



GROUP ELI MASTERCLASS

Group ELI Debrief Script



Awakening Potential

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Group ELI Debrief Script

Coach note: Below is a powerful, proven script for conducting the Group ELI Debrief process. While the script is effective as written, you may wish to condense portions of the script or customize some of the language to better fit the needs of your clients.

For example, if you are using this debrief with families or other non-work-related groups, you can use the suggested language in parentheses and/or customize it further. Please practice discernment to fit the needs of your clients while abiding by the Intellectual Property Permissions available in the Hub.

Part I: Introduction and Structure of the Group Debrief

Today we'll be reviewing the results of your Energy Leadership Index® assessment to understand how you show up, energetically, as a group. This information can give us great insight into your group's ability to accomplish goals together as well as the quality of your communication, confidence, engagement, and motivation as a collective. Once you know where your energy is, both individually and as a group, you have the power to shift it with intention. This isn't going to be a typical coaching session. It is a debrief of your assessment results, so I will be talking a lot more than I would in a typical coaching session. We'll discuss the assessment in general, look at your collective results, discuss potential developmental areas, and answer any questions you might have. Before we get started, let's first establish a baseline of where you are currently.

Notes

Coach note: The process described below can be done with two people or more. Depending on the size of the group and the time allotted for the debrief, you can choose to have participants answer these questions in advance and share the results anonymously or you can complete the activity live by asking participants to share their answers through the medium that is most accessible (i.e. sticky notes, anonymous form, in the chat, verbally). Keep in mind that groups who are experiencing challenges may not feel comfortable sharing their answers out loud and may prefer an anonymous option. You can reference the responses to these questions throughout the rest of the debrief to create greater resonance among the group. First, have all participants write down the following:

- 3 things that hold the group/team/organization back from doing its best
- 3 biggest challenges the group/team/organization faces currently
- 3 things the group/team/organization does well

After all participants have responded, have them share with the group. After all participants have shared, ask:

- What do you notice about the answers that everyone shared?
- What themes are emerging?
- What do you think an ideal group dynamic looks and feels like?

Part 2: Understanding Energy

How well a group functions actually begins with each of YOU—who you are, how you “show up,” and what type of energy you bring to a situation or interaction. Let’s explore what we mean by energy.

2.1 Two Types of Energy: There are two types of energy measured by the Energy Leadership Index®. Let’s start with **Anabolic Energy**. What do you remember reading about it? (*Get a few thoughts and Acknowledge them.*) Anabolic Energy is a constructive, “building up” force. It’s associated with less stress. This happens because when the brain isn’t under stress, it tells the body to release anabolic hormones that are designed to optimize systems. As a result, it is easier to focus on solutions, tap into creativity, and experience a more complete and conscious view of situations. The less judgment and fear people have about themselves and situations, the more Anabolic Energy they can access.

Now, let's talk about **Catabolic Energy**. What do you remember reading about it from the report? (*Get a few thoughts and Acknowledge them.*) Catabolic Energy is a destructive, "tearing down" force. It's often associated with stress. When someone perceives a situation as being stressful, the brain creates catabolic hormones like adrenaline and cortisol. The purpose of these hormones is to break down the body's cells and tissues and provide energy to push through stress. While people can work well under stress and experience short-term success, the long-term impact can be draining and impact levels of fulfillment and satisfaction. When people experience stress, it is difficult to look past the stressor and see the bigger picture of the situation and the choices that could be available to them.

Let's do a little experiment to illustrate how Catabolic Energy works.

If you're in a large group, ask for a volunteer to demonstrate with you. They will play the "client" for this exercise. If you're working with two people, have them talk to one another.

For a few moments tell me about something you're really passionate about and why. (*Pause to let the client describe something they are passionate about. Encourage them to say whatever comes to mind.*)

Now, I want you to take two fingers and jab yourself in the ribs, really hard, like this (*coach demos if in person with the client*).

