



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

- Courage
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Execution

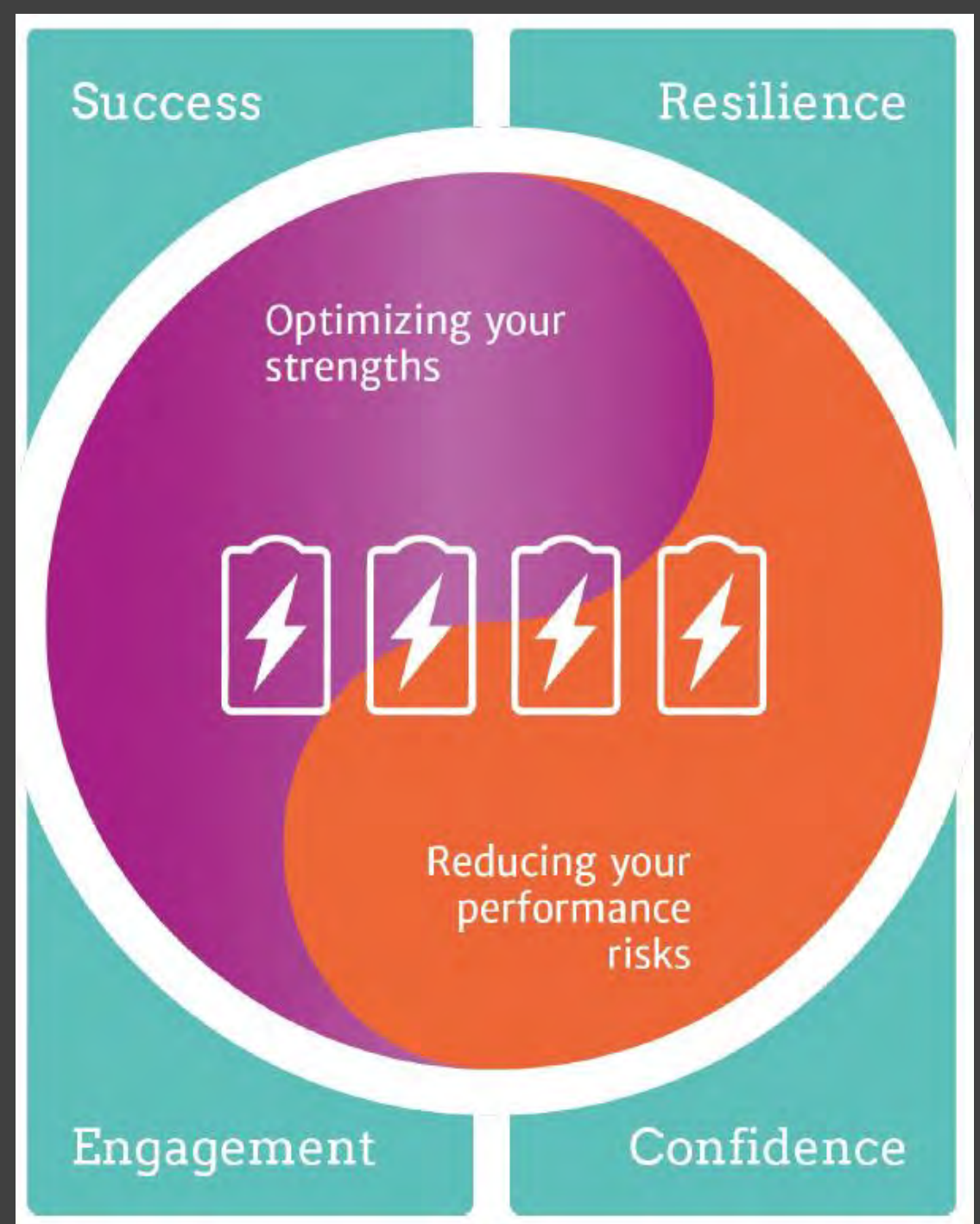
- Decisiveness
- Efficiency
- Flexibility
- Initiative
- Results Focus
- Self-Improvement

