Building & Protecting Your Energy

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Introductions

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Reflection

Think back on the past semester or past year, identify a few times that you felt most energized at work or by your work?
Examples of what might have been required

Relational
- Collaboration
- Compassion
- Developing Others
- Empathy
- Leading
- Persuasiveness
- Relationship Building

Emotional
- Courage
- Emotional Control
- Enthusiasm
- Optimism
- Resilience
- Self-confidence

Thinking
- Pragmatism
- Creativity
- Critical Thinking
- Detail Orientation
- Strategic Thinking

Execution
- Decisiveness
- Efficiency
- Flexibility
- Initiative
- Results Focus
- Self-Improvement
Reflection

Think back on the past semester or past year, identify a few times that you felt most drained at work or by your work?
Examples of what might have been required

- **Relational**
  - Collaboration
  - Compassion
  - Developing Others
  - Empathy
  - Leading
  - Persuasiveness
  - Relationship Building

- **Emotional**
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- **Thinking**
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- **Execution**
  - Decisiveness
  - Efficiency
  - Flexibility
  - Initiative
  - Results Focus
  - Self-Improvement
Optimizing your strengths
• Using the right amount of your best suited strengths for the given situation

Performance Risks
• Limiting Drainers
• Strengths in Overdrive
Giving the right amount of your best suited energizers for the given situation.
Strengths in Overdrive: too much of a good thing

Courage ➔ Recklessness

Leadership ➔ Domineering and controlling

Critical Thinking ➔ Overly critical, nit picky, or cynical

Decisiveness ➔ Rash and overhasty decision making

Detail Orientation ➔ Toxic perfectionism or micromanaging
Strategies to Address Strengths in Overdrive

Mindfulness

Moderator Strengths

Empathy
Pragmatism
Empathy
Strengths Reflection & Discussion

• Are there any of your strengths you suspect might be in overdrive?
• What can you do to mitigate?
• What moderator strengths might you dial up?
• Are there any strengths that you are not exercising?
• What could you do to incorporate those strengths either at work or outside?

2 minute reflection followed by
8 minutes to discuss in breakout rooms
Dealing with Drainers

Are you willing to do something about it?

Yes

Stop doing it?
Change the process?
Outsource or delegate it?
Reframe it?
Learn about it?
Own it.

No

Own it.
Drainers Reflection & Discussion

• Think back on the last semester or year, which drainers were being tapped into? (perhaps in new ways or to new degrees)

• What strategies for dealing with drainers do you want to try?

2 minute reflection followed by 8 minutes to discuss in breakout rooms
Building & Protecting the Energy of Your Team

• What were some of your team’s greatest achievements in the past semester/year?

• What combination of strengths did it take to achieve?

• Does your team optimize the energizers of its members?

• Are any of your colleagues or direct reports especially burnout right now? Do you have any idea what some of their energizers/drainers might be?