Now, with your finger in your ribs, keep talking about what you're passionate about. (*Let the client talk for a few moments.*)

What was different about talking with your finger in your ribs? (*Clients may respond that it hurt, that they were distracted, that it was unpleasant, etc. Acknowledge and Validate whatever comes up.*)

Catabolic Energy works just like a finger in the ribs—it distracts you and pulls your focus away from what you're trying to accomplish and toward what's painful or stressful.

Neither type of energy is positive or negative, good or bad. They both serve a powerful and important purpose. The key is to know if you are experiencing them by choice because it serves you... or by default, because it's what you're used to.

Notes

2.2 Energetic Self-Perception Chart. Let's look at the two types of energy in a concrete and powerful way. *At this point, you can have participants reference the Energetic Self-Perception Chart on page 4 of their reports.*

The **Energetic Self-Perception Chart** is powerful because it takes something as intangible as “perception” and makes it concrete. The way we see the world is based on our perceptions and level of consciousness. This model describes the 7 Levels of Energy. The chart has 7 Levels with 1 being in the center and 7 being at the top.

Levels 1 and 2 are catabolic and associated with high levels of judgment, fear, and stress. Levels 3-7 are anabolic. The less stress you bring to a situation, the higher you are on the scale. Think of it as a continuum where Level 1 is the lowest level of consciousness and Level 7 is the highest level of consciousness.

You will also notice three columns listed—Core Thought, Core Emotion, and Action/Result.

Every emotion and thought you experience can be associated with one of these Levels, as can the behaviors connected to those emotions and thoughts. For example: If you look at a situation through the Level 2 lens of conflict, you may feel anger, resentment, or frustration. When looking through a Level 2 lens, your thoughts and emotions are based on the perception that conflict exists, which might lead to an argument, resistance, or getting things done by force—all characteristics of Level 2 Energy.

All 7 Levels of Energy are present in everyone in different combinations. Everyone has a mix of different energies and the different Levels show up in different situations. By understanding the Energetic Self-Perception Chart and the 7 Levels, you can become aware of how the different energies show up in yourself and in others.

Before we move into your group's results, what reflections or questions do you have about what we've covered so far?

Coach note: Before beginning the debrief process, aggregate your clients' reports with the resource available here and generate a chart that looks like the one below. Share this report with the group. Do not share individual results with the group or with individual group members, as this takes the focus away from the collective energy of the whole, which is the focus of this debrief.

Part 3: Group Results

Before we take a deeper dive into the 7 Levels of Energy, let's take a look at how your group shows up energetically by reviewing your results. *Share group EP and ESR graphs.*

These two charts represent your group's Energetic Profile and Energetic Stress Reaction. The blue bars represent the amount of energy the team has at each Level. Both charts are based on your collective level of consciousness and your past experiences both individually and as a group. It's a representation of what currently is, not a prediction of what will be.

3.1 Energetic Profile: Your Energetic Profile is your overall energetic makeup—your team's unique blend of the 7 Levels of Energy, which creates your typical viewpoints, perceptions, and beliefs about life, work, relationships, and the group in general.

Your Energetic Profile determines how you approach life when things are going well for you. **According to the chart on the left, which two Levels have the longest bars?**

Optional Coach Note: Based on what you know about their primary and secondary Energy Levels in their EP, you can briefly describe how the team might approach situations when not under stress. Avoid saying that a Level is "primary" or "secondary" in order to avoid labeling.

When you encounter a stressor, your team is triggered into their Energetic Stress Reaction. That means you leave the chart on the left and approach the situation through the lenses in the chart on the right.

Notes

3.2 Energetic Stress Reaction: Your Energetic Stress Reaction is the most typical way that your team responds when you experience stress. It drives how you react to stressful situations. The amount of time you spend in your Energetic Stress Reaction depends on factors such as the intensity of the stressor and previous experiences.

Optional Coach Note: Based on what you know about their default and secondary Energy Levels in their ESR, you can briefly describe how the team might approach situations that are stressful to them. Remember not to share the energy interplay statement with clients, as it may not resonate with them. This information is for the coach only.

