mean that they put them into action. To do so, they need energy. In fact, everything you do requires energy. Energy is the power and capacity to do work, which is constantly being affected by a host of internal and external factors. As energy is essential for accomplishing almost anything, it is considered to be at the heart of what drives performance.

Your Core Energy Determines Your Life And Leadership Potential

Core Energy Coaching is based on the two-fold understanding that humans are, at the core, energetic beings and that the quality and amount of core energy a person experiences daily will determine his or her overall potential to pursue goals and experience fulfillment.

In the business world, when leaders learn to harness their core energy productively and train their employees to do the same, people and companies change for the better. Workplace relationships improve, communication increases, teamwork intensifies, productivity rises, and profits grow.

How does it work?

Deriving Profound Insight from the Numbers

The ELI assessment gauges how a person approaches and reacts to different circumstances and experiences by producing a combined numerical value of spiritual, mental, emotional, and physical energy. This single factor, the Average Resonating Level of Energy (A.R.L.), is a strong indicator of success in various aspects of work and life, representing the average of all your energy levels — under both normal and stressful conditions.

Two Types of Energy

According to Bruce D Schneider, founder of the Institute for Professional Excellence in Coaching (iPEC), there are two different forms of energy: anabolic and catabolic.

Anabolic energy is constructive, expanding, fueling, healing, and growth-oriented. It is the energy behind creativity, intuition, cooperation, compassion, and caring. Anabolic energy fuels peoples' minds and bodies, positively affects their interactions with others, and helps them move forward and achieve goals; it is described as the cornerstone of high performance and is accompanied by a heightened sense of self-awareness.

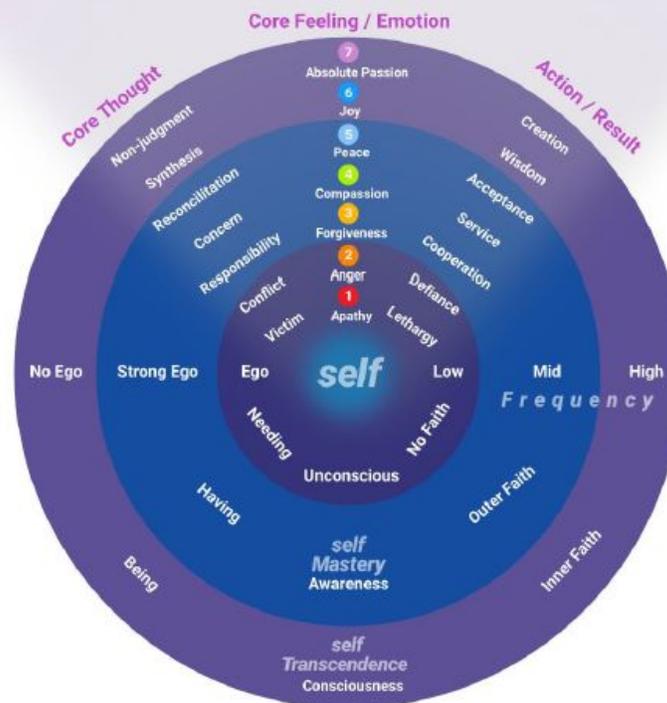
Catabolic energy, on the other hand, is described as draining, resisting, and contracting, and often arises out of self-protection. It is unconsciously and appropriately evoked in short-term, stressful situations to enable a fight-or-flight survival response. Remaining in a catabolic state for long periods of time, however, can be mentally, emotionally, and physically destructive. When people are in a stressful, catabolic energy state, their self-awareness and ability to see potential options is diminished, resulting in missed opportunities.

What Exactly is Measured

As leaders become consciously aware of the level of their energy and what affects it, they can develop better control over their thoughts, emotions, and behavior, raise their overall energy, and increase their ability to achieve the results they ultimately desire from a given situation.

The Energetic Self-Perception Chart™ below depicts the seven levels of energy. The lowest two levels of energy are catabolic and are associated with the stress and effort you experience in life. The higher levels of energy are anabolic and are related to power, effectiveness, and satisfaction.

Energetic Self Perception



© Bruce D Schneider 1999, 2006, 2018

Structure of the Assessment

The standard ELI contains seventy self-rating questions used to determine a leader's energetic makeup.

The questions measure aspects of the seven levels that make up a person's Core Energy. The prevailing state of mind that correspond with each level are: (1) apathy, (2) anger, (3) forgiveness, (4) compassion, (5) peace, (6) joy, and (7) absolute passion.

Levels 1 and 2 represent the catabolic or destructive and draining energy states. Levels 3 through 7 represent increasingly anabolic or constructive energy states.

The ELI measures a leader's Average Resonating Level (ARL), providing a picture of their current level of consciousness and ability to create what she or he wants from life.

The questions have a five-point rating scale ranging from (1) Completely Untrue to (5) Completely True.

Theoretical Framework

Leadership Defined

Leadership is simply interaction where influence occurs. The influence can be positive or negative, focused consciously or unintentionally, and the impact can be minimal or maximal.

A leader is the individual in the interaction who knowingly or unknowingly creates the greater influence in the other person.

Our world tends to define leaders, and therefore leadership, within the context of formally defined roles found within corporations, small businesses, non-profit organizations, and political and community concerns. True leaders, however, are not confined to office walls and are not limited to specific positions within those walls, but are found in families, groups, sports, education, health fields, and within all levels and roles in small and large organizations. ("Organization," as referred to in the Energy Leadership System, means two or more people, in any walk of life, who are working or communicating together for a similar goal or purpose.)

