

ENERGY MANAGEMENT SNAPSHOT - TEAM REPORT

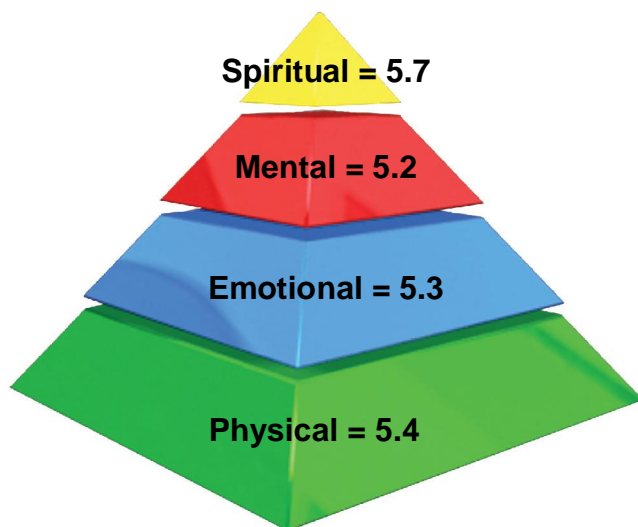
Sample Client

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Being fully engaged means being physically energized, emotionally connected, and mentally focused with what matters most to you and your organization. Full engagement requires drawing on each of these four sources of energy. All of them are necessary, none is sufficient by itself and each influences the others.

Your team's collective scores are shown below, indicating your levels of engagement in each of the four areas. The overall engagement score is the average of your physical, emotional, mental, spiritual scores as well as scores on two questions related to overall engagement and recovery.

TEAM'S OVERALL ENGAGEMENT SCORE = 5.4



ADDITIONAL QUESTION:

What is your current level of negative stress?

Very Low	= 1 response
Low	= 3 responses
Low to moderate	= 1 responses
Moderate	= 4 responses
Moderate to high	= 0 responses
High	= 0 response
Very high	= 0 responses

Team average = Low to moderate

INTERPRET YOUR TEAM'S SCORES:

Descriptions of the Four Levels of Overall Engagement

Fully Engaged (6 and above)

If your team's overall score is in this range, you are fully engaged in life and work. This suggests that your team is performing highly effectively and that your collective capacity is at a high level across all dimensions. Your team's ability to manage energy in the service of what matters at work is exceptional. You still have room to grow but you have established a very strong base.

Engaged (5 to 5.9)

If your team's overall score is in this range, you are engaged in life and work. Your collective level of engagement is reasonably high but not sufficient to fully ignite all of your talents and skills. To become an extraordinarily high performing team – particularly under pressure – you must build stronger energy management skills in the dimensions in which your scores are lowest.

Disengaged (3.5 to 4.9)

If your team's overall score is in this range, you are disengaged. Significant obstacles stand in the way of fully igniting your collective talent and skill. To become an extraordinarily high performing team, you must build significantly stronger energy management skills, focusing first on your scores in the physical and spiritual dimensions.

Seriously Disengaged (3.4 and below)

If your team's overall score is in this range, you are seriously disengaged. This suggests that you spend a significant percentage of your time collectively operating from a sense of deficit and threat. Your level of disengagement not only undermines your ability to fully ignite your team members' individual talent and skill, but you may also be prompting and reinforcing disengagement in each other.

DETAILED TEAM RESULTS

Scale: 1= never or to a very small extent; 7= always or to a very great extent

		QUESTION	1	2	3	4	5	6	7	AVG	RANGE
EMOTIONAL		I have a high level of positive emotional energy at work.	0	0	0	2	3	3	1	5.3	5
		I feel more challenge and opportunity than frustration and aggravation at work.	0	0	1	1	3	3	1	5.2	4
		I create and sustain relationships of warmth, depth and genuineness at work.	0	0	0	3	1	4	1	5.3	3
		I am positive and solution-oriented at work rather than critical and complaining.	0	0	1	1	2	3	2	5.4	4
		I feel confident at work.	0	0	0	2	2	4	1	5.4	3
MENTAL		I am able to focus and concentrate at work.	0	0	0	4	2	3	0	4.9	2
		I manage my time efficiently at work.	0	0	0	3	1	5	0	5.2	2
		I am mentally alert and sharp at work.	0	0	0	2	3	4	0	5.2	2
		I feel organized and mentally prepared to do my work each day.	0	0	1	2	2	4	0	5.0	3
		I am able to think clearly and logically at work even under conditions of high demand.	0	0	0	1	2	6	0	5.6	2
PHYSICAL		I have a high level of physical energy at work.	0	1	0	2	1	4	1	5.1	5
		I feel fully rested when I wake up.	0	0	3	1	2	3	0	4.6	3
		I do some form of strength training on a weekly basis (weight lifting, resistance training).	0	0	1	3	0	2	3	5.3	4
		I eat a healthy meal or snack every 3 to 4 hours during the workday.	0	0	0	1	1	4	3	6.0	3
		I do some form of aerobic / cardiovascular exercise each week (running, jogging, bicycling, swimming, etc.).	0	0	0	1	0	4	4	6.2	3
SPIRITUAL		I am passionate about my work.	0	0	0	2	1	2	4	5.9	3
		I feel a sense of purpose and meaning in my work.	0	0	0	1	2	2	4	6.0	3
		I make decisions and take actions at work which are consistent with my deepest values.	0	0	1	1	1	5	1	5.4	4
		My personal values are consistently with my company's values.	1	0	0	1	1	1	5	5.7	6
		I feel my work is personally fulfilling.	0	0	1	1	1	3	3	5.7	4
OVER-ALL		I feel fully engaged at work.	0	0	0	2	2	3	2	5.6	3
		I am able to truly leave work behind at the end of the day.	0	0	2	1	2	3	1	5.0	4

Note: The overall engagement score is the average of your physical, emotional, mental, spiritual scores as well as scores on the last two questions related to overall engagement and recovery.