



THE LEADER'S ENERGY AUDIT

from *The Energy Clock* by Molly Fletcher

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A leader's energy is a vital asset to a company, but it's radically underappreciated.

Too many companies think their leaders are like the Energizer Bunny, possessing a mythical ability to never stop going. It's common for a leader to believe this narrative, resulting in a relentless grind eventually leading to burnout, exhaustion, and sometimes physical health problems.

It's easy to forget the energy you bring to work has an enormous impact on your team. The people you lead can become a mirror for how you work. If you're hurried, frantic, stressed, or exhausted, your team soon reflects that same reality. If you're focused, organized, and energized, your team notices. They will reflect that too.

Which reality do you prefer for your team: one where people are constantly in a state of distress or one where people are constantly in a state of calm? This doesn't mean some seasons won't be chaotic.

But that's the difference: it becomes a season, not the norm.



EVERYONE WANTS YOUR CLOCK

Leadership forces selflessness. Great leaders actually serve the people they lead. This naturally means you make time for the projects, questions, and problems your team brings. Most leaders, though, don't consider the impact on their energy.

Each night leaders get home exhausted, despite seeing only 6,300 steps on their fitness tracker. They didn't do a lot physically; they simply engaged in a relentless pace of energy draining activities. It wasn't on purpose. This lack of intentionality is actually the problem

How did this happen? They let someone else set their energy clock. Before we wore watches with batteries, people wore watches powered by movement. It wasn't uncommon for people to wake up every morning and set their watch to the right time. They had to do this step if they wanted to know the right time everyday. It was an intentional decision

Imagine if someone never set their watch in the morning. They may go all day in oblivion, wondering why they missed every single appointment. Or wondering why the commute to work seemed so much shorter. Or why they only ate one meal. All of this is avoided if they just set the watch the right way. The same is true for you as a leader: if you don't set your Energy Clock to the right time, you live on the wrong schedule.

THEY NEED AN ENERGIZED LEADER

Your team looks to you for vision, direction, and affirmation. You can't provide that if you're exhausted. Dragging your feet doesn't inspire people to do better work; it doesn't help you make good decisions, either.

What they want is someone more focused, more clear, and more calm than they are. They want a positive influence they can aspire to be. They want a leader who doesn't walk in every day talking like Eeyore.

They need an Energized Leader, someone who engages in activities that bring energy. They need to see someone own their life and avoid the energy draining activities. They want to see someone intentional about the schedule, tasks, and focus. If your team knew how to do these things on their own, they wouldn't need a leader.



EVERYONE WANTS YOUR CLOCK

If you're exhausted, you can't lead well. No amount of coffee, soda, tea, or energy drinks will fix this issue. It may be a physical exhaustion. More often, though, it's a mental exhaustion. Instead of leading from a clear head that comes from feeling energized by the work, it feels like navigating a fog blindfolded.

Airlines tell us to take care of our own oxygen masks before helping others. Hopefully you haven't had to do this. At first, this approach seems backwards. Shouldn't I help those around me first? Isn't that what good people do?

Yes, good people help others. Yet you can't help someone else if you're passed out from a lack of oxygen. This isn't selfish; it's self care. You can't give yourself to others until you fill yourself up. In other words, you can't pour out your energy tank if it isn't full in the first place.

You can't lead others until you lead yourself. Be proactive about your energy or someone else will decide it for you.

Anyone can become an Energized Leader. It just takes a little intentionality and effort to get started:

01

DO AN ENERGY AUDIT

You can't know where you need to go without knowing where you are now. Take a few minutes to perform your own Energy Audit using this guide. It's really quite simple.

Just focus on three key areas:

1. Energizers: What brings you energy? Do more of this.
2. Drainers: What makes you exhausted? Delegate or delete this.
3. Neutral: What simply exists? Automate, streamline, or delegate.

This energy baseline gives you a much better picture of what you need to change.



02 SCHEDULE YOUR ENERGY

This may sound odd, but follow me. For most people, what gets calendared gets done. If you have a meeting Tuesday at 10, you show up. Lunch on Thursday at Noon? You're there, every time. We schedule so much at work. Why not schedule our energy?