Optimizing your strengths

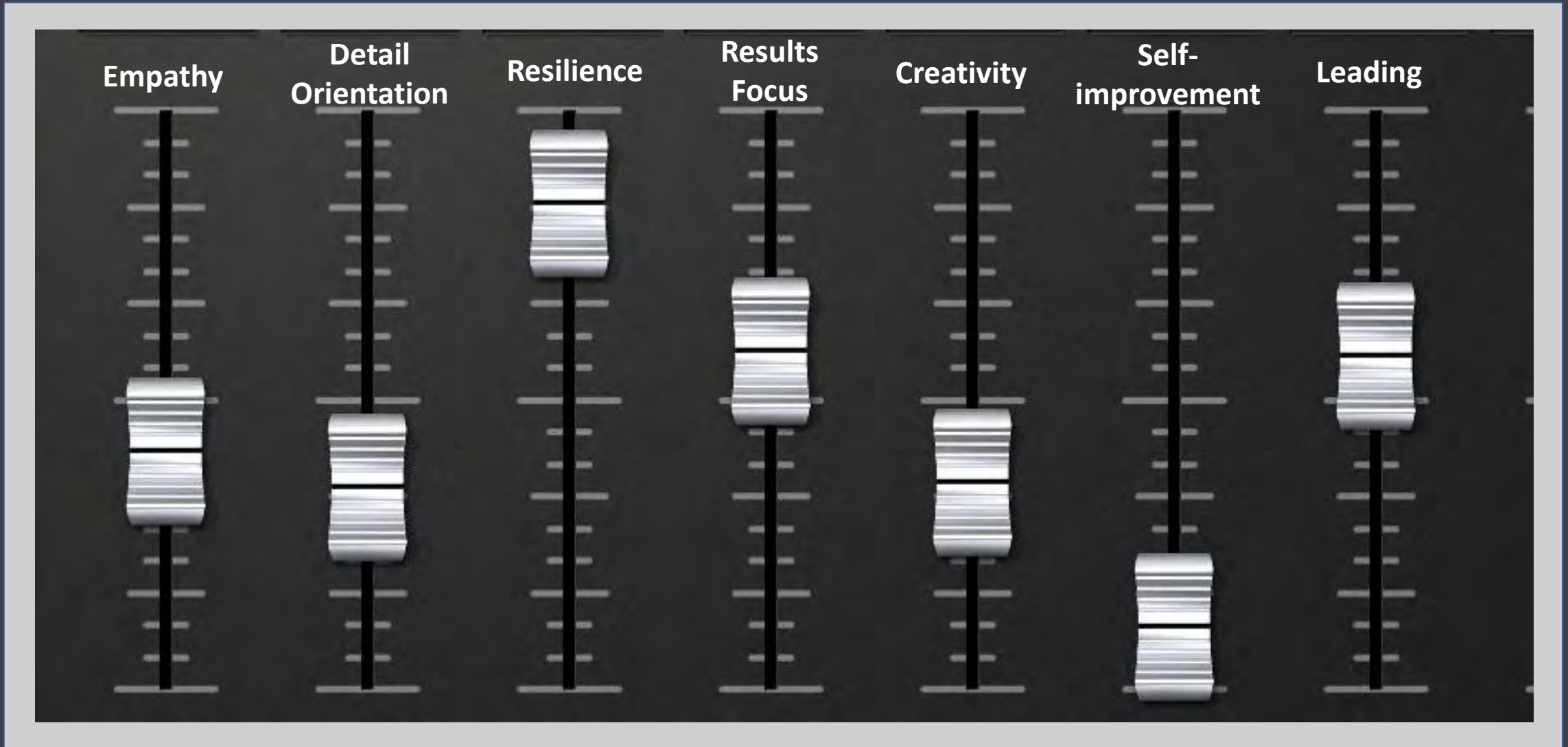
- Using the right amount of your best suited strengths for the given situation

Performance Risks

- Limiting Drainers
- Strengths in Overdrive



Giving the right amount of your best suited energizers for the given situation



Courage → Recklessness

Leadership → Domineering and controlling

Critical Thinking → Overly critical, nit picky, or cynical

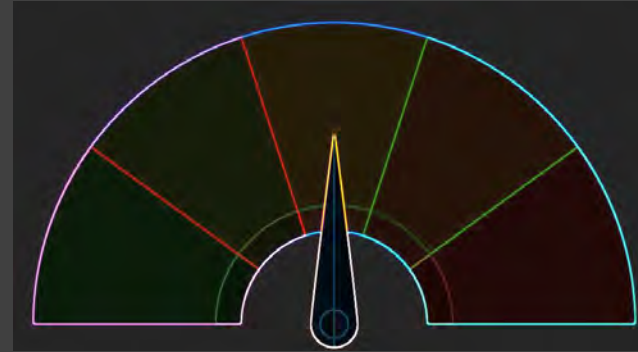
Decisiveness → Rash and overhasty decision making

Detail Orientation → Toxic perfectionism or micromanaging

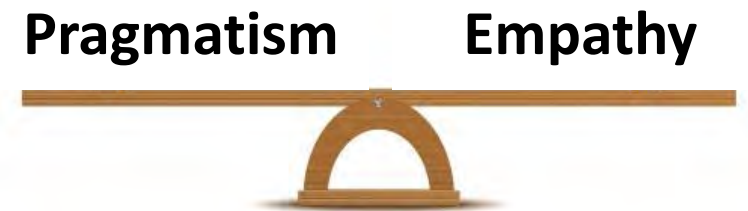
Strengths in Overdrive: too much of a good thing

Strategies to Address Strengths in Overdrive

Mindfulness



Moderator Strengths





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

No

Stop
doing it?

Change
the
process?

Outsource
or
delegate
it?

Reframe
it?

Learn
about it?

Own it.

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 burnt out right now? Do you have any idea what some of their energizers/drainers might be?