Also keep in mind that, in addition to the above, leadership includes self-leadership, which is the ability to motivate yourself to do what you desire to do.

Everyone is a Leader, Either by Choice or Default

Every interaction presents the opportunity to lead and have a positive impact on others. The Energy Leadership System teaches individuals to consciously choose to use their ability to influence and impact others to bring about results that are positive for themselves, others, their organization, and its stakeholders.

Great leaders are not only able to motivate, inspire, and bring out greatness in others, but also in themselves. The question isn't whether or not you are a leader; the question is... how will you lead?

Scientific Evidence

Studies prove that higher average resonating levels of energy are associated with higher levels of satisfaction in life. As you debrief with your coach on the results of your ELI, you'll uncover insights on how you might be experiencing each level of energy in:

- Finances
- Leadership Ability
- Working Relationships
- Family Relationships
- Work/Life Balance
- Health & Wellness
- Spiritual Connection
- Communication Skills
- Productivity

Other noteworthy points pulled from various statistical studies show:

- 58.7 percent of the reported study participants experienced an increase in the life satisfaction ratings, which was attributed to an increase in core energy
- Significant growth in consciousness was possible to achieve in as few as ninety days
- After working with a Core Energy coach, catabolic energy experienced by the clients when operating under ideal circumstances decreased from 21.0 to 15.6 percent. The results suggest that clients were more adept at recognizing and countering fear-based emotions and energy-depleting, auto-reactive behaviors after completing their coaching program. This change in behavior increases the flow of more constructive, healing, growth-oriented energy.
- After working with a Core Energy coach, participants' expansive anabolic energy increased from 79.0 to 84.4 percent. This is representative of a shift to higher consciousness under both ideal and stressful conditions.
- The higher a leaders' ARL, the more satisfied they were with their ability to lead, have productive relationships, and be engaged and productive
- Leaders with more anabolic energy experience more overall life satisfaction as well
- Relative to individuals with High Catabolic ARL, individuals with High Anabolic ARL are 14.38 times as likely to be satisfied with their communication skills, leadership ability and personal freedom.

Below are links to sample studies that quantitatively verify the impact of the ELI assessment. Should you have any questions about the studies, please feel free to contact us for clarifications.

[The Effects of Core Energy™ on Leadership Competencies \(2018\)](#)

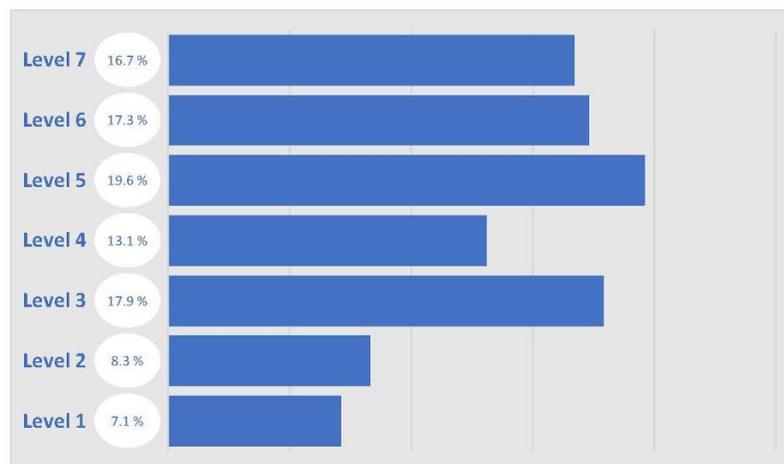
[Your Core Energy Determines Your Life Potential \(2018\)](#)

[Replication Study: Key Factor Revealed For Determining Success in Work and in Life \(2019\)](#)

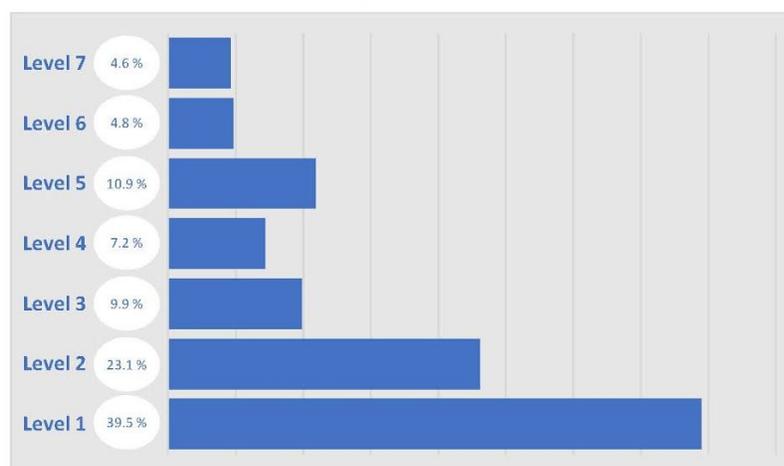
Snapshot of Sample Report

Below is an example of the output of someone's results after taking the assessment. In a debrief session, you will be walked through your results which will provide you with a better understanding of your tendencies, blindspots, and what that means for your leadership and life.

Your Energetic Profile



Your Energetic Stress Reaction



Your Average Resonating Level of Energy (ARL) is 3.55.