

From Time Crunch to Power Surge



Mastering Energy Management To Reclaim Time

From Time Management to Energy Management

In the relentless rhythm of corporate life, the pursuit of excellence often morphs into a frantic race against the clock. For women leaders balancing the weight of professional responsibilities with personal commitments, often burdened by the desire to say yes to everyone; this race can feel particularly grueling. But what if the key to success wasn't in managing time more efficiently, but in managing our energy? This shift from



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time management to energy management is not just a subtle change in perspective; it is a transformative approach that can lead to profound improvements in both professional performance and personal well-being.

The concept of the "corporate athlete," introduced by Jim Loehr and Tony Schwartz in their work, *The Power of Full Engagement*, provides a framework for this shift. Loehr and Schwartz argue that high performance and personal renewal come from managing energy, not time. Their approach, which has been embraced by leaders across industries, focuses on four dimensions of energy: physical, emotional, mental, and spiritual.

Physical Energy is the bedrock of all other forms of energy. It is nurtured through adequate sleep, regular exercise, and proper nutrition. Without a solid foundation of physical vitality, it becomes difficult to sustain high levels of performance in other areas. This aspect of energy management emphasizes the importance of maintaining a healthy lifestyle. Regular physical activity, balanced nutrition, and sufficient rest are not just personal well-being strategies but essential components of professional success. The corporate world often glorifies the hustle, but true productivity and creativity thrive on a well-rested and nourished body.

Emotional Energy is about harnessing positive emotions such as enthusiasm, joy, and confidence, which can fuel our performance and level of fulfillment. Negative emotions, on the other hand, can deplete our energy reserves and hinder our ability to perform at our best. Emotional energy management involves recognizing and cultivating emotions that enhance performance. Practices such as gratitude journaling, mindfulness, and fostering supportive relationships can help maintain a positive emotional state. This emotional resilience is vital for sustaining energy and enhancing performance in the long term. My clients who master their emotional energy can inspire and motivate their teams more effectively, creating a positive and productive work environment.

Mental Energy involves maintaining focus, concentration, and mental agility. In a world filled with distractions, managing mental energy means prioritizing tasks, minimizing interruptions, and keeping a clear mind. Enhancing mental focus involves minimizing multitasking and creating environments that reduce distractions. Techniques like the Pomodoro Technique, which involves working in focused intervals followed by breaks, can help maintain mental clarity and energy. Other ones are time blocking, theme blocks, and enabling deep focus. Cal



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Newport provides interesting resources about mental energy through focus in his book *Deep Work*. Women who manage their mental energy effectively can tackle complex problems with greater ease and creativity, making more strategic decisions that benefit their organizations.

Spiritual Energy is derived from having a sense of purpose and alignment with one's values. This form of energy is what gives us meaning and drives our passion. Aligning with your deepest aspirations provides a deep well of spiritual energy. Understanding your why and where you are heading can give you the motivation and passion needed to overcome challenges and maintain high levels of energy. Engaging in work that resonates with your values and passions can significantly boost your overall energy. Leaders who are in tune with their spiritual energy can navigate their careers with a sense of fulfillment and direction, inspiring others to find their purpose as well.

Alain Goudsmet, a mental coach and expert in energy management, echoes these principles in his work with elite athletes and corporate leaders. Goudsmet emphasizes the importance of recognizing energy sources and drains in our lives. He advocates for a holistic approach to energy management that includes physical activity, positive emotional interactions,

and maintaining a purpose-driven mindset. Goudsmet's approach integrates seamlessly with the principles outlined by Loehr and Schwartz, reinforcing the idea that energy management is a comprehensive strategy for achieving peak performance and living a fulfilling life.

Transitioning from time management to energy management begins with recognizing that our bodies and minds operate in natural cycles of energy and rest. Research on ultradian rhythms, which are cycles of energy that last 90 to 120 minutes, suggests that working in focused bursts followed by short breaks can enhance productivity and prevent burnout. This approach aligns with the concept of energy management, where the focus is on maintaining peak performance by respecting our natural energy cycles. By aligning work with these natural cycles—working in focused bursts followed by short breaks—you can enhance productivity and avoid burnout.

Cultivating positive emotions is another crucial aspect of energy management. Practices such as gratitude journaling, mindfulness, reflective practice to acknowledge and celebrate yourself, and fostering supportive relationships can help maintain a positive emotional state. Emotional energy management involves recognizing and cultivating emotions that



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The Benefits Of Energy Management

The benefits of energy management are profound. By managing energy across all dimensions, women leaders can sustain high levels of performance without the detrimental effects of burnout. This holistic approach builds resilience, allowing women leaders to better handle stress and bounce back from challenges. It also leads to greater well-being, with improved physical health, emotional stability, mental clarity, and a stronger sense of purpose. When energy is managed effectively, productivity naturally increases, enabling leaders to accomplish more with less effort and in less time.