Remember, the stress reaction can show up internally (in your thoughts and/or emotions) and/or externally (in your behaviors). Once you perceive that the stress has been released, you collectively return to the top chart and continue forward through that lens.

3.3 Your Average Resonating Level (ARL) of Energy represents the average of all your Energy Levels under normal conditions AND in reaction to stressful circumstances. Studies prove that higher Average Resonating Levels of Energy are associated with higher levels of satisfaction in the areas of finances, relationships, personal development, achievement, and much more. *Share the team's ARL with them. You can direct them to iPEC®'s white papers if they have further questions about the studies discussed.*

Part 4: The 7 Levels of Energy

4.1 The 7 Levels of Energy: Now that we've given you an overview of the group's results, let's learn a bit more about each Energy Level. As we go through each Level, think about how this Level might show up for both you and your group/team. Keep in mind that you can choose how you show up and what energy you'd like to approach a situation or interaction with. Let's start with Level 1.

Coach Note:

- When in the lower Levels of Energy, depersonalize the Catabolic Energy by saying “**Individuals** experiencing Level 1 may avoid making a decision...” When in the higher Levels of Energy, attribute the Anabolic Energy to them. For example, “**You** are a natural entrepreneur and see nothing as a problem, only an opportunity.”
- Consider naming the group's percentages of each Level of Energy as you review to help them integrate the learning and reflect on what they're noticing.

LEVEL 1: The group's Energetic Profile contains ____ % and Energetic Stress Reaction contains ____ % of this energy.

Basic Description: Level 1 is the lowest Level of Catabolic Energy. Level 1 is often described as a "victim" perspective because the perception is that the situation is outside the individual's circle of influence and control. This could also create self-criticism or doubt in their own abilities. People experiencing Level 1 Energy tend to feel fear, worry, overwhelm, doubt, and any other emotion associated with powerlessness. As a result of seeing situations as "being done to them," the tendency is to withdraw, avoid, or disengage. They often report feeling "stuck."

At this Level, if someone makes a decision and the outcome isn't what they expect, the tendency is to feel guilt or embarrassment and replay the events in their mind, wishing they had acted differently. They may blame themselves for anything negative that happens. At Level 1, heavy self-judgment is present.

Some characteristics a group experiencing Level 1 might exhibit are a disconnection from the group's vision, mission, and values, a reluctance to expand into new areas of business or introduce new routines, embrace innovation or change, and a general lack of productivity.

It's important to remember that every Level has both advantages and disadvantages.

Advantage(s): Level 1 is not negative or bad energy. It serves a purpose. Level 1 can protect us from experiencing uncomfortable situations or assuming responsibility for negative life events. It can also draw sympathy and support from others.

Disadvantage(s): Unfortunately, avoidance and disengagement can impact levels of satisfaction and fulfillment. It can prevent people from taking action and engaging in life.

Now, let's see a show of hands. Who here has experienced Level 1 in some area of your life? Raise hand. Congratulations, you're all human!

Coach Note: Since this is the most catabolic Level of Energy, participants may not yet feel comfortable naming the circumstances in which the group is experiencing Level 1 Energy outright. To ease into sharing, reference the amount of Level 1 Energy present in the group's results and ask an empowering question that sparks curiosity, such as:

- What do you notice about the difference between the group's Level 1 Energy in your Energetic Profile compared to your Energetic Stress Reaction?
- What might be contributing to that shift?

LEVEL 2: The group's Energetic Profile contains ____ % and Energetic Stress Reaction contains ____ % of this energy.

Basic Description: Level 2 is catabolic and is characterized by conflict. From a Level 2 perspective, everything tends to be viewed as black or white, right or wrong, good or bad. At Level 2, people typically come from a win/lose frame of reference and often feel anger, resentment, entitlement, frustration, or any other conflict-related emotion. When someone is approaching a situation through a Level 2 lens, the tendency is to take charge and control of the situation to assure a "win."

If things don't go as planned, people experiencing Level 2 tend to blame others. Because of the anger and frustration they feel, it may be difficult for them to let things go. There might be some mistrust present or a need to fight for themselves to be successful.

