

The Power of Positive Energy

An individual's energy level has an influence on his or her success. Leaders with positive energy receive a positive reaction to that energy. Just look at the results achieved by a leader that manages by empowerment versus one that manages by fear. Even though both leaders might get the job done to the customer's satisfaction, the team that is empowered will have a more positive and productive experience working on the project. Less time and energy will be wasted on defending ones actions, gossiping about injustices, and feeling underutilized.

In his book *“Energy Leadership: Transforming Your Workplace and Your Life from the Core,”* Bruce D. Schneider [founder and CEO of the Institute for Professional Excellence in Coaching (iPEC)] defines two types of energy:

1. **Anabolic energy** is constructive, rejuvenating and sustainable. Employees with a high level of anabolic energy are passionate, creative, and focused on working together to find opportunity in a challenge.
2. **Catabolic energy** is destructive and draining. Catabolic energy causes stress, burn-out, anger, and fear. Employees in a catabolic state complain, worry, and are full of self-doubt. These team members are emotionally attached to misfortune and are stuck in a problem instead of a solution mindset.

A study conducted by Karen Buck, M.S., and Diana Galer, Ph.D., CPC, ACC, in 2011 entitled *“Key Factors Reveled for Determining Success in Work and Life”* showed that shifting from a catabolic to an anabolic mindset can increase an employee's engagement at work by 51%. The study also determined that an employee's satisfaction with his or her level of work/life balance increased by 70% and working relationships by 44%.

The anabolic leader sets the stage

The anabolic leader demonstrates his or her ability to engage employees on an individual, social, and organizational level. Anabolic energy creates an environment where employees are engaged and work in collaboration with one another. In an anabolic culture challenges are not considered a negative. Instead, challenges are viewed as opportunities. Having an anabolic culture is a competitive advantage for a company. New ideas are constantly being generated to improve client service, attract new customers, and retain employees.

The way that a leader interacts with his or her team has a tremendous impact on building anabolic energy and engagement. Managers that participate in meetings, respond to situations and socialize with employees with anabolic energy will establish a highly functional company culture. It is important for company leadership to acknowledge that these interactions must be authentic. If you say one thing and do another, you will lose the respect and trust of your team.

The key is for leaders to channel the energy of their team to an anabolic level so that each member is using his or her strengths for the benefit of the company and its customers. Leaders that can shift their team's energy to function at a higher level will have more opportunities, successful results, and a positive impact on the company.