The Energy Leadership Index, developed by Bruce D. Schneider, offers a valuable framework for understanding how energy influences our leadership style and effectiveness. This model identifies seven levels of energy, ranging from catabolic (negative, draining) to anabolic (positive, constructive). By becoming aware of these energy levels and how they impact our thoughts, emotions, and behaviors, leaders can make conscious choices to shift towards more positive, empowering energy states.

For example, when you operate at Level 1 energy you might feel overwhelmed and apathetic, focusing on obstacles and limitations. This energy triggers feelings of victimhood and helplessness, where



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challenges seem insurmountable and progress feels impossible. Our brain will operate with lower functionalities due to high levels of cortisol. However, by recognizing this state and choosing another perspective you can employ energy management strategies, you can begin to turn things around and reclaim brain power.

At Level 2 energy, you might experience conflict and frustration, often feeling that they need to fight for everything and that time is quite scarce. While this level can drive some short-term results through sheer determination, it is not sustainable. The energy expended in constant conflict and resistance eventually lead you to burnout. At this level you can benefit from more regular physical activity, reconnecting with your core values and choose to respond to your life differently.

When at Level 3 energy, you start to take responsibility and begin to cope with situations rather than resist them. This level is characterized by a sense of rationalization and toleration, where you find ways to manage your circumstances. While this is a more constructive energy level, it still involves a significant amount of coping rather than thriving. Seeking to create enriching environments for better relationships is a way to claim more energy. Do not take things personally, practice empathy. Most people are not

waking up to intentionally harm you. They might experience their own struggle.

Level 4 energy is marked by compassion and service to others. You operate at this level focusing on helping your teams and making a positive impact. You derive energy from your ability to support and uplift others, creating a collaborative and nurturing environment. This level of energy fosters strong relationships and a sense of community within the organization.

At Level 5, as a women leader, you embrace opportunities and see challenges as stepping stones to growth. Time becomes abundant because you feel supported and open. You trust yourself and others, so you easily delegate valuing diversity to the people you surround yourself with. This energy level is characterized by a win-win mentality, where you seek solutions that benefit everyone involved. You are open to new possibilities and are willing to take calculated risks to achieve your goals. You prioritize unapologetically because you are strategic in your decisions and you have built solid relationships and can count on allies. This level of energy drives innovation and positive change within the organization.

Level 6 energy is associated with



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creativity, intuition, and a sense of flow. At this level you experience a deep connection to your values and aspirations and you are able to tap into your inner wisdom. You lead with vision and inspire others through your clarity and passion. This energy level fosters a culture of creativity and innovation, where new ideas are encouraged and explored.

Finally, Level 7 energy represents a state of complete awareness and alignment with one's highest potential. At this level you operate from a place of unconditional love and non-judgment. You can see the interconnectedness of all things and lead with a sense of purpose that transcends individual goals. This level of energy is rare but represents the pinnacle of conscious leadership. One minute of this energy provides hours and days of flow.

By understanding and applying the principles of the Energy Leadership Index, you can too consciously choose to shift your energy levels to more positive, empowering states. This conscious shift in energy not only enhances personal performance but also positively influences your perception and experience of time.

Incorporating energy leadership into the broader concept of energy management provides a comprehensive approach to personal and professional growth. It encourages you to be mindful of your

energy levels, to engage in practices that replenish your energy, and to foster environments that support positive energy for yourself, your teams and the people you love.

As women leaders, embracing the principles of energy management and energy leadership can be a game-changer. By shifting the focus from merely managing time to managing energy, we can unlock our full potential, achieve sustainable success, and lead more fulfilling lives. It is time to stop racing against the clock and start nurturing the energy that fuels our passions, drives our performance, and enriches our lives.

The journey from time management to energy management is one of profound transformation. By recognizing and nurturing the various dimensions of our energyphysical, emotional, mental, and spiritualwe can achieve a state of full engagement and high performance. The principles of the corporate athlete, the insights of Alain Goudsmet, and the framework of the Energy Leadership Index provide a roadmap for this journey. As women leaders, we have the opportunity to redefine success on our terms, leading with energy, purpose, and resilience. Let us embrace this shift and create a legacy of empowered, energized leadership.



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Ready to shift your focus from time management to energy management?

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