Some characteristics a group experiencing Level 2 might demonstrate are... shortsightedness, fight-or-flight survival tendencies, concern about finances and success at all costs, taking advantage of others, or asking members to work longer hours or take on much more work than realistically manageable. There might be little or no transparency about their actions or no attempt to get buy-in from the group.

Advantage(s): Level 2 Energy enables people to get a lot done. This is why people often say they work well under stress. While people can accomplish much by force, success can come at a cost.

Disadvantage(s): Since motivation is forced, the results from Level 2 are not sustainable and can eventually impair motivation, levels of satisfaction, and the productivity of others. The use of force, fear, intimidation, and coercion are short-term strategies that have long-term impacts.

What are some circumstances in which the group experiences Level 2 Energy?

Notes

LEVEL 3: The group's Energetic Profile contains ____ % and Energetic Stress Reaction contains ____ % of this energy.

Basic Description: Level 3 is an interesting Level because it is a mixed bag of both Catabolic and Anabolic Energies. This Level is more anabolic than catabolic so it's really the entry point to the Anabolic Energy Levels. The focus at this Level is on winning and achieving the desired results. When something happens that is perceived as negative or stressful, a Level 3 perspective allows people to release the negativity and keep focused on the desired outcome. At this Level, people take responsibility for their thoughts, feelings, and actions.

They can often motivate themselves and others by finding ways to cope, release, forgive, tolerate, compromise, and explain away resentment, stress, disappointments, and other burdens in order to encourage cooperation and productivity.

People who experience Level 3 Energy tend to make the "best" of a situation, focus on the positive, or find the "silver lining." If there is negativity present, this Energy Level allows people to massage, manipulate, or manage the situation in order to minimize the negative impact and keep things moving forward.

One of the characteristics a group experiencing Level 3 might display is finding a way to keep things steady and calm at all costs and difficulty in addressing conflicts because there is a tendency to overlook or ignore challenges for the sake of keeping the peace. Interactions may be artificially "nice" in order to avoid confrontation. Innovation and creativity are often missing because of the hesitancy to rock the boat. There may be fear of challenging traditionally accepted norms that work "well enough."

Advantage(s): At Level 3, people are able to move past any judgment or negativity so they can remain focused on making positive movements toward the goal/desired outcome.

Disadvantage(s): Since Level 3 allows people to move past negativity at the moment, it doesn't address the actual Level 1 or Level 2 Energy under the surface. As a result, there could be a tendency to tolerate or settle for "good enough." In the pursuit of finding solutions to move forward, underlying issues may go unaddressed.

Who can relate to Level 3? How might Level 3 be working for or against the group? *With this Level, and the remaining Levels, continue to engage the group in powerful EQs around how this energy shows up for them. Remember to personalize it to any challenges/goals they identified.*

LEVEL 4: The group's Energetic Profile contains ____% and Energetic Stress Reaction contains ____% of this energy.

Basic Description: This energy is moderately anabolic, and its Core Thought is a concern for others. It is the Level of caring, giving, supporting, and helping. Level 4 Energy looks and feels selfless since the focus of these actions is on others winning and succeeding. People experiencing Level 4 Energy tend to be great problem solvers. The emotions often associated with Level 4 are compassion, gratitude, caring, trust, and conditional love.

As a result, people with a Level 4 perspective tend to come from a heart space and make deep connections. When decisions are to be made, they consider the implications for others before taking action. It's important to remember that this Level also includes nurturing oneself through "self-care."

At Level 4, people may take little personally because they are more able to see things objectively. When there is a problem, the tendency may be to jump in and fix it. As a result, people may come to them for help and advice.

Some characteristics a group experiencing Level 4 might express are being highly service-driven, focusing on creating an overall culture of inclusive experience for others, less focused on competition, and making significant efforts to understand the needs of others, which allows them to tap into innovation and creativity in service of supporting these needs. In an organizational setting, they often take social responsibility very seriously, often through foundations, charitable donations, and community outreach.