Take your Energy Audit and pull up your calendar. Reviewing those two things, what items on your upcoming calendar are drainers? Maybe it's a meeting you don't need to attend because it's not a good use of your time. Great! Decline the invite, send your reasoning why to the organizer, and ask for a meeting summary after the meeting ends.

What on your Energy Audit brings you energy? Add those things to your calendar. If running is something you love, schedule it. If you need a 15-minute afternoon walk to clear your head and beat the afternoon crash, schedule it. Whatever energizes you, put it down.

What gets scheduled gets done. Your energy is no longer accidental. It's no longer a product of hope. You're becoming an Energized Leader because you decided to do it. No one else will set your Energy Clock. It's up to you.

03 CHANGE YOUR SCHEDULE

Now that your energizing activities are scheduled and the drainers are removed, let's go one step further. Look for ways to avoid energy drainers. For example, one CMO had a hard policy about his schedule: no meetings from 8-9 or 4-5 every day. He kept these blocks sacred; he needed the time to stay current on email, keep projects moving, and do the work that came from meetings.

For him, this personal rule kept him energized. He never had to wonder when he would get his work done. He rarely stayed late to catch up. He never had to come in super early to do work before an 8 AM meeting.

He also knew one big rule: if you don't own your schedule, everyone else will. But if you do own your schedule, you can empower your team to help protect your energy. Because the marketing team knew the CMO didn't take meetings in certain blocks, they instinctively protected his time.

04

EMPOWER YOUR TEAM

The CMO above indirectly empowered his team by communicating how he led his schedule. You can also empower your team by giving them the authority they need to make decisions without you.

Many leaders get drained by the constant barrage of approvals, requests, and questions from their direct reports. Put those things back on your team. Make a list of things that must go through you; everything else can be decided without you.

For the decisions that can be made without you, use your team meetings and 1-on-1 meetings to discuss how to handle those issues. The more you empower your team with the authority to handle things, the less energy you spend doing their jobs.

05

MANAGE THE TEAM ENERGY

There's a symbiotic relationship between a leader and the team: a leader's energy fuels the team, and the team's energy fuels the team. One possible energy drain for the leader may be the team itself. Whether it's specific individuals or collective morale, a leader may be stuck in a cycle of exhaustion.

Someone has to break the cycle, and that's the leader's job. It's your job to lead your team through the Energy Audit, both individually and as a group. Use our Managing the Team's Energy Checklist to best leverage the Energy Audit with your team. You'll notice it applies to individuals and the group as a whole. The energy of both is critical.

One question on team energy: is there anyone on the team who constantly drains your energy? You know the person. No matter what, just seeing his or her name makes you tired. They have a bad attitude, blame others, or never deliver. As a result, everyone's energy suffers. As an Energized Leader, you cannot let this go on any longer. Decide what needs to happen: help the person change or help the person change companies.



ENERGIZED LEADERS AREN'T ACCIDENTAL

Leading with energy is intentional. You don't just wake up one day with a schedule filled with energized activities. It takes work. It takes focus. It takes leadership. But if you're willing to do what's necessary to make the change, you go from exhausted to energized. You stop dreading the work and start each day with a desire to be great. You live and lead from a place consistent with your purpose.

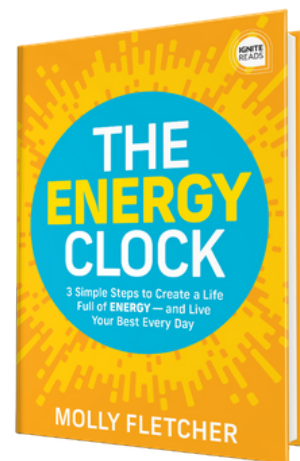
All of this starts with a daily decision: are you going to set your Energy Clock?

ENERGY CLOCK RESOURCES

www.TheEnergyClock.com

The Energy Audit - <http://bit.ly/346M4JD>

The Energy Planner - <http://bit.ly/38o8FVx>



PORCHLIGHT BOOKS

AMAZON

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