Advantage(s): At Level 4, people really do care about helping and serving others. As a result, it feels great to be a support and make a difference.

Disadvantage(s): Without establishing healthy boundaries, the tendency of Level 4 Energy is to place everyone's needs ahead of your own or get pulled into other people's drama. This could result in taking on too much and dropping into Catabolic Energy Levels because of feeling overwhelmed (Level 1) or frustrated (Level 2) if things are out of balance.

Where do you see Level 4 show up most in this group?

Notes

LEVEL 5: The group's Energetic Profile contains ____% and Energetic Stress Reaction contains ____% of this energy.

Basic Description: This moderate to high Anabolic Energy is found in the greatest leaders in all walks of life. When you experience Level 5 Energy, you no longer perceive situations and people as good or bad, right or wrong. As a result, there is a sense of peace and confidence because every situation and/or outcome is viewed as an opportunity to learn something that can help you adjust course and move forward.

Individuals at this Energy Level are powerful, inspiring, and skilled at capitalizing on whatever opportunities present themselves. People who use a Level 5 lens see others as gifted and full of potential. Level 5 is considered the “win-win” perspective.

At Level 5, every situation provides additional information that can guide the next steps and decisions. Similar to a growth mindset, Level 5 allows people to explore the purpose behind everything that happens. Rather than focusing on fixing a problem, this Level maintains a solution focus.

Some characteristics a group experiencing Level 5 might demonstrate are the ability to be successful by whatever measure of success they use, believing in investing in people at all levels, attracting top talent, celebrating and rewarding behaviors that foster creativity, and encouraging open discussions because the culture allows for healthy conflict and respectful debate.

Advantage(s): At Level 5, people are able to generate ideas and see opportunities and purpose in every situation. Since the focus is on learning from the situation, they don't take things personally.

Disadvantage(s): At Level 5, people can see so many opportunities that they might overthink things and experience “paralysis by analysis.” They might be disengaged from their emotions because they are focusing on analyzing situations. Sometimes, a high level of optimism can cause people to take too many risks.

Thinking back to your results, in what situations do you already see Level 5 in action? In what situations might the group benefit from an increased amount of Level 5 Energy?

Notes

LEVEL 6: The group's Energetic Profile contains ____ % and Energetic Stress Reaction contains ____ % of this energy.

Basic Description: Level 6 is high Anabolic Energy. When someone accesses their Level 6 lens, they approach situations with openness. As a result, there is a strong connection to everyone and everything as they see everyone else as a part of themselves. The core thought is synthesis, as the perception is one where everyone's gifts and talents come together as a unified whole. The core emotion is joy and the action/result is wisdom. Since judgment is no longer present, the concept of "separation" melts away at this Level.

Creative geniuses, visionaries, and brilliant and conscious leaders from all walks of life tap into this Level of Energy and use it to access their intuition and create new and exciting innovations that benefit everyone. Often, people describe the experience of being "in the flow" when they are experiencing Level 6 Energy. Leaders operating at Level 6 tend to lead more by presence than by actions and share in projects, rather than delegating them. The view through this perspective is that "everybody wins" because we are all part of the bigger picture.

At Level 6, people tend to focus on experiencing the moment instead of trying to make sense of it. They also tend to view life's events as part of the grander scheme of things.

One of the characteristics a group experiencing Level 6 might display is the ability to create harmony between the individual goals of different members. Teamwork is the key to success at this Level, and the group tends to explore new ways to create teams that utilize each individual's gifts to the fullest extent possible.

Advantage(s): At Level 6, people are intuitive, empathetic, and have the ability to feel and connect without judgment. As a result, there is a sense of joy and satisfaction.

Disadvantage(s): At Level 6, people might not appear to be grounded, and could be seen as out of touch or aloof. They may be high-risk-takers, acting on intuitive impulse without balancing their intuition with logic and emotion.

What are some circumstances in which the group experiences Level 6 Energy? What would change for the group if more Level 6 Energy was present?

Notes

LEVEL 7: The group's Energetic Profile contains ____% and Energetic Stress Reaction contains ____% of this energy.

Basic Description: This is the highest Level of Anabolic Energy. This is the Level of creation. This Level is characterized by complete objective thinking, non-judgment, fearlessness, and unconditional love. No human resonates completely here, but with practice, everyone can learn to access it.

At this Level, we are tapped into an intelligence of the highest order and create the world as we choose because "winning and losing is an illusion." At this Level, we can "use" the other Levels at will, experiencing what we choose to. People who tap into this Level of Energy are the most powerful people in the world. They consciously co-create their life experience and are participants and observers at the same time.

People with a great deal of Level 7 Energy are pioneers and create something from nothing. At work, this energy becomes apparent in genius thinking. They are completely passionate about all aspects of life. At home, they feel intimately connected to everyone. With others, they feel unconditionally loving and completely accepting of the people around them.

Some characteristics a group experiencing Level 7 might demonstrate are utilizing completely objective thinking, having big creative breakthroughs, and detachment to the outcome.

Advantage(s): At Level 7, people have the ability to connect with their "inner genius" and co-create their life experiences. They are connected to an intelligence of the highest order.

Disadvantage(s): If any, there is less emotional drama, as nothing is seen as real (which is why there are 6 other Levels). You can be perceived by others as being disconnected.

If you could tap into objective thinking, non-judgment, or fearlessness, what might be possible for this group?

Notes

4.2 Entrainment: As you can see, your level of awareness—your Level of Energy—creates your perceptions, and that creates and recreates the world you know. The more you understand how your energy influences those around you, the more you can enhance how you all work together. When you engage with others, you can both influence and be influenced by the energy of those around you, especially in group settings. This is called entrainment.

Entrainment is “a synchronization of two or more rhythmic cycles.” Our bodies, for example, are affected by cycles. So much so that people who live together may find that their physiological cycles synchronize over time.

In 1655, the Dutch physicist who invented the grandfather clock, Christiaan Huygens, noticed that when he hung two clocks on the same wall, no matter how they started, they eventually “synced up”—their pendulums synchronized. At the time, Huygens didn’t have the science to explain why this happened, but we now know that the swinging pendulums emit sound waves that influence one another, causing them to entrain to each other’s rhythms.

People’s energy also entrains one another. More importantly, the more powerful the energy, the more likely it will be the one entrained. You can see how important it is to understand your own energy and the overall energy of the group!

PART 5: Observations, Reflections, and Next Steps

5.1 Now that we’ve looked at each of the Energy Levels and your group’s results, what stands out to you as notable or relevant? *Get several responses from the group.*

Let’s relate this energy back to the challenges we discussed earlier. We looked at what holds the team/group/organization back, and what you do well as a team/group/organization.

Ask: How might these factors be explained energetically?

Acknowledge and Validate their responses. Lead the group through a discussion, asking some or all of the following:

- What are your group’s current strengths when you’re working at your best?
- What happens when you are collectively experiencing your Stress Reaction?
- What are your group’s triggers?
- What would be the benefit of decreasing Catabolic Energy as a group?
- What would be the benefit of creating more Anabolic Energy as a group?
- What are the opportunities?

5.2 Based on today's conversation, what did you learn about your team? *(Remember to Acknowledge and Validate whatever arises. If you continue to work with this team, you can use this information in coaching sessions to develop potential action plans using real issues that came from the debrief, especially answers about Level 1 and 2 Energy.)*

5.3 Discuss potential next steps.

If appropriate, talk about potential next steps and how you might support them in the growth areas (i.e., coaching, programs, services, etc.) For example: How familiar are you with coaching? Describe the benefits of coaching, such as helping to overcome challenges and break the patterns that trigger their stress reaction in certain situations.

You can also ask each group member to choose an action step around their new awareness. This might sound like: Based on today's conversation, what is one step you can each take this week to create greater awareness around your own energy and the energy of the group? Please take a moment to write this down, so you can refer back to it. How will you be accountable for that action step?

5.4 Before we close today's session, what questions do you have for me?

Notes



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